

D&D
LONDON

KICKSTART SCHEME



Background

The Kickstart Scheme is a £2bn fund launched by the Government to pay for 6 month work placements for 16 to 24-year-olds.

The scheme is aimed at those who are on **Universal Credit**, potentially school leavers or those who have had job offers withdrawn.

Funding will cover 100% of the relevant National Minimum Wage for **25 hours a week** plus NI & Auto Enrolment Pension Contributions.

The Government will also provide a **£1500** grant to support set up and training, including uniforms.

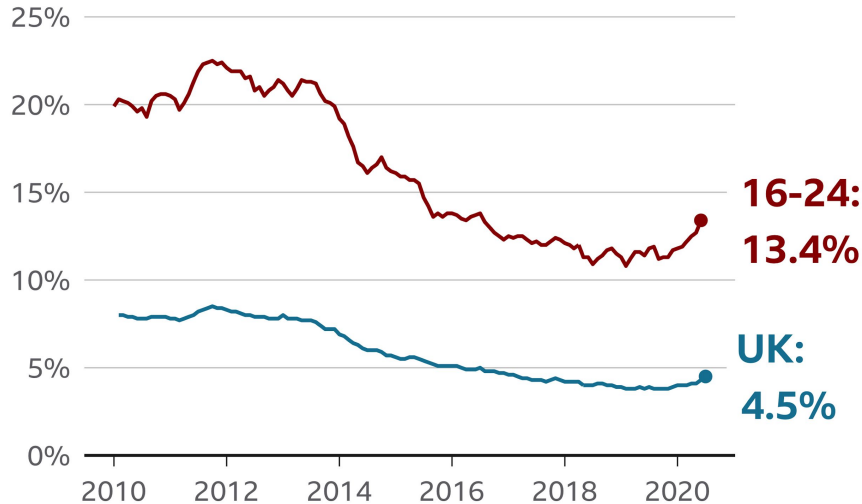
We have the choice to top up the pay or the hours as needed. The placement can last up to a maximum of **6 months** with government funding. After this, you can hire the young person or let them find other opportunities elsewhere.

Recruitment can start from **November 2020** at the earliest and the scheme is running until December 2021.

Benefits of the Kickstart Scheme

Young people hit by rise in unemployment

Percentage of economically active people aged 16-24 who are unemployed



Source: Office for National Statistics. Margin of error: $\pm 0.4\%$

BBC

- It's a great opportunity to 'kickstart' the careers of young people who could otherwise be left behind as a result of the pandemic.
- With the imminent, "Brexit barriers to entry", this scheme promotes homegrown talent in hospitality that will be vital in 2021.
- A fully trained Kickstart will be ready to join our teams when their placement is finished.

Kickstart Rules and Considerations

DWP are gatekeepers

We can only hire applicants and utilise the grant for those referred from Jobcentre Plus. We can't promote internally or show job listings on our site.

New roles only

Our Kickstart jobs must not replace existing positions or cause current employees to lose out on hours and roles are prefixed with 'KICKSTART. They are stand-only roles.

One of the team

The Kickstarts are classified as fully employed by D&D London, so will require all the standard contract terms (Holiday entitlement, notice period, probation period etc) and staff benefits.

Skills for life

By agreeing to take part in the scheme, we have to provide basic skills training and employability support (e.g. CV writing and interview skills).

Actions so far...

