

Best practice and case studies

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The national Talent for Care team at HEE is keen to share extensive best practice and case studies to help inform development of programmes and work across the country. If you have something you would like to contribute, please get in touch via talentforcare@hee.nhs.uk [7]

Widening participation directory

The Widening Participation Directory [8] provides case study examples from organisations supporting the diversity of the healthcare workforce.

The directory of best practice initiatives was developed in as an early response to the Widening Participation ? It Matters! strategy and captures key Widening Participation developments being supported by healthcare organisations, education providers and other stakeholders.

There are over eighty examples outlining aims, actions, and outcomes of initiatives. We hope that sharing this excellent work will encourage you and others to implement positive change within their organisations.

The directory is split into broad topics and hyperlinked to allow quick access to specific initiatives and easy access to sections and entries of most relevance.

Talent for Care programmes and strategies

Some examples of how employers and STPs have implemented the broad scope of Talent for Care in their organisations.

[Chesterfield Royal Hospital NHS Foundation Trust ? they said, we did](#) [9] - An example of the various initiatives undertaken at Chesterfield Royal Hospital including implementation of the Care Certificate and clinical apprenticeships.

[Leicester, Leicestershire and Rutland ? An evaluation of the Talent for Care programmes](#) [10] - Examples of work done across the STP including the Health and Care Professions Annual Event and partnership work with the National Citizenship Service

Nene Clinical Commissioning Group ? Talent for Care in Primary Care [11] - Examples of the work being done in Primary Care with a particular focus on learning disability and mental health.

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust ? Implementation of the Partnership Pledge [12] - Comprehensive information about how this NHS Foundation Trust was able to work towards the different intentions set out in the original Talent for Care Partnership Pledge.

South Staffordshire and Shropshire NHS Foundation Trust [13] ? Workforce Planning and Assurance. A wide variety of information from the organisation?s Workforce Planning and Assurance Team including services such as Apprenticeship and Career Development Programmes, Work Experience and Volunteering Programmes, and Workforce Information and Assurance Reporting.

West Midlands Ambulance Service NHS Foundation Trust ? Strategic Intentions Evaluation [14] An opportunity to see the work being done across an Ambulance Service NHS Trust and the variety of Talent for Care work being undertaken

Workforce Strategy Template [15] - An example of a template for developing a workforce strategy that includes widening participation as a key theme. A further example is available here [16].

Apprenticeship Strategy Template [17] - An example of a template for developing an apprenticeship strategy, thanks to Dudley and Walsall Mental Health Partnership NHS Trust.

Birmingham and Solihull Mental Health NHS Foundation Trust ? Apprenticeship Strategy 2017-20 [18] - See an example of a worked up apprenticeship strategy from this Trust.

Schools and community engagement

Some examples of how employers in the NHS are engaging with their local communities to raise awareness of healthcare careers and attract people into the service.

Cambridgeshire and Peterborough Clinical Commissioning Group [19]

This project intended to educate the public in order to attract more young people and improve diversity within the workforce

Norfolk and Suffolk ? Engaging staff to act as NHS Ambassadors [20]

A project that offered the opportunity for young people and NHS Ambassadors to talk about what is required to work in different roles in Health and Care

Apprenticeships

Some best practice examples of apprenticeship programmes, including integrated apprenticeships.

Northamptonshire Apprenticeship Project [21]

A joint initiative to bring together the work being done across the NHS organisations in Northamptonshire through a coordinated approach.

The Shrewsbury and Telford Hospital NHS Trust ? Belong to Something [22]

See how this NHS Trust promotes and organises its apprenticeship opportunities.

The Coastal West Sussex Integrated Apprenticeship Programme [23]

Developed with the aim of supporting growing workforce needs across health and social care and to encourage integration between the two sectors.

The Suffolk Integrated Apprenticeship Programme [24]

Developed with the aim of providing entry-level work experience in a variety of health and social care settings.

The Lincolnshire Integrated Apprenticeship Programme [25]

Developed to take account of Sustainability Transformation Plans and offer an entry route into the sector.

The Leeds Integrated Apprenticeship Programme [26]

Developed to enable apprentices to enhance care skills, understand the range of roles and responsibilities of support workers throughout the patient journey and gain an insight into operational challenges that might influence seamless integrated care.

The Blackburn with Darwen Council Integrated Apprenticeship Programme [27]

Designed to promote innovation and cross-sectoral learning across health and social care by providing apprentices with two different placements.

Apprenticeship videos [28]

There is a huge range of apprenticeship case study videos available via our YouTube playlist.

Work experience and pre-employment activity

Some examples of work experience and pre-employment activity that employers are offering.

Heart of England NHS Foundation Trust ? Prince?s Trust

An example of the work the Trust is doing with the Prince?s Trust as part of Talent for Care.

Coventry and Warwickshire Partnership Trust ? Unemployment to Employment [29]

This project works with The Prince?s Trust to support 18-26-year olds who are unemployed move closer to employment through Employability Skills and Traineeship Programmes

The Dudley Group NHS Foundation Trust ? Work Experience [30]

See how this NHS Foundation Trust promotes and organises its work experience opportunities.

East Coast Community Healthcare ? Rotational Work Experience [31]

This work experience approach allows candidates to experience multiple different clinical careers as well as also understanding the non-clinical support required through rotational placements.

