# Transcript: Unemployment and redundancy support

**Paty Wysom, Operational and Development Manager, Careers Wales**

Hello, my name is Paty Wysom and I am an operational and development manager for Careers Wales.

We have produced this guidance video with Job Centre Plus to highlight the support that we can collectively offer anyone who is facing unemployment and redundancy.

During this session I would like to cover two main aspects:

Firstly, the help that you can receive from Working Wales through Careers Wales, and secondly the ReAct support package that is available to anyone who has become unemployed or redundant, for any reason. What’s more, individuals will remain eligible for 1 year from the date they were made unemployed or redundant.

So, who are we? Careers Wales is a wholly owned subsidiary of the Welsh Government.

We are an all-age service offering free and impartial careers advice and guidance and employment support. We help children, young people and adults all-across Wales.

In addition to our work in schools, Careers Wales also delivers the Working Wales service which is Welsh Government’s new approach to delivering free, professional impartial, employability and careers advice and guidance to anyone over the age of 16 and not in compulsory education.

**Fiona Jones, Partnership Manager, Jobcentre Plus**

Hello, my name is Fiona Jones and I’m a Partnership Manager for Jobcentre Plus.

I’m here today on behalf of Jobcentre Plus and the Department of Work and Pensions to tell you of the support available if you were to be made redundant.

As an organisation we understand that redundancy can be very traumatic for individuals and families and are sensitive to the challenges that external factors including the Coronavirus can present us with – as a community and as a country.

Our overall aim is to support everyone, as individuals and with care and compassion. Our world as we knew it has changed, and we all have had to change with it. The Department of Work and Pensions are committed to support all individuals who need our help.

So, what can you expect?

Help and Advice on looking for work. Jobcentre Plus operates a Rapid Response Service to help you in your next steps in finding work and to support you with any other help you may need at this time. We help people affected by redundancy this includes those under threat of redundancy.

We work in partnership with a number of organisations such as Careers Wales, local authorities and your employer to ensure that you get the best support available to you at this uncertain time.

Jobcentres are open across Wales – with work coaches available to support you in getting back to work.

There are still jobs available in critical industries including logistics, food retail, agriculture and care. Find out more on Jobhelp on Gov.uk. <https://jobhelp.campaign.gov.uk/>

As well as current jobs this website has helpful tips and techniques for applying for jobs and succeeding in interviews. Don’t forget to highlight your transferable skills. Transferable skills are any skills you possess that are useful to employers across various jobs and industries. These might include skills like adaptability, organization, leadership or teamwork often qualities employers seek when recruiting.

Recruitment agencies also recruit for both part-time and full-time opportunities as well as both permanent and temporary. Some employers will only utilise the use of a recruitment agency to advertise their vacancies.

When looking for a job, the ‘Find a Job’ site is a good starting point It’s the DWP free user-friendly online job search site. <https://findajob.dwp.gov.uk/>

It’s free for employers to use too, and there’s a good variety and mix of vacancies on here both full, part-time, permanent and temporary.

You can upload C.Vs, set up email alerts to alert you to new vacancies, and you can view your past job searches & job applications.

If you have a disability or health condition you can filter your search to focus on employers who are Disability Confident and are committed to employing people with a disability or health condition.

For some people this is an opportunity to explore the option of going into Self-Employment. It might be that you have been doing something in your spare time and now want to explore the possibility of making this your future career. We work with a number of organisations that can provide the right support and guidance for anyone considering this as an option. Further information can be found online at gov.uk. <https://www.gov.uk/working-for-yourself>

**Paty Wysom, Operational and Development Manager, Careers Wales**

So, how can we help you if you’ve become unemployed?

Working Wales can support anyone who has become unemployed for whatever reason. This could be but not restricted to, as a result of a redundancy.

We can also help employers who are having to make the difficult decision to reduce their workforce.

We’ll ensure that those in need have got access to the most up-to-date information available. We’ll navigate you through unemployment and redundancy and help you to move forward successfully.

You may need practical support?This could include:

**CV preparation** – Our team of advisers will help you to draft a CV.

**Interview techniques** – when was the last time that you attended an interview? You may need a refresher.

**Recruitment trends** – we can advise you on how things have changed in the recruitment world.

**Labour market information** – we can provide information on local, regional or even national labour market information.

Going beyond that our teams of professionally trained advisers can help with:

**Decision making**

**Looking at the information that is around you**

**Maximising your opportunities**

*We will never tell you what to do.* We will help to ensure you have the skills to move on and secure alternative employment or continue to plan your career.

In order to help your further Working Wales has been commissioned by the Welsh Government to deliver the ReAct support package.

The reason for this is that Careers Wales is totally impartial. What does this mean? It means that we put you at the centre. We will not favour a training provider or an employer or anything else – we will favour you.

So, what is ReAct?

ReAct helps people affected by redundancy or unemployment gain new skills and encourages recruiting employers to employ a redundant or unemployed worker.

Who is eligible for ReAct?

Support under the ReAct scheme is available to anyone who:

-Lives in Wales.

-Is currently under formal notice of redundancy.

-Or, has become unemployed or redundant, for any reason.

-Are within 12 months of the date of redundancy,

-Are within 12 months of becoming unemployed for reasons other than redundancy.

