



Department
for Work &
Pensions

Support available from Stroud JCP

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Current situation in Stroud

- Currently in Stroud District we have 2000+ customers claiming Universal Credit and looking for work.
- To support our customers back into work we are running a number of initiatives – Sector Base Work Academy Placements – SWAPS which consists of 3 elements - Training, Work Experience and a Guaranteed Interview. We have had to adapt our normal classroom sessions with our Providers to a digital platform. This has been run successfully within the Construction, Security, Warehouse and Forklift, Care and Civil service sectors so far with more on the horizon.
- Mentoring Circles is a scheme designed to provide support to jobseekers on how to succeed in life and be better prepared for their careers through receiving a Mentoring service from businesses and employers. We have had support from Tricia at First Base, Cathy at Waitrose, Hayley from Lilian Faithful and Keith Terry to deliver these sessions in Stroud. We have once again moved to digital Mentoring Circles which although has its limitations does mean it can be delivered from anywhere. We have received support from the NHS, Glos Jobs, Proud to Care, Construction sectors, Google and one coming up with the Dame Kelly Holmes Trust.

Support for Customers

- Work and Health Programme and JETS
- The Work and Health Programme has been running for a while to support our customers into work and this has now been added to include the JETS programme for the younger customers.
- JETS will provide up to 6 months personalised support for customers who have been unable to secure employment in the first 3 months of their claim. It will help participants engage with the local job market and focus on their Job search.
- Stroud Youth Hub is in the planning stage at present and we are hopeful of getting this off the ground shortly. This is a hub that will work closely with Partners providing tailored support to bring candidates closer to the Labour Market
- Flexible Support Fund is fund available for all jobseekers to remove barriers from gaining employment. This fund can be used for Travel expenses, Clothes for interviews, IT equipment to undertake courses etc
- Kickstart scheme has been introduced for our 16 to 24 year olds.

Overview to Kickstart Scheme

What is Kickstart?

- Kickstart is a new £2bn scheme as part of the Chancellor Rishi Sunak's 'plan for jobs' focusing on young people 16-24.
- First starts will be in November 2020.
- The scheme puts our young people at the heart of our revival. Its intention is to improve the employability of young people.
- Our young people are usually amongst the worst hit by financial crises, and unemployment can have longstanding implications for their future.
- There will be around 700,000 young people set to leave education this year.
- Roughly 1.6m young people currently furloughed.
- 250,000 under 25s are claiming unemployment benefits since March.
- The scheme will provide a 25 hours per week, six-month placement for those 16–24 year olds currently claiming Universal Credit.

Bid Process

Kickstart Scheme applications:

- Must be for a minimum of 30 job placements.

If a single employer cannot provide this many job placements, they can:

- Join a group of other employers, nominating a representative for the group to submit the application.
- Register their interest with existing representatives, such as local authorities, chambers of commerce or trade bodies.

Bid Process cont'd

We have a growing number of Representatives locally.

- There is no limit to the number of placements an Employer can offer.
- We are encouraging all to be involved, no matter how small, if they can meet the scheme criteria.
- When submitting a bid, a job description will need to support the placements being offered along with how you will help the participants to develop their skills and build their experience.
- Information about the support the organisation can give to develop employability skills of young people

Bid Process cont'd

Ideally your bid should include:

- Support to look for long-term work, including career advice.
- Support with CV and interview preparations
- Supporting the participant with basic skills, such as timekeeping / attendance and team working.
- You will also be asked for your Companies House reference number or Charity Commission Number – where you don't have this please enter a series of 0000000.

This is an area where Representative's may be able to assist.

Funding

- 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.
- There is also £1,500 per job placement available for setup costs, support and training.
- A representative applying on behalf of a group of employers can get £300 of funding, for each placement, to support with the associated administrative costs of bringing together these employers.
- Kickstart is not an apprenticeship, but participants may move on to an apprenticeship at any time during, or after their job placement.

Current National Living Wage and the National Minimum Wage rates.

	21 to 24	18 to 20	Under 18
April 2020 (current rate)	£8.20	£6.45	£4.55

Representative Roles and Responsibilities

Representatives will submit the bid:

- If successful the Representative will receive a letter to enter into a grant agreement with DWP, (no details are available of this yet), however it will detail what you'll need to do.
- The grant agreement will need signing and returning before any placement begins.
- The representative will pay, you, the employer wrap around support and wage costs.
- Costs associated with this are negotiable between the employer and representative and don't require DWP involvement.
- DWP will undertake any assurance of employers, using a variety of options learnt from the Future Jobs Fund.

Connections

The department will remain impartial in the selection / coordination process.

- You can decide who you wish to link with to make a bid.
- Our list continues to grow and details can be found via:
<https://www.gov.uk/government/publications/kickstart-scheme-employer-contacts>

There are many support organisations that could also help sign post as necessary such as your LEP or Local Authority.

Placements

- Once a bid is successful the details of the Placements will be passed to the local JCP Work Coaches to signpost potential participants to the opportunities.
- The potential candidates will make contact, possibly with the help of their Work Coach, before undergoing an employer's selection process. We have joined forces with SGS college to support us in getting candidates ready for these Kickstart roles and have SWAPs in the planning stage.
- The successful participant will need to be entered on to the PAYE payroll and HMRC notified.
- DWP will pay, via the Representatives, 25 hours per week for 6 months.
- If employers wish to employ them for more hours, they can top up the difference.

Future Plans

- This is an evolving picture. The Kickstart scheme was launched by Richard Graham and all the local MP's including Siobhan Ballie on 11th September @ Kingsholm and we have had a big interest in this from local employers.
- We also have a range of other programmes and support options available to help move people back into work or support those at risk of unemployment. We work closely with Adviza, GEM, NEA contract to support customers who wish to investigate self employment, Princes Trust and can obtain specialist training using the Low Value Procurement route or Dynamic purchasing for bespoke courses.
- We have specialist Disability Employer Advisers within each JCP who support our customers with Health conditions and have worked closely supporting customers who have been struggling with their Mental Health during the pandemic.

Questions