



# The Kickstart Scheme:



## How to Access Funding Through IC Training Centre

# An Employer's Guide : 2020-2021

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## WHAT IS THE KICKSTART SCHEME?

The Kickstart Scheme is a new £2 billion government fund that will pay any employer of any size across the private, public and third sector to create quality 6-month work placements for young people aged 16 to 24, claiming Universal Credit and at risk of long-term unemployment.

The Government will fully fund each Kickstart job paying 100% of the relevant National Minimum Wage for 25 hours a week, plus associated employer National Insurance contributions and employer minimum auto-enrolment pension contributions. A £1500 grant per placement is also available to help with set up costs and to enable young people to develop new skills to help them move into sustained employment once their Kickstart funded job ends.

To be eligible, all job roles:

- Must be new jobs
- Must be a minimum of 25 hours per week, for 6 months.
- Must pay at least the National Minimum Wage for their age group.
- Cannot replace existing or planned vacancies.
- Cannot cause existing employees or contractors to lose or reduce their employment.
- Cannot require people to undertake extensive training before they begin the job placement.



Applications are for a minimum of 30 job placements and if your organisation has more than 30 placements, you can submit your application directly, but if your organisation has less than 30 job placements, you must partner with other employers to meet this minimum number through a Kickstart Gateway.

And the good news is: ICTC is a Kickstart Gateway organisation.

## HOW CAN YOU ACCESS THE FUNDING?

As an employer you can access

- 100% funding for a role of 25 hours per week on minimum wage for 6 months
- 100% NI contributions
- 100% Pension contributions
- Up to £1,500 per 16-24 year old hired through the scheme to cover onboarding, uniform and training costs
- The scheme will fund positions that can be supported for a six-month period with no obligation to increase the placement above 25 hours per week or offer employment after the placement. This program is designed to build young people's experience and leave them with practical skills and experience for future employment opportunities.
- If your business could benefit from an extra pair of hands and you meet the following criteria, please complete our Expression of Interest form below and a member of the team will be in touch within one working day.



## How do I apply for the Kickstart Scheme?

This will depend if you have the minimum of 30 placements needed.

If you're creating more than 30 placements, you can apply directly.

However, if you're creating fewer than 30 placements, you must partner with other organizations to reach the minimum number.

You could pair up with:

- Similar employers
- Local authorities
- Trade bodies
- Registered charities

## **ICTC – IS A KICKSTART GATEWAY**

ICTC has qualified as a DWP Kickstart Gateway and are on the DWP published list. We are looking for employers who want to become a part of a ICTC partnership where we will act on your behalf and access Kickstart funding for you.



ICTC have the proven expertise not only to be your Kickstart Gateway but to offer a wrap-around package of support, networking and advice for all employers in our partnership.

We will:

- Gather information from you about the job placements you are offering.
- Use this information to submit an online application on your behalf and pass on information to enable the right young person to be matched to the right job.
- Pass on the relevant payments made by DWP to you, for example, the young person's salary.
- Share our expertise with you to help you onboard and train young people employed through the scheme, for example, supporting those with particular challenges including disabilities
- Provide employability support and training directly to young people employed through the scheme.
- Offer networking, training and business development opportunities to the employers in our partnership.
- Help you to sustain the opportunity by offering advice on accessing apprenticeships and the Apprenticeship Levy.
- Offer you a bespoke, personalised approach with support through a single contact.
- Use technology to make the process seamless and easy to navigate.



## WHAT SHOULD YOU OFFER

There is no formal documentation on this within the Government Guidance – no explicit list that is to say. But placements of this nature aren't intended just as free labor, of course. You should be offering training, real work experience and helping these young people to build their professional skills.

The guidance suggests that employers should offer “employability support.” But I imagine different businesses can interpret that in different ways.

The guidance says:

*“DWP may contact you or the young person during the job placement to check what employability support has been offered. This is to make sure the young person has the best experience from the scheme.”*

You will interview, recruit and employ your new team member in the same way as normal.

To join our Kickstart partnership or to find out more:

Please contact Jay on 07960464339 / Rupal 07429085399 or contact us

at [kickstart@ictraining.co.uk](mailto:kickstart@ictraining.co.uk)

Submit the Kickstart Scheme -Expression of Interest form [HERE](#)