

Helping young people overcome personal barriers

Get in...Opportunities for people to start their career in a support role

1. Broaden the ways into training and employment in the NHS, especially to attract more young people and improve diversity within the workforce.

MINT, who are based at the Forum, Norwich, and NCH&C supported two placements to help candidates overcome personal barriers that might be making it difficult for them to find employment. They undertook Administration work at a range of corporate services, such as answering telephones, scanning, printing and filing for two days over a 12 week period. This project started on March 6 and ended May 12. One of the candidates has now obtained a role working at the Norfolk 111 Centre.

Working with Mencap

Norfolk Community Health & Care NHS Trust have been working in partnership with Mencap and the NHS England Learning Disabilities Employment programme to establish opportunities for individuals with a learning disability to secure paid employment in the NHS. We have been well-supported by Mencap who have advised us on changes to policy and process to enable the Trust to progress in this area and identify real opportunities for these individuals.

The Trust has had good engagement with managers who are keen to provide opportunities within their team, and are currently progressing our first candidate.

We are hopeful that this will be successful and we will continue to develop and improve our practices to support individuals with a learning disability access paid employment.

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4. New Nursing Apprenticeship Scheme

Go further...Provide opportunities for career progression, including into registered professions

7. Simplify career progression for those who want it, with innovative new roles and pathways to promotion, including more part-time higher education as a route into nursing and other registered professions.
8. Agree with employers and education providers a universal acceptance of prior learning, vocational training and qualifications.
9. Support talent development that identifies and nurtures people with the potential to go further, especially for those wanting to move into professional and registered roles.

The Queen Elizabeth Hospital, Norfolk and Suffolk Foundation Trust and Norfolk Community Health and Care NHS Trust have joined forces to help boost the number of nurses working in West Norfolk.

A total of 25 places are being offered on the 18-month higher apprenticeship, which is the equivalent of a foundation degree, with the chance to continue studying to become a Registered Nurse.

Band 2 or 3 Health or Social Care Assistants, who work for any of the three trusts, also have the opportunity to complete an 18-month higher Apprenticeship, which is the equivalent to a foundation degree. This course is being delivered by the University of Suffolk and is due to start in September 2017.

Existing or newly recruited workers will undertake face-to-face learning along with web lectures before demonstrating what they have learned on the wards. They will also have the opportunity to continue their employment as an Assistant Practitioner or continue their studies to become a Registered Nurse.

Nursing students are also being encouraged to complete their training at the hospital or other health organisations in West Norfolk with the hopes of attracting them to work in the area after their qualification.

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Strategic Fit of these projects

- Strong networks and relationships have been developed across health and social care
- Achievement in delivering joint programmes across primary, community and social care
- Developed networks with which are continuing to benefit current projects
- Seeking opportunities to work collaboratively to promote workforce vacancies
- Created opportunities to work across the newly establishing STP footprints of Norfolk and Waveney and Suffolk