

Careers Engagement Hub Event



Developing people
for health and
healthcare

www.hee.nhs.uk

**Career engagement hubs –
our common purpose**





Rationale for career engagement



Health Education England

‘It is never too late to be what you
might have been’

George Elliot



Rationale for career engagement



Health Education England

In current and future labour markets individuals will continue to experience new patterns of work, with changing expectations affecting the way we do things and how we behave. This has enormous implications for schools and colleges and their curriculum in helping students to look ahead and prepare themselves for a very different world.

Careers engagement: a good practice brief for leaders of schools and colleges (2014)

Impact of career engagement

- Promoting aspiration
- Envisioning futures
- Guiding direction
- Providing opportunity



Purpose of career engagement

- Visible
- Normalise
- Consistency
- Equity
- Pioneer



Purpose of career engagement

- Engage
- Exchange
- Educate
- Empower
- Excel



Success of career engagement hubs

- Scale
- Pace
- Range
- Collaboration
- Measure





Adult Learners Week Video

Intern Project and Learner experience

**Paul Carney Jean Blevin / Louise Logan / Steve
Bridge**

Career Ready

Preparing young people for the
world of work

Career Ready is a national charity that links schools and colleges with employers – preparing young people for the world of work.





“ Before my internship I didn’t know what I wanted to do. After doing an internship at The Walton Centre I now want to be a physiotherapist.”

Mollie, Career Ready student

“ I thought that jobs in the NHS would be mostly nurses looking after old people. After my internship at MerseyCare NHS Trust I now understand there are lots of careers in the NHS.”

Caitlyn, Career Ready student



Career Ready



- UK wide charity linking employers with 200 schools and colleges
- Structured programme for 16-19 year olds, based on Skills for Career Success learning outcomes developed with employer supporters
- Employer volunteers provide masterclasses, mentoring, workplace visits and internships/work experience
- Connect talented, motivated students with employers
- Effective model of employer engagement contributing to a whole school delivery for careers information, education advice and guidance
- More than 10,000 young people have benefitted from the programme since 2002.
- Work with several hundred employers across the UK
- Global links to our sister charity in the US



Our Students

- Sixth form students on level three (A Levels/BTEC) study programmes
- Students have the capability to progress to university but increasingly look for high quality work-based alternatives
- 71% of students who started in 2014 are from families where they would be first generation to university
- 42% of our 2014 starters were female
- Lack familial and societal role models
- Are at risk of under-performing/under-attaining
- Lack confidence
- Value opportunity
- 98% of our 2015 graduates said they had higher aspirations as a result of participating in our programme



Local Advisory Board

Masterclasses

Mentoring

Work place visits

Internships & work
placements

Learning Outcomes

Skills for Career Success

Quality Assurance

CPD, regional events and a national network

Internships within the NHS

- Summer 2015 pilot in Yorkshire & Humber
- 33 students undertook 4 week summer internships across 9 trusts

“I shadowed a Healthcare assistant and was able to help with patients with their consent, I learnt about the medical area and I also helped around with stock check. I was also able to join with a training session where I learnt CPR.” Tiffany, Career Ready student

“During my time at the surgery I have been interested in a further career in the health sector such as a nurse/midwife as I was able to meet with these different people and it has interested me in these particular occupations.”

Lauren, Career Ready student



Internships within the NHS

“It has been a pleasure having Tiffany working at the WHC. She came with a very positive attitude towards learning and developing her skills and experience. Over the past 2 weeks she has confidently integrated herself within the team. Tiffany has proved to be a competent person who has needed minimal supervision as she has been quick to pick up the concept of the different tasks given to her.

Tiffany hopes to pursue a career in nursing and has been informed that if she requires any help/advice/guidance in the future that will enable her to fulfil her aspirations, she can contact the staff at the WHC who will endeavour to support her in whatever way we can.”

Julie L Lockwood, Admin/Receptionist/Secretary, Locala Community Partnerships CIC



Internships within the NHS

- This summer Yorkshire & Humber will offer 50 internships
- Kent, Surrey & Sussex will provide 20 internships
- Health Education England have funded 20 internships for the North West



The Career Ready NHS Funded Internship

Best Practice

- 4 weeks, full time in summer 2016
- Provide a job description
- Provide an interview
- Provide a supervisor
- Provide an induction and a plan of work
- Setting expectations and objectives

Flexibility

- What do you want to get out of this?
- How can you give a student a well rounded experience?
- One job v rotating
- Projects





Support

- Regional Manager support
- Toolkit
- Job description templates
- Sharing best practice
- Network of current supporters
- Visit from Coordinator





Locations

- Lancashire
 - Blackpool & Blackburn
- Greater Manchester
 - Manchester, Bolton, Bury, Salford
- Merseyside
 - Liverpool & Knowsley
- Cheshire
 - East Cheshire

Internship Project Benefits

- The internship programme will help support;
 - “NHS Widening Participation – It Matters”
 - Talent for Care primary themes including
 - Get in...Opportunities for people to start their career in a support role
 - Get on...Support people to be the best they can be in the job they do
 - assist in recruiting more young people from disadvantaged and diverse communities into the NHS.



The Employer's perspective

Nasser Shaikh

The Walton Centre
NHS Foundation Trust



The Student's perspective

Paul Carney

The Walton Centre
NHS Foundation Trust



Thank you and any questions?

Steve Bridge, Lead Manager Northern Region

Career Ready

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Louise Logan, North West Regional Manager

Career Ready

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Healthy Futures Schools

**Kevin Byrne and teacher Donna
Hancock**

Spotlight on....

• Veterans	Gaye Jackson and Jenny Stone
• DWP sector based Academies	Mariangela Hankinson
• Healthbox	Jing Ouyang, Muhammad Khan
• Skills Club / pre-employment programme	Judith Jones and Riona Grainger

Veterans and the NHS

Gaye Jackson
HEE (NW)

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healthcare

www.hee.nhs.uk



Who is classified as a veteran?

- The forces family includes: Royal Navy, British Army and Royal Marines and Royal Air Force
- Anyone who has served one day in the forces
- Men and women
- Varied age profile – 17 – 70+
- Spouses and family members

Statistics on Veterans

- The Veterans population in 2014 = 2.8 million (Royal British Legion).
- The north provides up to 30% of recruits to the forces.
- North West – ‘Boots to roots’ as there is no home barracks.
- 86% of veterans transition well into civilian life.
- Numbers of veterans in the north-west uncertain.
- GP practice role in identification of veterans.

NHS Constitution

- Added July 2015
- NHS Constitution Handbook page 17
- **Armed Forces Covenant**
- As part of this principle and in line with the Armed Forces Covenant, the NHS will ensure that members of the Armed Forces Community (including those serving, reservists, their families and veterans) are supported, treated equally and receive the same standard of, and access to healthcare as any other UK citizen in the area they live.

Veterans Champions

Each organisation is requested to nominate a person for this position. The role includes:

- First point of contact for organisation for HE NW
- Ensure the use of the e learning Veterans Champions training within the organisation (being developed by HEE)
- Ensure awareness raising within the organisation of issues around the veterans agenda
- Ensure the organisation's management of veterans follows the guidelines.

Gaye Jackson

**Programme Manager Education Transformation
North West Global Health Lead and Lead for
Veterans and Reservists**

Health Education England (North West)

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COLLEGE FOR MILITARY VETERANS
AND EMERGENCY SERVICES



Who we
help



What we do

[illegible]

What we want from you

- **Tell people about us**
- **Referrals**
- **Collaboration**



COLLEGE FOR MILITARY VETERANS
AND EMERGENCY SERVICES

www.cmves.org.uk info@cmves.org.uk [01772 894039](tel:01772894039)

Department for Work and Pensions :

“Jobcentre Plus”

