




KICKSTART

SCHEME





Kickstart is a Government scheme run by Department of Work and Pensions to provide 6 month paid work placements for 16-24 year olds at risk of long term unemployment.

Funding will cover for each job placement:

- 100% of the relevant national minimum wage for 25 hours a week
- The associated employer national insurance contributions
- Employer minimum automatic enrolment contributions
- £1500 per job placement available for setup costs, support and training.
- Gateway organisations receive £300 per placement to cover administrative costs.

There is a minimum application size of 30 placements. Smaller organisations can work together with a Gateway organisation to meet this minimum requirement.

All placements will have the same employment rights as any other employee.




Placements must demonstrate that they can provide skills and experience support and include:

- Support to look for long-term work, including career advice and setting goals
- Support with CV and interview preparations
- Supporting the participant with basic skills, such as attendance, timekeeping and teamwork


The scheme will provide high quality jobs for young people that must not:

- Replace existing or planned vacancies
- Cause existing employees or contractors to lose or reduce their employment



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



Application submitted to DWP with all jobs and requirements of the scheme. and min of 30 placements.

DWP assess Gateway and businesses. Approve bid and issue contract to Gateway

DWP send all job descriptions to local JCPs and young people put forward to employers

Month 2 real time HMRC data triggers wage payment in arrears to Gateway who pass onto employer

Young persons in employment with wrap around support as per application

Young person starts employment business registers with HMRC £1500 and £300 payments triggered to Gateway.

Month 4 real time HMRC data triggers wage payment in arrears to Gateway who pass onto employer

Month 6 placement ends. Young person moves into longer term employment with employer or alternative progressions

Month 6/7 HMRC data triggers wage payment for final 2 months.

Real Ideas Support Offer:

Support for you as an employer - £350

We can support you to set up and manage the interview process; manage your placement including trouble shooting any issues that arise; support you to create and issue digital badges to recognise employee achievements and act as a digital reference for your Kickstart employee.

Examples of support could include: advising on safeguarding issues that arise, practical support around HR issues, templates for policies and support to apply them, creating clear interview process and support to manage this.



Direct Support for your Kickstart Placement: All in Offer £650

- Provide face to face or virtual starter day where new employees are supported to understand expectations of role, basic requirements of work and employment and how to be a great employee. This will include networking other Kickstart placements together to create peer support and will include overviews on health and safety, GDPR, employee rights and responsibilities.
- Your employee will have access to monthly one to one sessions with a professional navigator (a Real Ideas career coach) to support your employee to build confidence and independence, work on their CV and overcome any personal barriers to success.



Direct Support for your Kickstart Placement: All in Offer £650 continued



- Your Employee will have access to monthly training sessions to improve their teamwork, communication, independent working skills and ability to get things done and meet deadlines. These are the core requirements of the scheme and sessions will evolve based on business feedback to help develop skills.
- Access to a next steps group session (or 'Opportunity Hack' as we call them) where your employees are supported to identify and respond to live opportunities and ensure that they progress into new work at the end of the placement.

Direct Support for your Kickstart Placement: Light offer £350

- Give your employee access to up to 3 one to one sessions with a professional navigator (Real Ideas career coach) to support your employee to build confidence and independence.
- Work on their CV and overcome any personal barriers to success.
- Access to a next steps group session (or opportunity hack as we call them) where your employees are supported to identify and respond to live opportunities and ensure that they progress into new work at the end of the placement



Become a Real Ideas Connect Member or All in Member for added benefits:

- Kickstart employers who sign up for our Connect Membership (£20/m) will receive all the benefits of Connect Membership as well as 10% discount on the support packages.
- Kickstart employers signing up for Connect Membership can also purchase a Kickstart Connect Membership (£20/m) for their employee on Placement offering the young person the ability to work in our Spaces for up to 25hrs a week, in addition to the other benefits available to Members.
- Kickstart Employers interested in our All In Membership (£200/m) will receive extensive Member benefits including unlimited use of our spaces as well as 15% off the support packages detailed below.





Digital badges give your Kickstart employee a verifiable record of achievement they can take with them. Badge School for Kickstarter will be a community of digital badge issuers who can share learning and good practice to give young people maximum benefit from their Kickstart Placement.

