

KICKSTART

SCHEME



**A GUIDE
FOR
EMPLOYERS**

WHAT IS IT?

The **Kickstart Scheme** is a £2 billion fund to create hundreds of thousands of high quality 6-month work placements for young people.

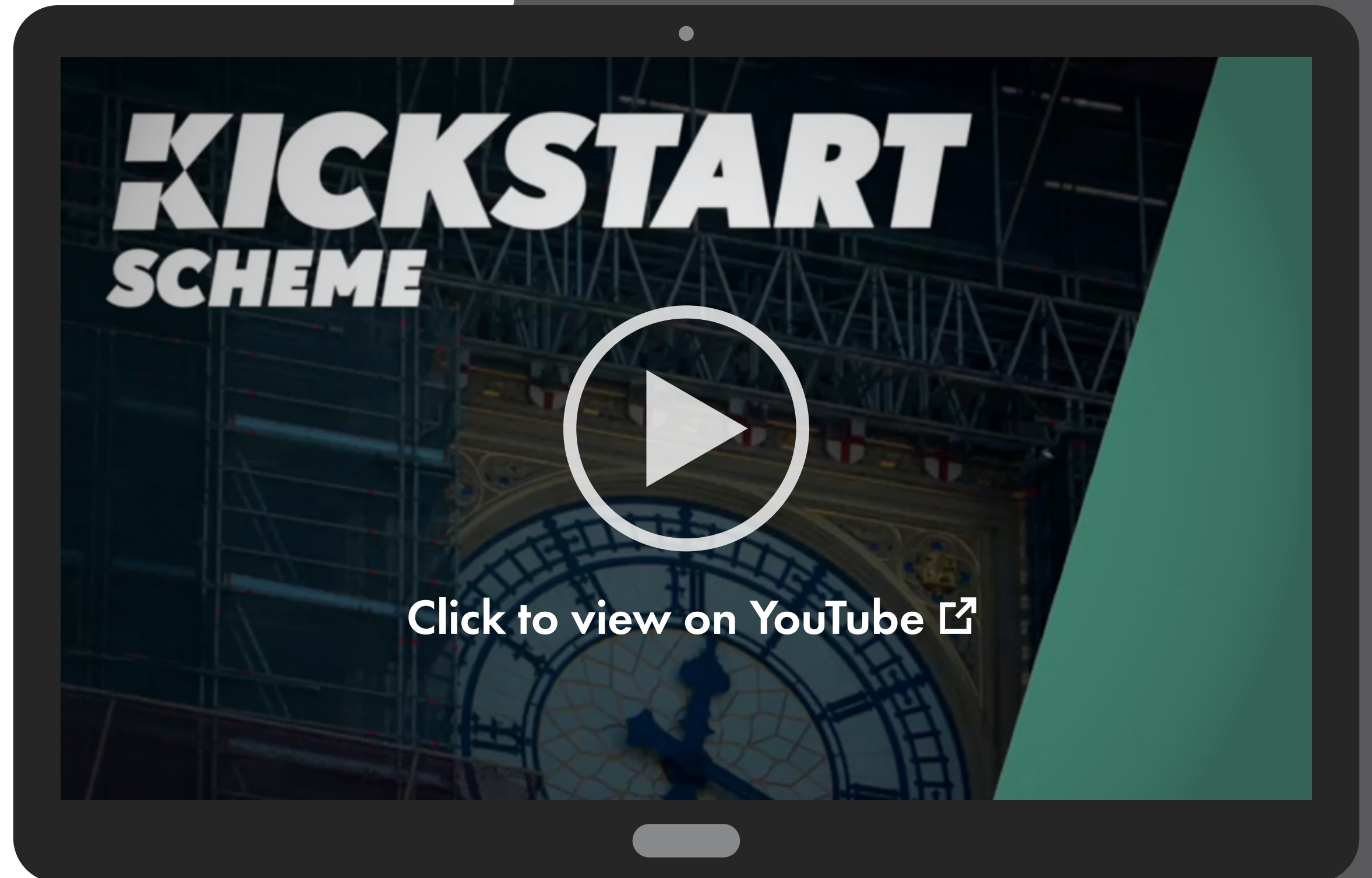
It was announced on the 8th July after the Chancellor announced the **Kickstart Scheme** as part of the Plan for Jobs.

Funding available for each job will cover the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions. There will also be funding available to support young people to develop new skills and to help them move

into sustained employment after they have completed their Kickstart funded job.

Through the scheme, you'll be able to access a large pool of young people with potential, ready for an opportunity.

We will initially prioritise young people aged between 16 and 24 who are ready for an opportunity and will be supported by their Jobcentre Plus work coach to enrol in the scheme.



HOW TO GET INVOLVED?

Employers from all industries and across the private, public and voluntary sectors can get involved.

ONLINE



All the information you need to apply is available online:
[gov.uk/kickstart](https://www.gov.uk/kickstart)

APPLICATIONS



Applications must be for a minimum of 30 job placements. If you are unable to offer this many vacancies, you can partner with other organisations to reach the minimum number.

CANDIDATES



Once your application is accepted it will be sent to your local Jobcentre where a Work Coach will select a number of suitable young people who are at risk of long-term unemployment and ready for work.

INTERVIEWS



Employers will interview applicants and select the best candidate for the role.

▶ **The job placements created with Kickstart funding must be new jobs. They must not:**

- replace existing or planned vacancies
 - cause existing employees or contractors to lose or reduce their employment
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▶ **The roles you are applying for must be:**

- a minimum of 25 hours per week, for 6 months
 - paid at least the National Minimum Wage for their age group
 - should not require people to undertake extensive training before they begin the job placement
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▶ **All applications should include how you will help the participants to develop their skills and experience with:**

- support to look for long-term work
- support with CV and interview preparation
- training to develop their skills, such as team work, organisation and communications as part of the role