



FREQUENTLY ASKED QUESTIONS

To introduce you as an employer in Gloucestershire to the UK Government Kickstart scheme we have put together a set of frequently asked questions so you can consider whether your business can offer a work experience opportunity to a young person.

New information may emerge on:

www.gov.uk/kickstart

This is the Government website for the Scheme, so please visit for any further information as **it** is regularly updated.

What is the Kickstart scheme?

Kickstart is a £2 billion Government scheme introduced as part of the Governments “Plan for Jobs” in response to the Covid-19 pandemic which provides fully funded job placements for unemployed young people aged 16-24 claiming Universal Credit, and who are at risk of long-term unemployment.

What are the benefits for employers to engage in the Kickstart scheme?

- Funding to cover the cost of paying the young person’s wages at the national minimum wage for 25 hours a week, with additional associated national insurance and pension costs
- £1,500 towards set-up costs, support and training for each placement
- Develop the skills of the young person to the needs of your business
- No commitment to offering permanent roles
- Opportunity to expand, while also mitigating the risks of the ongoing uncertainties in the business environment
- Supporting your local community

Which employers are eligible to apply for the Kickstart scheme?

All employers are being encouraged to apply to take on a young person for 6-months. It is open to businesses irrespective of size and sector.

KICKSTART SCHEME

“And I urge every employer, big or small, national or local, to hire as many Kickstarters as possible”, Rishi Sunak - Chancellor.

What does an employer need to have to apply for the scheme?

You will need:

- Your Companies House reference number or Charity Commission number
- Your organisation address and contact details
- Details of the job placements and their location
- Supporting information to show that the job placements are new jobs and meet the Kickstart scheme criteria
- Information about the support the organisation can give to develop employability skills of young people
- 1 years filed accounts with Companies House – companies who are unable to fulfil this please let us know as there may still be an opportunity to apply

What should employers consider before expressing interest in the Scheme?

You should look at:

- The role is genuinely a new opportunity and it does not result in loss of employment for employees or contractors
- How the role of the young person during the six months will help you to deliver your business plan with operations that are Covid-19 secure
- Whether the role requires the young person to do a lot of training before they start – if it does it is not suitable for the scheme
- How the role is balanced providing the young person with real, transferable workplace skills and the time to think about their next steps
- The supervision and support of the young person, and how your colleagues will be supported and upskilled if necessary
- the provision of a positive, safe and supported job role and working environment
- How you can draw upon the internal experience and skills of your business and partner organisations
- Whether the capacity of your team, at all levels, can provide a worthwhile job placement experience.

KICKSTART SCHEME

How should an employer express interest in the Scheme?

You are able to:

Approach Gloucestershire County Council as a Gateway, provide information about the company, the Kickstart placement and apply to join the Gateway, or submit your application directly on-line to DWP.

What is the role of Gloucestershire County Council Gateway?

This will be to support you with:

- Passing on the relevant payments made by DWP to you, for example the young person's salary
- Gathering information about your opportunities
- Liaising with DWP and our networks to work with suitable young people
- Sharing our expertise with you to help onboard and train young people employed with you
- An optional provision of a comprehensive training package

If the Kickstart scheme is of interest to you and you would like further information about joining our gateway please contact kickstart@gloucestershire.gov.uk.