

Health Education England Strategic Intentions Evaluation 13 June 2017

Name of Project: Coordinated Work Experience

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The coordinated work experience project provides a 'one stop' shop for work experience ensuring a fair and equitable process to access work experience placements across Nottinghamshire.

Work experience is an important offer to young people. By taking part in opportunities from a variety of NHS placements young people are inspired and motivated to follow careers including apprenticeships within health and care.

The NHS needs to attract young people with the right values and behaviours onto NHS careers including support worker roles. Attracting the future workforce is a priority of the Sustainable Transformation Plan and work experience is one of several activities that will allow organisations to do this.

Coordination of the project includes:

- Publication of directories of placements on the Health Education England website
- Recording and processing of all applications
- Delivery of monthly inductions which include dress code, infection control and confidentiality
- Production of ID badges
- Evaluations
- Production of reports for management.

The project surpassed its target of 600 placements for 2016/17. The number of placements offered to date:

2015/2016	2016/2017
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652	720
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Feedback from applicants has been very positive "I learned about how the roles of nurses and doctors fit in alongside a physiotherapist which enabled me to get an insight into the job I hope to pursue."

Survey results indicate that the project is having a positive long term impact:

93% of respondents would recommend work experience and thought that the work experience had helped them to progress their career aspirations





10% of respondents were in full time employment. Of these respondents 7% were employed in the NHS and 41% were employed in the health and care sectors.

Website

The work experience web pages on the Health Education England website at <http://tinyurl.com/hak437g> have been utilised as the single point of access for work experience in the NHS in Nottinghamshire. All students making initial enquiries are directed to the website and can familiarise themselves with the process and how to make a good application.

Documentation

Applicants are required to complete the following documentation:

1. Application form 
SFH Application Form
130217.doc
2. Confidentiality form 
Attachment D -
Confidentiality & Code
3. Signed undertaking 
Attachment E -
Signed Undertaking.doc
4. Medical forms 
Attachment F2 under
18 medical info.doc

Strategic Intentions	
Get In	Strategies designed to increase awareness of NHS careers, encourage more young people to work in caring roles through work experience
1. Broaden the ways into training and employment in the NHS.	<ul style="list-style-type: none"> • On-line county wide work experience programme hosted by SFH. Nottingham CityCare Partnership Nottingham University Hospitals Notts Healthcare NHS Foundation Trust including Lings Bar Hospital and Retford Hospital Sherwood Forest Hospitals.
2. Increase the chances for people to try new experiences of work.	<ul style="list-style-type: none"> • 18 new placements were offered in 2015-2016 including Respiratory Medicine, Orthotics and Paediatric Speech and Language Therapy. • 9 new placements were offered in 2016-2017 including Paediatric Nephrology and Pre Op Assessment. • Monitoring data shows that that there is significant interest from Black and Ethnic Minorities which compares favourably with

	local population data. This shows that the project is working well in attracting minorities into this sector.
3. Engage more staff to act as NHS Ambassadors.	<ul style="list-style-type: none"> Working with Futures to establish database of Ambassadors. Signposting schools to STEMNET website to request ambassador.
Get on	Programmes aimed at ensuring support staff have the right knowledge, skills and attitudes to deliver safe and effective care
4. Challenge every NHS employer to implement a development programme for support staff that is over and above mandatory training.	<ul style="list-style-type: none"> Support staff in admin roles have completed a work experience placement in a clinical role for their career development.
5. All new healthcare support staff to achieve the new Care Certificate.	
6. Double the number of apprenticeships	<ul style="list-style-type: none"> Work experience offers career progression to apprenticeships. Departments have an opportunity to “try before they buy” from work experience applicants. 48% were aware of the range of apprenticeships the NHS offers. 58% asked for further information on apprenticeships.
Go Further	Providing opportunities to develop and progress careers including into preregistration degrees
7. Simplify career progression for those who want it.	
8. Agree with employers and education providers a universal acceptance of on the job training.	
9. Support talent development that identifies and nurtures people with the potential to go further.	
10. Information, pilot projects and spreading good practice.	<ul style="list-style-type: none"> Example of Notts good practice highlighted in HEE’s national Toolkit for Work Experience. Presentation on Notts Work Experience at Lincolnshire and Rutland Public Services Compact Workshop, “The Health and Care – Get in to Lincolnshire” Project. Three of the Lincolnshire Trusts agreed to work together to provide a one stop shop for work experience. Presentation on Notts Work Experience at Derbyshire Public Services Compact Workshop, “Engaging Young People to work in Public Service in Nottinghamshire and Derbyshire”.

	<ul style="list-style-type: none">• Established a Notts Work Experience Leads Group to allow members from participating organisations to meet and share examples of good practice.• National Work Experience Week on 16-20 October 2017 will be promoted throughout participating organisations.• Accreditation of Aspiring Medics placement by Industrial Cadets. Inspired by HRH The Prince of Wales, Industrial Cadets works in partnership with employers to provide quality placements with a skills and competency framework. Highlighted in HEE's Readiness Report for Work Experience, March 2017, as an example of good practice.
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