

Kickstart: recruit new team member at zero cost to your business, and open the door to a great career for a young person age 16 – 24



Fully-funded Kickstart Support Service for EDA Members & Affiliated Members delivered by our partners at EDA Apprenticeships Plus

You benefit from a £6,800 package for each placement, at no cost to your business

- A £2 billion pound Government initiative to support young people into employment
- 6-month fully-funded, 25 hours a week work placement for young people 16 – 24 on Universal Credit
- Government pays 100% of the National Minimum Wage (NMW) for the placement, including employers' National Insurance and minimum automatic enrolment contributions
- Employers can increase hours or level of pay but that is funded by you
- Runs from October 2020 - December 2021, with final placements completing in June 2022

Kickstart Support: a new service that's free to EDA Members & Affiliates

Kickstart Support has negotiated a contract with the Department for Work & Pensions. This contract removes the barrier of a minimum of 30 placements per company. If your business can provide a minimum of 30 placement of course you may wish to administer your own scheme.

Your business can offer one placement or more and Kickstart Support will handle all the employer responsibilities, administration and Job Centre Plus liaison for you, including:

- drafting job descriptions from outline brief
- application administration
- screening candidates
- recruitment services including organising interview dates
- issue employment contracts
- payroll and HR support
- undertake regular performance review
- complete workplace training

Kickstart Support can offer this service because our costs are paid for by government.

If the program identifies a future superstar for your business, you can offer them a permanent role or transfer them to an apprenticeship via the EDA Apprenticeship Service.

The new Apprentice 'Plan for Jobs' Incentive means that you could also benefit from a cash incentive of £2,000 if you take on an apprentice age 16 – 24 and £1,500 for apprentices age 25+.

Kickstarter FAQs

Q: Is the Kickstart placement completely free to us for 6 months during their placement, for 25 hours per week, at National Minimum Wage (NMW)?

A: Yes.

Q: Can I engage a placement for more than 25 hours per week?

A: Yes you can but you will be responsible for the cost of wages etc beyond the Kickstart Scheme. For example, if a candidate is employed for, say, 35 hours per week, Kickstart will pay for 25 hours and you will be responsible for 10 hours.

Q: Can I pay more if you want to?

A: You can offer more than the NMW if you want to but this will be from your own funds.

Q: Does the government, through the Department for Work & Pensions (DWP), pay the Kickstarter directly?

A: No. The individual is paid through a payroll in the usual way. If you use EDA Kickstart Support, as the intermediary, we will employ the individual for you, claim the grant and pay the wages to the Kickstarter. In all other regards they work for you for the period of the placement. You must provide a safe, good quality work placement and treat and involve the young person as if they are your own.

Q: Can we offer just one Kickstarter placement?

A: Yes. You may have heard that each business that wants to use the Kickstart Scheme has to offer at least 30 vacancies but this barrier has been removed through the EDA Kickstart Support service. If you can offer 30 positions you do not have to use the EDA service and instead you can deal direct.

Q: How do we find our Kickstarter?

A: Please think about and describe the role you'd like to offer - EDA Kickstart Support can help you with this. We will liaise with the Department for Work & Pensions (DWP) to identify a list of candidates in your area that match your job description. These candidates will be shortlisted by EDA Kickstart support, against your precise criteria.

EDA Kickstart Support will assist in the interview process and help you choose your placement candidate.

Q: Can we advertise for a Kickstarter ourselves?

A: No. Young people will be referred to the placements through Job Centre Plus, and if you

use the EDA Kickstart Support Service they will help you find the right candidate for your business.

Of course, if you wish to deal with the Department for Work & Pensions yourself you can do so.

Q: Can I employ the candidate after the placement?

A: Absolutely. If they have proven to be an asset to your business you could offer them a permanent role or move them on to an apprenticeship. You can do that either directly or through EDA Kickstart Support.

Q: Can I engage the candidate on an apprenticeship during the placement?

A: Yes, the Kickstart Grant will cease at that point. You can move them on to an apprenticeship at any time during the Kickstart placement or at the end. If the candidate is eligible you will be entitled to further apprenticeship grants of between £1,500 and £3,000.

Q: Is there any penalty to releasing the Kickstarter candidate?

A: No. Although the aim is to find permanent employment through the Kickstart scheme.

Q: How is EDA Kickstart Support able to provide this service at no cost to me?

A: EDA Kickstart Supports' costs are covered by Department for Work & Pension grants, as a sector specific support service. The DWP said: ***'We will provide funding to representative bodies for each person starting a Kickstart job to cover the administrative costs.'***

Q. How long will the Kickstart Scheme run for?

A: It will be delivered through the Department for Work & Pensions (DWP) and will initially be open for starts until December 2021, with the option of being extended.

Q: Why is Kickstart focusing only on people under the age of 25?

A: Proportionately more young people have been furloughed than their more experienced colleagues or are at greater risk due to working in sectors disproportionately hit by the pandemic.

Figures indicate that a record 538,000 under-25s claimed Universal Credit between March and June 2020, with over 1,000,000 expected to be added from July until the end of October 2020. It is intended that Kickstart will, at minimum, build their work skills and help them gain experience to improve their chances of finding long-term work. Ideally, their job placement employer will experience a recovery from the lows of the pandemic and retain them on a more permanent basis.

Chancellor Rishi Sunak said:



For more on Kickstart call
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“This isn't just about kickstarting our country's economy – it is an opportunity to kickstart the careers of thousands of young people who could otherwise be left behind as a result of the pandemic.

“The scheme will open the door to a brighter future for a new generation and ensure the UK bounces back stronger as a country.”

Q: Can I replace a permanent member of my team with a Kickstart placement?

A: The role must not replace existing or planned vacancies or cause existing employees or contractors to lose or reduce their employment. When planning for a Kickstart placement your job description must include how you will help the individual develop their skills and experience, including:

- support to look for long-term work, including career advice and setting goals.
- support with CV and interview preparations

Again, EDA Kickstart Support will assist you in these areas as needed.