The Labour Market Today



JCP – Making a Positive Impact

Age Positive –



Disability Confident –



Service Leavers –



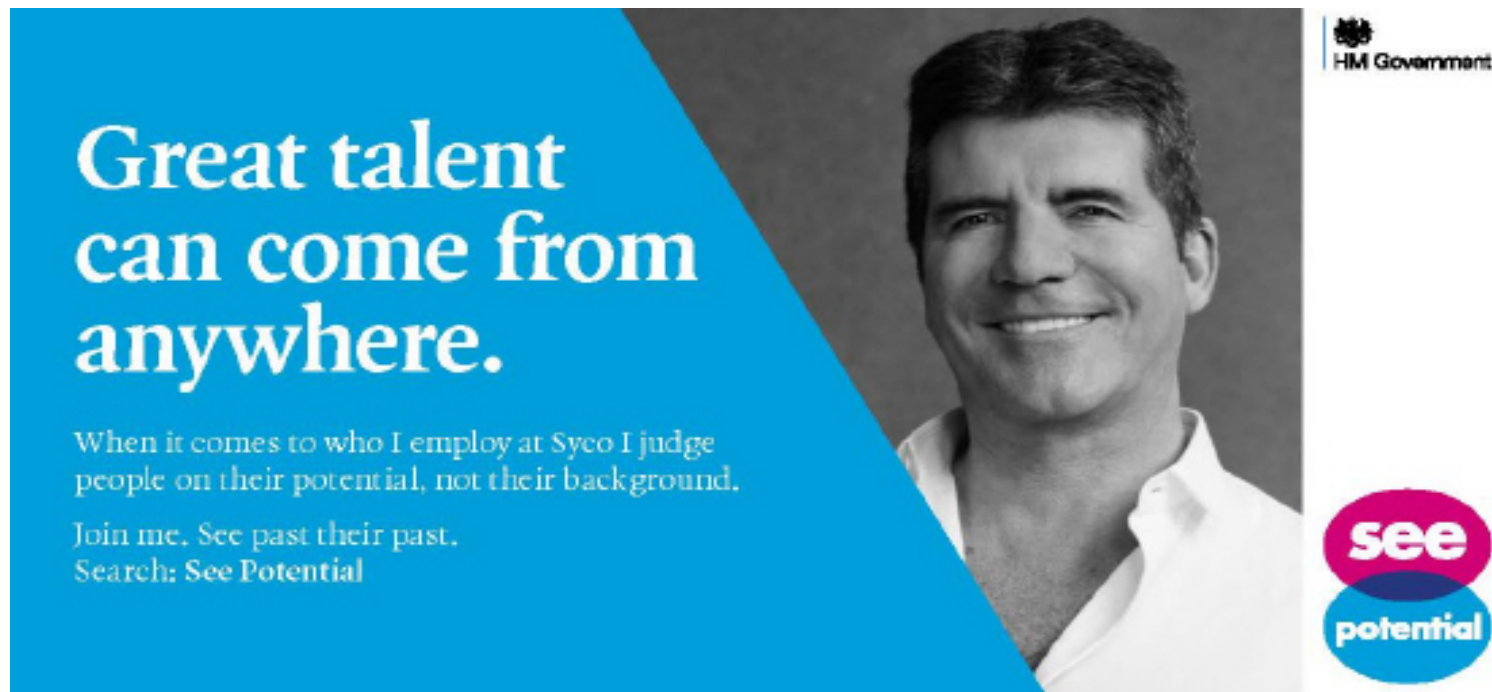
Young People –



Family Friendly Policies -



See Potential



**Great talent
can come from
anywhere.**

When it comes to who I employ at Syco I judge
people on their potential, not their background.

Join me. See past their past.
Search: See Potential

HM Government

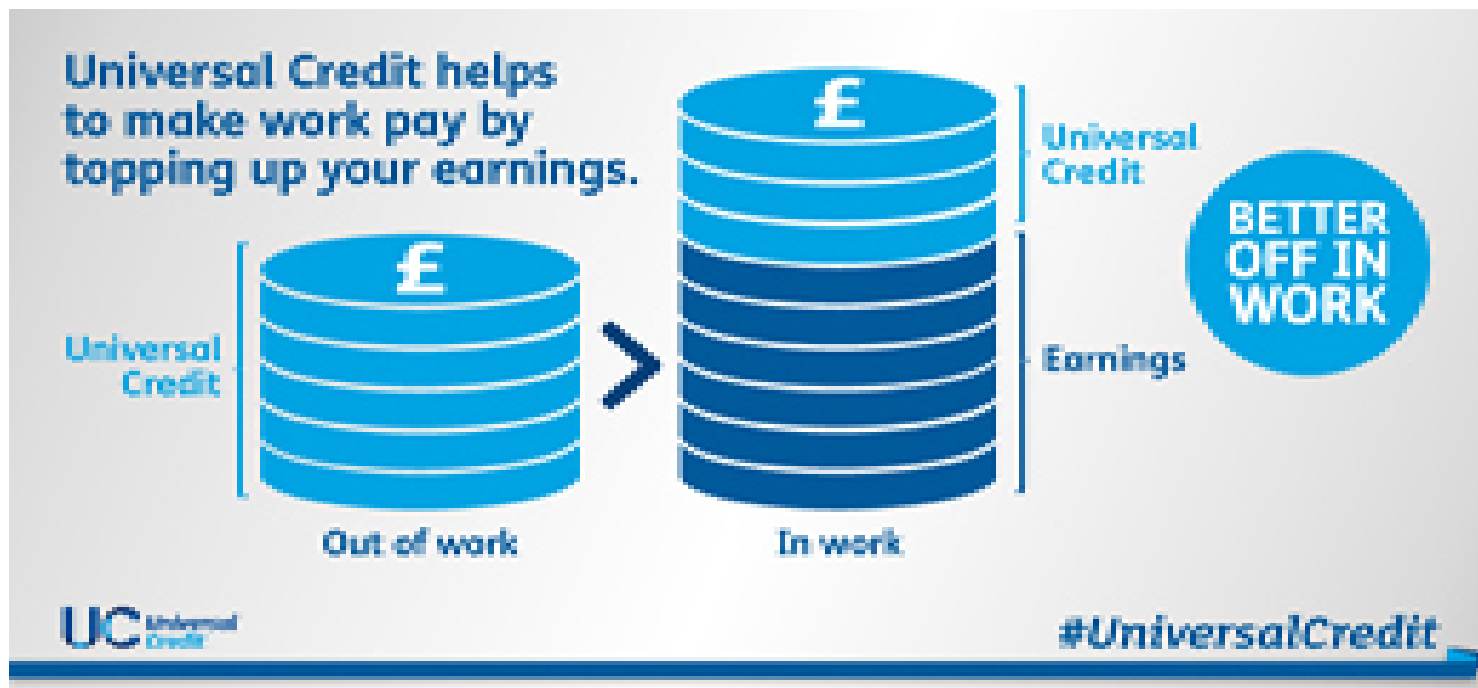
**see
potential**

Help with Recruitment

- ▶ Universal Jobmatch
- ▶ Wide range of potential recruits
- ▶ Committed and Professional Staff
- ▶ Work closely with external bodies
- ▶ Cross Government Working
- ▶ Your Business Our Business

Secret Weapon

Universal Credit



Contacts and links

Mariangela Hankinson NW Group Partnership Manager
mariangela.hankinson@dwp.gsi.gov.uk

[Your Business Our Business](#)

[See Potential](#)

[Disability Confident](#)

[Universal Credit Works for Employers](#)



HEALTH BOX

BRINGING EDUCATION ON
HEALTHILY LIVING DIRECTLY
TO SCHOOL CHILDREN

MUHAMMAD KHAN
Foundation Year 1 Doctor
University Hospital of South Manchuria

JING OUYANG
Academic Endocrine Foundation Year 1 Doctor
Jilin University Hospital

THE ELEPHANT
IN THE ROOM





“One in five children obese leaving primary school”¹



“Generation XXXL: Child Obesity ‘timebomb’ warning with one girl aged 10 weighing 22st”²



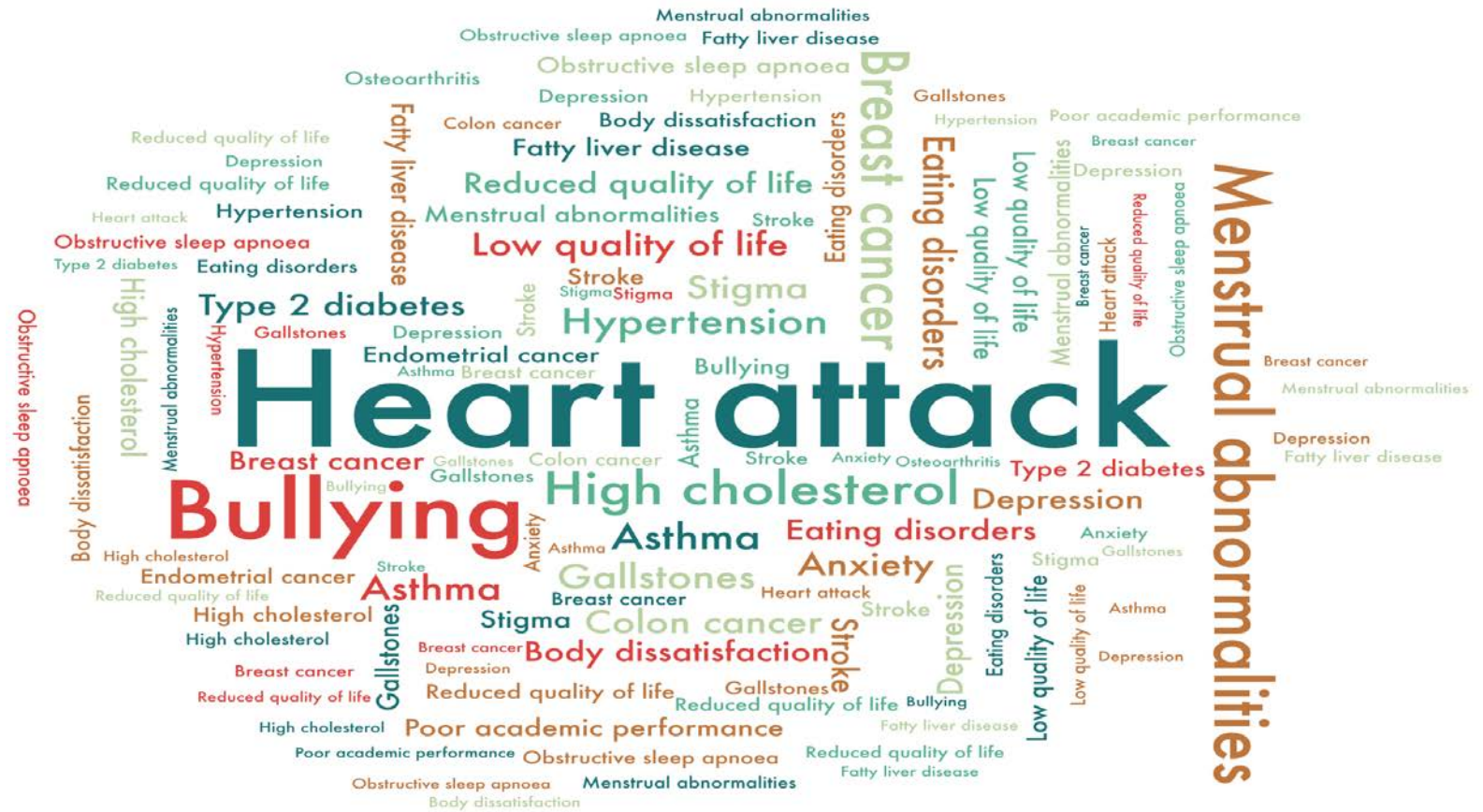
“Nearly a third (31%) of children aged 2-15 are overweight or obese”³



