

talent match job creation programme

Forward thinking employers
making a difference in the lives of young people...

Frequently Asked Questions

This section should help to answer many of the questions commonly asked by employers. If you are still unsure or would like further guidance regarding any part of our Work Experience and Job Creation procedures, please contact Your Consortium Limited talentmatch@yourconsortium.org

or by phone on 01423 795300 where a dedicated member of our staff team will be happy to help.

How is the wage subsidy calculated?

All Talent Match job creation opportunities should be paid at least the minimum wage for 21-24 year olds (even if the young person is 18-20). Unless agreed prior to the Job Creation beginning, young people should be offered 30 hours per week for 6 months, however this can be altered depending on the young person's needs. There is a small administration subsidy paid of £150 added to the total amount paid that will cover enrolment on to payroll and the cost of induction.

Full wage subsidies are available though we are keen to hear from employers who can contribute to this, either by providing some of the wage amount or offering additionality to the young person's role (training, additional hours, higher rate of pay, additional employee benefits etc.)

Do Employers need to pay sick pay if a young person calls in sick?

Employers should treat their Talent Match employees in the same way as other employees within your organisation. If your standard policy is to pay sick pay during an employee's first 6 months of employment we would expect sick pay to be paid. Your approach to sick pay during the first 6 months should be included within the contract of employment and covered as part of the induction.

Employers have an obligation to inform the young person's keyworker if they are ringing in sick, whom in turn will inform Your Consortium. This may lead to the reconciliation of funds from the Employer to Your Consortium.

Do employers need to enroll Job Creation employees in to their company pension scheme?

Employers should seek guidance from their pension provider, alternatively the employer can check the following website for further guidance:- <https://www.gov.uk/workplace-pensions/about-workplace-pensions>

You may wish to consider the following when deciding if a young person is eligible for your pension scheme:-

- If your company has already signed up to auto enrolment
- Age of the young person and their eligibility for pensions
- Your company policy



Can employers pay an Apprenticeship wage?

No – all of our Job Creation opportunities are paid at the highest level National Minimum Wage (regardless of the young person's age).

Can Talent Match pay a young person's travel costs to and from work?

Travel costs can be claimed through the bursary during a young person's work experience placement and the first month of job creation. Keyworkers are expected to help young people manage their money and budget for travel as part of their monthly wage. If a young person is unsure about what they can claim through the bursary please ask them to speak to their keyworker.

What can the Talent Match bursary pay for?

The bursary can be used to pay for items that address many of the barriers to employment and include;

- Travel costs
- Childcare
- Work attire that does not include uniform supplied by Employers
- Licenses – including DBS, CSCS etc.
- Qualifications and training



Please note: The bursary is limited per young person and is only offered if no other funding avenue is available.

Who do I contact if I need support working with a young person?

Keyworkers are contactable throughout the Work Experience and Job Creation process. Their details can be found in the employer spreadsheet sent to you by Your Consortium. Keyworkers will be able to help you address issues and share success stories. Whilst there are regular meetings scheduled during these processes, if you feel additional support is needed please do not hesitate to contact them to arrange extra meetings.

What feedback are employers expected to give to young people during the recruitment process?

Employers are expected to inform all young people that have not been invited to interview stage via email. During consultation young people cited that acknowledgement of application is important to them. For those young people that are invited to interview employers are required to provide constructive feedback to all applicants that have not been successful in their application. Young people should receive feedback throughout their work experience and job creation opportunities. This will be captured during the scheduled reviews conducted between the employer, keyworker and young person.

Who do I approach if I have contractual questions or financial questions regarding Job creation?

Your Consortium Talent Match Team – talentmatch@yourconsortium.org or call 01423 795300.

