

The Kickstart Scheme

The Kickstarter scheme was launched in late 2020, as the Government's 'Plan for Jobs' to get young people back into work after having lost their job as a result of the Coronavirus pandemic.

In 1st February 2021, the Kickstart scheme changed and Sole Traders, Ltds and Charities are able to apply directly.

The 30 or more applications cap (that was in place from November 2020 until January 2021) has been removed. This is great news for businesses to take on Kickstarters.

There are over 600 Gateway Organisations and FORESHORE HR are one of these Gateways, so here are 10 great reasons why you might want to come to us to apply for a Kickstarter on your behalf:

- 📞 You get to keep the £1.5k training/support funding on top of the 6 months fully paid wages to pay your new Kickstarter
- 📞 We will process all the application admin with the Department of Work and Pensions (DWP) saving you time and admin costs
- 📞 We have been approved as a Gateway organisation and already have confirmed Kickstarter placements so we understand the process
- 📞 We are an HR business, so we can support you as the Employer from that perspective
- 📞 If you want to take on your Kickstarter permanently after the 6 months, we can advise you on Employment Contracts. There is no obligation to use us for HR, of course, but we hope that you will want to.
- 📞 We are offering a dedicated buddy for your Kickstarter so that they have an external contact for any work-related questions or advice
- 📞 We support your Kickstarter with 'get ready for work' Kickstart talks that are remote sessions for support
- 📞 If your Kickstarter needs extra support, we have mentors who are Mental Health First Aiders and can offer wellbeing support
- 📞 In the event that you don't have a permanent position at the end of the Kickstarter placement we offer career support to assist them to find their next role
- 📞 We want your Kickstarter to be a success and add value to your business, so we work tirelessly to support you as the Employer and guide them to reach their potential

So, if you want to take on a Kickstarter for a new role, minimum of 25 hours a week, on at least national living wage, aged 16-24 years, currently on Universal Credit, contact us today!

Call 📞 023 9298 2685

Email ✉️ sam@foreshorehr.com

FORESHORE HR | Co Reg: 11886104 | Our Kickstart Scheme Contact details are:
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<https://www.gov.uk/government/collections/kickstart-scheme> www.foreshorehr.co.uk

**KICKSTART
SCHEME**

FORESHORE HR
introduces you to the
Kickstarter Scheme!

FORESHORE

Kickstart Scheme – A Government funded Initiative

Kickstart Gateway Organisation – An intermediary (Ltd Company) who applies on behalf of multiple Employers who have less than 30 applications. FORESHORE HR have registered as an intermediary.

What is it?

You can use the Kickstart Scheme to create new 6-month job placements for young people who are currently on Universal Credit and at risk of long-term unemployment. The job placements should support the participants to develop the skills and experience they need to find work after completing the scheme. The Kickstart Scheme is available in England, Scotland and Wales.

What funding is available?

Funding is available for:

- 100% of the relevant National Minimum Wage for 25 hours a week
- associated employer National Insurance contributions
- employer minimum automatic enrolment contributions

There is also £1,500 per job placement available for setup costs, support and training.

How does it work?

You can apply on an individual basis from February 2021, therefore as a business you only need to offer 1 placement to apply, you don't need to have a minimum of 30 applicants.

Apply on your own here - <https://www.gov.uk/guidance/apply-for-a-kickstart-scheme-grant>

FORESHORE HR are applying on behalf of a group of 30 or more employers, FORESHORE HR will get £300 of funding directly from DWP for each job placement to support with the associated administrative costs of bringing together these employers.

FORESHORE HR | Co Reg: 11886104 | Our Kickstart Scheme Contact details are:
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FORESHORE HR will support the Kickstart process by:

- Explaining the scheme, applying on Employer's behalf
- preparing relevant Job Descriptions
- first point of contact with the 'Work Coach' from the job centre when liaising with candidates
- Remote telephone assistance for the Kickstarter in their first week
- Supporting the relationship between the Kickstarter and the Employer in their first month and throughout their placement to give them the confidence, support and motivation to fulfil this opportunity. Kickstart Buddy, Kickstart Mentor and Kickstart Career support schemes.
- communication between the Job Centre and Employer as required
- processing and distribution of the funding from DWP, as an intermediary

It is a voluntary scheme for the Kickstarter, so there is no obligation for them to complete the 6 months, however it is mutually beneficial as the Kickstarter will receive valuable training and the Employer will be able to develop their young worker into their business ethos and style and hopefully take on the Kickstarter permanently after the 6 months.



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Who can apply for funding?

Any organisation, regardless of size, (Sole Traders, Ltd Companies and Charities) can apply for funding.

The job placements created with Kickstart funding must be new jobs.

They must not:

- replace existing or planned vacancies
- cause existing employees or contractors to lose or reduce their employment

The roles you are applying for must be:

- a minimum of 25 hours per week, for 6 months
- paid at least the National Minimum Wage for their age group
- should not require people to undertake extensive training before they begin the job placement

Each application FORESHORE HR make will include how we will help the participants to develop their skills and experience, including:

- 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 team-work

From the 1st February you can apply for a Kickstarter individually, however if you may prefer to join other Employers and register through FORESHORE HR (who are an intermediary), we will do all the administration for you, which includes:

- Submitting the application online through the gov.co.uk website for the funding
- Helping you with your Employer Agreement form and Vacancy template. This also includes helping with and checking your job descriptions.
- Dealing with the funding and ensuring it is transferred to you when necessary
- We will also support you with the progress of your Kickstarter.

If you would prefer to register through us, once FORESHORE HR have gathered several placements we will apply on your behalf. We will be informed within 1 month from DWP of whether the application is successful.

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