



The Kickstart Scheme provides funding to employers to create job placements for 16 to 24 year olds

Overview

The Government has committed at least £2.1bn, to fund the direct creation of fully subsidised high-quality jobs/work placements lasting 6 months from Autumn 2020 for 16-24-year olds.

Kickstart aims to provide quality work placements and training to 16-24 yr olds on Universal Credit. The aim is to support people to look for long-term work and career opportunities by providing work experience and training to develop an individuals employability skills.

Funded Job placements created with Kickstart must be for new jobs.

Once job placements are created, they can be taken up again by a second group of people after the first successful applicants have completed their 6-month term.

Expectation to create

**250,000 -
300,000**

work placements over the 18 months however there is no upper cap and 'if employers create more jobs, the government will fund them.



Kickstart will be available across a range of different sectors in

**England,
Scotland
and Wales.**





How to get Involved

The scheme is open to employers of all sizes, looking to create quality jobs for young people. Employers wanting to use the scheme will need to provide evidence that the new jobs/work placements created:

- Are additional to existing headcount and don't replace planned vacancies or cause existing employees or contractors to lose or reduce their employment
- Offer at least 25 hours per week at the national minimum wage
- Offer young people training and support to secure a permanent job

How does the funding work?

The funding available for each job will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions – and employers will be able to top this wage up. For a 24 year old the grant will be around £6,500.

Wage subsidy is paid in six monthly payments, starting with the first payment of £1,500 for set-up and support costs.



On top of the wage subsidy, £1,500 per job placement is available for support and training. This funding is to enable young people to develop new skills and to help them move into sustained employment after they have completed their Kickstart Scheme funded job.

All applications must be submitted to the Department for Work and Pensions. An employer can do this directly themselves, and PeoplePlus can help employers with the application for a small administration fee.



You can find further information on the Kickstart Scheme at www.gov.uk/kickstart



PeoplePlus and Kickstart

A key element of the Kickstart programme is to develop people's in employability and personal development skills. PeoplePlus has a demonstrable track record in delivering training that encompasses both of these requirements, along with access to additional funding to support extra requirements and as a National Training provider is also able to access additional funding on top of Kickstart to further develop a young person as part of their 6-month journey.

PeoplePlus is able to help you to manage your whole Kickstart journey or it can support parts of the approach depending on your requirements.

Our services include:



Recruitment and Attraction – we have a strong relationship with Job Centres nationally, and can work with you to attract the most suitable candidates. We also have a strong network of referral partners and an active social media marketing strategy that includes AI and chatbots to support with attraction



Pre-Placement Employability Training – For those who require support prior to starting their placement through employability and personal development training



On Placement Training – employability and personal development are a critical part of Kickstart. We can offer nationally recognised and accredited qualifications to develop these skills with an example outlined on the next page



In Placement / Additional Sector Specific Training – training specific to your industry sector, this can be delivered flexibly over 1-2 days a week or in blocks



Intelligent Routeway Framework – A large network of training providers across the UK and managed by PeoplePlus. This network enables us access to funding UK-wide and gives a consistent approach to training nationwide. This network is already used extensively by companies such as Amazon.



Bite Size Distance Learning – delivered through our online e-learning platform these accredited and non-accredited distance e-learning courses enable learners to study additional courses to further develop their skills at a time, place and on a device of their choice. A full list of courses is shown over the page



Progression support – helping learners to progress to further education, employment, training or apprenticeships pending on job availability of Kickstart employer



Skillzminer the Virtual App based coach – Our virtual coach captures and analyses individuals skills and provides self-directed career transition support helping to identify those hidden abilities through a conversational process. Our revolutionary analytics supports the learner's development throughout the entirety of their learning journey, from placement and beyond



