

**KICKSTART**  
**SCHEME**



# Kickstart with house

supporting young people in employment

December 2020

[housetheatre.org.uk](https://housetheatre.org.uk)



## In this presentation

- The Kickstart scheme
- How it works
- The application process
- Timeline



# What is house?



LOTTERY FUNDED



Supported using public funding by

**ARTS COUNCIL  
ENGLAND**

house is delivered by

**farnham maltings**



What is the  
Kickstart scheme?



# What is the Kickstart Scheme?

- A government-led scheme
- Create new six-month job placements for young people on Universal Credit
- November 2020 – December 2021 (final placement to end June 2022)
- Must apply with 30 or more job placements



Department  
for Work &  
Pensions

jobcentreplus

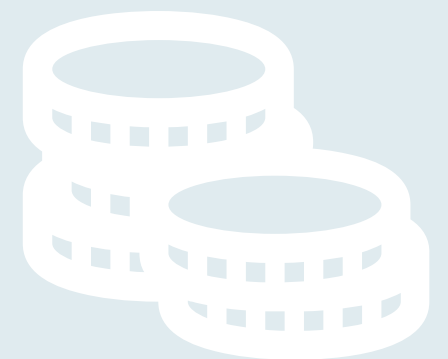


# Funding

100% of the National Minimum Wage for 25 hours a week, plus NI contributions, etc.

Funding is paid in arrears via the Gateway representative

Released in three instalments over the 6-month placement period



# Funding



£1500 for each job placement

This can be used for:

- Set-up and administration costs
- Equipment
- Induction and training
- Travel expenses
- And employability skills development (more info follow)

