

# Kickstart Briefing for Portsmouth Employers

In partnership with:



Portsmouth  
CITY COUNCIL



Department  
for Work &  
Pensions



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# Welcome!

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## Agenda:

- Welcome & Introductions – Hayden Taylor, Unloc & Shaping Portsmouth
- What is the Kickstart Scheme and how does it work? – Leone Hill, Department for Work and Pensions
- Training provision to support Kickstarters – Jane Lamer, Portsmouth City Council
- Questions & Answers



# Why?

- We think the Kickstart programme, when delivered properly, could be a powerful way to support local young people AND businesses
- We want to add value to our partners by ensuring they have all the information and guidance they need when evaluating whether to take part
- To highlight the access to training and support available locally

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## Kickstart Solent

Leone Hill

Employer & Partnership Manager



# Overview to Kickstart Scheme



## What is Kickstart?

- Kickstart is a new £2bn scheme as part of the Chancellor's 'plan for jobs' focusing on young people 16-24.
- Began Autumn 2020, first starts were in November 2020.
- The scheme puts our young people at the heart of our revival. Its intention is to improve the employability of young people.
- Our young people are usually amongst the worst hit by financial crises, and unemployment can have longstanding implications for their future.
- There were around 700,000 young people leaving education this year.
- Roughly 1.6m young people currently furloughed.
- 250,000 under 25s are claiming unemployment benefits since March.
- The scheme will provide a 25 hours per week, six-month placement for those 16–24 year olds currently claiming Universal Credit.



# Bid Process

Kickstart Scheme applications:

- Must be for a minimum of 30 job placements.

If a single employer cannot provide this many job placements, they can:

- Join a group of other employers, nominating a representative for the group to submit the application.
- Register their interest with existing representatives, such as local authorities, chambers of commerce or trade bodies.

We will cover connections later in the presentation.



## Bid Process cont'd

We have a growing number of Representatives, who we hope to share with you all, you may also find others promoting their services locally.

- There is no limit to the number of placements an Employer can offer.
- Encourage all to be involved, no matter how small, if they can meet the scheme criteria.
- When submitting a bid, a job description will need to support the placements being offered along with how you will help the participants to develop their skills and build their experience.
- Information about the support the organisation can give to develop employability skills of young people



## Bid Process cont'd

Ideally your bid should include:

- Support to look for long-term work, including career advice.
- Support with CV and interview preparations
- Supporting the participant with basic skills, such as timekeeping / attendance and team working.
- You will also be asked for your Companies House reference number or Charity Commission Number – where you don't have this please enter a series of 0000000.

This is an area where Representatives may be able to assist.



# Funding

- Funding is available 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 for setup costs, support and training.
- A representative applying on behalf of a group of employers can get £300 of funding, for each placement, to support with the associated administrative costs of bringing together these employers.
- Kickstart is not an apprenticeship, but participants may move on to an apprenticeship at any time during, or after their job placement.

## Current National Living Wage and the National Minimum Wage rates/hour.

	21 to 24	18 to 20	Under 18
April 2020 (current rate)	£8.20	£6.45	£4.55



# Representative Roles and Responsibilities



Representatives will submit the bid:

- If successful the Representative will receive a letter to enter into a grant agreement with DWP, (no details are available of this yet), however it will detail what you'll need to do.
- The grant agreement will need signing and returning before any placement begins.
- The representative will pay, you, the employer wrap around support and wage costs.
- Costs associated with this are negotiable between the employer and representative and don't require DWP involvement.
- DWP will undertake any assurance of employers, using a variety of options learnt from the Future Jobs Fund.



# Connections

**We will remain impartial in the selection / coordination process.**

- We will share with you all those representatives wishing to link with an employer.
- You can decide who you wish to link with to make a bid.
- Our list continues to grow and we hope to make this more accessible in the future.

There are many support organisations that could also help sign post as necessary such as your LEP or Local Authority.



# Placements

- Once a bid is successful the details of the Placements will be passed to the local JCP Work Coaches to signpost potential participants to the opportunities.
- The potential candidates will make contact, possibly with the help of their Work Coach, before undergoing an employer's selection process.
- The successful participant will need to be entered on to the PAYE payroll and HMRC notified.
- We'll pay, via the Representatives, 25 hours per week for 6 months.
- If you wish to employ them for more hours, you can top up the difference.



# Future Plans

- This is an evolving picture, having brought the scheme to life in 7 weeks since the chancellor's announcement on the 8<sup>th</sup> July, we do expect there will be some minor changes as we move forward.
- All information about the scheme including the application process can be found on GOV.UK. Other DWP sources of help can be obtained via the South West Kick Start email address or our local Employer and Partnership teams, also see page at end of presentation.
- We also have a range of other programmes and support options available to help move people back into work or support those at risk of unemployment, that we'd welcome a discussion about.



# Links to Current Gov.uk Guidance

## Kickstart Information

<https://www.gov.uk/government/collections/kickstart-scheme>

## Employer information

<https://www.gov.uk/guidance/apply-for-a-grant-through-the-kickstart-scheme>

## Representative information

<https://www.gov.uk/guidance/check-if-you-can-apply-for-a-grant-as-a-representative-of-a-group-of-employers-through-the-kickstart-scheme>

## Promotional materials

<https://www.gov.uk/government/publications/kickstart-scheme-promotional-materials>



# Shaping Portsmouth Masterclasses

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- A FREE set of 3 x 2hr masterclasses focused on personal and professional development
- Each session is led by a local thought leader / expert
- Part of employers and the city's commitment to developing 'the whole person'

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# Shaping Portsmouth Masterclasses

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- **PERSONAL RESILIENCE:** Led by Ben Dowling, Co-Founder of Unloc and Portsmouth City Councillor
- **INVESTING IN YOUR OWN SELF DEVELOPMENT:** Led by Hope Mckellar of Hope Mckellar PR
- **BUILDING A PROFESSIONAL ONLINE PRESENCE**



# SHAPING PORTSMOUTH

- [kickstart@portsmouthcc.gov.uk](mailto:kickstart@portsmouthcc.gov.uk)
- <https://www.gov.uk/government/collections/kickstart-scheme>
- Register for Shaping Portsmouth Conference – [www.shapingportsmouth.co.uk/conference](http://www.shapingportsmouth.co.uk/conference)

