

**KICKSTART
SCHEME**

Aspire
ORKNEY



If you need this document in an alternative format contact communications@orkney.gov.uk or call Kerry Spence at Orkney Islands Council on 01856 87 35 35 ext 2408

***Join Orkney's bid for funded
work placements***

*Take on a young person and you will be
amazed at what you get in return...*



KICKSTART SCHEME

What is the Kickstart Scheme?

The UK government Kickstart Scheme offers funding for employers to cover 25 hours per week wages, for six months, for young people aged 16-24. The £2 billion fund is aimed at creating high-quality work placements for young people who are on Universal Credit and are deemed to be at risk of long-term unemployment.

Who can apply for Kickstart funding and what does it cover?

Employers of all sizes and in all sectors can apply for funding which covers:

100% of the National Minimum Wage (or National Living Wage depending on the age of the participant) for 25 hours per week for a total of six months.

Associated employer National Insurance contributions.

Employer minimum automatic enrolment contributions.

Employers will also receive £1,500 for every person they employ through Kickstart, to support initial set up of the placement including any additional costs to the employer. Examples could be purchasing new equipment, providing relevant training or one-to-one employability support for the young person.

How does it work?

The scheme is for unemployed individuals who are assessed by the Department for Work and Pensions as work-ready but are unable or struggling to secure work. Employers will interview candidates that are referred to them by a Job Centre Plus work coach and appoint suitable candidates as with any other recruitment. Participants on the Kickstart Scheme will have the same rights and responsibilities as all other employees.

All jobs created for the Kickstart Scheme must be new jobs. They must not replace existing vacancies or lead to a reduction in hours for existing employees. All job placements must start prior to 31 December 2021.

How can Orkney businesses apply?

Unless businesses can provide 30 or more work placements themselves, they must work with a 'Kickstart Gateway' to apply. In Orkney, the ASPIRE Partnership intends to apply to act as a Kickstart Gateway for the Orkney community with practical help from Orkney Islands Council and Orkney Construction Training Group.

As a Kickstart Gateway the ASPIRE Partnership will be responsible for -

- Collating a bid from local employers to meet the minimum 30 job placements required.
- Ensuring job placements are not replacing or displacing any existing jobs.
- Submitting a collaborative bid and relevant documents such as job descriptions.
- Paying the employer their initial £1500 and subsequent remuneration for staffing costs (reimbursed in arrears at 2 & 6 months) from the Kickstart funding
- Offer one-to-one employability support to participants if required (costs for this support can be covered by £1500 and will be dependent on need)

Working together we can demonstrate demand from Orkney organisations and businesses, represent local businesses and organisations across all sectors, and secure funding for Orkney.

I'm interested – what do I do next?

If you are interested in offering a Kickstart Placement, please complete our expression of interest (EOI) form at this link www.smartsurvey.co.uk/s/Kickstartschemeorkney/ by Friday 19 February 2021.

We will then contact you for any further information we require.

Please note, completion of an Expression of Interest does not guarantee involvement in the scheme - all decisions regarding successful bids and placement allocation will be made by the Department of Work and Pensions.

If you have any questions not answered by this leaflet, please get in touch at kickstart@aspireorkney.com, visit www.aspireorkney.com or www.orkney.gov.uk/kickstart or call Kerry Spence at Orkney Islands Council on (01856) 873535 ext 2408.