“Childhood obesity ‘an exploding’ nightmare, says health expert”⁴



“Children obesity is one of the most serious public health challenges of the 21st century”⁵



CURRENT SOLUTIONS



Surgery



Primary



Fiscal

SUGAR TAX



Medicines





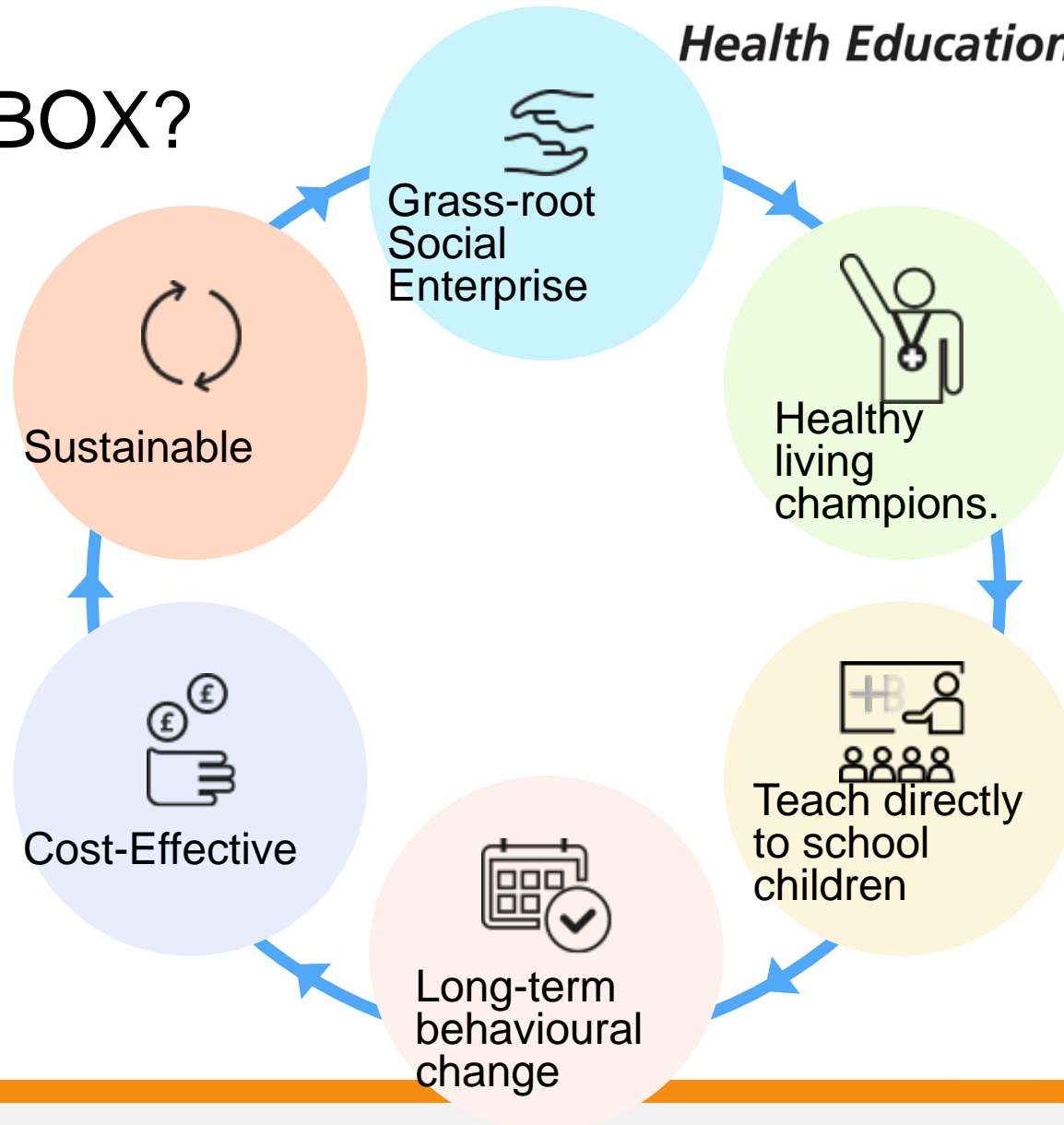
INTRODUCING



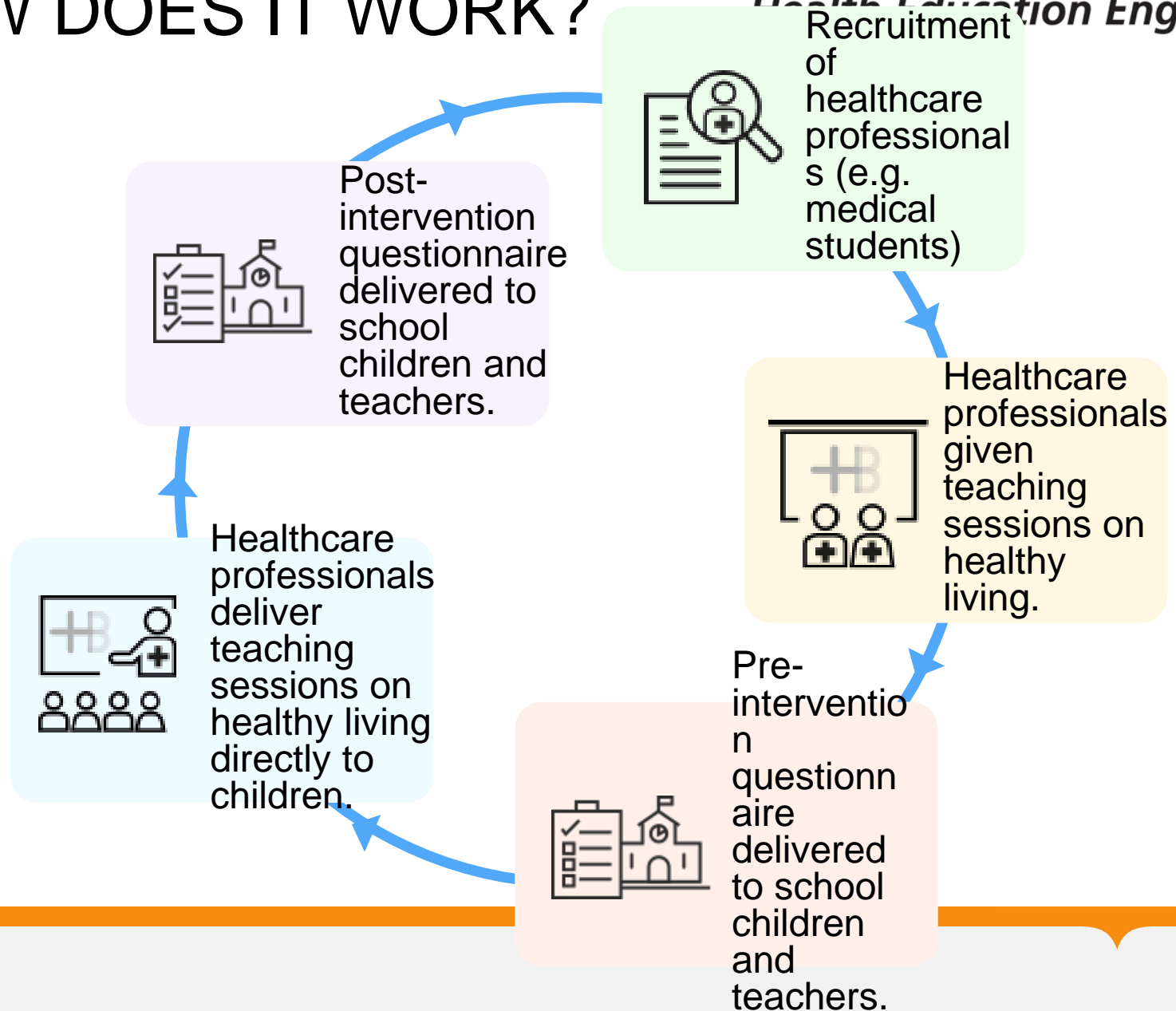
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BRINGING EDUCATION ON
HEALTHILY LIVING DIRECTLY
TO SCHOOL CHILDREN

