

Kickstart Scheme

Working with Kickstart Wraparound.

KICKSTART
WRAPAROUND



www.kickstartwraparound.com



What is “Kickstart”

What’s in it for the Employer?

You get to take on multiple young employees (16-24 year olds) for 6 months for free!

The DWP covers their salary, Income Tax and National Insurance contributions for the minimum wage for 25 hours a week.

There is flexibility in that you can choose to pay more or offer longer hours at your own cost.

What’s in it for the Employee?

Firstly and importantly they get a job for 6 months and job experience. For those on Universal Credit and/or Job Seekers Allowance this can be life changing.

Each “Kickstart” employee gets training plus “wrap around” support that helps them secure and keep a long term job.

Support that:

- will help them with their long term employability
- allows them to be safe at work,
- will help them navigate the workplace,
- will help them set goals and put them on a path to a fulfilling career.

The Process

There is a mandated DWP process that we follow:

The employer writes the briefs for the individuals you require (no maximum number) and gives these to us:

- Job Tile/Description
- Hours
- Location
- Ideal Start Date
- Salary



We submit your Jobs to the DWP along with other jobs in batches of 30 for DWP approval.



Department for Work & Pensions

Your Job is sent by the DWP to local Job Centres.



The Job Centre matches appropriate individuals to your jobs and you are contacted by the Job Centre.

You interview the individuals and make an offer. (You are not obliged to accept an applicant).

You employ the individual add them to your PAYE system. HMRC then informs the DWP that the individual is employed and the DWP informs us.

We commence the individual's course of training (if required).

Kickstart payments for salary, tax and NI are sent from the DWP to us and on to the employer every month.

6 Months Later

At the end of 6 months, if you wish, you can continue to employ the person without Kickstart support) or apply to have them become an Apprentice.

Training with Purpose

Long-Term Work!

Kickstart is a great opportunity for individuals to experience what may be their first job and learn what they need to keep a job long term.

Kickstart requires that placements need to be provided with “wrap around” support to improve their employability skills.

Employers can arrange, administer, and provide all or a part of this training themselves. Alternatively Kickstart Wraparound as the introducer can undertake all the training

We help young people and the unemployed with vocational qualifications and through Apprenticeships to get into jobs.

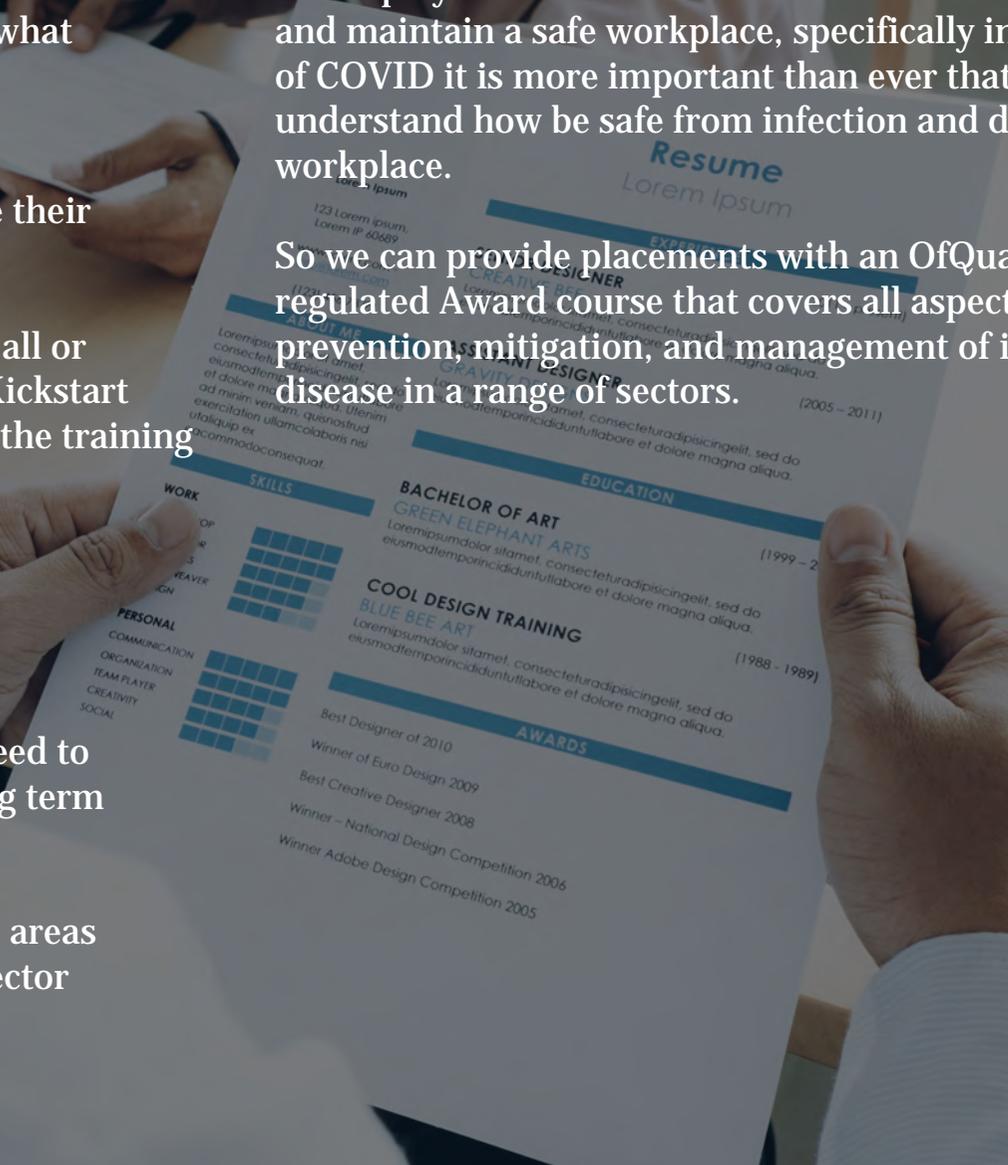
Our experience has taught us what individuals need to help them make a success of a job and start a long term career.

