

# THE BUSINESS CASE FOR EMPLOYABILITY PROGRAMMES IN THE NHS



## The Definition of an Employability Programme...\*

A scheme that includes an element of training and work experience for people to develop essential skills, and possibly qualifications, that lead to increased opportunities of employment or apprenticeship in entry-level roles.

## Business Case Objective...

Accenture were commissioned by Health Education England to assess whether delivering employability programmes has a return on investment, in addition to Corporate Social Responsibility benefits, to NHS Trusts. This business case has been developed in collaboration with three Acute Trusts from across England with a long history of delivering established programmes. The key findings are below, further information can be found in the Executive Summary.

### 732 Participants

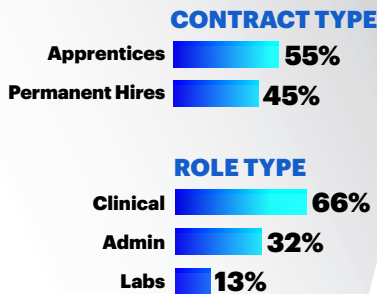
began an employability programme with one of the three Trusts since 2011

### 6 - 13 weeks

of classroom learning and practical, on-the-job, work experience in a real vacancy

### 52% Hired

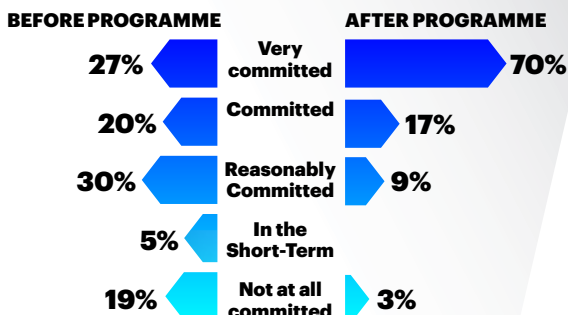
by the Trusts in Apprenticeship and permanent positions at the end of the programmes. Many others have also been employed elsewhere.



### 66%

of participants hired by the Trusts 2+ years ago are still working there today

## How Committed are Participants to Building a Career at the Trust(s)



### 2.5

aggregate return on investment to the three Trusts



Over a five year period, the findings suggest that for every £1 spent on employability programmes, the Trusts could get that £1 back, plus an additional £2.50 in financial and economic benefits

### 10.3

aggregate return on investment to the public sector ecosystem



Over a five year period, research suggests additional benefits of moving people into employment include an increase in tax revenues, reductions in benefit claims and avoided demand on the mental health service

### up to 9%

reduction in staff turnover



Amongst individuals hired into the Trusts via employability programmes compared to the Trust averages for comparable roles

### up to 2%

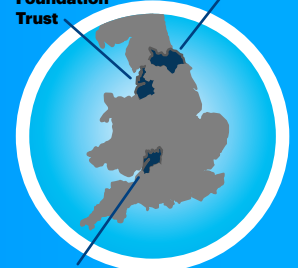
reduction in staff absence



Amongst individuals hired into the Trusts via employability programmes compared to the Trust averages for comparable roles

## This business case was developed in collaboration with three NHS Trusts

Manchester University NHS Foundation Trust  
South Tees NHS Foundation Trust



North Bristol NHS Trust

**"The programme gave me the chance to prove that I am employable. I'd certainly recommend it to anybody who is struggling to find work"**

Dylan, Clerical Worker, South Tees NHS Foundation Trust

### 80%

of hiring managers surveyed indicated that they are highly likely, or would prioritise, recruiting individuals via employability programmes again in the future

**"This findings in the report are eye-opening. We always knew the programme was successful, but the thoroughness of the research really brings home to us the value of these programmes. The insight is really useful in helping to shape our future workforce strategies."**

Dave Morris, Head of Learning and Development, South Tees NHS Foundation Trust