

LET'S KICKSTART THE NORTH EAST

**KICKSTART
SCHEME**



What is the Kickstart Scheme?

The Kickstart scheme is a new incentive from the Government for 16-24 year olds who currently claim Universal Credit and are at serious risk of becoming unemployed long-term. Under the scheme, the Government will cover 100% of employment costs for 25 hours a week for 6 months. This includes the employee's salary at the appropriate minimum wage for their age, as well as National Insurance and pension contributions.

Additionally, businesses will also receive £1,500 per placement to cover the cost of the placement and for any wrap-around support and training.

RHWE makes it easy for businesses to apply and successfully access the scheme, plus provide the required employability and careers training through our Kickstart Training Package.

Contact us at kickstart@rhwe.org or 0191 226 7979 to get FREE ADVICE and find out if you are eligible. It's quick and easy to apply with RHWE, we can get the ball rolling with your application the same day.

Is my business eligible?

You must be a limited company or registered charity and the benefit of using RHWE is we enable businesses of all sizes to apply to the Kickstart scheme. We will apply for your Kickstart placements on your behalf and DWP will carry out checks on your business and then provide us with an approval to then get your Kickstart job roles advertised.

What type of jobs can I offer for the Kickstart placement?

Each placement is for 6 months with a minimum of 25 hours per week and must be new jobs.

They must not replace existing or planned vacancies or cause existing employees, apprentices or contractors to lose or reduce their employment.

We will help you by providing the required careers training and mentoring through our Kickstart package so that you can focus on your business and getting the most out of your Kickstart placements.

As an employer when is best to apply for Kickstart vacancies?

We recommend if you are interested in the Kickstart scheme that you make an application straightaway so we can get the ball rolling and secure the placements you are wanting to recruit to. You can then run your recruitment process at a time to suit you knowing you have secured the vacancies you wish to offer. The Government is planning to run the scheme until December 2021, so let us help you to secure your placements now.

How do I apply?

Complete and submit our short form and our Kickstart team will give you a call to provide you with free advice about Kickstart and help you to apply. We have made the process simple, quick and easy.



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Can we recruit or refer young people to Kickstart scheme placements?

Young people should be referred via Job Centre Plus Work Coaches; if you are aware of a young eligible person, you can highlight this opportunity to them.

RHWE offers all of their employers on the Gateway the opportunity to promote their vacancies directly through our Industry Taster Workshops that will highlight the opportunities you are offering and details of the sector you operate in.

Am I able to employ a family member under the Kickstart Scheme?

Kickstart scheme placement applicants must be in receipt of Universal Credit and be referred by a Job Centre Plus Work Coach.

How long will the Kickstart scheme last and when will it accept applications until?

The Government has said that the scheme will run at least until December 2021 and they have allocated £2bn in funding for the scheme.

We have lots of employers who have already started with Kickstarters in their business and are making further application for more vacancies through Kickstart. The feedback is really positive so we encourage you to apply with us now to secure placements and then you can choose when you would like to start the placement.

Is there a maximum number of placements I can hire?

No, there is no maximum and RHWE will work with you to make the best application to DWP.

Do I get to choose the Kickstarter I employ?

Yes, you choose from the candidate applications that meet your job description and that you receive from Job Centre. From there you will run a normal interview process and select the candidate best suited to your business.

What happens if the Kickstarter leaves my business or we have to ask them to leave?

The Kickstarter is an employee on a standard 6-month employment contract. If they don't work out for whatever reason, then you can end their contract as you would with any other employee.

How does the Kickstart Scheme wages and grant funding work?

When the young person starts their placement with you, you need to notify RHWE as your Gateway and information will be submitted to the Department for Work and Pensions (DWP) to release the £1,500 grant payment per placement and you will usually receive this funding approximately 11 working days later.

The first wages payment is claimable 6 weeks after the start date and you will receive this payment up to 11 working days after it's been processed.

All other wage payments are paid 4 weekly after the previous wage payment and you will receive the payments up to 11 working days after it's been processed.



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The DWP will use information from HMRC to check that the young person is still employed. The grant funding to pay the young person's salary will be paid in monthly arrears when DWP know they are:

- Enrolled on your payroll
- Being paid through Pay As You Earn (PAYE)

You can pay a higher wage and for more hours but the Government funding will not cover this.

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