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Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

**Freedom of Information Act 2000 - Request Reference FoI/21/452**  
**Workforce Funding**

**Information Requested:**

Regarding funding available to your organisation for your workforce. Please review and complete the FOI questions below:

1. Does your organisation have access to funding or grants aimed at supporting one or more of the following workforce areas e.g. from a national body for purchase of technology or services
  - People Analytics
  - Talent Management
  - Wellbeing
  - Engagement
  - Learning & Development
  - Organisational Development
  - Recruitment and Retention
  - Flexible working
  - Diversity and inclusion
  - Growing your own talent through workforce planning with schools and universities

Yes, Cardiff and Vale University Health Board (the UHB) can confirm it receives funding for services.

2. If yes, please indicate the amount of funding available and the name of the organisation that awarded the funding
  - Kickstart scheme which commenced in March 2021. Funding is awarded by the Government.
  - Existing Staff Apprenticeships within the UHB
  - Employer Incentive Funding from Welsh Government: Each organisation can employ 10 apprentices on this scheme, further details in attached link

<https://gov.wales/recruit-apprentice-guidance-employers/funding-and-eligibility>

3. Please provide further detail on the purpose of the funding
  - All funding is drawn down from Welsh Government via approved training providers
  - The UHB and NHS as a whole is a significant contributor to the Apprenticeship Levy, it is therefore, important that we make good use of this resource so that we can develop our staff and improve our skill mix. Apprenticeships play a significant role in the talent management





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and succession planning of our organisation.

- Each individual recruited via the Kickstart scheme gets a setup grant of £1,500 and the wages of the individuals are 25 hours – National Minimum Wage – are refunded to the organisation by the government. The purpose of the funding is for recruitment.

4. Has any of the funding been spent/planned to be spent so far? If yes, please provide further detail

Yes, the funding is being used to provide training to the individuals,

- Cardiff and Vale College,
- The Fathom Trust.
- ACT
- Talk Training
- T2 Group
- The money also funds staff wages.

5. What date does the funding need to be used by?

- The Kickstart funds must be used by the end of the financial year.
- Eligibility criteria can be changed by Welsh Government, this is normally each August and will reflect changing priorities.
- The Employer Incentive Funding for new entry level apprentices must be drawn down by February 2022.

6. What does your organisation use e.g. tools, third-party suppliers to capture ROI (Return on Investment) for any initiatives associated with the workforce areas listed in question 1?

The UHB utilises the NHS Electronic Staff Record (ESR) to log staff and then data is used to calculate the level of funding received.



Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro  
Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board

