



FAQs

Can any size and type of employer offer a placement?

Yes, any size and type of employer can apply.

How long will this scheme last? When will it be open for applications until?

The scheme is due to end in December 2021 and placements should last for 6 months or thereabouts.

All my staff are currently working from home all or part of the time. Can I offer a placement?

It may be possible, if you can offer a good experience to the young person and adequately manage, support and mentor them. We suggest you speak to your local jobcentre or email us on info@cioslep.com with the details of the placement you have in mind.

Is Kickstart an Apprenticeship?

No, but you can stop the Placement early and transfer the young person onto an Apprenticeship. Email info@cornwallapprenticeships.com for information and advice on Apprenticeships.

Can employers outsource the training/support element of the placement for other organisations to deliver?

Yes, contact your Gateway organisation or contact the [Cornwall & Isles of Scilly Skills Hub](#) or phone them on 01209 708660.

Can I employ a family member under the Kickstart Scheme?

'Kickstarters' must be in receipt of Universal Credit and be referred by a JCP Work Coach.

Can we recruit/refer young people to Kickstart Scheme placements?

Young people should be referred via Job Centre Plus Work Coaches.

How long is the Kickstart Scheme placement for?

The Kickstart Scheme work placement is scheduled for 6 months, during this time the Government will pay the minimum wage and associated tax costs for 25 hours per week.

Can I offer a placement of more than 25 hours per week?

Yes, but the Government will only pay up to 25 hours per week, so you can arrange to pay the extra hours.

How and when will I get paid?

As we anticipate most employers will apply via a Gateway organisation, the Government will pay the relevant wage costs and £1,500 to you via your Gateway organisation. The £1,500 will be paid on confirmation of employment. The wage payments are likely to be paid in two instalments – at months 3 and 6. For employers with 30 or more placements and who applied direct, you'll be paid direct.

Gateway organisations – are they eligible to get any of £1500 set up costs per placement or must this go direct to the employer?

Wraparound support costs of £1,500 can be claimed/paid to your Gateway organisation, with the agreement they will provide this service or elements of the services. Details of how this will work will need to be agreed between the Gateway and the employer.

Is there a maximum number of placements?

Each application for placements should include a maximum of 30 jobs per organisation that applies, either as an intermediary or per employer. Further applications will be considered should the bid be successful.

Is there a template job description available and what proof is required for the Kickstart Scheme role?

There is no standard job description as roles required by employers will be varied, however, the aim of the Kickstart Scheme is to provide the young person with work experience, training and skills to give them a better chance of remaining in paid employment. This might be getting a job offer as a result of the Kickstart Scheme placement, or a new employer.

The £1,500 per job placement is available for setup costs, support and training-how and at what point/points during the placement will this payment be made?

Payment is expected at the start of the placement, payable through an intermediary or direct to the employer, depending on the route of application. Payment will be following confirmed start from the employer, and verification from HMRC that the Kickstarter has been entered onto the payroll.

What funding is available for a Kickstart Scheme placement?

Up to £6,500 of funding is available to pay for 100% of the relevant National Minimum Wage for 25 hours a week, plus associated employer National Insurance contributions and employer minimum automatic enrolment contributions. There is also £1,500 per job placement available to employers for setup costs, support and training.

What happens if the young person drops out of their placement early?

This will be reviewed individually depending on the circumstances, but you should receive any payments due to you up until that point. JCP Work Coaches will support the young person to remain on placement, where possible.

What happens after the 6-month placement?

The employer can decide to continue employing the young person, convert employment into an Apprenticeship, offer a further placement up to a new young person or stop offering placements.