

KICKSTART SCHEME



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What is Kickstart?

The Kickstart Scheme is a £2 billion fund to create 6-month job placements for young people aged 16-24 currently on Universal Credit and at risk of long-term unemployment. It's part of the government's 'Plan for Jobs' and is funded by the Department for Work and Pensions (DWP). The first placements are available from November 2020 and will continue through to December 2021.

Funding for the employer will cover, for each job placement:

- 100% of the relevant National Minimum Wage for 25 hours per week
- The associated employer National Insurance Contributions
- Employer minimum Automatic Enrolment Contributions*

The Scheme asks that the young people are provided with the 'wrap-around support' to build on their experience and help them move into sustained employment after they have completed their Kickstart Scheme funded job placement.

Skern Training and Skills offers a bespoke programme designed to help employers benefit from the Kickstart Scheme and young people to gain the skills needed to develop their future careers.



*The current rates are (as at April 2020):

- Under 18: £4.55 per hour
- Aged 18–20: £6.45 per hour
- Aged 21–24: £8.20 per hour

Why choose us?

We believe that everyone has the capacity to achieve extraordinary things and, for over 40 years, our success in delivering world-class development programmes has centred on that belief, coupled with our deep understanding of the tangible outcomes desired by our clients.

Our programmes are shaped to deliver personal development benefits that have the greatest impact at both an individual and team level across all business sectors. It's wonderful to see the progression and energy achieved by learning and creating that magic spark. We love being part of that.

Our programmes are designed to address the learning outcomes you want to achieve. Our expert team will co-create a programme with you that is learner-centred and incorporates feedback from the thousands of training sessions we have already delivered to ensure you get the very best results.

Programmes are adapted in real-time to focus on every individual's needs. Through a programme of both exciting and learning-focused activities, real personal growth can be achieved. Our reflection sessions, development and leadership models are well-timed to fit throughout the programme and are matched with experiences. Every course will feel they have had a worthwhile learning experience, rather than sitting in a room being lectured to. It's a truly immersive experience with everyone getting stuck in.

We are perfectly positioned to work across the country to support young people aged 16-24 to derive the maximum benefit from the Kickstart Scheme. Not only that, but to advise and support employers to provide a mutually beneficial, high quality, incentivised work opportunity alongside relevant training from which young people can progress further with the original employer or with other employers in their sector.

How we can help

Our approach includes:

- Online courses on core work skills covering Health & Safety, customer service and productivity
- CV writing and interview preparation throughout the placement
- In-work support
- Career advice and goal setting
- 1-day employability workshop covering; the importance of attendance and timekeeping, how to communicate effectively with customers, peers and line managers, how to work as part of a team and confidence building.

We encourage a focus on participants identifying confidence in their own abilities and showing courage to improve as well as using communication skills, receiving and understanding feedback, working with others, solving problems and celebrating success for motivation.

Our courses allow individuals to explore the methods of 'how', in particular how to learn from mistakes without business pressures/risks. We also help them to understand the balance between skills, knowledge and behaviours.



Next steps

Using our experience in designing and delivering to young people who are just out of education, early in their work life or been out of work for a while, we will:

Deep dive into your business. We will understand your culture, values and how you work, what your teams need and, equally, what you need from your teams.

Co-design a programme with you that is delivered throughout the Scheme to get the young people together for cohesiveness and consistent messaging. This could be done virtually, at one of our locations, or one of yours

Create a course which mitigates some of the challenges that the transition from unemployed into work may present, focused around three key areas.

Focused around three key areas:

Employability Skills; how to market yourself and set yourself apart from the competition. How to write a CV, how to prepare for an interview, what employers are looking for and how to showcase your best self.

Behavioural Awareness of what's is required at work; the desirable behaviours. Offering a boost to self-esteem and confidence by highlighting what they are already good at and how to use these skills effectively at work, whilst also understanding what needs attention and further development, and understanding why that's important.

Behavioural Responsibility to develop confident, resilient individuals to be able to take responsibility for their own learning, using skills of working alongside others to enhance their future work prospects.



Ready to see how we can help Kickstart work for you? Contact our team:

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