

# FAQ's

## What can the £1200 grant be spent on?

- administration costs incurred by the Grant Recipient, as a Kickstart Scheme Gateway, in paying Employers and helping Employers on-board Participants
- set up costs for IT equipment and software licences, administration and management time and support with helping Participants develop work skills and experience (employability support)
- any uniform, equipment and Personal Protective Equipment as required

## At what point are salaries paid?

Instalments	Grant Sum Payable	Payment Date/Milestone
1st Payment	£1200 grant per Participant for administration, setup and support costs	On confirmation to DWP's satisfaction that the Participant has started employment with the Grant Recipient or Employer. This will be paid by YCL direct to the organisation once funding has been received.
2nd Payment	100% of the Relevant Wage for 25 hours a week of work by the Participant during the first month of the job, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.	Paid in arrears - on confirmation that Participant paid through PAYE for the first month. This payment is expected to be in or around the 6th week of the placement.
3rd – 7th Payment	100% of the Relevant Wage for 25 hours a week of work by the Participant during the subsequent second, third, fourth, fifth and sixth months of the job, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.	Paid in arrears – approximately every month after the 2nd payment on confirmation that Participant paid through PAYE for the previous month.



## When are the placements expected to begin?

We are hopeful that placements can begin from January 2021 onwards. This will be dependant upon submission of the application and notification from the DWP that funding has been awarded.

Employers can spread the start date of the job placements up until the end of December 2021

## What monitoring and evaluation requirements are there?

There will be some monitoring and evaluation expectations, exactly what this will look like is not clear at the moment, but we do not envisage it being admin heavy.

We anticipate that there will be a 3-month review and an exit interview.

## Could Kickstart be used as a referral route into Action Towards Inclusion?

It would be very unlikely that Kickstart could act as a referral route into ATI. As the young people completing the placements would be unlikely to be classed as furthest away from the labour market having completed a 6month paid work placement. It maybe an option in extenuating circumstances however approval would be needed from YCL prior to ATI sign up.

## Could Kickstart be used as a progression route for Action Towards Inclusion Participants and other employability contracts?

Yes, movement into meaningful employment would be considered as an outcome for any employability contracts.

## Are there measurable targets?

There are no measurable targets. There are expectations however that all young people are supported into sustainable employment. This does not have to be within your own organisation but as the young person will have been working with you for 6months you will be the best placed to help and support to move them forwards.

Employability support may include on-the-job training, work search support, skills development, mentoring, careers advice and other related support to help Participants find sustained employment after they have completed the Kickstart Scheme.

## What happens if a participant doesn't complete the 6 month work placement?

Grant funding will cease once a Participant ceases to be involved in the Kickstart Scheme. Once a Kickstart Scheme job is created, it can be taken up by a new Participant once the previous Participant has ceased to be employed as part of the Kickstart Scheme.

