

Add fresh talent, skills & ideas to your team with

# KICKSTART SCHEME

Government-funded work placements for adult social care providers



**Loughborough**  
COLLEGE est. 1909  
FOR EMPLOYERS



Write job descriptions and plan the placement with support from the Kickstart team. Use the guide on the next page for ideas!



Work with Job Centre Plus to recruit candidate/s with the right values and skills for your service. New to values-based recruitment? Speak to ITC!



6-month work placement; welcome your new talent to the team! Help them thrive with mentorship and training with the help of the Kickstart team.



Retain your Kickstart talent; Talk to your talent about their career goals and options such as apprenticeships, further training and further contracts.



# Where could a Kickstart placement fit into your workforce?

## Frontline roles

Assistant care professional  
Activities & Wellbeing assistant  
Dementia care mapper assistant

## Business support roles

Recruitment assistant  
Administrative assistant  
Digital marketing officer

## Auxilliary roles

Catering assistant  
Grounds & maintenance assistant  
Domestic assistant

## Kickstart scheme payment schedule

### Work placement starts

### 6 week of placement

### Rest of placement

Set up and support costs paid to employer

First month's wage and other approved costs paid to employer in arrears

Payment made in arrears approx. every month after 2nd payment

[Click here to see full details on gov website](#)

# Key information

The Kickstart Scheme provides funding to create new job placements for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. The scheme covers;

- 100% of the National Minimum Wage (or the National Living Wage depending on the age of the participant) for 25 hours per week for a total of 6 months associated employer
- National Insurance contributions employer minimum automatic enrolment contributions
- Other associated costs such as PPE, uniform, and training (subject to approval)

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

\*Kickstart roles cannot be used to fill any current or future staffing hours. They must be new roles that would not otherwise be filled by an employed or contracted member of staff\*

## Further resources - click the links below

[Read the full terms and conditions on the government's dedicated website.](#)

[Find the full list of Kickstart gateway organisations](#)

[Read the Kickstart guide for employers](#)



Got questions? Email us on **inspiredtocare@leics.gov.uk** or email the Loughborough College Kickstart team on **kickstart@loucoll.ac.uk**