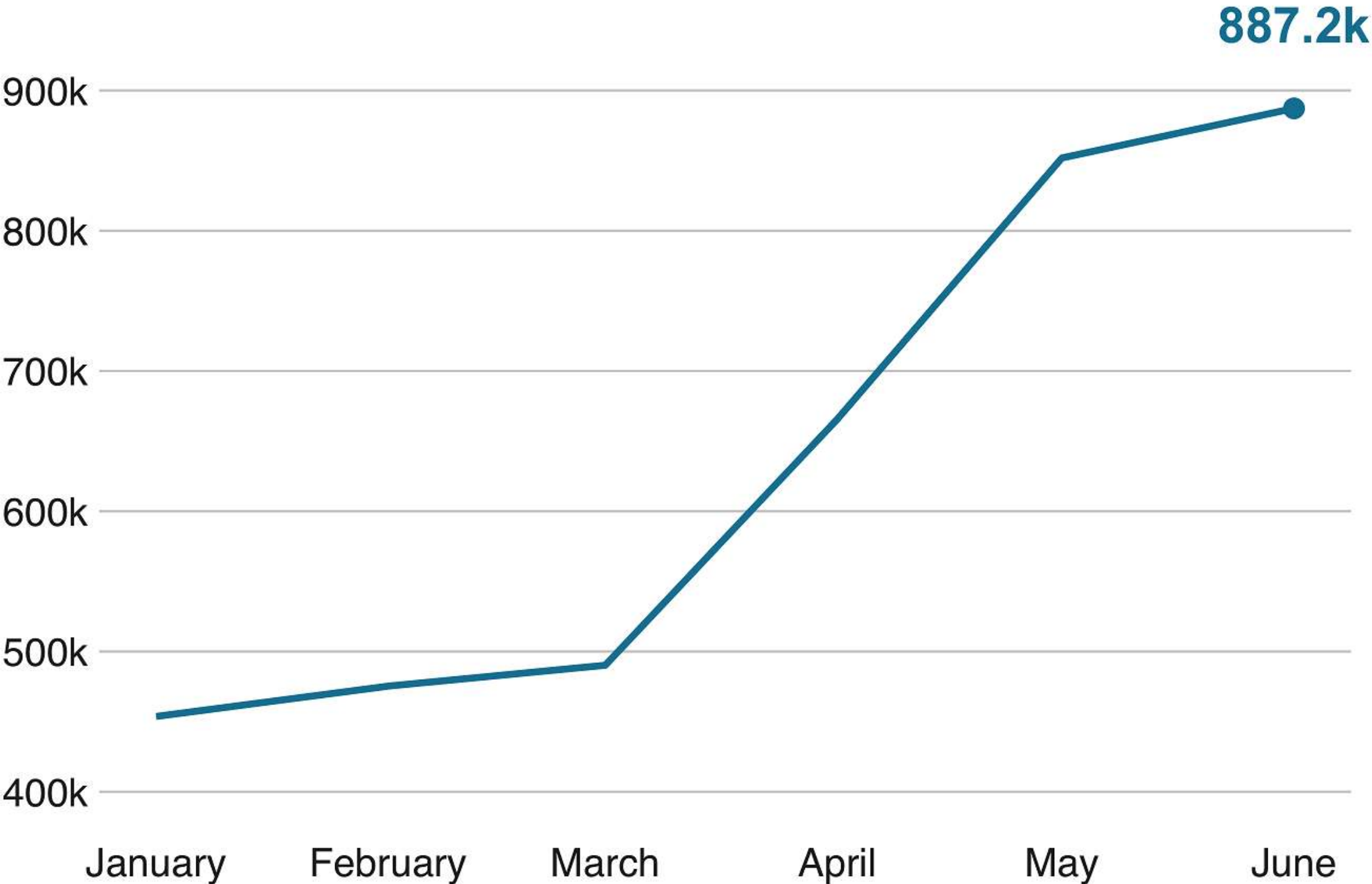




Why should you take part  
as an employer?



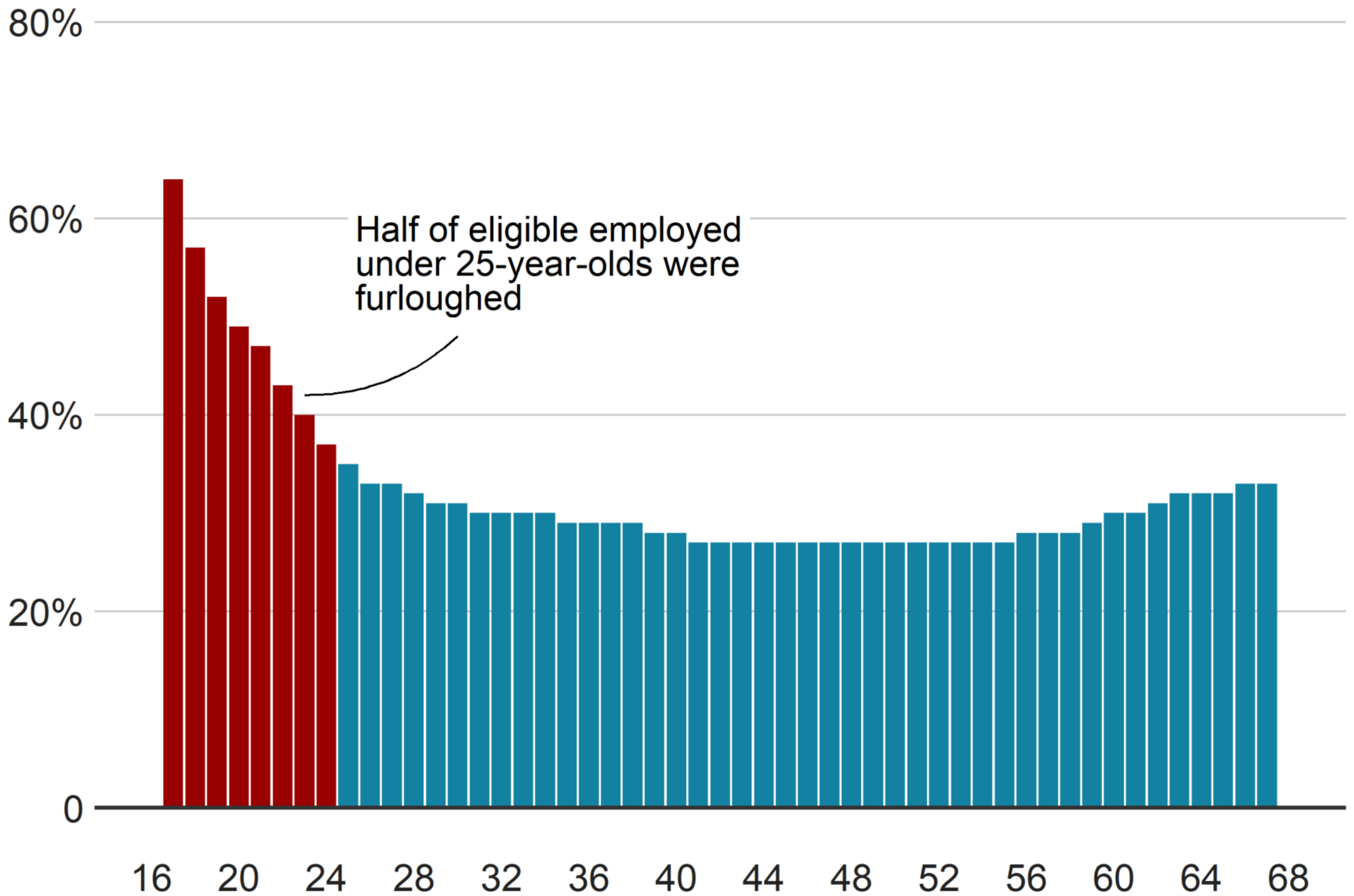
# People aged 16-24 on Universal Credit in 2020