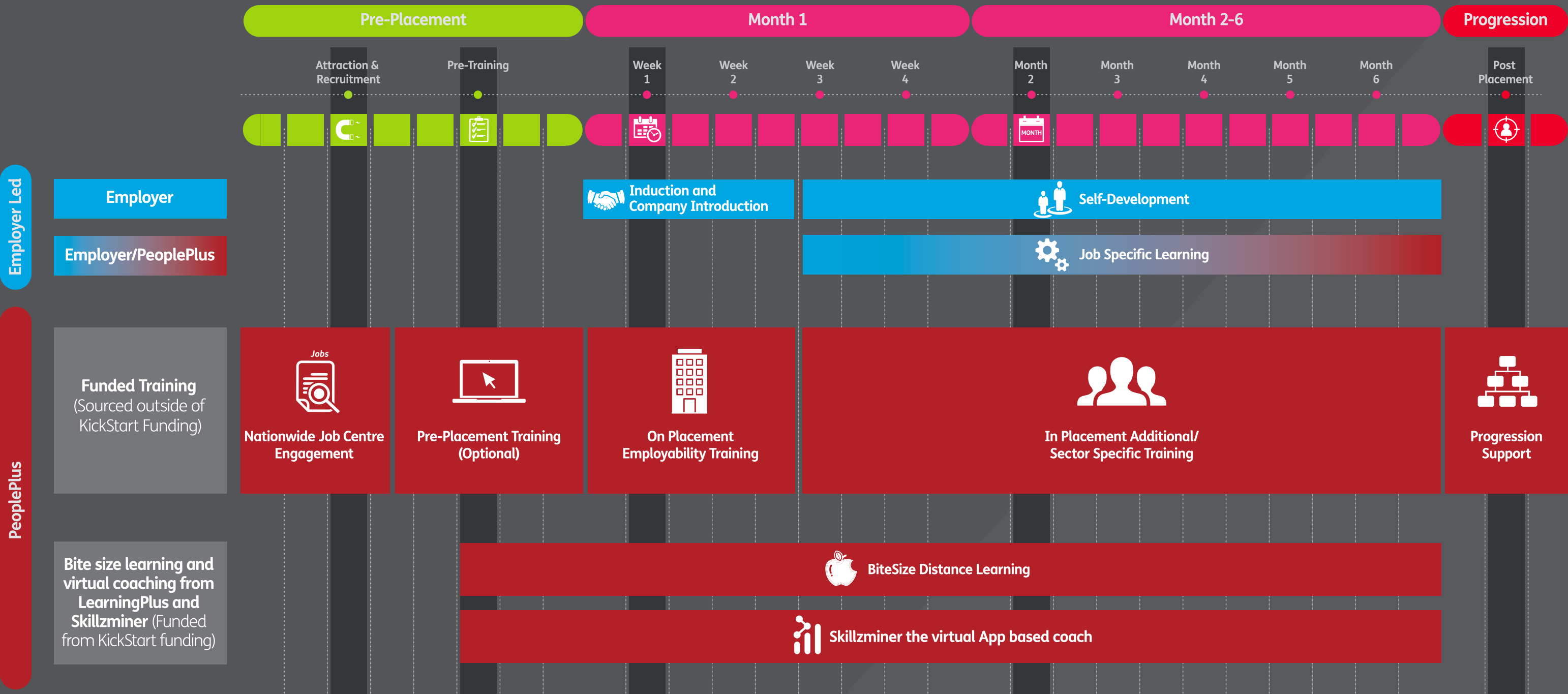
Consolidated Progression and MI Information – to help track personal growth and skill development at an individual and group level.



Post Placement Progression Support – post placement support with a guaranteed job interview with one of our employers.



The Kickstart Journey Options





Preparing for Employment:

Employability Training introduction

At PeoplePlus we have a number of Employability and Personal Development courses available to support people to develop themselves in preparation for work. Our courses are of varying lengths and are available Entry level to level 3. We will work with KickStart employers and learners to select the best approach for them.

Employability learning will cover:



Personal health, welfare and well-being



Preparing for the world of work



Those who are new to the world of work



Understanding of rights and responsibilities in the world of work



Introduction to specific industries



Introduction to work relevant legislation

An example of some of the modules are:

Planning for progression
Managing personal finance
Work-based experience
Effective communication
Career planning and making applications
Interview skills
Searching for a job
Career progression
Keeping safe
Working as part of a team
Contribute to own healthy living
Safe learning in the workplace
Preparing for work
Building working relationships in the workplace
Rights, responsibilities and citizenship
Investigating rights and responsibilities at work



Courses We Can Offer

Through our e-learning platform ‘LearningPlus’ we can offer bite-sized training.

Our online courses allow people to learn at their own pace. Topics can be handpicked to suit an individual’s development needs or to comply with mandatory training that an employer needs an individual to carry out. Funding is also available for these courses. These courses, funded by the £1500 Kickstart training funding starting from only £15 each and can also be purchased in a learning package.

Workplace and Employment Skills

Level 1 AIM Awards, CV Writing Skills
Level 1 AIM Awards, Employment Rights, Contracts and Pay
Level 1 AIM Awards, Employment Skills
Level 1 AIM Awards, Health & Safety in the Workplace
Level 1 AIM Awards, Health, Lifestyles and Science Industries: Healthy Lifestyle, Essentials
Level 1 AIM Awards, Health, Lifestyles and Science Industries; Mental Health and Well-Being, Fundamentals
Level 1 AIM Awards, In Customer Service Skills
Level 1 AIM Awards, In Equality and Diversity
Level 1 AIM Awards, in Healthy Living
Level 1 AIM Awards, In Understanding Pensions
Level 1 AIM Awards, Introduction to Environmental Sustainability
Level 1 AIM Awards, Job Seeking Skills
Level 1 AIM Awards, Personal Finance
Level 1 AIM Awards, Understanding How to be Successful
Level 2 AIM Awards, Health & Safety in the Workplace
Flexible Working
An Introduction to Time Management
The Importance of Setting Goals in Time Management
Time Management: Deciding the Priorities
Time Management: Planning and Scheduling
Time Management: Managing Disruption and Keeping Focused
A Background to Body Language
Silent Speech – Understanding Body Language
Using Body Language in the Workplace