Nottinghamshire Coordinated Work Experience Programme [32]

Work Experience can be accessed across the NHS Trusts in Nottinghamshire through one point of contact. Find out more about how this works with examples of the different process and documents required to run

this work experience programme.

Norfolk Community Healthcare ? Placements to support candidates overcome barriers into employment [33]
An innovative approach to supporting two placements which helped support candidates overcome personal barriers making it difficult for them to find employment

Sherwood Forest Hospitals - Aspiring Medic Work Experience [34]
An opportunity for young people aged 16+ who are studying a Science A or AS level to gain valuable knowledge from doctors, nurses and healthcare scientists on this Industrial Cadets accredited work experience opportunity.

South Staffordshire and Shropshire Healthcare ? Work Experience Leaflet [35]

See how one Trust has explained and promoted its work experience opportunities.

Birmingham and Solihull Mental Health NHS Foundation Trust ? Work Experience [36]

See how this Trust promotes and organises its work experience opportunities.

Volunteering

Some examples of how employers are making the most of their volunteer workforce.

The Dudley Group NHS Foundation Trust ? Volunteering Programmes [37]

See how this NHS Foundation Trust promotes and organises its volunteering opportunities.

Developing existing staff

Cambridge and Peterborough Clinical Commissioning Group ? Super HCA [38]

The intended outcome of the project was to upskill HCAs, build confidence and develop further skills. The course offered a networking opportunity to share knowledge with peers and an opportunity to improve policy and procedures in practice.

Health Careers

A number of real-life stories [39] feature on our Health Careers pages.

NHS Employers

NHS Employers host a huge range of case studies and resources [40], including many relevant to the Talent for Care agenda.

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Source URL (modified on 02/01/2020 - 15:00): <https://www.hee.nhs.uk/our-work/talent-care-widening-participation/best-practice-case-studies>

Links

[1] <https://www.hee.nhs.uk/our-work>

[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

[4] <https://www.hee.nhs.uk/news-blogs-events>

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[6] <https://www.hee.nhs.uk/covid-19>

[7] <mailto:talentforcare@hee.nhs.uk>

[8]

<https://healtheducationengland.sharepoint.com/:f:/g/Comms/Digital/En8818iDeyZPI5PCWOV5WAKBwEepRQ77K9>

[9]

<https://healtheducationengland.sharepoint.com/Comms/Digital/Shared%20Documents/Forms/AllItems.aspx?id=%2F%20Chesterfield%20Royal%20Hospital%20NHS%20Foundation%20Trust%2Epdf&parent=%2FComms%2FD708f-6000-e9a2-ba66a8f345f4>

[10] <https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EXaewiPUr-5MgyZHiAakHvYBTmkOirVUss8MfWTqMCuFfw?e=lr91tJ>

[11]

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[12] https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EZ3pDyglDIBAo_FSro5-_ksBBnJaOxJ-SH5Fr514TZEK5w?e=p3Wx0R

[13] <http://wpa.sssft.nhs.uk/wpa>

[14] <https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EVYiLXTDmGdOgwyuLds-it8BGGnmH4SmvRxDvseTAyTTtA?e=Da45Ry>

[15] [https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/Example%20Strategy%20Template%20\(2\)%20-%20HEE.pdf](https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/Example%20Strategy%20Template%20(2)%20-%20HEE.pdf)

[16] [https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/Example%20Strategy%20Template%20\(1\)%20-%20KeyOpps%20Ltd.pdf](https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/Example%20Strategy%20Template%20(1)%20-%20KeyOpps%20Ltd.pdf)

[17] https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/Apprenticeship%20Strategy%20example.pdf

[18] https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/8_wrkfrcestratplan/BSMHFT-Strategy1720.pdf

[19]

<https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EUU22WA3eRNIikHZCUwBDQcB42LQpUU>

[20] <https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EUSUTB-E811FhMTs2wECwDQB6LIHj8l2yO1FPX4IUOiMw?e=8xOPMz>

[21]

<https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/ETOboboqoIPcNMrUBR3bn2SnIB6fWWXdKzQ>

[22] <https://www.jobs.sath.nhs.uk/find-job/apprenticeships>

[23] <https://content.hee.nhs.uk/wm->

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[28] <https://www.youtube.com/playlist?list=PLrVQaAxyJE3daXz5dkwo8-C9JSiCdfB1o>
[29] <https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EW5HBrBjV79FnIwMSZ77d5UBMDtyLqffCy>
[30] <http://dudleygroup.nhs.uk/work-with-us/work-experience/>
[31] <https://healtheducationengland.sharepoint.com/:b:/g/Comms/Digital/EaopHGKoYvpBnW7zDd98Qg0BIWGdFcfqj>
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[35] https://content.hee.nhs.uk/wm-mhtt/documents/tab1_widept/5_workexp/SSSFT%20Work%20Experience%20Information%20Booklet.pdf
[36] <https://www.bsmhft.nhs.uk/about-us/join-us/work-experience/>
[37] <http://dudleygroup.nhs.uk/work-with-us/volunteering/>
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[39] <https://www.healthcareers.nhs.uk/career-planning/study-and-Training/apprenticeships-traineeships-and-cadet-schemes>
[40] http://www.nhsemployers.org/case-studies-and-resources?sort=date_desc