



How to make Kickstart a Success

Support & Resources

- As a minimum you must be able to offer relevant work skills training, CV writing and interview skills.
- Individuals have varying needs and require different types of support:
 - £1500 grant for you to provide that support/extra training
 - Lots of support / training available at little or no cost - opportunity to build resilience and wellbeing of young people
 - Regional toolkit to direct employers on local provision – this should be complementary to what support young people receive beforehand
- Cash is king! Wage support paid by Government is paid retrospectively at months 2, 4, and 6, so do consider cash flow.

Readiness and Progression

- Ultimate challenge = reducing youth unemployment
- Ultimate target = Kickstart leads to a job, traineeship or apprenticeship for every young person
 - Identifying the options for progression early on can make each placement more fulfilling for the employer and the young person
 - Employers have an opportunity to develop the region's talent pipeline
 - Solent Apprenticeship Hub can advise on solutions that work best for your business
- Optimal solution = employers, providers and DWP working in tandem before, during and after a Kickstart placement to get the right outcome for every business and young person

What next...

1. Identify your Kickstart Gateway – be clear on what they are offering and the benefits it will bring to your business and the young person
2. Write your Job Description – set out skills you need and how you will develop this during the placement: DWP Work Coaches will use this information to identify appropriate individuals for the placement and ensure they are ‘Kickstart Ready’
3. Think about the placement i.e.
 - What is involved?
 - When will it start?
 - Who will be supervising the young person and why?
 - What support can you offer internally and what will you need to source externally? How will you judge if this is successful or not?
 - What outcomes are you seeking from Kickstart?
4. Progression – where do you see this placement leading to?
5. Business growth – what other support does your business need to boost its growth prospects? How will Kickstart complement that? Who can you approach to assist?



Get in touch!

Solent Apprenticeship Hub

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