-who has not been in continuous employment for six weeks or more between the date you were made unemployed and the date of the ReAct grant application.

-Have not undertaken any publicly funded training since being made unemployed, including the work-based learning suite of programmes such as an apprenticeship.

Firstly, there is the **Vocational Training Grant**. This is a grant, which means you do not have to pay it back.

This is a grant for up to £1,500 and it is to get you closer to the job market. It can be used for training costs to update existing skills or to acquire new skills.

That new skill must be deemed ‘needed’ to get you closer to the job market.

Secondly, there is the **Extra Support Grant** which can be up to £200 and can help towards the cost of travelling to training courses, overnight accommodation costs, a contribution towards childcare costs whilst training and help with the cost of special equipment to remove barriers to training.

The third part of ReAct is the **Employer Recruitment Subsidy** which can be offered to an employer for taking you on and can be up to £3000.

There is also an additional £1000 towards the cost of training. and this is exclusively for the employer to train you in a new skill that you may need in this new post.

It is your responsibility to make the employer aware of these incentives and they may look at your application more positively with this information.

**Fiona Jones, Partnership Manager, Jobcentre Plus**

**Benefits**

In order to claim the correct benefit, you can use the gov.uk/benefits-calculator. Every one’s circumstances will be different. Top tip check out [www.entiltedto.co.uk](http://www.entiltedto.co.uk)

It’s important to establish which benefit you will be entitled to whether it will be a contribution-based benefits like new style Jobseekers Allowance and new style Employment Support Allowance. These two benefits are based on your National Insurance contributions in the last 2-3 years and is paid for up to 26 weeks. Savings are not taken into account for these benefits. Alternatively, a means tested benefit Universal Credit might suit your personal circumstances however its worth mentioning any redundancy payouts you receive or savings would be considered capital and could affect your entitlement. Your Universal Credit payment is made up of a standard allowance and any extra amounts that apply to you, for example if you have children; have a disability or health condition which prevents you from working; or need help paying your rent.

There are different options so it’s important to research the best option based on your current circumstances. As soon as you can, make a claim online wherever possible. Go to Gov.uk for further information on making a claim <https://www.gov.uk/apply-universal-credit> and what paperwork you will be required to provide.

Your Interview with your work coach will be either online, by telephone or face to face in a Jobcentre. The work coach will explain the process fully with you and you will be required to complete a claimant commitment. This is a written contract between you and the Department of Work and Pensions where you’ll agree:

* How you will be preparing for work
* How you will be looking for work.
* How you can increase your earnings if you are already working

More information about employment and benefits support can be found at: [www.understandinguniversalcredit.gov.uk](http://www.understandinguniversalcredit.gov.uk)

**Pension Help**

If you’ve reached or are approaching pension age you may need advice about pensions or retirement.

To find out what happens about your workplace pension please ask your employer or pension provider.

To find out more about your State Pension, including how much you could get and when you can claim it, visit [**www.gov.uk/check-state-pension**](http://www.gov.uk/check-state-pension)

If you’re aged 50 or over and have a defined contribution pension you can have a free, impartial guidance appointment with Pension Wise. Call **0800 138 3944** to book an appointment or go to [**www.pensionwise.gov.uk**](http://www.pensionwise.gov.uk/)

For independent advice on pensions visit [**www.pensionsadvisoryservice.org.uk**](http://www.pensionsadvisoryservice.org.uk/)

**Other Help and Advice**

Coping with the loss of your job is a challenging time however there is all kinds of support available, help to get you back into work, with training, financial concerns and your wellbeing.

Here are some organisations that are available which offer a variety of support.

**MIND** – Is a mental health charity. They are there to make sure no one has to face a mental health problem alone.

**Money and Pension Service** – MaPS. This service provides free money guidance and debt advice online and by telephone. Pension Wise, The Pensions Advisory Service (TPAS) and the Money and Advice service have all come together to become the **Money and Pensions Service**.

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**ACAS** - The Advisory, Conciliation and Arbitration Service is a Crown non-departmental public body of the Government of the United Kingdom. Its purpose is to give free impartial advice for employers and employees on workplace rights, rules and best practice. They also offer support to resolve disputes

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**Citizens Advice Bureau** - Citizens Advice is a network of 316 independent charities throughout the United Kingdom that give free, confidential information and advice to assist people with money, legal, consumer and other problems.

You are not alone – remember that!

Talk to colleagues, family and friends about how you are feeling and what you are facing.

And, don’t forget we are here to offer support to help get you back into work!

**Paty Wysom, Operational and Development Manager, Careers Wales**

In summary and things for you to consider.

What are your transferrable skills? Those skills that you have enquired through your working life that can be easily transferred onto a new employer.

Think about the areas of experience that you have.

What type of job that you would like to do in the future? Are there opportunities to work in that industry?

Think about the job market and how it is changing. How is all of this affecting the areas around you.

Is there anything that you’ve always wanted to do?

Do you have any hobbies or interests?

Is this an opportunity to change your career?

We can discuss all of these options with you and start you planning for your future career.

You don’t have to go through this alone. Working Wales and Job Centre Plus are here to support you.

You matter to us.

Stay positive.

Search Working Wales

or call 0800 028 4844