Source: Department for Work and Pensions

# Young people were more likely to be furloughed

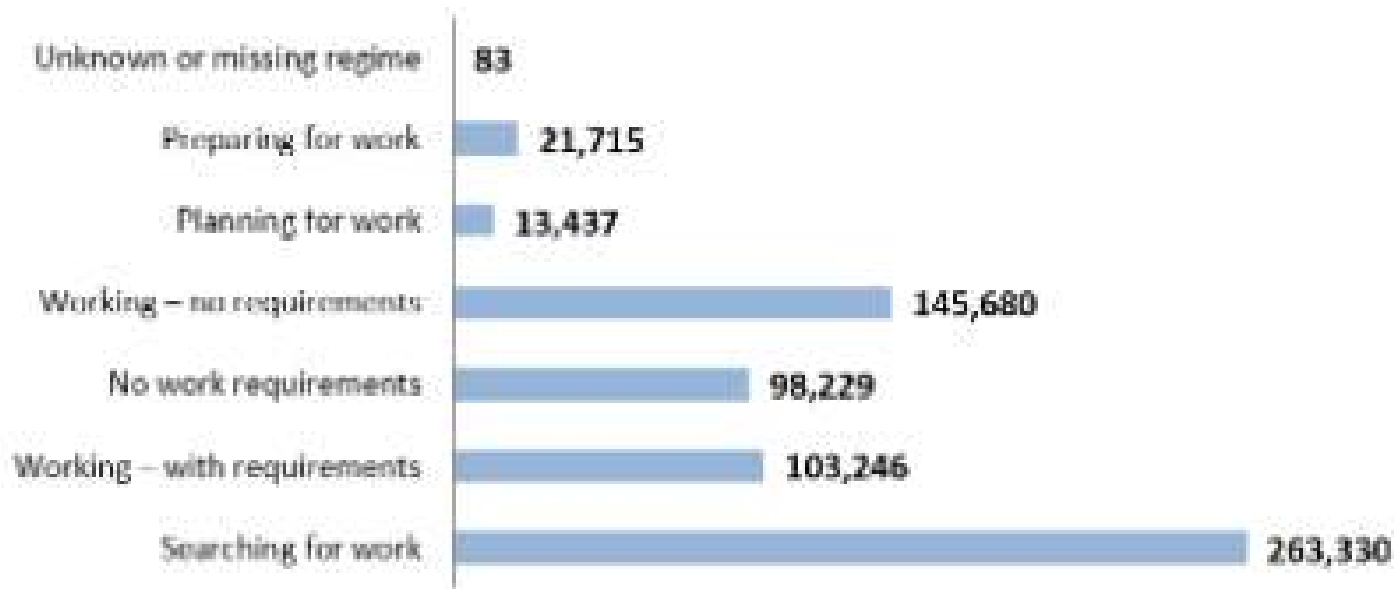
% of eligible employed people furloughed by age, August