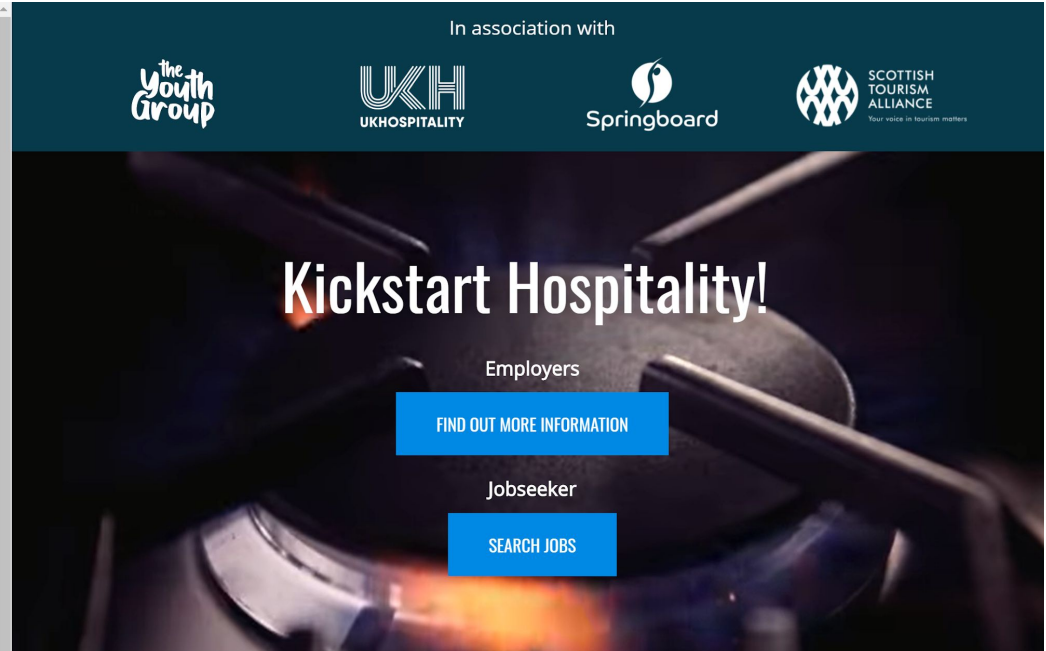
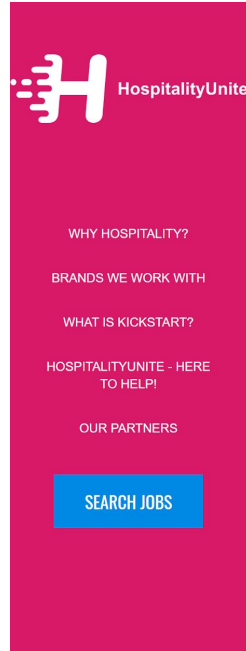
- Partnered with Springboard and using the HospitalityUnite Kickstart jobs portal (hosted by Harri)
- Head Chef and Head Office Kickstart webinars
- 'Kickstart Starter Pack' sent to GM's / HC's / Head Office Managers
- 'Kickstart Champions' identified to support training for BOH/FOH roles

Kickstart Job Portal

HospitalityUnite connects hospitality operators with young people eligible for the government's Kickstart scheme.

The online jobs portal is supported by Harri, UKHospitality, Springboard and The YouthGroup.

It will be accessible to young people who are referred by their Job Coach from the JobCentre Plus.



The Kickstart Journey



1

The Jobcentre will identify eligible young people at risk of long-term unemployment to **refer** to the scheme, and Jobcentre Work Coaches will support candidates to find a placement.



2

Candidates and their Job Coach have access to the candidate only HospitalityUnite job board to **apply** for the Kickstart roles.

D&D London **job descriptions** and responsibilities will be available for the candidate to view.



3

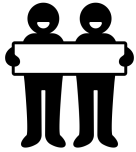
Once candidates have found a suitable role, they will complete a number of standard and D&D London-specific questions as part of the **initial screening process**.



4

The D&D London Talent Team and Manager looking after the Kickstart will then **interview** applicants and select the best candidate for the role.

Kickstart Training - FOH & BOH Example



Our Kickstarts will go through a **D&D London Induction**, this will include soft skill training on timekeeping, goal setting and teamwork.



FOH Kickstarts will then have 1 week training (classroom & shadowing) and **BOH Kickstarts** will have approx 3 weeks training (on the job & shadowing).



Employability Masterclasses will be scheduled, focusing on a range of employability skills e.g. interview skills, creating a CV, job search techniques, using LinkedIn etc. This will be provided by Springboard.



Dedicated D&D Connect resources will be available to our Kickstarts, who are keen to further their skills, including presentation, time management & communication skills.

Taking on a Kickstart Employee

Kickstart Managers need...

- To be ready for their their Kickstart to begin from XXXXX
- To be part of the interview process
- To provide on-the-job training
- To ensure the Kickstart is looked after throughout their placement
- To help them be 'job ready' by the end of the 6 months
- To hire them in their team or support them find other opportunities elsewhere .

