

KICKSTART
SCHEME

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What is the Kickstart Scheme?

The Department of Work and Pensions (DWP) has announced the launch of the **£2 billion** Kickstart scheme to create hundreds of thousands of high quality **six-month** work placements for young people across the UK.

Employers can use the Kickstart scheme to create new six-month job placements for **young people (aged 16-24)** who are currently on Universal Credit or Jobseeker's Allowance, and at risk of long-term unemployment.

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What is the Kickstart Scheme?

Through the scheme, you will be able to access a large pool of young people with potential, ready for an opportunity. DWP will initially prioritise young people aged between 16 and 24 who are ready for an opportunity and will be supported by their Jobcentre Plus work coach to enrol in the scheme.

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To make an application to DWP organisations must have a minimum of 30 job roles available for young people

Organisations with fewer than 30 job opportunities are encouraged to contact one of the [representative organisations/Gateway bodies](#) to submit a request on their behalf.

WCVA is registered as a Gateway for Voluntary Organisations in Wales.

The current DWP approval time is expected to take 4 weeks.

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For each employment placement DWP will pay:

- 100% of the relevant National Minimum Wage for 25 hours a week
- The associated employer National Insurance contributions
- Employer minimum automatic enrolment contributions

Employers will also receive **£1500** per placement to recognise the investment they will make to develop the Kickstart employee, for example to cover training and other development costs.

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Payment of the salary costs will be reimbursed by DWP through WCVA **monthly**. For example, following month 1 payment will be released by week 6 upon confirmation with HMRC of employment.

[DWP Kickstart scheme guidance](#)

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What can WCVA offer as a representative?

WCVA are able to make applications on behalf of a number of organisations who together can provide 30 or more job opportunities.

WCVA will be available to answer any questions and to publicise positive stories and the experiences of the young people in your placements.

A Project Data System (PDS) to record employees, make claims and track achievement.

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- 1) Organisations will identify job roles that they can create to offer valuable development opportunities for unemployed young people. These roles must not:
 - replace existing or planned vacancies
 - cause existing employees, apprentices or contractors to lose or reduce their employment

The roles must be for a minimum of 25 hours per week, paid at least the required National Minimum Wage through PAYE. Organisations can choose to pay increased wages, but the difference will be the responsibility of the organisation.

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2) Organisations will describe the quality support mechanisms they can offer the young people, for example:

- Training opportunities (formal and informal)
- Support and supervision meetings
- Safe working environments
- CV writing
- Job interview training
- Support applying for follow on roles

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3) **If approved** - Organisations will be required to keep their records up to date, using WCVA's online Project Data System (PDS), recording each young person's:

- Basic information, including NI number
- Job description
- Signed contract of employment
- Development support, which can include case studies, certificates and support notes
- Risk assessment
- Information on post-placement progression

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The focus is to provide young people with positive, development opportunities that provide them with confidence to continue onto sustainable employment.

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- Requests to be submitted via MAP - <https://map.wcva.cymru/>
- Sian Baker Maurice 02920 431778
- **Email:** kickstart@wcva.cymru
- latest placement start date is currently **December 2021** (we will update this when more information is available from DWP)
- Once you've submitted, we'll be in touch if any clarifications are needed – dialogue remains open

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WcVA

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Questions?