



Kickstart Scheme

for Employers

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About the Scheme

The Kickstart scheme asks employers to create a 6 month work placement for those aged 16-24; allowing young people to gain valuable experience and training which boosts their employability and life skills.

The best bit? The Government will cover the wages of each young person (National Minimum Wage for 25 hours a week), plus the associated employer minimum National Insurance and Pension contributions.

Employers can create as many placements as they like, each lasting 6

months. There is no obligation to offer the young person a full time position after the placement has ended (unless you want too!).

This scheme has real benefits and can help many business to minimise cost and maximise income, as the national lockdown comes to an end.

More details of the scheme are explained throughout this brochure but if you have any further questions, or would like to get started please contact us on:

☎ 01472 493004

✉ kickstart@thinkemployment.com

🌐 [thinkemployment.com](https://www.thinkemployment.com)

KICKSTART
SCHEME

About us

We, Think Employment, are an established training provider, who is driven to support individuals in their search for work.

For almost two decades, we have delivered a range of funded courses that provide individuals with nationally-recognised qualifications; that can help them to access higher education, find a new role, or simply help them to learn something new.

We're excited to be an approved Gateway for the Kickstart Scheme as we have seen first hand how increased employability (and more importantly work experience) can drastically improve the opportunities for young people.

If you'd like to learn more about us, simply give us a call on **01472 493000** or visit the website: **www.thinkemployment.com**



What are the Benefits?



New Role(s)

The role(s) you are must not be a replacement for a current role.



Eligible Candidates

The people you hire must be 16-24 years old and on Universal Credit.



Fully Funded

The government covers 100% of the wage costs for each young person.



Placement

The placement should be 6 months and can start anytime during 2021.



Paperwork

Don't worry – we'll sort out all the practical work with DWP.



Support

Receive recruitment, admin and learning support during the scheme.

Like young people, many business owners across the UK have bared the brunt of the coronavirus pandemic, and many have been on the brink of closure since last year.

The Kickstart Scheme is a life-line for many of these organisations; providing funded staff and additional support grants to help them find their feet and re-open their doors.

They can recruit new talent and receive the hands-on support they need, without worrying about the additional costs.

Many employers are also using the Kickstart Scheme to identify talent and build a future workforce. The 6 month placement allows you, and other employers, to identify key strengths among your team and to plan for future opportunities and growth.

To find out how the scheme can benefit you and your organisation, contact us! You can do so by calling **01472 493004**, emailing us on **kickstart@thinkemployment.com** or by visiting the website: **www.thinkemployment.com/kickstart-scheme**



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*Sorry you don't have
enough experience..*

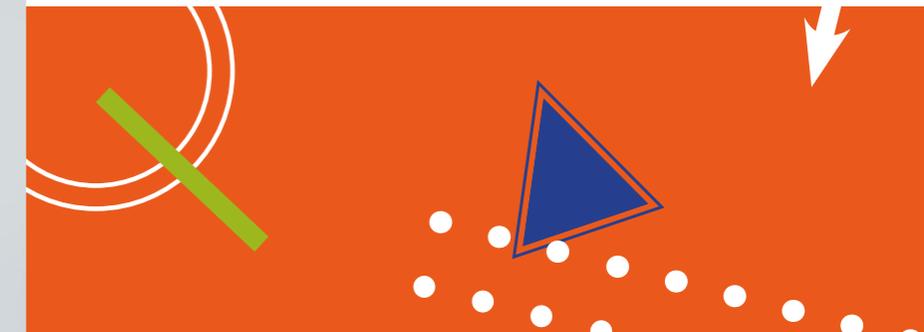
The jobs market for young people is a very difficult one to navigate. Many 16-24 year olds do not have previous experience in sector-specific roles and this; paired with the closure of many businesses that can offer entry-level roles, has caused a huge surge in unemployment rates for this age group.

Employers on the Kickstart Scheme play a vital role in helping help young people to gain the skills, confidence and experience they need, to find (and stay in) future employment.



Did you know..

284,000 young people have lost their job since March 2020?





What placements can I recruit for?

Unsurprisingly, COVID related roles are the most popular placements at the moment however you are not limited to these. Placements can be for any role as long as they are:

- An entry-level or trainee role.
- Not replacing a current role.

Our example placements are shown on the right but you can combine / change these to suit the needs of you and your business.

- Covid Assistant
- Social Distancing officers
- Waiting Staff
- Bar staff
- Receptionist
- Admin Assistant
- Cleaner
- Assistant Book Keeper
- Trainee Marketing Assistant
- Sales Assistant
- Facilities Assistant
- Phone Staff
- Health and Safety Assistants

How does it work?



Step 1

Complete our online form found at www.thinkemployment.com/kickstart-for-employers or call us on **01472 493004**

Once submitted, your designated Kickstart co-ordinator will contact you to introduce themselves.



Step 2

We will send your initial application to the DWP for official approval (this can take up to 4 weeks).

If this is successful, you will then be required to submit a full job description for each Kickstart vacancy.



Step 3

We will advertise your vacancy for free on our website, social media channels and via email.

If you'd like, we can support you with a similar media pack that you can use to attract your own candidates.



Step 4

We will sift the applicants on your behalf and will send you a selection of the best ones.

You are then free to interview and hire the individuals that impress you the most.



Step 5

Congratulations, it's now time to get your Kickstarter settled in and stuck into the role.

We will support the young people throughout their placement with employability skills, CV support and career advice.



Step 6

After 6 months the placement is complete. The young person should now be well equipped with key, transferable skills that will boost their employability for future roles.

You are now free to part ways, or to recruit them as a permanent member of staff.

The Support Grant

As mentioned previously, the Government will provide an additional support grant to employers, for every young person they take on during the Kickstart Scheme.

If employers do not use a gateway, they can receive a support grant of **£1500** per kickstart. However, DWP will not make any payments until it is satisfied that the funding will be used for eligible expenditure only.

If you decide to recruit for the Kickstart Scheme independently, you (as the employer) are responsible for providing evidence of eligible expenditure - or risk a deduction/removal of funding.

If you decide to recruit for the scheme using Think Employment as your Gateway, you will get a support grant of **£500** per kickstarter and we will do all the hard work for you.

This includes liaising with DWP/JCP work coaches; monitoring and recording delivery of success; and funding tracking.

Unlike other gateway providers we also provide support throughout your entire kickstart journey. More details can be found to the right.

The full list of employer obligations can be found at: <https://www.gov.uk/government/publications/kickstart-scheme-terms-and-conditions>

During Application Process

- Job description & specification
- Job adverts on our website, social channels and via email.
- Personalised media pack for you to use as a recruitment tool.
- Access to in-house learner pool.
- Information & Guidance session for all potential candidates.

Before the Placement

- Pre-screening of candidates
- Right to work check
- Standard Kickstart induction (Including Sector Specific training)
- Mentor introduction
- Kickstart development plan

During the Placement

- Employability Skills Development including:
 - Peer support webinars
 - Online resources
 - CV & interview workshops
 - 1-1 Zoom meetings with mentor
- Work search guidance

Following the Placement

- Job search support
- Achievement support:
 - Interpersonal skills
 - 1-1 mock interview
- Access to further learning opportunities