We have broken down the training into 3 flexible areas that will help the employees be safe, savvy and sector wise:

1. Safety & Compliance

All employees should know and understand how to create and maintain a safe workplace, specifically in the time of COVID it is more important than ever that people understand how be safe from infection and disease in the workplace.

So we can provide placements with an OfQual Level 2 regulated Award course that covers all aspects of the prevention, mitigation, and management of infectious disease in a range of sectors.



2. Work Savvy

No matter the industry or sector there are basic skills that people need to be productive, these include skills such as:

- **Basic working skills:** Attendance, timekeeping, teamwork, communication and travelling to work.
- **Job Seeking skills:** CV writing, interview skills, and help in looking for work.
- **Employability skills:** Functional Skill in Maths, English, and Information Technology; Health & Safety; and the ability to assess Workplace Risk.

We can provide a suite of these courses dependent upon the individual's needs.

3. Sector Wise

The first two areas help to make the individual a “rounded” employee. The final area concerns learning that directly relates to the role the individual is doing.

This training is flexible and tailored specifically to both the individual and the employer. It can be a single regulated course/qualification or multiple smaller unaccredited courses as long as it is beneficial to improving the career of the individual.

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- Your company is a registered company. ✓
 - The role(s) must be a NEW JOB ROLE(s) and not previously advertised. ✓
 - The role(s) must NOT cause another employee to be made redundant or reduce their employment. ✓
 - The company MUST be part of PAYE, as the Kickstart employee will need to be paid through PAYE. ✓
 - The applicants for your job role(s) will be provided via the DWP/Job Centre and are currently on Universal Credit, Job Seekers' Allowance or other eligible unemployment scheme. ✓
 - Your company may be subject to Disclosed Barring Service requirements if placement is offered to 16-17 year olds. ✓
 - You understand there may be a slight delay in your submission due the requirement to submit in blocks of 30 placements. We are working to process applications as swiftly as possible. ✓
 - Your placement offer is subject to acceptance by the DWP. We are not responsible for his decision. If successful, you will be required to offer a full job description. ✓

FAQs

The Kickstart scheme was opened for applications in September 2020.

Whilst the main facts of the scheme are clear and given in this leaflet, like any scheme there are fine detail questions that only arise once it is launched.

We and other organisations are asking specific questions of the DWP regularly and they are efficiently updating everyone.

Given these FAQs are constantly being updated we have created a webpage that contains all the latest information:

www.kickstartwraparound.com