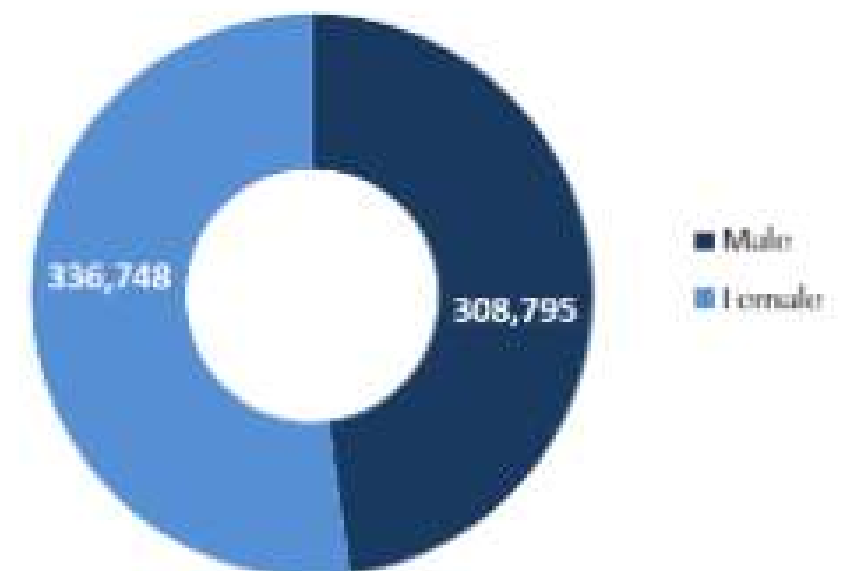
## South East England - Key Statistics:

- **645,717** people are on Universal Credit, as at 10 September 2020.
- There are **61** full service Jobcentre Plus offices accepting claims for single claimants, couples and families, as at 10 September 2020.

