

KICKSTART SCHEME



How you can use government funding to employ a young person in your small business



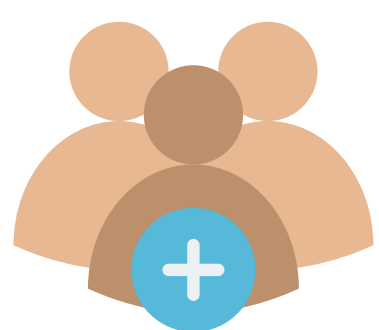
The wages funding

If you employ a young person to work for your business through the Scheme, you will receive 100% of the relevant National Minimum Wage rate for 25 hours a week for 6 months. You'll also get employer's NI and pension costs. The money for wages and on-costs will come monthly in arrears.

The young person

The funding is only available for young people aged 16 – 24 who are claiming Universal Credit and have been referred to you by DWP.

You'll submit job descriptions to the DWP and you will receive details of young people who have been matched to your role. You can then interview them as you would for any other vacancy, and offer the job to the best candidate.



The job placement

The jobs must be new jobs you would not otherwise have been able to recruit, not replacing vacancies or reducing the hours someone else works. They must be jobs that only require basic training.

The application

It can all be done online. You don't need a minimum number of jobs and you don't need to use a 'gateway' provider unless you want to. You'll need basic details about your organisation, such as registered company number and contact details. You'll need job descriptions and information about the job/s you're offering. You'll also need information about how the placements are brand new jobs rather than existing vacancies or replacements, including details of any redundancies or other recent changes to your workforce.

You'll need details of the 'employability' support you intend to provide.

The one-off payment

You'll also get a £1,500 one-off payment when the young person starts work. This is for your set-up costs and to support the young person's employability. That could include training to develop their skills, or career guidance support. You can pay an external provider to deliver this, or you can do it yourself.



The employment

Young people recruited through Kickstart will be employed by you, therefore they will need suitable contracts. A fixed term contract for 6 months would be appropriate. They will get holiday entitlement and all other employment rights. Don't forget pension costs are covered by the funding.

After the placement is over you may be able to offer them longer term employment or receive funding through another source, but you don't have to.

