

The Springboard Employability Training and Support Wraparound Offer

Quality wraparound support is vital to the success of the Kickstart Scheme.

Every young person has unique circumstances, but all of them need to be in a good place to give Kickstart their best.

The Springboard employability wraparound offer is a comprehensive package of bespoke training and support to enable each young person to gain the skills and confidence to excel in their role with your organisation. Our package of support will meet all the mandatory requirements set out by DWP under the terms of this scheme and will also ensure each Kickstart employee is ready to progress into the world of work should their employment not continue with your company.

Careers Advisor

Each young person will be assigned an experienced Careers Advisor for the duration of their 6-month placement. During their first week of employment they will be invited to meet with their advisor either in person at one of our work hubs, located throughout Cheshire East, or remotely. The Careers Advisor will remain in contact with the employee throughout the duration of the placement and will meet with them periodically as required. Over the duration of the placement the advisor will work with the young person to create a strong CV which showcases the skills, training and experience they have gained over the 6 months.

Skills Audit

Kickstart Employees will complete a Maths, English and IT competency skills audit and if any gaps are identified they will be offered suitable courses and qualifications. For example, Functional Skills qualifications in Maths and English and the I.T. qualification the ECDL.

Employability Workshops and Webinars

Each Kickstart employee will be invited to attend a series of workshops or webinars. 'Professional competency in the workplace- make an impact that lasts'.

During the workshops we will cover vital employability skills including:

- Reliability
- Work ethic
- How to handle feelings of anxiety during a new job
- Timekeeping
- Personal presentation
- Telephone etiquette (on behalf of the company and also the use of personal devices during working hours)
- Interpersonal skills
- Teamwork

Towards the end of the placement Kickstart employees will be invited to attend a 2nd series of workshops or webinars covering:

- Writing winning cover letters
- Interview Skills including; managing the online interview process and competency based interview questions
- Effective job search

They will then meet with their Careers Advisor to discuss their next steps, this could be further training, alternative employment or progression to an Apprenticeship.

Accredited Training and Qualifications

Candidates will also have access to the following training. These courses can be chosen to suit the needs of the employee and your business. We have a wide selection of online learning training available, this can be discussed with your individual requirements.

- An Introduction to Infection Prevention and Control
With the recent outbreak of the coronavirus it's more important than ever to understand the most effective ways you can help prevent the spread of infection in your workplace.
- Fire Safety in the workplace
- First aid in the workplace
- Manual handling
- Basic food safety
- Introduction to GDPR

Additional information:

DWP will provide a grant of £1500 for each job creation to cover the associated start up and employability training costs of each young person. To cover set up costs, including any equipment or uniforms needed 50% of the grant will be paid to the employer on confirmation that the young person has started work and has been enrolled on the company payroll system.

Employers can choose to opt out of the Springboard employability package but to do this you must evidence that you have the resources and expertise in-house to provide the mandatory requirements. If this option is taken, then 100% of the grant will be paid.

DWP may contact you or the young person during the job placement to check what employability support is in place. This is to make sure the young person has the best experience from the placement.