

The TUC Kickstart charter



Giving young people the best possible opportunity to access good quality jobs and training is a key issue for trade unions. The new Kickstart scheme is an opportunity to bring real value to individuals and the community and should be centred around the principles of equality, paying a Real Living Wage and the skills of the future.

We are committed to the vision of high-quality jobs where skills and training matter. We want to see Kickstart placements as a foundation to providing young people with the opportunity to start a career through an apprenticeship or long term employment.

This charter commits employers and trade unions to that vision.

We agree that Kickstart placements will:

1. Be good quality with lasting opportunities

- Kickstart placements should give people a chance to gain real employability skills, however placements should not replace existing jobs.
- A good Kickstart placement will provide participants with employment opportunities with the prospect of employment at the end of their placement.

2. Pay decent wages

- A good Kickstart placement will see employers topping up pay to the real Living Wage.
- Where employer and employee agree, hours should be topped up to full time.

3. Provide high quality training

- A good Kickstart placement will deliver training that will really help young people now and in the future.
- Training should take place during paid working hours and include the usual training and support that other employees receive such as an induction.

4. Involve trades unions

- Union representatives play an integral role in supporting, developing, and advocating for trainees and apprentices in the workplace.
- Union learning reps should where possible act as mentors to those on a Kickstart placement.

5. Be accessible to all

- A good Kickstart placement will be widely accessible and avoid stereotyping roles.
- Particular attention will be given to individuals from disadvantaged groups to take up Kickstart opportunities.

Organisation:

Signed:

Date: