

To: Chief Executives of NHS Trusts, Local Health Boards, Local Authorities,
Chairs of Public Services Boards, Regional Partnership Boards
Building a Healthier Wales Co-ordination Group members

13th August 2021

Dear Colleagues,

Kickstart scheme participation

We are writing to you as joint chairs of the Building a Healthier Wales Coordination Group.

The pandemic has had many impacts, often serving to widen health inequalities. Young people, especially those from disadvantaged backgrounds, have been particularly affected through disruption of job prospects. About 11% of young people are unemployed in Wales and young workers were 2.5 times more likely to be put on furlough than those aged 40-49. Unemployment among young people can have long term scarring effects affecting future employment and, of course, health.

We know that good work is good for health and that our organisations can improve future health and strengthen community resilience through providing and supporting good work opportunities.

With this in mind, we want to highlight the UK government funded COVID-19 job creation [Kickstart Scheme](#). There have been over 7,500 vacancies already advertised through this scheme in Wales, and many of the organisations concerned are already engaged in recruitment through the scheme. Cardiff and Vale University Health Board, for example, started with an offer of 50 Kickstart vacancies, and now have increased this to 200.

The scheme offers six-month work placements, in new jobs created using grant funding from the scheme, for 16 to 24 year olds who are currently out of work claiming Universal Credit and are at risk of long-term unemployment.

Their time spent in the workplace may include on-the-job training, work search support, skills development, mentoring, careers advice and other related support to help participants find sustained employment after they have completed the Kickstart Scheme.

Benefit

You can:

- support young people to gain valuable experience and improve their chances of finding work
- help a generation of young people affected by the economic impacts of COVID-19
- benefit from new ideas, and help your teams gain supervisory experience
- have a young person working with you for six months, funded by UK government
- see whether a young person is a good fit for an apprenticeship or a job in your business after their job placement

Financial incentives available

100% of wages are provided at the National Minimum Wage (or National Living Wage depending on the age of the young person) for 25 hours per week for 6 months, with employer National Insurance and automatic enrolment contributions also fully funded.

Funding of £1,500 is also provided to cover the costs of employability training and on the job start-up costs – these can include but are not limited to uniform, safety equipment, IT equipment and other practical materials.

There are no anticipated costs to the employer unless you wished to include additional hours beyond the 25 hours per week for the placement.

Get started

Take a look at the [Kickstart employer prospectus \(A Guide for Employers\)](#), and have a look at this four minute [video for employers](#). Find out more about [how employers are using the Kickstart Scheme](#).

Access Welsh Government's [Skills Gateway](#) to find out about other schemes you could get involved with to support getting people into employment.

The scheme is due to come to an end at the end of December, so there's a window of opportunity that we hope your organisation can take advantage of, and that collectively, Building a Healthier Wales can help give young unemployed people a route back into the workplace.

Please do share this with your networks, and keep us updated on your progress by emailing Andrea.Parr@wales.nhs.uk.

Yours sincerely,



Councillor Huw David and **Mark Polin OBE QPM**
Chairs, Building a Healthier Wales Strategic Co-ordination Group