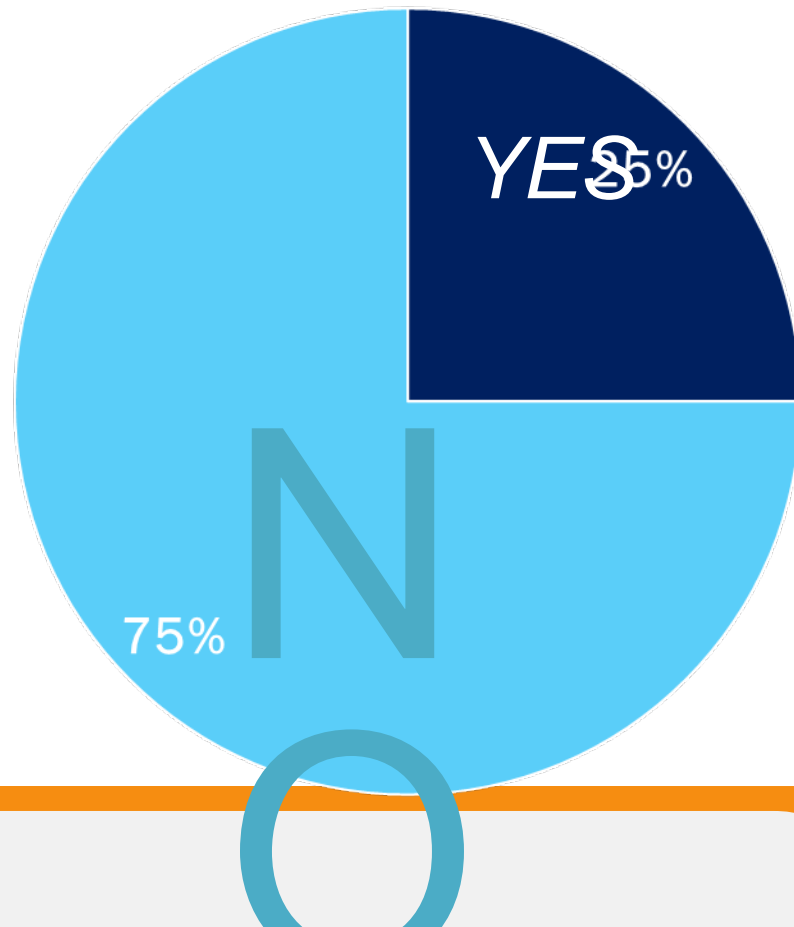
WHAT IS HEALTH BOX?



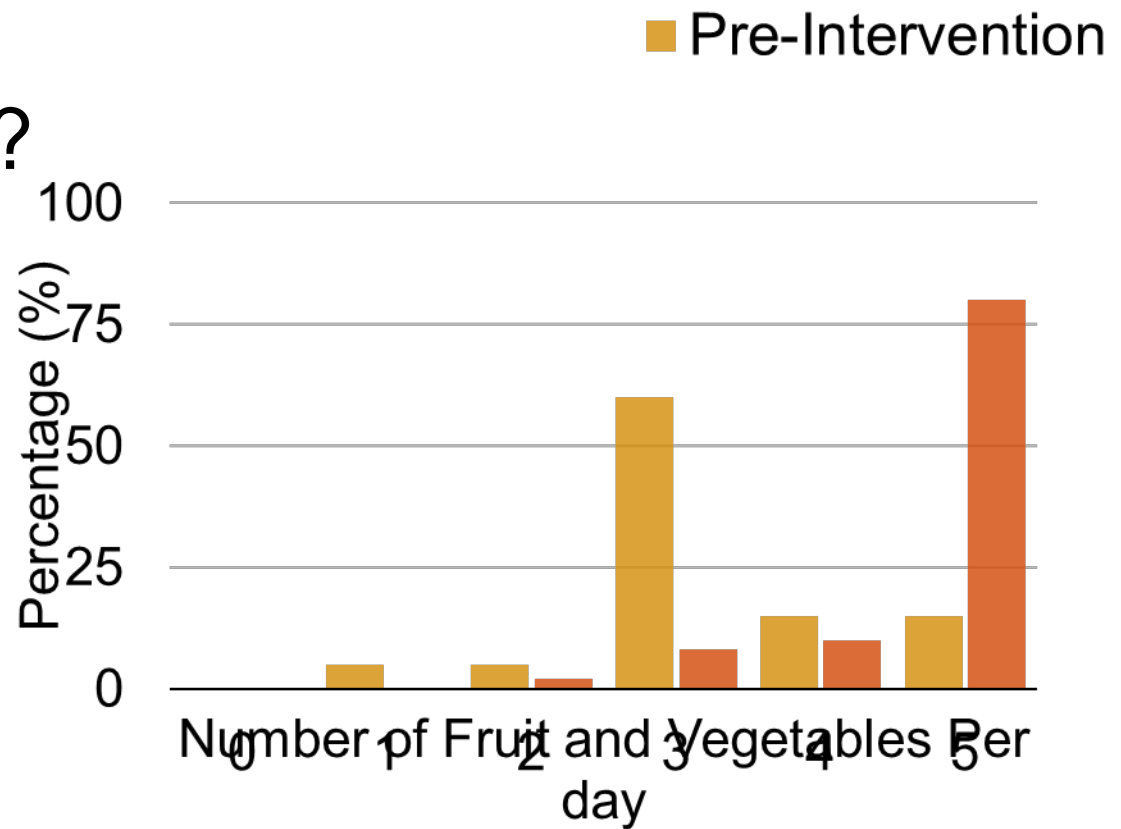
HOW DOES IT WORK?



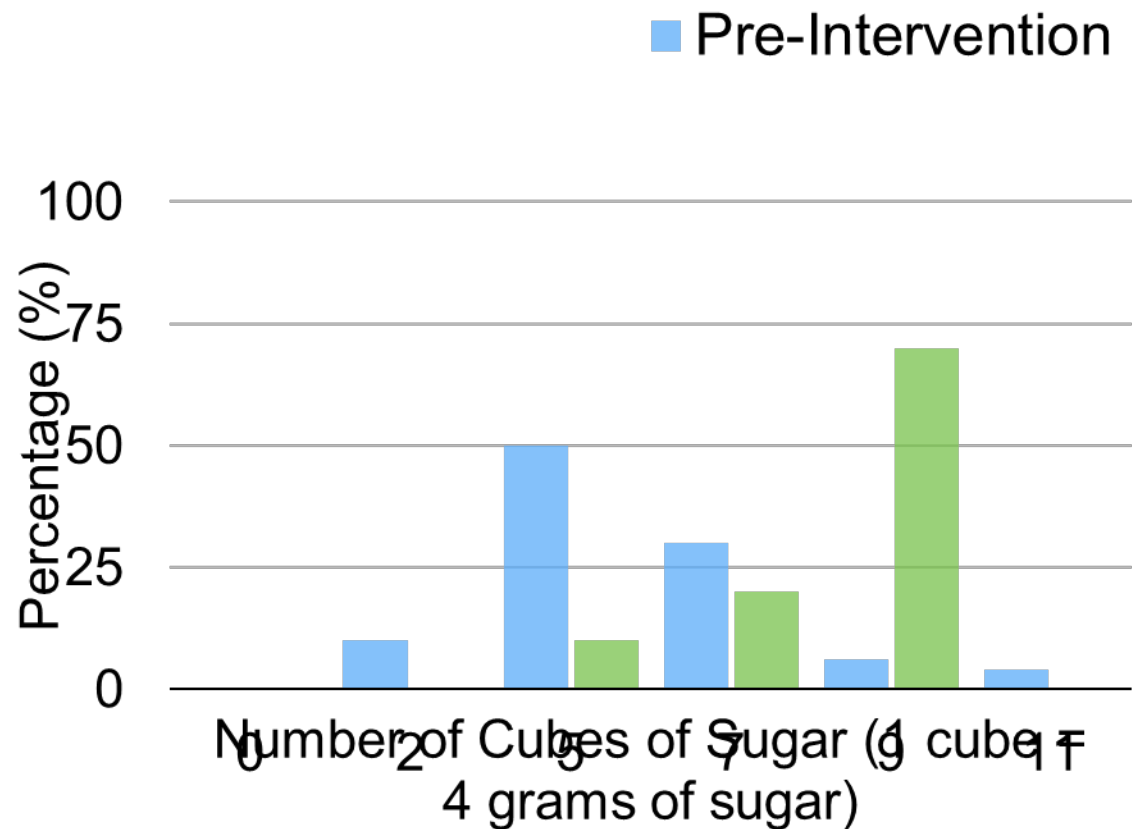
DO YOU FIND IT
EASY
TO
INCORPORATE
TEACHING ON
HEALTHY
EDUCATION
INTO YOUR
EXISTING
CURRICULUM?



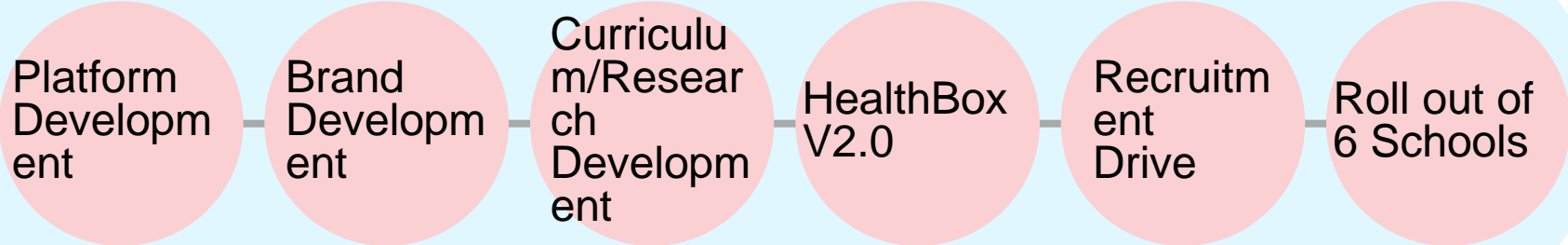
HOW MANY PORTIONS OF FRUIT AND VEGETABLE SHOULD YOU EAT PER DAY?

