

WEST SWINDON PARISH COUNCIL

Full Council

Kickstart – Job Placements

1.1 The Kickstart Scheme provides funding to employers to create new 6-month job placements for young people who are currently on Universal Credit and at risk of long-term unemployment. This is part of the government's [Plan for Jobs](#) and aims to create hundreds and thousands of new, fully funded jobs across England, Scotland and Wales. The first placements are likely to be available from November.

1.2 Funding will cover for each job placement:

- 100% of the relevant National Minimum Wage for 25 hours a week
- the associated employer National Insurance contributions
- employer minimum automatic enrolment contributions

1.3 There will also be extra funding to support young people to build their experience and help them move into sustained employment after they have completed their Kickstart Scheme funded job.

1.4 As a single organisation, West Swindon Parish Council would not be eligible as an employer, however, Robinson Grace HR whom the Parish Council has used for HR advice, has applied as the applicant organisation in order to then enable smaller organisations to support placements. Further detail is set out in **Appendix A** attached to this report.

2. What would we provide?

2.1 It is feasible for the Parish Council's grounds team to offer placements to two young people. They would be supported to learn a range of basic skills in relation to planting, cutting, cleaning and basic repairs. This number of placements would be practical in terms of sharing tools and kit, and, would not disrupt the existing travel and co-location requirements of our existing staff.

2.2. In terms of additional support, the Parish team would be interested in securing help for CV writing and job applications for the successful applicants from Robinson Grace but could manage the recruitment process without a high level of assistance.

3. Recommendations:

3.1 It is recommended that the Council considers a response to the opportunity for basic work placements and instructs the Parish Manager to action accordingly.

Paula Harrison, Parish Manager