Silent Selling – Using Body Language in Sales
Listening Skills: An Introduction to Listening
Removing the Barriers to Listening
Becoming a Better Listener
Why are Questions Important?
Using Open and Closed Questions
Using Probing Questions
Unproductive Questions
An Introduction to Negotiation
Negotiation Strategies 1: Strategy Basics
Negotiating Strategies 2: Psychological Strategies
Introduction to Meetings and Meeting Types
Presentations 1 – Preparing for the Presentation
Presentations 2 – The Presentation
An Overview of Performance Appraisal
Preparing for the Appraisal
The Appraisal Discussion
Ongoing Appraisal
The Recruitment Process – An Overview

Health, Safety and Compliance

CIEH L1 Introduction to First Aid Awareness
CIEH L1 Introduction to Environmental Awareness
CIEH L1 Introduction To Health & Safety
CIEH L1 Fire Safety
CIEH L2 COSHH
CIEH L2 Principles of Manual Handling
CIEH L3 Health & Safety
Diversity, Equality and Discrimination
Harassment and Victimisation
Equal Opportunities in the Workplace: Recruitment and Selection
Equal Opportunities in the Workplace: Parents in Employment



Courses We Can Offer

Avoiding and Dealing with Sex Discrimination
Avoiding and Dealing with Disability Discrimination
Avoiding and Dealing with Race Discrimination
Avoiding and Dealing with Age Discrimination
Avoiding and Dealing with Sexual Orientation Discrimination
Avoiding and Dealing with Religious or Belief Discrimination
Handling Violence and Aggression at Work
Lone Working – Hazards and Risks
Lone Worker Types and Typical Risks
RoSPA Avoiding Slips, Trips and Falls
RoSPA Introduction to Health & Safety at Work
RoSPA Food Safety Essentials
Rospa Hand Hygiene – A Video Guide to Effective Hand Washing
Rospa Safe Manual Handling
Rospa Managing and Handling Stress at Work
Rospa RSI – Repetitive Strain Injury
Rospa Risk Assessment for Managers
Rospa Staying Safe with Noise
Rospa Staying Safe with Electricity
Rospa Staying Safe with Hazardous Substances
Rospa Staying Safe with Workplace Transport
Rospa Protecting the Environment at Work and Home
Rospa Introduction to Risk Assessment
Rospa Asbestos Awareness
Rospa Preventing Bullying in the Workplace
Rospa Staying Safe in Confined Spaces
Rospa DSE Risk Assessment
Rospa Slips, Trips and Falls Risk Assessment
Rospa Manual Handling Risk Assessment
Rospa Repetitive Strain Injuries Risk Assessment
Rospa Stress Risk Assessment

Warehousing/Logistics/ Food Production

Level 1 AIM Awards, Introduction to Transport and Logistics
CIEH L2 Health & Safety in the Workplace
CIEH L1 Introduction To Food Safety
CIEH L2 Food Safety in Manufacturing
CIEH L2 Principles of HACCP
CIEH L3 Food Safety in Manufacturing

Digital Skills

Level 1 AIM Awards, Internet Safety for IT Users
Microsoft Office
Access – Level 1-4
Excel – Level 1-5
Outlook – Level 1-4
Powerpoint – Level 1-5
Word – Level 1-5

Construction

Level 1 AIM Awards, Introduction to Construction and Building Industry
Level 1 Award in Health and Safety in a Construction Environment
E3 Working in Construction and Building (3 Credits)
Level 1 AIM Awards Environmental Sustainability (2 Credits)
Level 1 AIM Awards Principles of Building, Construction, Information and Communication (6 Credit Award)

Hospitality and Catering

CIEH Service the Allergenic Customer
Level 2 AIM Awards, Food Safety in Catering
Level 1 AIM Awards, Introduction to Hospitality and Catering
Level 1 AIM Awards, In Customer Service Skills

Health & Social Care

Level 1 AIM Awards, Health, Lifestyles and Science Industries; Roles and Responsibilities of the Care Worker
Personal Safety in Other People's Homes and Premises
Level 1 AIM Awards, In Customer Service Skills





Find Out More

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