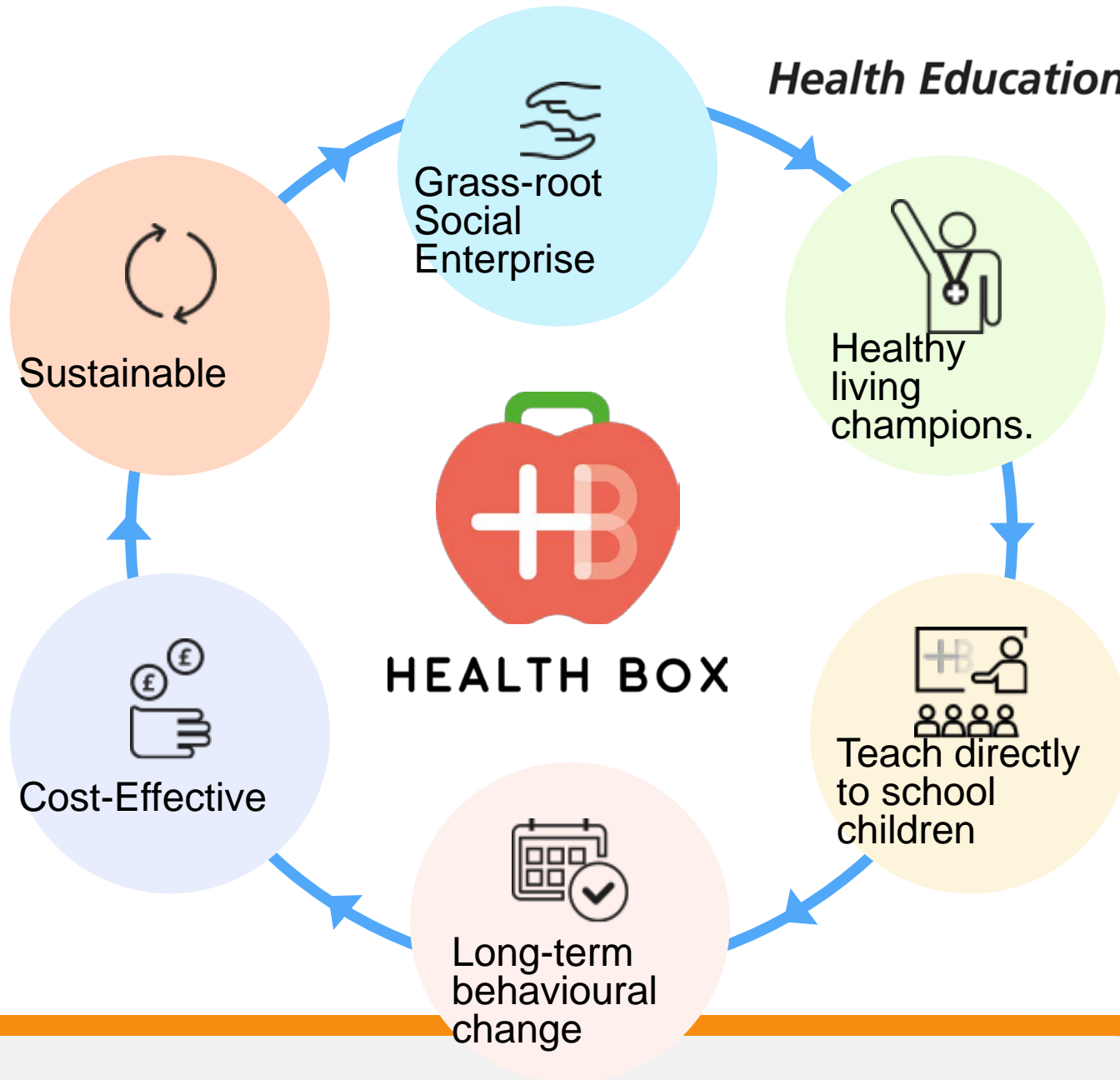


HOW MANY CUBES OF ADDED SUGAR ARE THERE IN AN AVERAGE FIZZY DRINK?



ROAD MAP







HEALTH BOX

BRINGING EDUCATION ON
HEALTHILY LIVING DIRECTLY
TO SCHOOL CHILDREN

THANK YOU.
ANY QUESTIONS?

MUHAMMAD KHAN
Foundation Year 1 Doctor
University Hospital of South Manchester

JING OUYANG
Academic Endocrine Foundation Year 1 Doctor
Aintree University Hospital

@msk18
91



@jing1
uk

REFERENCES

- 1 - <http://www.bbc.co.uk/news/health-34932478>
- 2 - <http://www.mirror.co.uk/news/uk-news/child-obesity-timebomb-warning-parents-2971931>
- 3 - <http://www.rcpch.ac.uk/obesity>
- 4 - <http://www.theguardian.com/society/2016/jan/25/childhood-obesity-commission-world-health-organisation>
- 5 - <http://www.who.int/dietphysicalactivity/childhood/en/>



Better
Skills

Better
Jobs

Better
Health

Pre Employment Programmes

Pre-employment Programmes



Skills for Health Academy North West are commissioned by Health Education North West to deliver Pre Employment Programmes across the North West region

National Skills Academy for Health (of which SFH Academy NW is a delivery partner) also supports delivery of similar programmes in other parts of the country



Aims of pre-employment programmes

To help unemployed and disadvantaged adults move into employment by providing them with a period of college training, followed by a valuable work experience placement within the health and social care sector.

To achieve positive outcomes for all involved

To deliver a quality, coherent service



Current NW 14-week Pre-Employment Model

PROMOTE

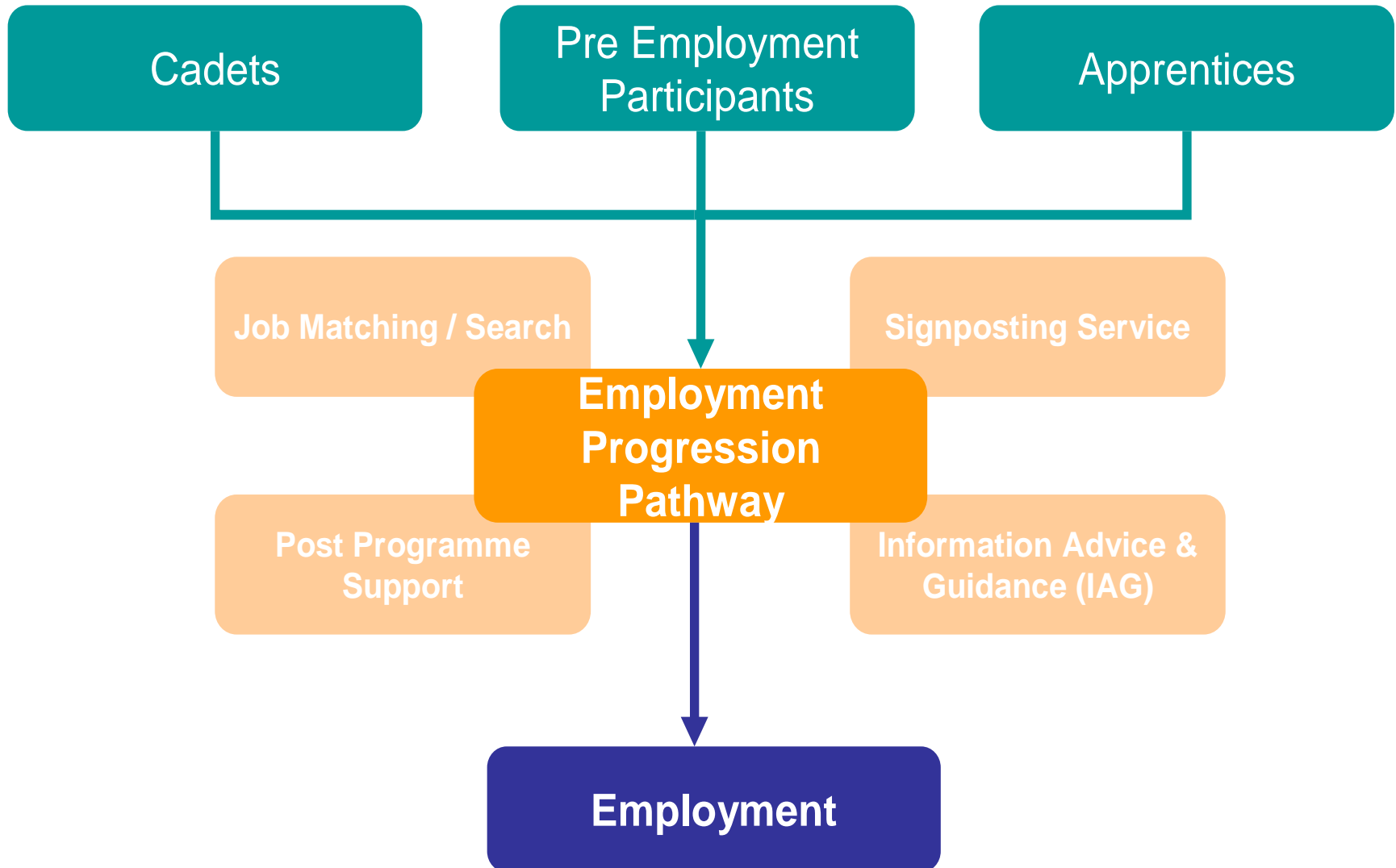
RECRUIT

TRAIN

EXPERIENCE

PROGRESS

Route to EPP Support



Benefits to Employers

- No costs
- Minimal paperwork
- Learner attends Trust/ employer induction and has DBS, OH clearances
- Coordinator supports manager and learner
- Programme supports the recruitment and retention of staff
 - ‘tried and tested’ recruits
- Widening access – helps Trusts to address Health Inequalities and Corporate Responsibility
- Local people into local jobs



