



As a leading youth charity, we can help employers to offer the best possible support to young people and employers taking part in the Kickstart Scheme, and ensure the scheme reaches the Government's intended audience; those at risk of long term unemployment.

Our Wraparound Support Offer

As youth employment experts, we can **add significant value and assurance** to employers taking part in Kickstart, drawing on the expertise of our national network of youth workers, our in-house design, policy, and partnerships teams, and our strong relationships with DWP Work Coaches across the UK.

We also know that public alignment with The Trust will add value and assurance to Kickstart Scheme placements, allowing employers to **associate with our trusted brand** and known expertise in youth employment.

Below details our intended wraparound support package for employers, covering key points during the scheme - referrals & selection, onboarding, ongoing support, offboarding, and post-placement.

Our offer is competitively priced at £1,000+VAT per young person, ensuring that employers can access our expertise and retain a significant proportion of the Government Kickstart support grant for internal resources to support the placements.



Pre-Placement

We will support employers to deliver a placement selection process that prepares young people for the opportunity to move in to a Kickstart placement, or if not successful to access other opportunities through The Trust.

Our advice and support will help employers to deliver a selection process that is accessible for young people who have been unemployed and may face barriers to a traditional interview process, increasing the diversity of your Kickstart cohorts.

Our support package includes:

- an **Interview Skills webinar**, led by PT youth workers, supporting young people to approach their Kickstart interview with a positive attitude and show themselves at their best. Including tips for answering interview questions, making a great first impression, and showcasing their skills and experience.
- our **Young Person Friendly Recruitment** guide, giving advice and tips for hiring managers and employers as to how you can recruit in a way that will help you reach the young people most at risk of long term unemployment

Onboarding

We will offer support for employers to onboard young people, including integrating our proven workshops and resources in to their training and support package, for both young people taking part in Kickstart and employees acting as internal buddies or mentors.

Our support package includes:

- **PT youth worker led employability induction workshop**, with content specifically designed for the induction period of the placement, such as professionalism in the workplace, time management, and timekeeping. We will work with employers to integrate alongside training they can deliver in-house, to ensure an effective induction for young people on placement.
- We will also support employers to **train their staff** as buddies for young people taking part in Kickstart, hosting a training session for staff to understand and support some of the barriers young people on the placements are likely to face.



Ongoing Support

PT youth workers will offer ongoing support to young people and employers during the placement, using our expertise and resources to aid retention on the programme, upskill employees to work with previously unemployed young people, and offer support for young people taking part.

Our support package includes:

- **PT youth worker led employability workshops** at key points during the placement. We will work with employers to integrate PT led sessions in to their training series, providing an effective and supportive training series throughout the placement.
Topics include teamwork, managing mental health, social media for work, goal setting, and inspiring careers sessions.
- **Aspirational Careers Talks**, from our fantastic Young Ambassadors who are Prince's Trust alumni flourishing in their post-programme employment, and from employer and PT volunteers who are 'Relatable Role Models' (in early to mid-stages of their career) or 'Inspirational Role Models' (who are at senior levels and can inspire young people with their career journey).
- **Support for young people who drop-out** during the placement to access other opportunities through The Trust, including referrals from the employer and providing information that will support young people to self-refer
- Young people on placement will also be able to access **regular check-in sessions** with their PT youth worker.

Offboarding

We will continue to offer support during the final period of the placement, supporting employers to offboard young people from the placement in a way that maintains their confidence and supports them to continue moving forward.

Understanding that many employers may not be able to offer a permanent role after the Kickstart placement, we will support young people to consider and plan for their next steps, and provide assurance for employers that young people are not left unsupported.

Our support package includes:

- **PT youth worker led workshops** to revisit key skills for job hunting, using applied learning and supporting young people to consider and plan their next steps
- Facilitating a Placement Celebration event, bringing together employer representatives and young people to celebrate the placement, and supporting young people to reflect on all they have achieved

Post-Placement

A vital part of the Kickstart Scheme will be supporting young people as they move from the 6-month paid placement to their next steps, and it will be crucial for the success of the scheme that young people do not slide backwards into another period of long-term unemployment.

We know we can add significant value to Kickstart placements by offering support to young people post-placement, especially where employers are not able to offer continued or permanent roles.

Our support package includes:

- **Continued access to Trust opportunities** via employer referral or self-referral by young people
- Support for **referral by employers** (including buddies/mentors) and **self-referral** to The Trust
- PT youth worker led cohort-wide **virtual info session**, providing encouragement to take their next steps, and information on support available from The Trust, including upcoming Explore Enterprise courses, Get Hired opportunities, and other Trust courses.

For any questions or for more information, please contact us at kickstart@princes-trust.org.uk

The Prince's Trust is a registered charity, incorporated by Royal Charter in England and Wales (1079675) and Scotland (SCO41198).

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