



Department
for Work &
Pensions

Kickstart

Overview South West England

Introduction and Agenda

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- Purpose of The Call
- Content
- Q&A at End of Call

Overview to Kickstart Scheme

What is Kickstart?

- Kickstart is a new £2bn scheme as part of the Chancellor Rishi Sunak's 'plan for jobs' focusing on young people 16-24.
- Begins Autumn 2020, expected first starts November 2020.
- The scheme puts our young people at the heart of our revival. Its intention is to improve the employability of young people.
- Our young people are usually amongst the worst hit by financial crises, and unemployment can have longstanding implications for their future.
- There will be around 700,000 young people set to leave education this year.
- Roughly 1.6m young people currently furloughed.
- 250,000 under 25s are claiming unemployment benefits since March.
- The scheme will provide a 25 hours per week, six-month placement for those 16–24 year olds currently claiming Universal Credit.

Bid Process

Kickstart Scheme applications:

- Must be for a minimum of 30 job placements.

If a single employer cannot provide this many job placements, they can:

- Join a group of other employers, nominating a representative for the group to submit the application.
- Register their interest with existing representatives, such as local authorities, chambers of commerce or trade bodies.

We will cover connections later in the presentation.

Bid Process cont'd

We have a growing number of Representatives, who we hope to share with you all, you may also find others promoting their services locally.

- There is no limit to the number of placements an Employer can offer.
- Encourage all to be involved, no matter how small, if they can meet the scheme criteria.
- When submitting a bid, a job description will need to support the placements being offered along with how you will help the participants to develop their skills and build their experience.
- Information about the support the organisation can give to develop employability skills of young people

Bid Process cont'd

Ideally your bid should include:

- Support to look for long-term work, including career advice.
- Support with CV and interview preparations
- Supporting the participant with basic skills, such as timekeeping / attendance and team working.
- You will also be asked for your Companies House reference number or Charity Commission Number – where you don't have this please enter a series of 0000000.

This is an area where Representative's may be able to assist.

Funding

- Funding is available for 100% of the relevant National Minimum Wage for 25 hours a week, plus associated employer National Insurance contributions and employer minimum automatic enrolment contributions.
- There is also £1,500 per job placement available for setup costs, support and training.
- A representative applying on behalf of a group of employers can get £300 of funding, for each placement, to support with the associated administrative costs of bringing together these employers.
- Kickstart is not an apprenticeship, but participants may move on to an apprenticeship at any time during, or after their job placement.

Current National Living Wage and the National Minimum Wage rates.

	21 to 24	18 to 20	Under 18
April 2020 (current rate)	£8.20	£6.45	£4.55

Representative Roles and Responsibilities

Representatives will submit the bid:

- If successful the Representative will receive a letter to enter into a grant agreement with DWP, (no details are available of this yet), however it will detail what you'll need to do.
- The grant agreement will need signing and returning before any placement begins.
- The representative will pay, you, the employer wrap around support and wage costs.
- Costs associated with this are negotiable between the employer and representative and don't require DWP involvement.
- DWP will undertake any assurance of employers, using a variety of options learnt from the Future Jobs Fund.

Connections

We will remain impartial in the selection / coordination process.

- We will share with you all those representatives wishing to link with an employer.
- You can decide who you wish to link with to make a bid.
- Our list continues to grow and we hope to make this more accessible in the future.

There are many support organisations that could also help sign post as necessary such as your LEP or Local Authority.

Placements

- Once a bid is successful the details of the Placements will be passed to the local JCP Work Coaches to signpost potential participants to the opportunities.
- The potential candidates will make contact, possibly with the help of their Work Coach, before undergoing an employer's selection process.
- The successful participant will need to be entered on to the PAYE payroll and HMRC notified.
- We'll pay, via the Representatives, 25 hours per week for 6 months.
- If you wish to employ them for more hours, you can top up the difference.