SFHA North West Pre Employment Programmes

April 15 to March 16



Outcomes for Learners completing programmes:

- 83% progress onto further training or employment
- 79% into employment
- 87% into Health Sector employment

Contact



Pat Perkins
North West Pre Employment Development Lead

Pat.Perkins@skillsforhealth.org.uk

Office: 0151 482 5614
Mobile no: 07901 541062



Better
Skills

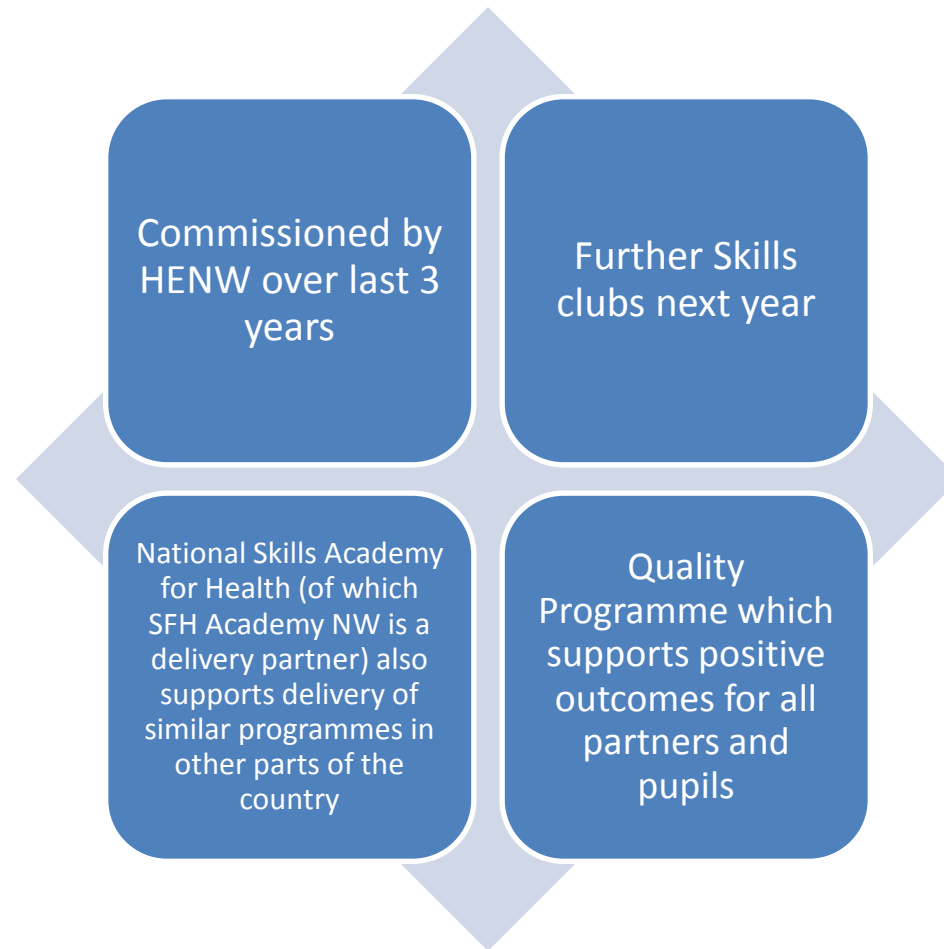
Better
Jobs

Better
Health

Skills Club Programmes

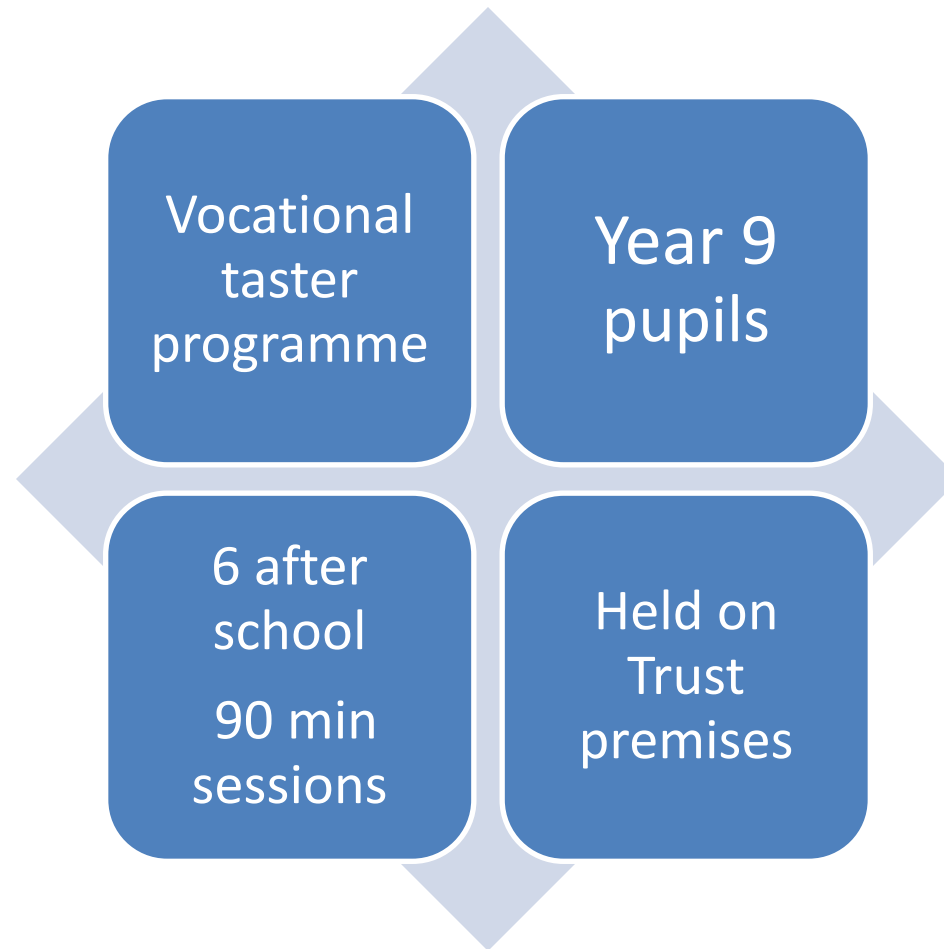


Skills Club Programmes





What are Skills Club Programmes



Skills Club Success



Partnerships

Funding

Recruitment

Delivery

Evaluation

Partnerships



Commissioned by HENW who fund:

- Transport
- Refreshments
- External delivery partners
- Venue costs
- Staff costs



Recruitment

2 schools – 10 pupils from Y9

Benefit from participating

Application and Consent forms

Information Session

6 sessions - 90 mins each

Topic areas:

- NHS Constitution/values and behaviours
- Career IAG
- Personal health and wellbeing
- First Aid/Skill
- Team working/communication
- Specialist topic – key agenda item

Trust Evaluations

The programme supported the Trust's widening participation strategy and provided the opportunity to engage with local young people

The Trusts found the programmes to be a positive and enjoyable experience

The skills club programme supported the Trust's organisational development goal in promoting equality and diversity

Trusts were able to deliver content relevant to the Trust strategy for example The Don't Walk Away Campaign (NWAS)

The programme supported Trusts to develop partnerships with local schools and SFHA with the potential for continued working relationships

The content was found to be relevant to current health and wellbeing topics

Staff from the Trust had the opportunity to promote the attributes and values required to work in the sector and the range of potential careers available.

Pupil and School Evaluations

Pupils gained a good understanding of the NHS as an employer of choice and the range of job roles available

The programme raised pupil aspirations

There were robust health and safety measures in place

The programme delivered interactive sessions which the pupils engaged with and enjoyed

Delivery on Trust site enabled a different experience other than a classroom environment

The pupils enjoyed meeting students from other schools.

