

Birmingham City Council Kickstart Delivery Plan

Initial Draft November 2020

Kickstart workstreams

Support to any Kickstart placements

- JCP identifies young person as Kickstart 'ready', must be in receipt of UC.
- Job match activity takes place with young person and employer or Gateway
- National Careers Service provides support including keeping in touch
- Youth Promise Plus participants have preparation support and 1 month aftercare.

BCC Kickstart placements

- Internal development of placements to provide supernumerary jobs that support priority delivery and workforce development strategy
- New Kickstart co-ordination post ensures all provision is joined up and finance is managed. Contribution from the £300 per placement.
- Mandatory sign up of NEETs to YPP. New Kickstart support worker supports 16 – 18 year olds on placement. Birmingham Adult Education services supports 19+ placements through a mandatory learning plan.
- Targeting of support for vulnerable young people
- Supervision support by host teams using the £1,500 per placement

Support to Gateway Kickstart placements

- Gateway collaboration with GBSLEP Skills Hub providing employer advice and support, and Solihull MBC (joint area coverage).
- New Kickstart co-ordination post ensures all provision is joined up and finance is managed. Contribution from the £300 per placement.
- Mandatory sign up of NEETs to YPP. New Kickstart support worker supports 16 – 18 year olds on placement. Birmingham Adult Education services supports 19+ placements through a mandatory learning plan.

Resources: Alignment of services crucial, via JCP Youth Hubs and stronger links between YPP and NCS.

Resources: HR and legal support, financial planning and payment operations.
Internal co-ordination staff
Host Team internal supervision
YPP, Careers and BAES support.

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Potential support model



European Union
European
Social Fund



Pre-Kickstart

- JCP identifies young person as Kickstart 'ready', must be in receipt of UC.
- Job match activity takes place with young person and employer (TBD if JCP/Intermediary)
- DWP provides key referral link from JCP to National Careers Service (NCS) who support preparation and Individual Learning Plan (ILP)
- NCS refer to Youth Promise Plus if additional support as needed

On Kickstart

- Young person undertakes agreed induction process with employer
- Joint agreement of expectations through Individual Learning Plan (ILP)
- Undertaking of job role and supervision
- Engage in review keep in touch (monthly) by NCS or by Kickstart Team if additional support is needed (also support if dropout)
- Access agreed (in ILP) wrap around support e.g. mentoring, occupationally specific training (AEB, ESF in-work support)
- Complete ILP
- Progression planning to next steps e.g. apprenticeship via meeting at Month 5 with NCS or support from Kickstart Team if needed

Progression after Kickstart

- Job with employer
- Job with other employer
- Apprenticeship
- Unsuccessful – needs JCP and potentially additional local support – refer to NCS / YPP

Wrap around support for employer and young person achieved by Kickstart Team using BCC Insight database/as a tracking system and liaising with:

GBSLEP, YPP (including BCC Careers and Youth Services, Solihull MBC), host supervisor, National Careers Service, and Birmingham Adult Education Service / other training provider.