Future Plans

- This is an evolving picture, having brought the scheme to life in 7 weeks since the chancellor's announcement on the 8th July, we do expect there will be some minor changes as we move forward.
- All information about the scheme including the application process can be found on GOV.UK. Other DWP sources of help can be obtained via the South West Kick Start email address or our local Employer and Partnership teams, also see page at end of presentation.
- We also have a range of other programmes and support options available to help move people back into work or support those at risk of unemployment, that we'd welcome a discussion about.

Links to Current Gov.uk Guidance

Kickstart Information

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

Employer information

<https://www.gov.uk/guidance/apply-for-a-grant-through-the-kickstart-scheme>

Representative information

<https://www.gov.uk/guidance/check-if-you-can-apply-for-a-grant-as-a-representative-of-a-group-of-employers-through-the-kickstart-scheme>

Promotional materials

<https://www.gov.uk/government/publications/kickstart-scheme-promotional-materials>

Questions – FAQ updates

Please bear in mind that we're still developing and enhancing the scheme therefore we do expect there to be some changes moving forward.

1. Sole Traders – Can take part, but would need to work with a Representative.
2. Will there be a ‘claw back’ clause for the awards of £1500 or £300 where a participant ends their placement early, for example within a month?
We’re still seeking clarity – awaiting a formal response but feel it would be disingenuous to the scheme.
3. Can a representative use a Third party payroll company to provide their financial governance and process the payments?
Yes, this would be part of your normal activity.
4. How would Sick Pay and Holiday Pay fit into the placements?
Being classed as an employee, normal terms and conditions would apply. This would therefore form part of their 25 hours.
5. Can we start placements before November?
At present we’re still building the system and developing the Grant to allow this to happen, therefore we don’t envisage any scheme starts before November.

6. Can we see an example of the Grant agreement?

We're still not in a position to share, but hope to do so soon.

7. Is there a minimum training/support expectation?

There isn't a specific minimum framework or expectation of training at present but it must be of value to the person and bespoke to their needs to improve their employability.

8. The application template within the portal appears to have a set limit of characters to detail the support offer, this is restrictive for employers to detail what their offer is? Can this be increased?

This is being reviewed and we're expecting to see some enhancements to the Application process.

9. When submitting an application, could we have an automatic acknowledgement with the 'within 1 month' expectation?

Under review.

10. Have we developed a route way for 16/17 year olds who are in care therefore unable to claim universal credit be able to be employed by a company through the Kickstart?

They'd still need to be claiming UC, as we'd expect the vast majority to still be in F/T Education.

11. What mechanism are we planning to use for notifications of 'Starts' on the scheme from employers, to ensure timely payments, preventing a reliance on the PAYE system as this could create delays where a weekly or monthly reporting system is used.

A mechanism is still being developed. We'll come out to you all with details once this has been agreed.

12. Can someone undertaking a placement take on an additional part-time job?

Yes, we would expect them to remain on the placement once started, unless they obtained permanent employment.

13. Payment schedule. Could this be made monthly to avoid cash flow issues?

Payment frequency is being reviewed following employer feedback. More details will come out.

14. Will we be providing clear identification of who the payments are related to and will they be paid in batches or separate payments to then pass onto the relevant employer?

Still in development.

15. What Safeguarding and protection will be in place for the young people?

This would be covered by employment law and normal reporting mechanisms in place.

16. Being classed as employed, are employers expected to have a contract of employment with participants, generally this should be in place within 3 months?

The placement is classed as a job, therefore the employer's normal terms and conditions apply. We're currently seeking further guidance to whether a formal contract of employment is needed.

17. Working hours – we've specified 25 hours per week. Can these be aggregated over a month. For example, 20 hours one week and 30 the second etc.

Our expectation is that the scheme would be for 25 hours per week.

18. Can we roll a participant from Kickstart into an Apprenticeship?

We believe so, however we're in discussions with the Apprenticeship administrators to confirm this.

END