The programme content was relevant to the age of pupils and supported the schools objectives

The programme content had an impact on the pupil's knowledge in relation to their personal health and well being

What are the benefits to Trusts

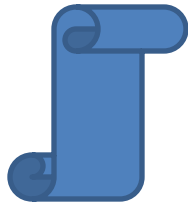
Skills Clubs provide the Trust with the opportunity to:

- Engage with young people in a safe environment
- Promote themselves as an employer of choice
- Support their Corporate Citizenship agendas
- Have an impact on the knowledge base of local young people in relation to career opportunities and their personal health and well-being
- Develop and support partnerships with external partners
- Engage with their local community in general and young people/education partners in particular



Don't forget to Celebrate Achievement

Skills for
Health



Any Questions



For further information please contact

Judith Jones

Cadet Development Lead

Judith.jones@skillsforhealth.org.uk

NW Hubs Introduction

Hub Leads

Greater Manchester NHS Careers Hub

Career Engagement Hub Stakeholder Event

21st April 2016

Linda Skelley

Interim Careers Hub Manager

Contact: careers.hub@cmft.nhs.uk



Greater Manchester NHS Careers Hub

Aim:

To enhance the current offer to all Greater Manchester residents to find out about, or access, vocational information and opportunities at NHS Trusts throughout Greater Manchester. To ensure that access to opportunities is equitable and accessible to all GM residents.

To offer a more co-ordinated and effective method of careers advice, engagement and information to the general public and in particular schools, colleges, training providers and employment support organisations.



Greater Manchester NHS Careers Hub

Prior to going Live

Partners and Ambassadors are on board from:

- ❖ Seven Core Partners (Trusts) plus University of Manchester and collaborative partners (NHS Trusts and plus stakeholders)
- ❖ Quarterly Steering Group Meetings set up
- ❖ Increased sign up to the Ambassador Commitment
 - Each Trust has or is in the process of preparing a list of 'ambassadors'.
 - This is to ensure we increase the number of NHS staff engaged in supporting educational and employment opportunities for Greater Manchester

Greater Manchester NHS Careers Hub

❖ Mapping Exercise

We are mapping all Schools, Colleges, Universities, Jobcentre Plus offices and Trusts/Hospitals within each region to ensure we direct requests appropriately.

❖ Scoping Exercise

The Seven Core NHS Partners were asked to complete a questionnaire covering all activity over a recent 12 month period.

This information has been analysed and recorded and will be used as a benchmark when reviewing all future activity. It will also help ensure we increase the number of participants, particularly from protected or disadvantaged groups.



Greater Manchester NHS Careers Hub

Live as from – 1st April 2016

- ❖ Single point of contact - dedicated help desk service to support and co-ordinate large volumes of requests introduced an 'easy to complete' generic Request Form systems in place to progress requests within 15 working days
- ❖ Promoting and maximising work experience opportunities
- ❖ Contributing to the delivery of, and representation at, local and regional events
- ❖ Reporting procedures in place for quarterly activity reports

Greater Manchester NHS Careers Hub



- ❖ 1-1 careers advice meetings – set up to offer direct support to those who are unable to access existing programmes or events
- ❖ Events Calendar – to communicate activity and events to GM residents, schools etc., and across the NHS partners
- ❖ Promoting and utilising NHS Employers career information by signposting to the various websites
- ❖ Promoting the utilisation of the NHS Work Experience Toolkit with the aim to have generic paperwork and systems across the GM area



Cheshire Pioneer

Career & Engagement Hub



Connecting Care Across Cheshire

Three localities, one ambition

| NHS Eastern Cheshire CCG | NHS South Cheshire CCG | NHS Vale Royal CCG
| NHS West Cheshire CCG | Cheshire East Council | Cheshire West and Chester Council

Who we are



Health Education England

Our Career & Engagement Hub supports the workforce transformation efforts of Care System Transformation Programmes in three localities in Cheshire:

Eastern Cheshire CCG – ‘Caring Together’

(CCG, East Cheshire NHS Trust, GPs, Cheshire East Council, Cheshire & Wirral Partnership)

West Cheshire CCG – ‘The West Cheshire Way’

(CCG, Cheshire West and Chester Council, Countess of Chester Hospital NHS Trust Foundation Trust, GPs, Cheshire & Wirral Partnership)

South Cheshire and Vale Royal CCGs – ‘Connecting Care’

(CCGs, Cheshire West and Chester and Cheshire East Councils, Mid Cheshire Hospitals NHS Foundation Trust, GPs, Cheshire & Wirral NHS Partnership)



Connecting Care Across Cheshire

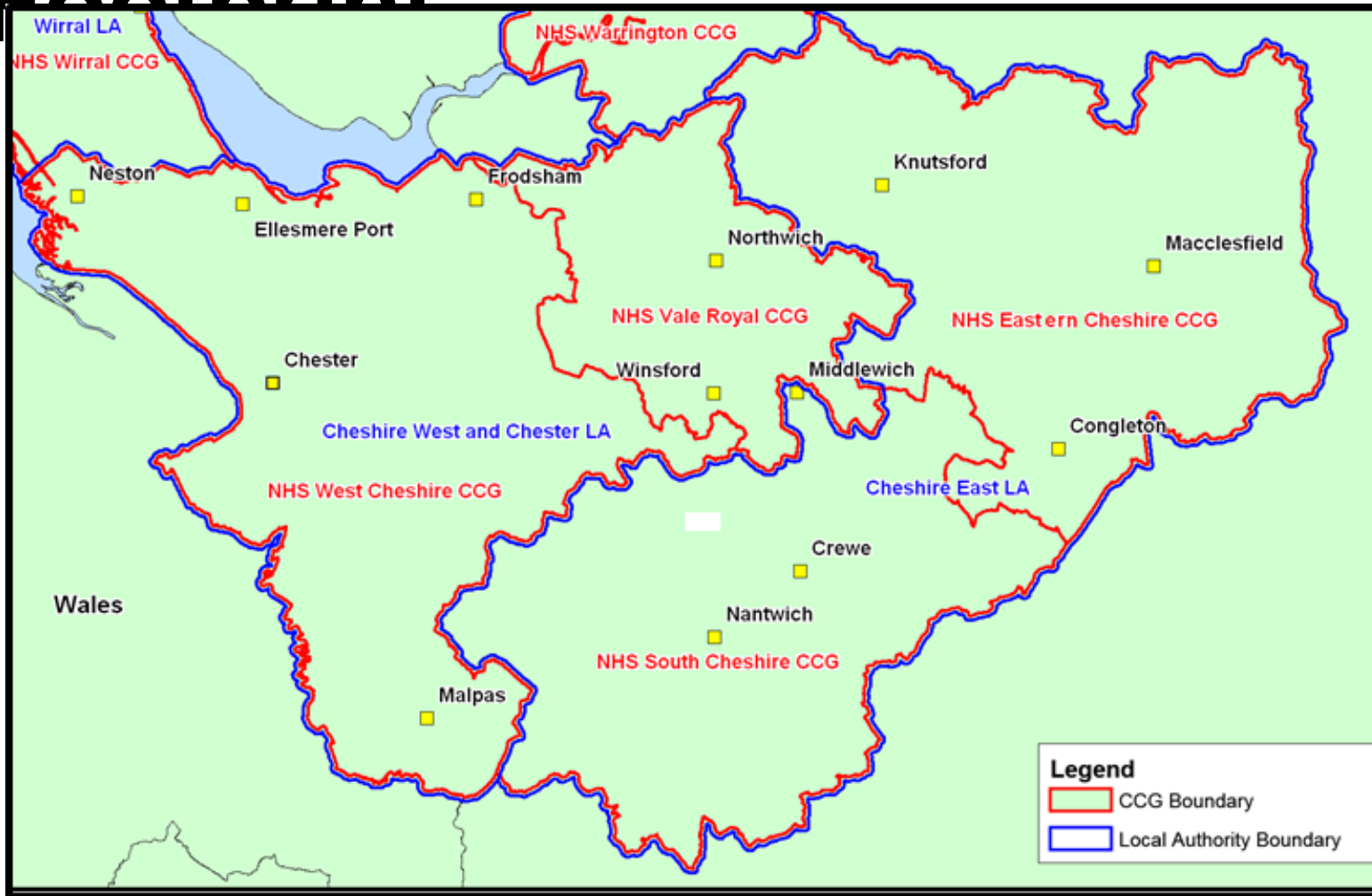
Three localities, one ambition

■ NHS Eastern Cheshire CCG ■ NHS South Cheshire CCG ■ NHS Vale Royal CCG
■ NHS West Cheshire CCG ■ Cheshire East Council ■ Cheshire West and Chester Council

