

Talent for Care, Widening Participation and Volunteering

Summer 2017 newsletter



Welcome

There's a lot happening in the Talent for Care, Widening Participation and Volunteering agendas, read on for the latest information, links and videos.

National Apprenticeship Awards 2017

In March we honoured some incredible NHS apprentices at the second National NHS Apprenticeship Celebration Awards held at British Medical Association House in London.

The event recognised and celebrated the positive impact, hard work and dedication of our apprentices, with winners from across the country. Award categories included; best demonstration of the NHS Values, outstanding commitment to patient care or service delivery and outstanding contribution to the team.

We were lucky enough to be joined by the Minister of State for Health, Philip Dunne, Health Education England Chief Executive, Professor Ian Cumming and many other colleagues from the Department of Health and our wider stakeholder groups.

We heard stories from one of last year's winners, Conrad Maramba from Milton Keynes University Hospital NHS Foundation Trust, and Alison Lynch, Director of Nursing and Quality at Mid Cheshire NHS Foundation Trust, who has worked in the NHS for over 30 years.

Some of the winners agreed to share their motivational stories on film. The resulting [short case studies are available on our YouTube channel](#) and can be used to promote the positive impact an NHS apprenticeship can have.

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Apprenticeship starts

2016/17 was a challenging year for NHS apprenticeships— employers deferred apprenticeship starts in anticipation of the apprenticeship levy and the new public sector targets which both came into effect in April 2017. HEE's budget to support apprenticeship starts was also reduced in anticipation of the levy.

Despite this, the NHS still achieved 15,532 apprenticeship starts (excluding 583 starts set for CCGs/Special Health Authorities). 12,252 of the 15,532 apprenticeship starts were recorded on the National Apprenticeship Monitoring (NAM) Database, providing us with detailed information about these apprentices that we can use as a useful benchmark for comparison against the national working age population, the NHS workforce and other apprentices across the country.

We are pleased to report that 17.8% of NHS apprentices for which we have information are from a Black, Asian or Minority Ethnic (BAME) background. This compares with 18.8% of the NHS workforce, 10.7% of apprentices across all sectors and 14.7% of the UK working age population. If the number of new Trainee roles that were being supported by HEE are added to the apprentice numbers (e.g. Trainee Nursing Associates), the 2016/17 combined outturn rises to 18,513.

Supported Internships

With funding from the Department for Education and the Education and Skills Funding Agency we're delivering a pilot programme of supported internships for young people with learning disabilities, difficulties or autism. Having previously been delivered in the North East under the title 'Project Choice', this new pilot will see up to 120 learners undertake placements in NHS organisations. The pilot will last an academic year with learners starting their first work placement in September 2017. Each learner will develop a vocational profile and be supported by mentors who will help them learn the skills they need for work.

Apprenticeships and Trailblazers

Developed by Skills for Health, Healthcare Apprenticeship Standards Online (HASO) is a new portal that enables you to search and download apprenticeship standards that have been approved for delivery (including the recently approved Registered Nurse standard). You can also view standards that are in development such as the Operating Department Practitioner standard, and keep up to date with expressions of interest. The portal has been getting some great reviews, [click here to take a look](#).

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People Matter 2017 : What's next for widening participation in health and care?

In June we co-hosted the National Widening Participation: People Matter Conference and Awards Ceremony. In partnership with the National Education Opportunities Network (NEON) and Skills for Care, the event focused on how to continue to improve widening participation in health and care.

Speakers included the Minister of State for Health Philip Dunne, and our own Chief Executive, Professor Ian Cumming who chaired the afternoon panel session. Discussions at the conference took place around 'how to take widening participation forward in your organisation', with contributions from cross-sector experts.

Take a look at this [short film](#) about what people took away from the day.

Presented by our Chairman, Sir Keith Pearson, the awards ceremony celebrated and recognised activities that encourage people from under-represented communities to access health education and employment in support of social mobility.

Speaking about the award Sir Keith said:

"These awards showcase some of the best widening participation work in health in England. We strongly believe in encouraging greater diversity within the health sector. In 2015, we released our strategy, 'Widening Participation: It Matters'. This sets out steps to ensure the NHS workforce is more representative of the communities it serves. A person's ability and motivation is what should matter; it should not be their social background, or how extensive their social networks are. All of the awards recognise the breadth and diversity of activity that is being undertaken to widen participation."

New online tool available to help you promote apprenticeships

Using [our new artwork generator](#) you can now easily produce bespoke marketing materials to promote apprenticeships. The artwork generator is a free online tool with 34 designs that allow organisations to quickly and easily produce fliers, banners, posters and social media graphics, without the need to commission a designer. The templates feature apprentice case studies covering a variety of roles and can be used as they are or customised to meet individual needs.



Return on Investment on Employability Programmes

We commissioned Accenture to do a piece of work around the return on investment of work experience and employability programmes. The first phase of the research has been completed and we are hoping to commission some further work to validate the hypotheses and findings. The aim is to provide a useful tool for engaging with senior leaders at Chief Executive and Director level to drive further provision of high quality work experience programmes as an integral part of workforce supply.

Work Experience

Following feedback we're refreshing the work experience toolkit, which will be published soon.

Schools and Community Engagement Framework

Keep an eye out for the Schools and Communities Engagement Framework: What Comes Next?. It is being reviewed and we hope will be available soon.

Care Certificate

There is now [a comprehensive e-learning package to support those delivering and taking the Care Certificate](#). The programme also includes the original Care Certificate workbook and two toolkit information sheets to support assessors, mentors and students.