What is a Digital or Open Badge? An international open standard designed to capture learning and recognise achievements outside of formal education (such as informal learning, work placements or volunteering). Badges act as a verifiable reference that can be used to support further employment and development.





Why badge your programme?

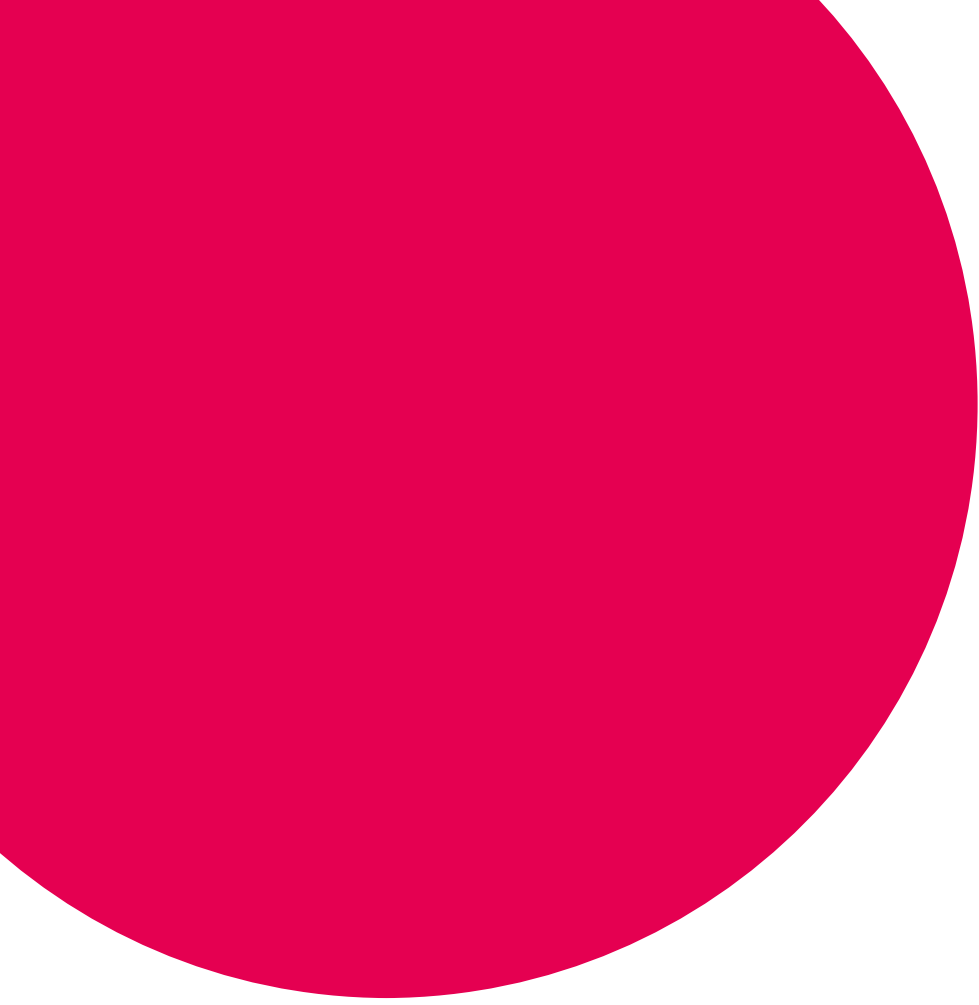
Motivate your Kickstart employees: Badges help to create a sense of achievement and specific benefit for the employee.

Help support their onward journey: The earner has a verifiable digital reference that stays with them, regardless of your organisational changes.

They are better able to articulate their experience and when they share it on LinkedIn, their CV or social media, your brand benefits.

Demonstrate your impact: Capture your offer through a visible and measurable medium that helps demonstrate the learning your employees have experienced and the investment you have put into designing your training offer.





Digital Badges for kickstart Employers working with Real Ideas can be accessed through

- As part of the £350 offer for Kickstart using Real Ideas as Gateway
- As part of the £650 full young people support young people can gain your badges as an employer and Real Ideas badges as part of their support
- or £350 light touch support offer. Young people will be issued with Real Ideas badges.



Any questions?