The Cheshire Pioneer

NHS
Health Education England

Footprint



NHS



Connecting Care Across Cheshire
Three localities, one ambition

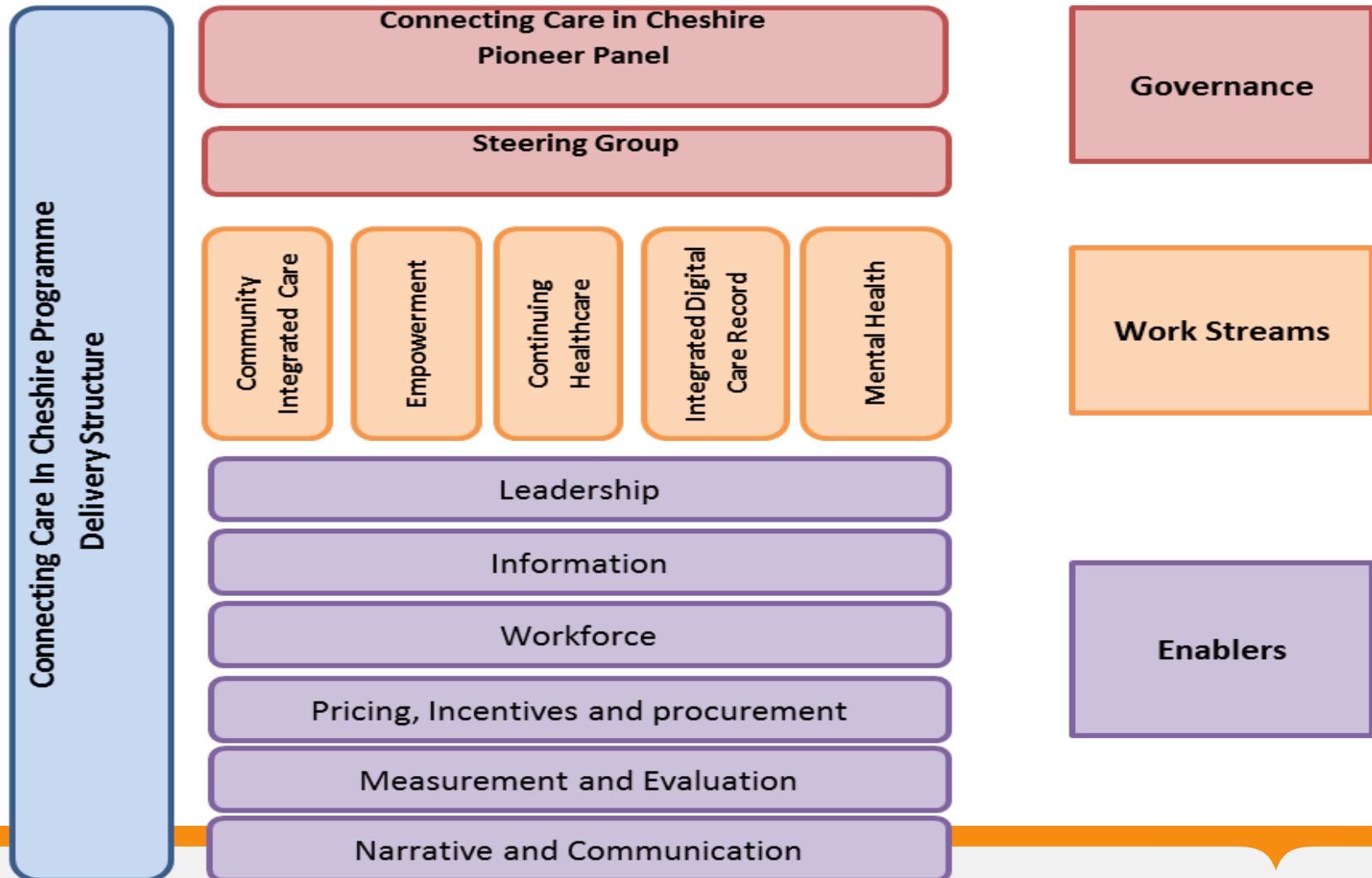
■ NHS Eastern Cheshire CCG ■ NHS South Cheshire CCG ■ NHS Vale Royal CCG
■ NHS West Cheshire CCG ■ Cheshire East Council ■ Cheshire West and Chester Council

Cheshire Pioneer

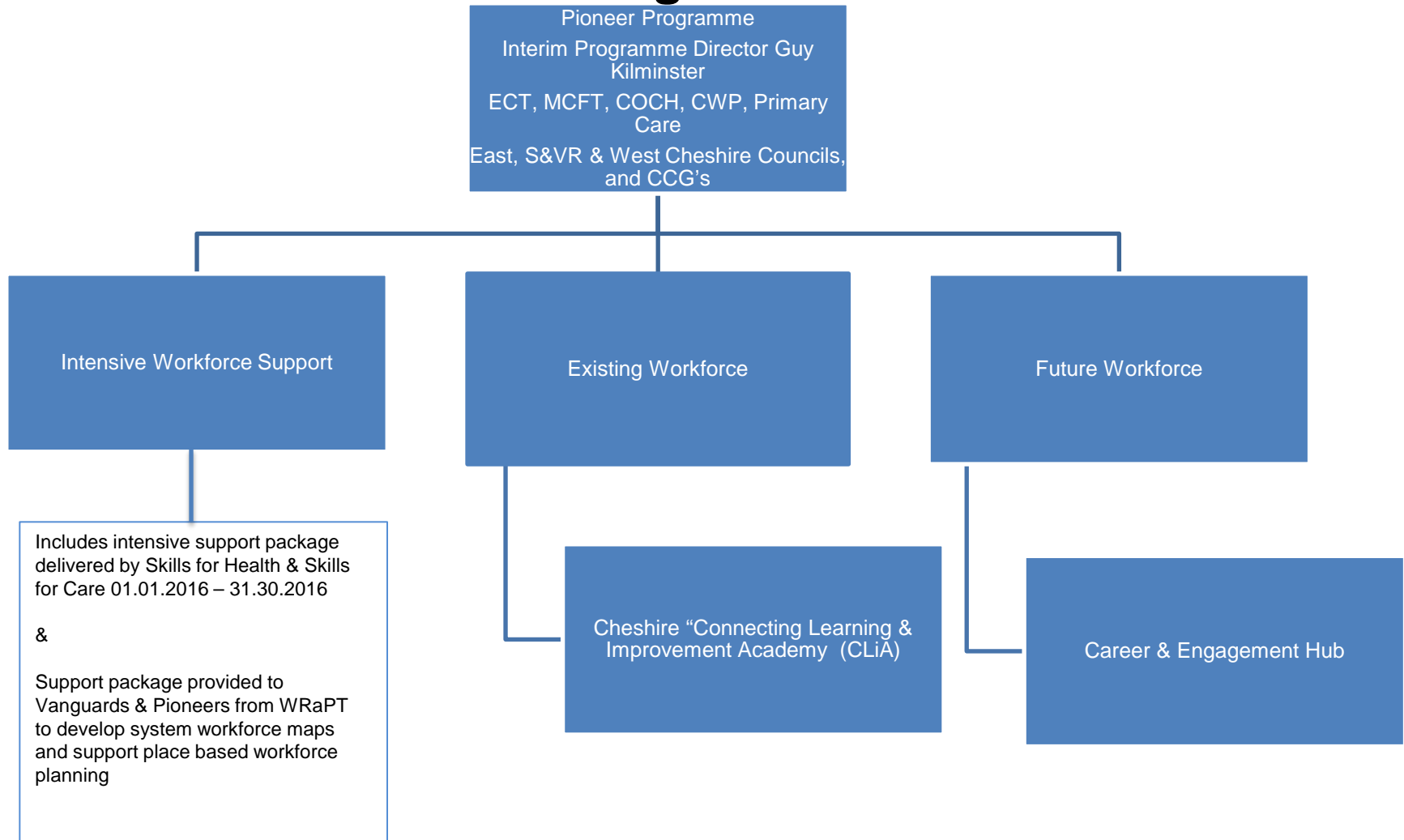


Health Education England

Work-streams and enablers



Cheshire Pioneer Workforce Transformation Work Programmes



Career & Engagement Hub *Health Education England*

Our Story so far.....

1. Cheshire Pioneer Stakeholder events held – December 2015 and March 2016 – to inform footprint and early stage development of the hub
2. Initial stakeholder mapping undertaken in December 2015 – we are now revisiting this in light of learning and information emerging from forming new relationships and extending our networks
3. Governance arrangements agreed – project initiation document in place
4. Localities each represented – network meetings established with Locality Leads now identified and fully engaged
5. Career & Engagement Hub mobilisation plan being developed by Locality Leads Group
6. Currently mapping our collective knowledge/expertise/capability and resources – each sharing what we already know and currently do, building on what works and exploring it's potential to be extended across our system.
7. Scoping our initial requirements to make the hub work e.g. we agree on; the need for a shared “Future Workforce Post” to provide the additional capacity to move us at the scale and pace required; standardisation of work experience and pre-employment opportunities to build capacity and improve the quality of placements; adaptation and development of e - information and resources to sign post care career opportunities and better use of social media to keep connected with future talent

Learning So far

- The number of potential stakeholders just keeps growing.....if we don't keep re-checking our stakeholder map, chances are we will miss someone who could really add value to our hub.
- There is no shortage of information and ideas and resources that others have already developed – the trick for us is being able to assimilate and map that quickly, adopt and adapt what's useful so we don't reinvent the wheel – while ensuring what we put in place fits our needs
- Keeping early stakeholders engaged while enabling new comers to join and get up to speed requires constant communication
- Keeping focus on our key priorities and plans (and delivering on these) while being open to emergent ideas and opportunities, as our career & engagement hub matures, is a challenge

Our Next Steps

- Refresh our stakeholder map
- Hold our “Start Up Event” – getting everyone on board and getting started – late May/early June
- Progress recruitment to our Future Workforce Role
- Complete mapping our knowledge, current programmes of work, policies, work experience placement risk assessments, activity data, intelligence on career intentions and conversions – start identifying streamlining opportunities
- Start connecting up with other programmes of work and changes e.g. widening participation, apprenticeship levy to ensure we are joined up and not duplicating effort

Workshop

- What are you doing already and have in place that you can share now?
- What are your medium term plans, main priorities and milestones?
- What will you have achieved in 2 years' time and how will you measure success?
- How will you make the Hub sustainable and viable beyond that?