

KICKSTART SCHEME

Walsall Works is supporting local businesses to access funding from the Government's Kickstart scheme to create jobs for unemployed young people.

By creating a **Kickstart** job placement, businesses will be helping young people who are at risk of being unemployed in the long term.



Walsall Works

Established in 2012, Walsall Works is a Council funded programme designed to support local people with finding jobs, apprenticeships and training.

The programme provides in-work and out-of-work support to our residents as well as supporting local businesses.

Our expert team of Employment Advisors offer a wealth of experience in supporting and engaging young people. Our Employer Engagement Officers provide specialist support to our local businesses.

Walsall Works can provide a mentoring service to both your business and your **Kickstart** placement through a wraparound employability package.

Kickstart

Businesses can use the **Kickstart** scheme to create new 6-month job placements for young people who are currently on Universal Credit and at risk of long-term unemployment.

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.

Walsall businesses can register their interest in offering a placement by emailing walsallworks@walsall.gov.uk

Who can apply for funding?

Any organisation, regardless of size, can apply for funding. The job placements created with **Kickstart** funding must be new jobs. They must not:

- Replace existing or planned vacancies
- Cause existing employees or contractors to lose or reduce their employment

The **Kickstart** job placements must be:

- 6 months in duration
- A minimum of 25 hours per week
- Pay the national minimum wage
- Should not require the young person to undertake extensive training before they begin the job placement



For further information about this scheme contact:

walsallworks@walsall.gov.uk

or visit walsallwork.com

or call **01922 654353** or **07464 495183**



Walsall Council



Walsall Works will act as a Gateway organisation to support businesses who have less than 30 job placements with the application process. Walsall Works will act on the employers behalf and apply for the **Kickstart** scheme.

All job placements need to help the participants to develop their skills and experience. Walsall Works can offer wraparound support to businesses for:

Pre-Kickstart

- Identify the business needs and scope out the new job roles
- Agree the job description and promote the vacancy
- Pre-screen candidates for employers
- Identify and recruit the best candidate for the job placement
- Conduct workplace risk assessments
- Pre-employment preparation for the young person with key skills
- Identify any support needs for the placement eg travel, clothing
- Embed young person into the role
- Trouble-shoot any employer or young person concerns or queries
- Enrol onto in-work employability or vocational training
- Confirm wraparound support package



On-Kickstart

- Finalise induction process for the placement
- Agree the young persons individual learning plan with the employer
- Mentoring / coaching support to employers
- Pastoral support for the young person to retain participation in the placement
- Tailored work portfolio to be completed throughout job placement
- Access to support services to address any personal barriers ie housing, debt, health
- Monthly keeping in touch and review meetings with the job placement
- Support with long term careers advice and goal setting for the young person
- Real time labour market intelligence on vacancies and electronic jobs bulletins
- Help with preparing a CV, completing job applications and interview techniques
- Priority invitations to local job fairs hosted by Walsall Works and its partners
- Access to additional government training for the business ie skills support for workforce
- Delivery of informal learning and access to programmes to optimise retention in work
- Production of promotional material including case studies for media campaigns
- Promotion on our website and social media channels including, Twitter and Facebook
- Access to enhanced business growth advice, support and grants from the Council and specialist business services

Post-Kickstart

- An offer of employment or apprenticeship with the host employer
- Agree in-work training and support for the young person
- Comprehensive post placement review
- Support with compiling employer reference for young person
- Support to apply for new progression opportunities with local employers
- Progression to new employment, apprenticeship or full time education
- Help with signing back to Universal Credit



To summarise Walsall Works will:

- Gather information from you about the job placements you would like to offer
- Use this information to submit an online application on your behalf
- Help to recruit the right placement
- Pass on the relevant payments made by DWP to you
- Provide wraparound support to your business and the job placement