

# Kickstart Scheme



**Skills &  
Participation**

**KICKSTART  
SCHEME**



**Hampshire**  
County Council

[www.hants.gov.uk](http://www.hants.gov.uk)

# Kickstart Scheme – Hampshire Context



	<b>Sept. 2019</b>	<b>Sept. 2020</b>
<b>NEET</b>	1.7%	1.7%
<b>September Guarantee</b>	97.5%	97.5%
<b>16-24 Claimants</b>	2310 (1.8%)	7695 (6.1%)
<b>All Claimants (UK 6.5%)</b>	11540 (1.4%)	36310 (4.4%)

Page 2

**KICKSTART**  
**SCHEME**

# A Plan for Jobs 2020



On 8<sup>th</sup> July government published their policy response to the COVID pandemic, announcing a package of support worth a total of £30bn. This included specific strands of activity for employment and skills support to help people back into the labour market as soon as possible. Importantly there is a recognition that young people are particularly vulnerable due to their lack of experience in work. There are three strands of activity:

- to support people in finding jobs
- to enable them to gain the skills they need to get a job
- to provide targeted help for young people to get into work

<https://www.gov.uk/government/publications/a-plan-for-jobs-documents/a-plan-for-jobs-2020>

**KICKSTART  
SCHEME**

# Kickstart Scheme



- The Kickstart Scheme provides funding to create new job placements for 16 to 24 year olds claiming Universal Credit who are at risk of long term unemployment
- 100% of the [National Minimum Wage](#) (or the [National Living Wage](#) depending on the age of the participant) will be paid to the employer for 25 hours per week for a total of 6 months
- The funding also includes associated [employer National Insurance contributions](#) and employer minimum automatic enrolment contributions
- The employer will also receive a grant of £1,500 per placement to cover set up and other related costs such as equipment, DBS checks, training, careers guidance
- Employers can spread the start date of the job placements up until the end of December 2021

# Kickstart Scheme – HCC approach



- HCC has committed to provide 30 (min) direct Kickstart placements across the organisation (including maintained schools), starting between November 2020 and December 2021
- Where possible we will support our priority cohorts which include Care Leavers and SEN young people (claiming UC). It is envisaged that most candidates will be aged 19-24, with very few 16-18-year olds claiming work-related benefits
- Departments can choose to offer additional hours should they wish to meet the extra wage cost
- Kickstart employees will be able to apply for internal vacancies (where a vacancy is advertised) with the County Council at any point during their placement. This includes the option to apply for any apprenticeship vacancies
- HCC, via the Hampshire Employment & Skills Hub will also act as an intermediary for public sector employers in Hampshire who intend to support the Kickstart scheme but will offer less than 30 places each. This offer would include District Councils; Police; Fire Service; Education; Health and Social Care and the Voluntary and Community sector

Page 5

# Kickstart Scheme - eligibility



- DWP guidance states that Kickstart placements must not replace existing or planned vacancies
- The placement will not cause existing employees or contractors to lose or reduce their employment.
- The roles are a minimum of 25 hours a week, for 6 months
- The roles will be paid at least the National Minimum Wage for their age group
- The roles do not require extensive training before they begin the job placement
- Wrap around support will be provided for the young person

Page 6

# Kickstart Scheme – Support for young people



- Young people who are referred by the DWP to HCC for Kickstart are deemed to be work-ready, however additional support could be required to ensure the individual is fully prepared for the world of work.
- As a good employer, the County Council would wish to explore how candidates can be supported to develop their skills and knowledge to both undertake their role successfully and progress, either within the organisation or other. The £1500 grant per placement is available to support this aspect.
- DWP Work Coaches will monitor the placement and be responsible for supporting the individual in the workplace. The Employment and Skills Hub will offer support for departments and schools taking on a young person

Page 7

**KICKSTART**  
**SCHEME**

# Kickstart Scheme – How to apply

- Departments and schools can register interest at [kickstart@hants.gov.uk](mailto:kickstart@hants.gov.uk)
- The Employment and Skills Hub will then confirm eligibility and next steps

Any questions about the Kickstart scheme please contact Katie Matthews [Katie.Matthews@hants.gov.uk](mailto:Katie.Matthews@hants.gov.uk)



**Skills &  
Participation**



# Skills Recovery Plan



**Skills &  
Participation**

A Skills Recovery Plan has been developed with reference to the Hampshire Skills Strategy.

Actions include:

- Page 9
- Apprenticeships – levy programme continues with incentives for employers (up to £2k)
  - Apprenticeships – committed £2m to the levy transfer fund, supported by the new Apprenticeship Hubs
  - Young People – SEND Employability Hubs launched, expansion of Supported Internships and Traineeships
  - Young People – Hampshire-led multi-LA proposal to the Youth Futures Trust (outcome Spring 2021)
  - Adult Skills - £1.3m programme Inc. focused on employability and digital skills
  - Employment – Inc. DWP Work-based Academy (Care) and Construction Skills Fund projects

**KICKSTART  
SCHEME**

This page is intentionally left blank