



Ukie & Into Games Kickstart Scheme for the UK games industry - FAQs

The Scheme

What is the Kickstart scheme?

Kickstart is a Government scheme aimed to help support young people back into work after the economic effects of the pandemic. It's aimed at 16-24-year-olds who are not in education and are currently claiming universal credit. If you hire someone through the scheme, the government will pay their wages for 6 months. This scheme will be running until December 2021.

Why is UKIE + Into Games taking the lead on this?

The scheme requires that you must be able to provide at a minimum 30 job places as either an individual organisation or as a consortium of organisations in a similar field, with one representative. UKIE is putting itself forward to be that representative for the games sector and run all the associated administration required.

Why should you apply via Into Games?

Into Games is a youth careers non-profit that works to provide better opportunities into the games sector for underrepresented groups. We have several projects aimed at educating about a career in Games and providing guidance to get things started. The Games Careers Week and The Mentorship Program, for example, will complement the Kickstart Scheme and increase candidate's ability to remain working in the industry. In addition to the employability training, required by the Government, and covered by us throughout the duration of the scheme.

Is your company eligible for the Kickstart scheme?

You must be a registered company paying your staff via PAYE, the job placements created need to be a new role and no existing employee, apprentices or contractors should lose work or have their hours reduced as a result of the Kickstart Scheme.

How long does it last?

Placement needs to be 26 weeks (6 months) in length. You are under no obligation to keep someone on after this period, but if you do, you will not be able to claim back any further wage costs. You can, however, do a second round of hires through the scheme.

What is the Deadline to participate?

New Kickstart Scheme jobs can start up until 31 December 2021.

How does the application process work?

Your job descriptions will be forwarded to the DWP, who will deploy them through regional JobCentre Plus centres. They will forward you, applicants, directly and you will be able to interview them, just like any other position. Once you accept a candidate, as soon as you put them through PAYE, they will be registered on the system and you will be able to claim back their wages.

Funding

How much will the wages be?

UK minimum wage for 25 hours a week, which can be topped by the employer at their discretion.

How do I claim the wages back?

You will need to pay the Kickstart participants through your PAYE system. After the first 3 months of employment, you will be refunded and paid a lump sum by UKIE, the same thing will happen in the following 3 months. There is no major application or process work for this.

How much will I receive in funding?

1. Initial payment of **£900** for set-up costs, support and training.
 - DWP will only provide us with funding for this payment when it is satisfied that the Participant has started employment with you.
2. Six further payments of the remainder of the funding, paid in arrears, for each Participant.
 - DWP will only provide us with funding for these payments on confirmation that the Participant has been paid through PAYE by you in the previous month.

The six further payments will cover for each Participant in the relevant time period 100% of the relevant National Minimum Wage (or the National Living Wage depending on the age of the Participant) for 25 hours a week plus the associated employer National Insurance contributions and minimum automatic enrolment contributions.

Kickstart Participants

Who can participate on the scheme?

The Job Placements are only available for Universal Credit claimants aged 16 to 24 who are referred to employers by the DWP.

How many people can I take on?

You can take as many as you like, however Into Games and the DWP will check your company's ability to support the number of new placements requested.

What will the quality of the candidates be like?

You will be matched to candidates that are as suitable as possible for your role but see this is an excellent opportunity to try and diversify your team and open up positions to people who might not come from traditional educational routes.

I know an individual that will be the best candidate for my studio, can I hire them through the scheme?

If they are not in education and are currently claiming universal credit, you can hire them through the scheme. It will require coordinating with our Careers Lead, so we can liaise with the respective local Job Centre and flag their details for an interview with you.

Do I need to hire someone if I do not find the right person for the job?

No, there is no obligation to hire anyone if you do not find the right person.

Do I have to do any extra training with the kickstart participants?

The Kickstart scheme requires that participants receive career and employability training in addition to the job role. This will be provided by UKIE and Into Games, a youth careers non-profit that works to provide better opportunities into the games sector for underrepresented groups.

Support provided will include:

- 1-2-1 kickoff sessions with each participant to create their career plan
- Monthly check-in 1-2-1's
- Regular online training masterclasses for the whole group
- A personal digital mentor
- A private Discord group for all Kickstart participants
- A limited equipment grants fund for laptops, etc
- Post Kickstart scheme career guidance and support if not employed