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Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board

# KICKSTART CASE STUDY

Widening access to employment



Department  
for Work &  
Pensions

## KICKSTART SCHEME

### BACKGROUND

In December 2021 – September 2022, Cwm Taf Morgannwg University Health Board was delighted to be taking part in the Government funded 'Kickstart' scheme, which supports young people to develop transferable skills and increase their opportunities for sustained employment.

In partnership with the Department of Work and Pensions, the aim of the scheme is to find a position within the Health Board for up to 25 people, aged between 18-24 years, who live in local communities within Cwm Taf Morgannwg. The young people worked 25 hours a week on six-month fully funded placements supporting several teams and departments, including:

- Facilities;
- Innovation and Improvement;
- Mental health and Wellbeing;
- Learning and Development;
- IT; and
- Our Emergency Departments.

On July 18th, we celebrated the Kickstarters' achievements in the Health Board by hosting a Graduation Event at Coleg at Cymoedd. Those in attendance included Kickstarters, their family and friends, our Director of People and members of the Workforce and OD team.

### SUCCESS STORIES

Since the conclusion of the Kickstart scheme at CTMUHB in September 2022, the Health Board has seen 10 individuals continue in employment with us. We have employed Kickstarters in a variety of permanent and fixed term contract posts, including:

- Vaccination centre support
- Pharmacy assistant
- Catering
- Clerk typist
- Administrative assistant for Mental Health

Picture to the left is Tilly Marshall-Elson. Tilly joined the Kickstart scheme in CTM as an Administrative Assistant in The Change Hub. She then went on to gain permanent employment in the Health Board as an Administrative Support Officer in Value-Based Healthcare.

When asked what it means to her to still be working in CTM after Kickstart, Tilly said,

*"I love that I get to keep upgrading my skills within the NHS to help me gain higher level roles in the future."*

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