

Kickstart Scheme

Do you have questions?

1. What is the Kickstart scheme?

The Kickstart scheme is part of the Government's Plan for Jobs, announced in July. £2bn of funding has been allocated to create thousands of 6 month work placements for unemployed people aged 16-24, giving them a chance to get back into the workplace and kickstart our economy. The placements will help young people develop the skills and experience they will need in the workplace at the end of their placement - whilst providing you with the extra resource to grow your business.

2. Is my business and the jobs I want to create eligible?

Every business in the UK is eligible to apply for Kickstart placements, as long as the jobs are genuinely new. You can't use Kickstart funding to replace existing or planned jobs. They must be for a minimum of 25 hours per week, pay at least the National Minimum Wage and not require people to undertake extensive training before they can begin their placement.

3. How many Kickstart placements can I use?

There is no limit to the number of Kickstart placements you can use, but to apply for the funding yourself you must be looking to support at least 30 placements. However, if you can't offer this many Adecco Working Ventures in partnership with the Federation of Small Businesses can help.

4. I can't offer 30 placements, what do I do?

Get in touch with us. We will bring together employers from across the country and apply for the placements on your behalf. This reduces the amount of paperwork you need to worry about and means you can focus on growing your business. We believe that small businesses like yours will be the engine that drive the recovery of the UK economy, and we want to help you access this fantastic opportunity.

5. What do I need to do?

Tell us how many new jobs you want to create (it can be as few as 1), where you want to create them, and what the jobs will be. We will then apply to the Department of Work and Pensions to access the Kickstart funding. All you will need to do is interview and select your candidates and give them meaningful work to do.

6. What will we do for you?

We will support you every step of the way, as much or as little as you need. We can help you create a job description and advert and then work with Jobcentre Plus to help you find the right people. We can help you to shortlist and interview, if required, to make sure you get the right fit for your company. We will handle all the administration involved, including HR and payroll. We will also provide lots of support for the young person to make sure they are ready for work and help them get ready to move into a permanent role at the end of their placement.

7. Who will the young person work for?

The young person will be employed by Adecco Working Ventures, but will work for you. You will be responsible for managing them on a day-to-day basis and making sure they have meaningful work to do, but we will be there if you need any support or to help with resolving any problems.

8. What training will I need to give them?

That's for you to decide. It will depend on the role you've created and the skills they need to carry it out. The role can't need much training prior to the start of the placement. There's no requirement to deliver any formal training or qualifications, but again, this would be role dependent and down to you.

9. What training will we give them?

Each young person will have a Kickstart Coach, who will work with them throughout their placement to build their employability skills and prepare them to look for a permanent role at the end of the placement. The amount of time and support will vary from person to person but it will all be agreed between us, the young person and your business, at the start of the placement - and reviewed regularly together.

10. What happens at the end of the placement?

The aim of the scheme is to prepare people for permanent jobs. This doesn't mean that you need to provide that role - there is no obligation or commitment for you to provide a permanent role at the end of the placement. We will work with the young person to help them identify the work they want to do and support them in getting a permanent job. But if you were able to make their role permanent, that's fine too. At the end of the placement, if you want to bring in another Kickstarter, that's also fine - and we can work with you again to find another young person to bring onboard.