

FAQs – Kickstart Scheme

What is the Kickstart Scheme?

The Kickstart Scheme is a government initiative that aims to reboot the economy and provide meaningful work experience placements to young people aged 16-24 who currently claim Universal Credit.

£2 billion of funding has been allocated to create thousands of 6-month placements across businesses in the UK to not only give the economy a boost, but to allow businesses to secure the extra resources they need to grow.

The scheme gives young people, who would otherwise face long-term unemployment, the opportunity to gain work experience and new skills to kickstart their future careers.

Am I eligible to apply?

Anyone can apply to the scheme, but using Reed as your gateway partner will give you additional support and make the process seamless.

Is my placement eligible for the funding?

There are number of requirements you will need to meet in order to gain funding for your placement(s). These are:

All placements must be a genuine new role.

Placements cannot replace existing or planned vacancies. They cannot be created with the outcome of existing employees/contractors having their employment reduced or lost.

Minimum requirements.

The role must be for at least 25 hours per week, for a six-month period, and be paid at the national minimum wage for their age group. The role should not require people to conduct extensive training prior to starting their placement.

Must provide skills development.

All placement applications need to include how you plan to support your employees with skills development and experience. This includes support in finding long-term work, guidance with CVs and interview preparation, developing their skills, such as teamwork and communications, as part of the job placement.

As your gateway representative, Reed will support you with providing this to the applicant through our Employability Skills Package.



What can Reed help with?

As your Kickstart gateway representative, Reed will support both you and your kickstarter by:

- Applying for the approval of your work experience placement
- Assisting with creating job titles, job descriptions, screening, suitability, and decision making
- Advertising your Kickstart role
- Sharing our recruitment expertise to help you onboard and train those employed
- Providing a robust, professional wrap around training programme which helps the Kickstarter to develop the skills and experience they will need to find work in the future
- Providing a unique online login for your kickstarter to our portal where they will be able to access all aspects of the Employability Skills Training as set out by the DWP
- Giving you the peace of mind that the training is held digitally and will be fully auditable
- Ensuring your kickstarter has a record of achievement and certificate of completion to support their future career searches
- Giving your kickstarter the opportunity to register with their local Reed office at the end of the work placement

Why should I choose Reed as a gateway representative?

With our 60 years' of success and knowledge in the recruitment sector, we are placed in an excellent position to support you and your organisation with recruiting a Kickstarter and helping one or more of the many unemployed 16–24-year-olds who are seeking work experience and employment.

How much will it cost me?

If you are applying for funding at 25 hours per week at age related National Minimum Wage then it would be at no cost to your business, but you will still be able to top up this wage if you want to.

Alongside the fully supported Employability Skills Training, you will receive a £750 start-up grant for each work experience placement you hire.

Who will the young person be legally employed by?

They will be employed by you – you will be responsible for managing them and making sure they have meaningful work to complete. However, we will be on hand if you need any support or assistance with resolving any issues regarding the scheme.

Can I find an employee myself?

All applications must come through your local Jobcentre. If there is someone you have in mind, who is on Universal Credit (it may be a graduate or recent school leaver), refer them to your local Jobcentre Plus. The Jobcentre will ascertain if the individual is eligible or not. This must not include furloughed staff.



How do the candidates apply for my vacancies, where are they advertised?

Once your vacancies are approved, they are sent to the vacancy team at the Jobcentre where they are loaded onto the system and the local teams pick out the vacancies in their area each day. From these details they will begin to match your vacancy and location with their available and eligible candidates. (We do not have sight of these candidates so we rely on the Jobcentre to identify and match). Once a match is made, this will generate a referral email to the contact email address you provided in your original application. Following on from this you should await actual applications from those matched candidates (not all will apply).

Do I get a choice over whom I employ?

Yes, prospective employees will be picked by your local Jobcentre and you will be able to interview them. Although there is no formal assessment process, the employee should be of the right calibre to work in your business and be motivated to gain the maximum out of the Kickstart Scheme. If you do not find a suitable candidate, you have no obligation to continue with the scheme.

How many Kickstart placements can I have?

You can apply for as many as you wish though this should be relative to the size of your business and current headcount. Once the vacancies have been approved by DWP you can proceed to fill the vacancies immediately or over a period of time. You cannot exceed the number of approved vacancies, but you can re-apply for more placements throughout the duration of the scheme which runs until December 2021.

Do I need to provide training?

The placement role should not need the applicant to complete extensive training prior to starting, and there is no requirement to offer them any formal training or qualifications.

However, the skills training you conduct with them should be relevant to the role they are doing and is up to you how you approach this.

Reed will also support with training through our Employability Skills Training package.

How will the Kickstarter wages be paid?

Kickstarters receive 25 hours paid employment at National Minimum Wage. This is funded by government and the first payment will be paid to the gateway organisation on or around week six of the period of employment. Reed will collect your bank details when you confirm an offer and start date for a new kickstarter joining your business and will transfer the monies within five days of receipt. Up to this point, each business will have to stand the cost of the first month salary. From week six, wages will be received and paid every month for the remainder of the placement.

What happens at the end of their placement?

There is no obligation to offer a permanent position at the end of their placement, but of course you can if you wish to, and Reed will be on hand to help you onboard them permanently.

Alternatively, if you would like to create another new role and take on another Kickstarter, just let us know and we will work with you to find you a suitable candidate.

