

# **KICKSTART SCHEME**

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## **HOW TO HELP LOCAL ORGANISATIONS GET INVOLVED IN THE KICKSTART SCHEME**

# What is the Kickstart Scheme?

The Kickstart Scheme helps young people at risk of long term unemployment get into the job market by providing government funding for employers to create six-month jobs.

Employers of all sizes and from all sectors can be funded to offer new roles. Further funding is available so employers can support young people to develop their skills and to help them move into sustained employment. If an employer can only take on a small number of people, they can still access the scheme through a Kickstart gateway.

The last placements will start in December 2021 with the scheme ending in summer 22.

Funding will cover for each job:

- Salary for 25 hours a week paid at relevant NMW rate
- associated employer National Insurance contribution
- employer minimum automatic enrolment pension contribution
- £1500 for job training and support for work search preparation

There is more information on:

<https://www.gov.uk/government/collections/kickstart-scheme>

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## **HOW DO EMPLOYERS GET INVOLVED?**

# How do employers take on a Kickstart young person?

Employers need to have a role that is specially created and additional to their existing organisation. They will need to allow some time for the young person to develop skills and prepare for work search.

If their bid for jobs is approved, the employer's jobs will be advertised within the DWP network and our Job Centre Plus work coaches will try to match young people eligible for Kickstart roles to the organisation. DWP will refer people to the employer for interview.

While they may want to advertise the role directly, funding will only be provided for job recruits referred to the employer by DWP.

# Employers that can provide 30 or more job starts

If the organisation is planning to offer more than 30 placements over the lifetime of the scheme (with last jobs starting in December 2021), it can submit an application directly online. Information required includes:

- the Companies House reference number or Charity Commission number
- the organisation address and contact details
- details of the roles and their location

Employers will need to provide supporting information about how the roles are new jobs and how they will develop employability skills of young people.

There is more guidance on:

<https://www.gov.uk/government/collections/kickstart-scheme>

# Employers with fewer than 30 jobs access the scheme through a Gateway

If an organisation or employer is planning to take on fewer than 30 jobs, it can access the scheme and the funding by using, or becoming, a Kickstart gateway organisation. These gateways will be local or national organisations who will:

- gather information from employers about the role they would like to offer
- use this information to submit an online application on behalf of a group of employers
- pass on the Kickstart funding to the organisation

They may also

- share their expertise with the organisation or employer to help create good quality roles
- help provide employment support directly to young people on the scheme

Gateway organisations will be funded separately and should not charge a fee for accessing the scheme. They may provide some services as part of the training element for which the employer may share part of their £1500 training grant.

# Finding A Kickstart Gateway

Kickstart Gateways are listed online on the Kickstart website:

<https://www.gov.uk/guidance/find-someone-to-apply-for-a-kickstart-scheme-grant-on-your-behalf>

As of 18 September, there are over 500 gateways available and more are coming on board. These include local authorities, larger employers, trade bodies, charities, colleges and other organisations.

All of these have been vetted and it is only through these approved organisations that employers who need a gateway organisation can access funding for the Kickstart scheme.

Employers will not be charged to use these gateways (which will be funded £300 per Kickstart role) but they may use part of the £1500 training grant to secure the appropriate level of training services, particularly the element focused on employment skills and work search preparation.

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## **BECOMING A KICKSTART GATEWAY**

# How to Become a Kickstart Gateway

If you have an organisation or employer that wants to be a Kickstart gateway organisation, they will be expected to pass our vetting process and :

- share their expertise to help employers on-board and train young people employed through the scheme, for example supporting those with particular disadvantages or working in certain sectors
- provide employability support directly to young people employed through the scheme

They will receive £300 per young person placed in a Kickstart job. This covers the signing of the grant agreement with DWP, the payment of the £1500 start up and employability (wraparound) support and the passing on of wage payments to employers.

We envisage that many employers may want their Kickstart gateway to supply some of the employability support and arrangements can be made between those on what proportion of the support will be provided and the £1500 divide up on a way that suits both.

They can apply online with the 30 roles straightaway or can promote your interest in being a Kickstart gateway and make it easier for employers to find you, send an email to [kickstart.interest@dwp.gov.uk](mailto:kickstart.interest@dwp.gov.uk)

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**HOW YOU CAN HELP US  
DELIVER KICKSTART**

# How you can help deliver the Kickstart Scheme

We want to ensure that any employer who can provide an additional role for a young person is encouraged to consider applying for Kickstart funding.

We will share material with you to take away about the scheme, this can be shared amongst your networks and describes the two ways that organisations and employers can get involved in Kickstart:

- Organisations that may wish to apply for funding to provide Kickstart jobs;
- Organisations that may wish to apply to work with the scheme as a Kickstart Gateway- helping smaller employers to access it.

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## **DWP CONTACTS** **FOR YOUR AREA**

For dedicated contacts please visit:

<https://www.gov.uk/government/publications/kickstart-scheme-employer-contacts/kickstart-scheme-employer-contacts>

If you need help with the Kickstart Scheme process, you can email:

- your local employer contact if you are located in a specific region;
- the national employer contact if you are located across several regions.

Please include the following information in your email:

- email subject
- company name;
- main contact;
- preferred contact information (for example phone or email);
- your postcode;
- town or city of your proposed job placements.