

The Department for Work and Pensions has launched a new Scheme to support young people to gain valuable experience and become more employable with little financial cost to the employer.

Novus Talent was born out of a vision to support the development of young talent in the IT industry. We are therefore extremely excited to support this Government initiative, especially during this difficult period, by matching opportunity with talent and getting our young people into work. To do this we will use our influence and contacts to ensure the IT market is doing its bit for the cause and to ensure the best available talent is placed within IT organisations. It's the classic win-win.

Let Novus Talent support you with the new Government Kickstart Scheme

Kickstart offers grants for employers and covers pay and National Insurance up to minimum wage and 25 hours per week for candidates who are participating in the scheme.

We understand how busy the IT industry is at the moment, with so many time competing activities that make focusing on this type of initiative challenging, so we have developed complementary kickstart services to simplify the process, take the burden away from you and to make recruiting the right talent as simple as possible for you. We do this by working with your own sales, HR and recruitment teams.

Benefits of the new Government Kickstart Scheme for small businesses

Whilst the majority of the IT industry has not been negatively impacted by the Covid19 pandemic, this is sadly not the case for other industries. We are seeing this reflected in our unemployment figures, and it is often those under the age of 25 who are being impacted the most.

The Kickstart Scheme was created to help businesses access a pool of motivated young people (under 25s) claiming Universal Credit for recruitment into employer defined roles, whilst providing them new skills to help move them into sustained employment following their Kickstart funded job.

Kickstart funding available for each job covers;

- the relevant National Minimum Wage for up to 25 hours a week
- the associated employer National Insurance contributions
- employer minimum automatic enrolment contributions
- funding also available to support young people to develop new skills and help them move into sustained employment after they have completed their Kickstart funded job

Novus Talent is focused on the IT industry, but employers from all industries can get involved, so long as the job placements created are new jobs (rather than replacing existing or planned vacancies, or causing existing employees or contractors to lose or reduce their employment).

Benefits of working with Novus Talent

- We will make it easy for you to benefit from the programme. We do this by acting as your single point of contact, removing the need for you to engage with the DWP, the gateways partners, job centres and other departments as the scheme evolves.
- We understand the IT market and know what talent is required for success. This is built on our own experiences of working many years in IT.
- We will take the brief for the candidates you are looking for and provide guidance in the creation of any job role/description
- We will identify and filter suitable talent prior to interview with you
- We will support any required application with the DWP to set up the scheme for your business and keep you fully updated on progress.
- We will partner with you around training and development for candidates
- We will provide ongoing 1:1 mentoring sessions with candidates
- We will support candidates with soft skills training and bi-monthly webinars to help with career planning.

Whether it is for Sales, Marketing, Operations, HR or other departments, let Novus Talent help you to support our youth in the UK and identify and secure the best talent for our great IT industry.



Government Kickstart Scheme Application Form

Company Name:
Name of Applicant:
Job Title:
Registered Address:
Email Address:
Contact Number:
Companies House Registration Number:

We are keen to support the Government Kickstart Scheme and understand this is for a minimum of six months.

We will be partnering with Novus Talent (Company Registration number 12929656) who will manage our application.

We work together with Novus Talent to deliver a programme to the Kickstart candidate in order to develop their skills and provide an opportunity for further employment at end of the 6-month period.

I can confirm the following:

- The role(s) I am recruiting for would not exist without Kickstart funding
- This/these role(s) will not replace existing or planned vacancies
- This will not cause existing employees or contractors to lose or reduce their employment hours
- We will provide a minimum of 25 hours a week of employment to the chosen candidate
- The candidate will be paid at least National Minimum Wage through PAYE
- We will provide full support to the chosen candidate to help them get work after the 6-month Kickstart Scheme ends

Hires

We are looking to hire a minimum of _____ candidates to support our business.

Job Roles (Please put a breakdown below)

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Please tick or highlight the box below if you are interested in any further services (dependant on DWP updates) :-

- Bronze Service:** We would like Novus Talent to deliver their Bronze level of service for our candidate(s).
- Silver Service:** We would like Novus Talent to deliver their Silver level service for our candidate(s).
- Gold Service:** We would like Novus Talent to deliver their Gold level service for our candidates

Name:

Date:

Declaration

I confirm that the information given on this application form is, to the best of my knowledge, true and complete. I understand that if it is subsequently discovered any statement is false or misleading, or that I have withheld relevant information, my application may be disqualified. I understand the information given by the Department of Work and Pensions is regularly updated and more information may be requested/changed.