Fair Train

We have formed a new partnership with [Fair Train](#), the owners of the national Work Experience Quality Standard accreditation. There has been early and enthusiastic take-up in some areas with a number of NHS organisations already benefitting from the national funding, completing their self-assessment and becoming accredited with the Quality Standard. Please contact your local Talent for Care lead for more information on the funding in your area.

JCP campaign

#jobswithapause was a week long NHS campaign run by Job Centre Plus in July. The aim was to upskill job coaches at every Jobcentre across the country with knowledge of the jobs, opportunities, apprenticeships and careers available in the NHS. Work Coaches support Jobcentre customers to find jobs and training, and are in an ideal position to spot potential talent for the NHS. The Twitter campaign had 254,200 impressions, 1.6k retweets and 615 clicks through content. To link in with your local Job Centre Work Coaches, please contact [Caroline Hill](#).

Volunteering

The volunteering strategy was launched at the Widening Participation : People Matter conference in June and is [now available on the HEE website](#).

During the summer of 2016 a key stakeholder group began to scope what a qualification aimed at volunteers might look like. The initial idea was to offer a modular qualification to all volunteers by way of an introduction to; the NHS and health and social care partners; information security; appropriate and inappropriate patient care; support and general interaction; NHS values and behaviours; routes to future employment; and types of roles and careers within the NHS. The qualification was scoped in terms of being a useful and engaging offer for volunteers either seeking employment within the NHS or seeking medical and clinical training acceptance.

This piece of work will now be taken forward, providing piloting opportunities throughout the design and implementation phases.

Values for Healthcare

Based on the 6 NHS Constitution Values, [Values for Healthcare](#), is a values based recruitment e-tool for bands 1-4 roles. This free on-line resource is designed to help people find out whether they are suited to work in the NHS prior to the recruitment and selection process. 6,470 new users have registered in the first eight months and the tool has been accessed 18,770 times (75% new users and 25% return users).

Sutton Trust Pathways to Medicine Programme

Data is now available from the first cohort of Pathways to Medicine students from 2014. 65% of students who responded to our survey went to university this year. 23% are currently studying for a medicine degree, with other subjects including: Biomedical Science: 31%, Pharmacology: 15%, Psychology: 15%, Human Biology: 8%, Neuroscience: 8%, Global Health: 8%, Mathematics: 8% and Economics: 8%.

This is a real achievement in terms of being able to provide on-going support to medium/longer term Widening Participation activity, which in turn supports data tracking and the measurement of outcomes.

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NHS Employers Widening Participation Programme

We recently commissioned NHS Employers to undertake a piece of work that looks at individual workforces compared to their local demographic. The project aims to encourage employers to build a diverse workforce by recruiting from their local population.

The project stemmed from discussions around changing the rhetoric of widening participation from 'we should' to 'I will'. The project will work with employers to identify what they are currently doing with their local communities to attract and recruit a broader range of applicants, by asking some of the more challenging questions about their recruitment processes, unconscious bias and prejudice.

It will also provide the tools for Trusts across the country to see what workforce talent pools are provided by their local community, and compare that to their current workforce, so they can see the gaps. It will provide employers with information signposting to useful resources that already exist to support them.

Jack Conroy: Level 4 Apprenticeship in ICT



Jack is an 18-year-old Apprentice from St. Helens. He is currently undertaking a two year Level 4 Apprenticeship in ICT in partnership with the North West Ambulance Service.

Working under the guidance of Functional Support Specialists, he is part of a team

assisting in the provision, maintenance and development of a comprehensive ICT service to support departmental objectives.

How did you end up doing an apprenticeship?

"I was studying at Sutton Academy doing A-Levels in IT, Biology, and Sociology. Biology had always been a real interest for me. At sixth form, they really push you into going to university, so by the time I had finished my A-Levels, I had applied for a few courses. As time went on, I knew that university wasn't right for me and pulled out of the application process just before the deadline.

I started researching apprenticeships on the Gov.uk website and discovered that there were a lot of roles available in the NHS. I went into my job search looking at biology-focused jobs, but soon realised that my IT skills meant I could do something more telecommunications-focused. I had a few phone interviews with the apprenticeship scheme co-ordinators before being invited to the North West Ambulance Service for a final interview. Out of 200+ applicants, five people were shortlisted, and I was the only one in my area chosen for a role. It was a really proud moment."

What does your job role involve?

"My routine varies day to day. I'm currently learning how to fix the vital equipment used by the 999 call handlers. Printers, computers, and desktops always need maintenance, so that's what I work on most of the time. I'm also learning how to asset tag equipment and enter the details into the system. My role is really working behind the scenes to make sure the ambulance service can carry out their duties as best they can."

What is your favourite thing about your apprenticeship?

"There are so many great things about my apprenticeship! From my first day on the job, the team were so welcoming. It didn't take me long to settle in at all. My supervisors always make sure I fully understand tasks and offer their support all the time too. It's nice to know that someone is there to ask if I need any help.

The work is so fulfilling and fixing the machines is definitely the most interesting part. Mostly, it makes me proud to know that the equipment I'm repairing will ultimately help someone who needs an ambulance."

What's next for your career?

"I'm only four months into my apprenticeship so I'm not planning too far ahead at the moment. I do know that I want to stay in the NHS. There is the possibility of a role at the end of my apprenticeship, which is really encouraging."

For any questions or comments, or if we can support you in any way, please get in touch. To receive this newsletter directly to your inbox, please email talentforcare@hee.nhs.uk

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