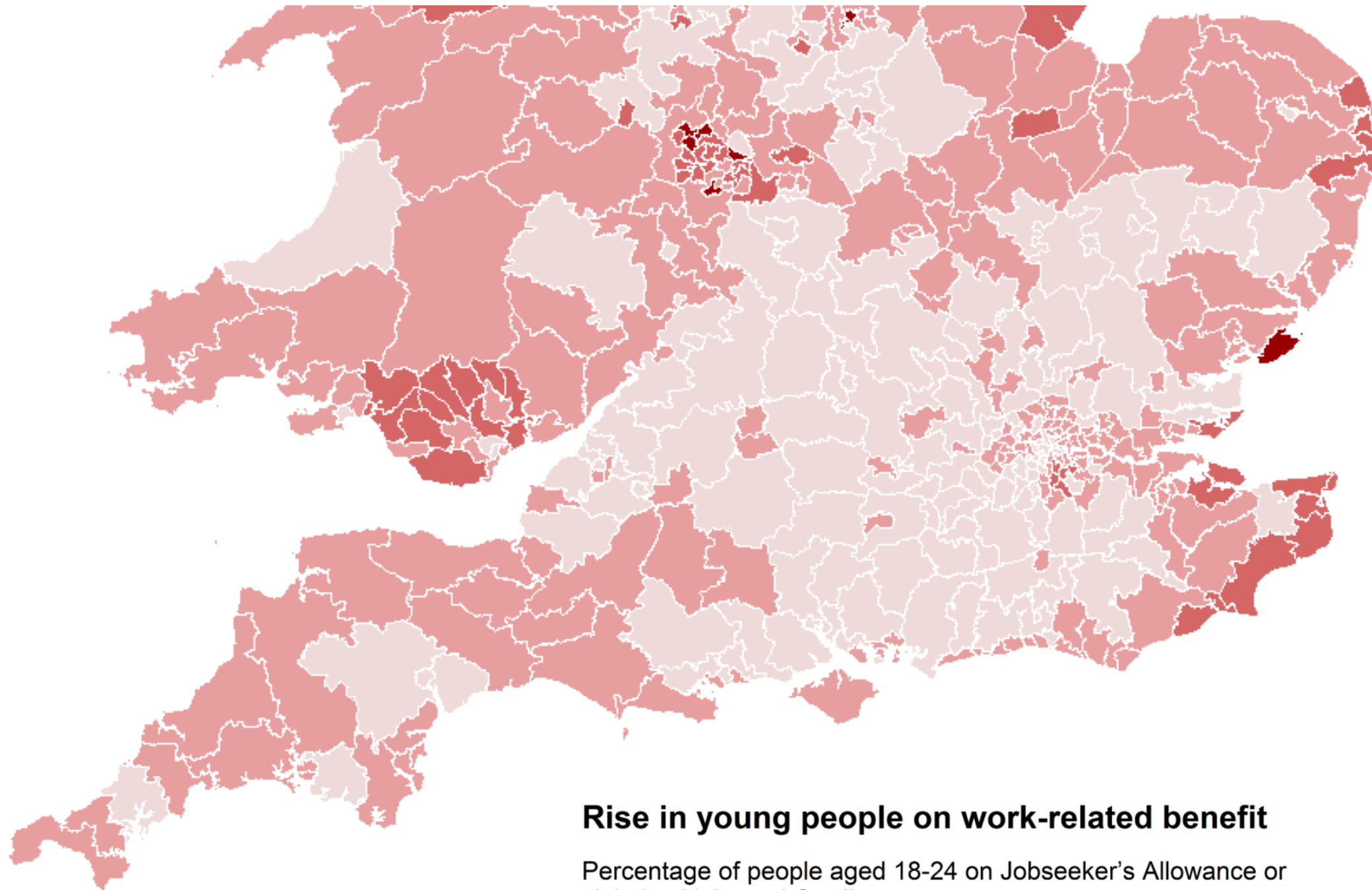
### Conditionality regime



### Gender

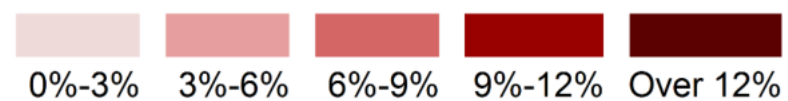


# March 2020 – South East



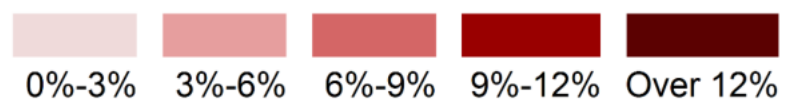
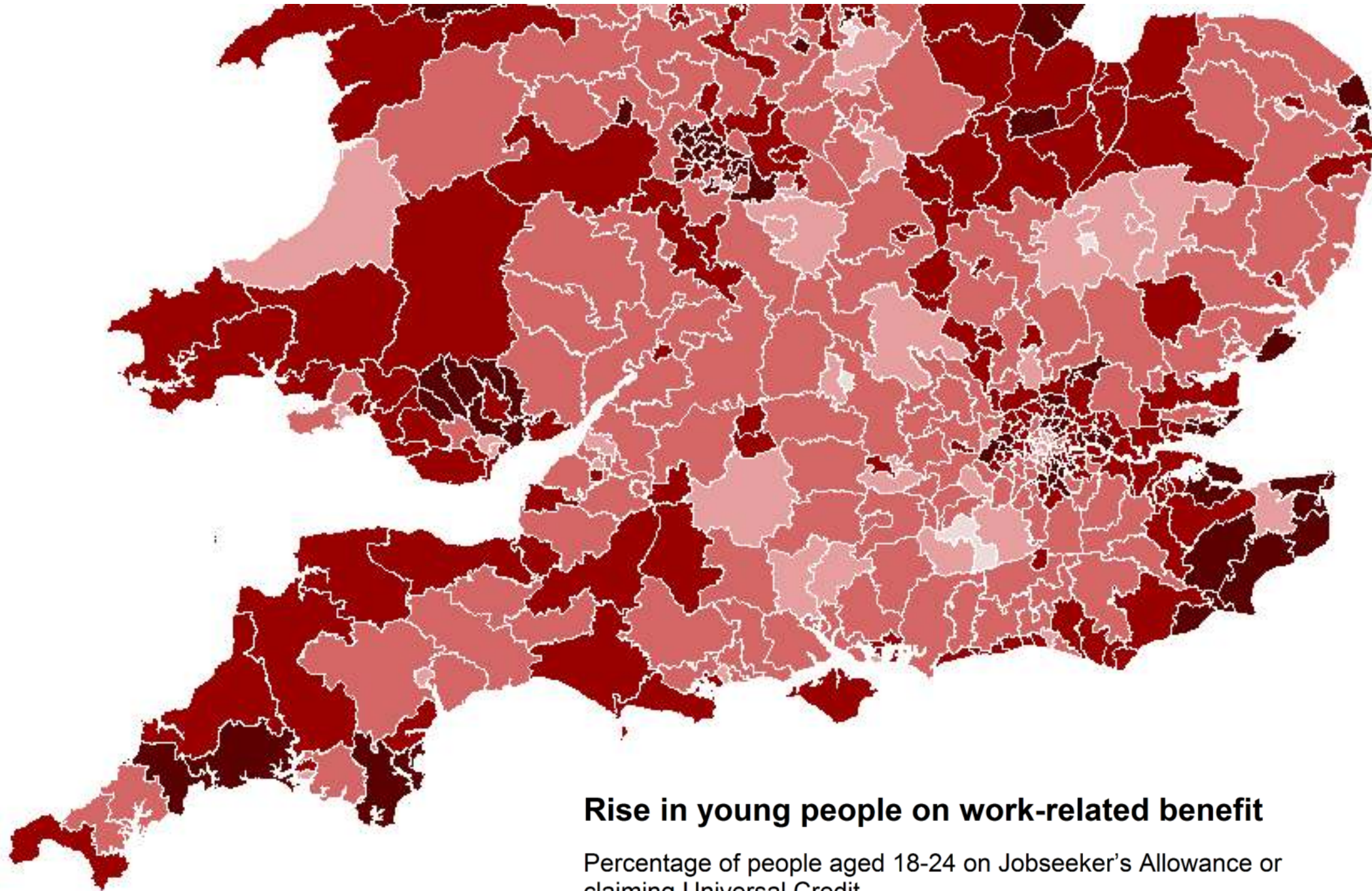
## Rise in young people on work-related benefit

