



Kickstart: Frequently Asked Questions

What is a Representative and what do you do for us?

As part of the Kickstart scheme, small businesses seeking less than 30 placements must club together with other small businesses and have their application done collectively via a representative / intermediary – This is the function Pegasus is undertaking. Pegasus is on the DWP's list of approved intermediaries. Once we have a number of businesses who collectively have requested over 30 placements, we will submit the group application and manage the interface between you and the DWP. Towards the end of the placement we will also provide a free online course to all placements advising on how to put together a CV, how to put a proper LinkedIn profile together and some interview tips.

Does your representative service cost us anything?

No. Our service is free to you. However, we are a recruitment business and can support you with identifying the right placement candidate if you wish – please see the additional document entitled Additional Pegasus Services if you find this of interest to you.

When do we get the £1,500 initial grant?

Our understanding is that you get the grant once a placement individual is secured.

Who pays the Placement individuals?

You must cover their wages whilst they are on placement with you. At months 4 and 7, the DWP make a payment (called a grant) to cover the wages costs for the first three and second three months respectively. This is paid via your representative; so us in this case (hence why we need your bank details).

What happens after the application?

The DWP advise that after a group application has gone in, we will hear within 30 days whether we have been successful (this may well be sooner, but right now as the Kickstart

scheme has only just begun (Launched in September 2020), we don't know. Once we have we can begin reviewing applicants for the placements.

How do we get candidates from?

The DWP have a database of young people and will begin to send us them (we assume this will be via the representative). However businesses are also allowed to advertise for candidates themselves (Pegasus can do this for you, please the Additional Pegasus Service document), as long as they make clear in the advert that individuals must be eligible for the Kickstart scheme and that it is only a six month placement. Eligibility is;

- They must be 18-24 years old
- They must be on universal job credit and unemployed

Do we have a choice of who we take on placement with us?

So the spirit of the Kickstart scheme is to get young people in to work, this may include individuals with no prior work experience so it is hoped companies will be supportive of this. That said, yes, there is a screening and interviewing process, you only have to take on a placement if you are happy that you have the right calibre of individual who would also get your culture.

What are our responsibilities as Employers of the Kickstart placements?

Obviously, as with any employee you must satisfy the regulations and obligations of an employer; providing a safe and non-discriminatory work environment. As for the Kickstart scheme itself, frankly the guidance is a little vague from the DWP, they have said employers need to support kickstart placements with the following basic skills;

Attendance
Time Keeping
Communication
Team work
Travelling to work

On from there, our view is that you need to give these young people some genuine skills they can then take on into the world of work, so you certainly should give some thought to this.

What happens if the placement just doesn't work out?

As per the last question, the spirit of the scheme is to support young people into work; this may mean that some need more support than others and it is hoped businesses will give them the necessary support. Candidly right now (September 2020), the DWP hasn't issued clear

guidance as to what happens should a placement not work out; at this stage all we can do is update you when we know more.

Can a kickstart placement be extended?

The placements only last six months; the same individual will not be funded further by DWP. You can however start a placement of another young person for the same role.

Can we employ the individual on after the placement?

Absolutely – in fact that is what the scheme is hopeful of creating – more permanent jobs or apprenticeships for young people.

Are there additional financial incentives should we employ the individual?

No, well certainly not as an extension of the kickstart scheme. We understand there is additional funding available should you take them on as an apprentice, however we are not certain how long this window is open for and would advice you to take further advice from the Apprenticeship Service - <https://www.apprenticeships.gov.uk/#>

For any additional questions, please do use the secure message service in our portal, or call us on 0113 3452740 or email Hayley Thornton on ht@pegasussearch.com

Pegasus Search & Selection Limited, 8 New Roadside, Rawdon, LS19 6HN