

Q&A session – Get Kickstart Ready

1) Can Kickstart be used in conjunction with apprenticeships?

-A: Yes, absolutely, they can progress onto an Apprenticeship at any point throughout the programme or at the end. We see this as an ideal progression route for these young people.

2) Can we take employees on over a phased period rather than start a large group at the same time?

-A: Yes, of course, they can be taken on at any point during the period of Kickstart, remember the programme finishes in December 2021, so they will have need to have started before this point.

3) Will these young people be the furthest from the labour market?

-A: Eligibility of customers for a Kickstart placement:

Universal Credit claimants are eligible to be referred to a Kickstart Scheme job if they meet all of the following criteria, they are:

- Aged 16-24
- Currently unemployed (nil earnings)
- Some claimants will have reduced availability for work due to circumstances such as caring responsibilities or a health condition. These claimants can still apply for the Kickstart Scheme and a reasonable adjustment can be discussed with employers during the job application process.

Before making a referral, work coaches must ensure the claimant:

- Is willing to apply for and undertake the Kickstart Scheme job, and
- Has the required skills and meets criteria set by the employer as part of the job.

Work coaches will help claimants to apply for Kickstart jobs where extra support is needed. Some claimants may require other support or provision before they are ready to apply for a Kickstart Scheme job.

Suitability for a Kickstart placement:

- Claimants are not suitable for the Kickstart Scheme if they are likely to find work independently in a short space of time. The scheme is aimed at those who require some support in finding and obtaining work, and are struggling to compete in the open labour market.
- Suitable claimants for the Kickstart Scheme are likely to have been unemployed for 6 months or more, and be in the Intensive Work-search regime. The Kickstart Scheme has been designed to support those who are more likely to struggle to find work on their own and are at risk of becoming long-term unemployed.

- Claimants who have been unemployed for under 6 months are still eligible for the Kickstart Scheme.

Claimants might not be suitable for the Kickstart Scheme if they:

- Are awaiting the outcome of a job interview
- Are regularly attending and performing well in job interviews and application processes for work outside of the Kickstart Scheme
- Would benefit more from other support or provision before they would be ready to apply for or move into work

4) Is there a maximum/minimum number of applicants the JCP will send through per placement?

-A: This will depend entirely on the criteria set by yourselves.

5) Does the full £1500 always go to the employer? As in are there any other 'hidden' costs?

-A: The full £1500 is allocated to the employer, please have discussions with your Gateway/Intermediary to see whether they are providing any wrap around services which they may charge you for.

6) Can we align the applicants to our care leavers? Or SEN young people? Does the system allow this to happen?

-A: There is not the facility to do this specifically however if you would like to support a particular type of young person please speak to your DWP Employer and Partnership Manager about relevant applicants.

7) Are you able to 'top up' salary if you would like to offer more than 25 hours for example?

-A: Yes, absolutely, you can offer more hours or more salary, but please remember this will not be covered by the Kickstart funding, they will only cover 25 hours at minimum wage for the young person's age.

8) Are we required to complete Health & Safety Checks for our placements as a gateway?

-A: The responsibility for health and safety would sit with the employer as per any other employee.

9) Is there any benefit to registering with more than one gateway organisation that cover wider areas? Or do the kickstart roles get sent out to all JCP's regardless of location?

-A: It would be best to stick to one Gateway provider, the opportunities are advertised as per the post code of the opportunity rather than the location of the Gateway.

10) Is an individual able to engage with other 'funded' programmes whilst they are in this placement? Such as, Skills Support for the Workforce training, apprenticeships etc.?

-A: That would depend on the requirements/funding rules of the particular programme you are hoping to engage with.

11) What is the timeframe of the scheme? When will the last available placements be able to be made?

-A: The end date of Kickstart is December 2021, realistically you would need to have the details of your placement to your Gateway/Intermediary by the end of November 2021.

12) Is there a specific CV format that we must follow?

-A: No, there is no prescribed format.

13) Are these placements expected to be 6-months? How do we deal with the possible need to release people?

-A: Yes, the kickstart programme is designed to last 6 months.

14) We will be recruiting kickstart employees into the business offices – If we have a further lockdown measures and we are unable to attend the premises; how will that work?

-A: It would be the same requirements as all of your other employees, whether that be working from home, attending COVID safe premises or any mixture of this.

15) If the young person is unemployed, do we offer them all company benefits?

-A: Once on the Kickstart scheme they will be employed, and you would treat them in the same way as any other employee.