Percentage of people aged 18-24 on Jobseeker's Allowance or claiming Universal Credit





# June 2020 – South East





## Why take part as an employer?

1. Support people at risk of long-term unemployment
2. Engage young people in your communities
3. Investment & advocacy for the sector



# Applying for the scheme



## Kickstart criteria

- The role must be new. It must not:
  - Replace existing or planned vacancies
  - Cause existing employees to reduce their employment
  - Be a recently redundant role, or volunteer role
- 6 months
- 25 hours per week
- Paid at least the National Minimum Wage through PAYE
- Must include support for young people to help them get work after they finish their job placement



# The Gateway representative



house (Farnham Maltings) is a Gateway organisation.

- Submit the bid
- Manage distribution of wages
- Manage the relationship between you and government
- Employment support





# The application process

## Stage 1:

- Company details (name, postcode, number)
- No. of placements
- Job titles or 'type of role'
- Information that the job placements are created just for the Kickstart Scheme
- Support offer



# The application process

## Stage 2:

- Job description
- Person specification
- Start date
- Application process
- Hours
- Salary



# Recruitment

If both stages are successful...

1. The job placement information will go to Job Centre Plus (JCP)
2. JCP Work Coaches will work with clients to apply for the role
3. You will shortlist and interview the best candidates
4. You will have the final choice on who to employ





# Employability support for job placements



# Employability support

Required support criteria (gov.uk):

- looking for long-term work, including career advice and setting goals
- support with CV and interview preparations
- developing workplace skills



## Employability support

You have the option to:

- A. Use the £1500 to create your own offer to develop employability skills
- B. Contribute a percentage\* of the £1500 to benefit from house's employability support package



As an employer





## As an employer

- Submit stage 1 and 2 info to house
- Interview and select
- Contract
- Standard induction
- Meet regularly with employee
- Plan the placement
- Support with CV updating



## What could the job look like?

We recommend that the job role covers experience in most of the following:

- Working as a team
- Working independently
- Basic IT (e.g. MS Word, Excel)
- Customer service skills
- Writing skills
- Basic social media or marketing

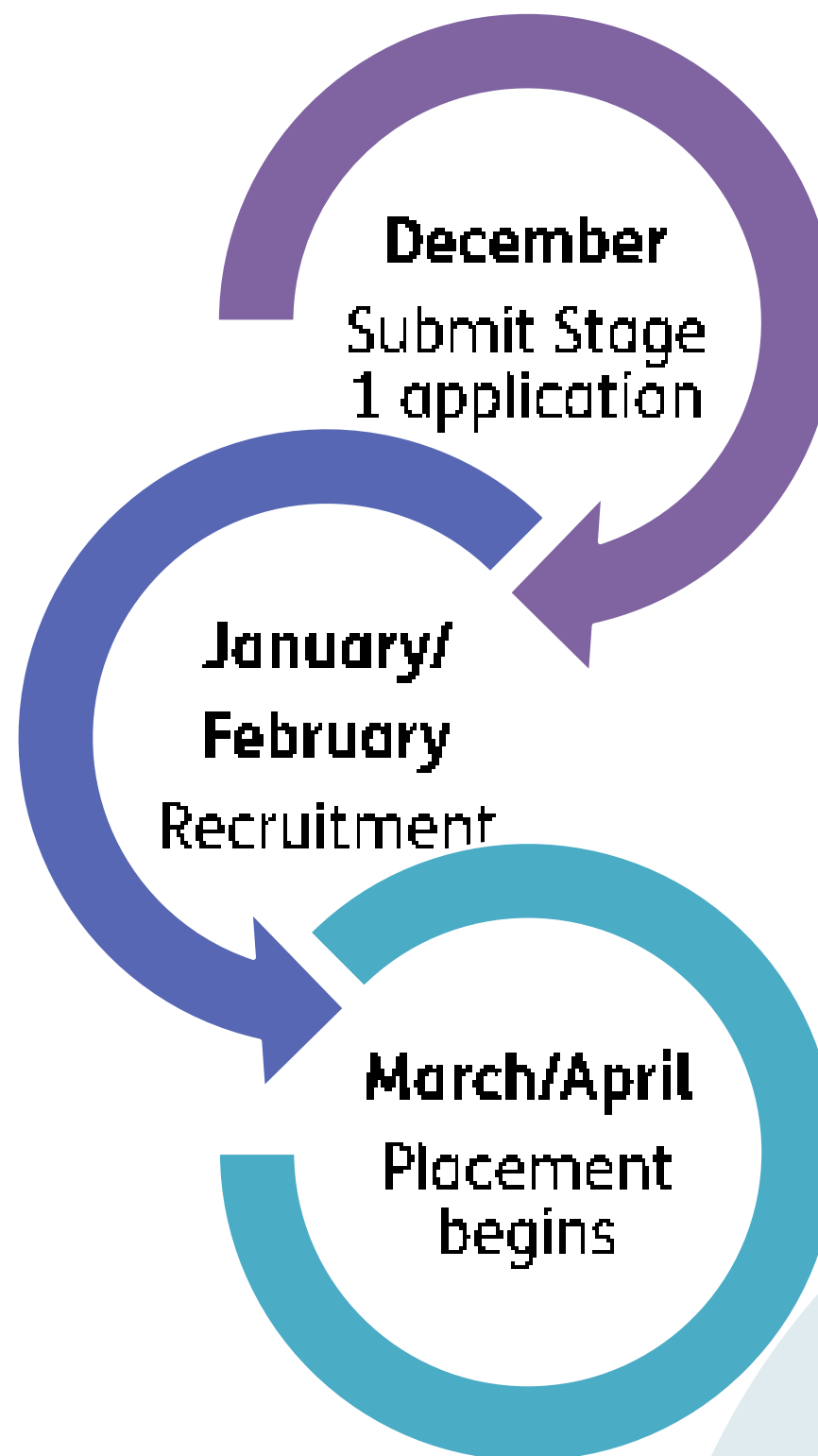


What could the  
job look like?

Here is an example of the  
job roles Farnham Maltings  
is creating.



# Timeline





# house's employability support package



# house's employability support package

Through this package, we hope to:

- Support young people to gain confidence and skills to be more employable
- Advocate the vital role creativity plays in society
- Reduce your workload and offer a high-quality, robust and meaningful set of opportunities for employees
- Work with partners in the industry



## CVs, job searching and career planning

- Virtual Employee Circles with Future Creators
- 3 sessions per job placement
- **Digital participation badges** awarded through Cities of Learning (additional cost)

FUTURE **LEARNERS  
CREATORS  
THINKERS**



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## Developing employability skills

- A series of online workshops around:
  - finance and budgeting
  - leadership skills (including communication skills (verbal and non-verbal))





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## Diversity, inclusion and accessibility

- Unconscious Bias workshops



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## Introduction to the Creative Industries

- Career and industry insights from a mixture of professionals in the creative industries from across the network and the UK





# Things to consider



## Things to consider

- Creating the role
- Capacity to recruit
- Cashflow and finances
- Employability support
- 6-month commitment





## Frequently Asked Questions

- As 16-24 is quite a wide age gap, can you specify age?
- Can you include a person specification to specify skills and expertise?
- What if no one is suitable for the role?
- What if a job placement ends early?
- Can I advertise the role publicly?
- What if house has more than 30 job placement applications?





## Frequently Asked Questions

- What if there's a problem during the placement?
- What happens after the 6 months?
- Can job roles vary across the cohort application?
- How many jobs am I allowed to recruit?
- I'd like to employ a young person for 35 hours a week for 6 months. Can I do this?





Next steps...



Any questions?