**Workforce Scoping Exercise for Youth and Welfare to Work**

1. **Purpose of Paper**

This paper identifies the key findings from the Workforce Scoping Exercise for Youth and Welfare to Work. This report was undertaken to ascertain local healthcare organisations current activity and further interest in exploring further opportunities to engage their local population. This was with a view of recruiting a workforce reflective of their local demographics and also exploring how further engagement might their social responsibility in seeking to promote health and well-being through Welfare to Work activities.

1. **Findings**

**2.1 Sample Response**

31 individual responses were returned from health care organisations (Appendix 1 identifies the response by organisation). However there were two responses entered for three organisations. This therefore equates to a potential sample return response of 67%.

Based upon the configuration of organisations by Local Workforce Group (LWG) the largest response was by organisations within the Cheshire and Mersey LWG footprint (12) Greater Manchester (11) and Cumbria and Lancashire (8) respectively.

The majority of responses (55%) were completed and returned by HR Leads while the remainder were completed by those within a Learning and Development role.

* 1. **Interest in Exploring Initiatives**

Although a significant minority of organisations responding were unsure, at this point, about their interest and ability to progress any specific developments, the majority of organisations responding were indicating strong interest in pursuing the potential workforce development options as reflected in Table 1.

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| Table 1: Level of Organisational interest in Exploring Community Welfare to Work Initiatives | | | |
| Type of Activity | **YES** | **NO** | **Unsure at this present time** |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | 72% | 4% | 24% |
| Promote Welfare to Work e.g. Pre Employment Programmes. | 70% | 3% | 27% |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities. | 77% | 3% | 20% |
| Contribute towards developments that will contribute to reducing local youth unemployment. | 77% | 3% | 20% |

**Table 1:** Level of Organisational interest in Exploring Community Welfare to Work Initiatives

* 1. **Current Engagement Activity**

All 29 organisations responding to the survey are already involved in supporting a range of activities. When asked about the type of activities that health organisations are currently supporting, involvement with Cadet Schemes and Apprenticeships were seen as largest type of involvement (Table 2).

The majority of organisations were supporting one or more initiatives (70%). Several organisations reported that they had previously supported activities but given recent organisational reconfiguration or current organisational capacity they are not currently active in supporting developments.

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| Table 2: Main type of activity currently being supported | |
| Apprenticeships | 15 |
| Cadets | 15 |
| Pre employment | 12 |
| Work Experience | 7 |
| Careers Awareness | 6 |
| Volunteer Scheme | 2 |

Respondents were asked to indicate the type of activity that they might be interested in supporting, Table 3, identifies the frequencies of responses received by activity type. The majority of organisations were interested in supporting one or more activities. Appendix 1 identifies, at individual organisational level, the specific interest that organisations would be interested in pursuing.

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| Table 3: Type of Activities that healthcare organisations are interested in supporting | |
| Widening Participation: Providing Work experience 16-18 years old. | 74% |
| Future Recruitment: Supporting Careers events | 74% |
| Apprenticeships | 70% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | 66% |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas - open days | 59% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | 59% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | 51% |
| Cadets: Supporting a programme leading to a Business Administration qualification | 51% |
| Cadets: Supporting a programme leading to a Health Informatics qualification | 51% |
| Cadets: Supporting a programme leading to a Healthcare qualification | 48% |
| Cadets: Supporting a programme leading to a Finance Administration qualification | 48% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | 44% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | 44% |
| Health & Employment Programme Â - raising community awareness of Health & Wellbeing | 44% |
| Widening Participation: Providing Work experience for 14-16 years old. | 40% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | 40% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | 37% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | 33% |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | 25% |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | 25% |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | 22% |

Organisations were invited to indicate the potential type and volume of activity that they might be interested in pursuing. Although some organisations were able to identify some indicative activity volumes, the majority of organisations were not. Further follow up will be needed to identify any plans in detail and will require further follow up at individual organisational level to ascertain further. Any commitments will be based upon receiving further information about potential opportunities for involvement and helping to address some present barriers.

A number of organisations are already actively involved in supporting career development and guidance and with interest for exploring further.

**2.4 English as Second Language**

Effective English literacy skills has been identified as a key requirement for ensuring safe patient care and delivery of healthcare services. Respondents were invited to indicate whether there was a need for any additional support to help ensure that members of their workforce where English is a second language (ESOL) were effective in their verbal and written skills.

Although one organisation indicated that a lack of English literacy had been a key feature in a serious untoward incident, and several organisations could identify the potential for further support, most organisations responding to this question item did not indicate need for support (43%) or were unsure of any requirements (37%).

Table 4 identifies the type of support for those organisations, responding to this question item, indicated that they thought might be useful.

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| Table 4: Type of ESOL Support Needs being Required by Organisations | Number of Organisations |
| Information on available local ESOL provision which members of the workforce might be able to access. | 7 (87%) |
| Access to specific ESOL learning resources, including e-learning, which could be offered to members of the workforce. | 5 (62%) |
| Development and delivery of a bespoke ESOL programme to meet an internal organisational identified need. | 2 (25%) |
| Other | 1(12%) |

**2.5 Barriers To Supporting Developments**

Respondents were invited to identify any current and specific barriers which might prevent their ability to participate in developments. Twenty seven responses were received to this question item. Not unexpectedly given the current history and state of reorganisation, most (17) respondents identified that limited organisational capacity either in management support to lead and enable the coordination of any agreed developments or challenges on service impact as being the key barrier. Knowledge off or access to funding for enabling developments was then cited as the second key barrier (5). Three respondents specifically identified that the young age of potential participants might be an inhibitor, specifically for working in the clinical area. Several responses indicated that current learner levels and priority for pre registration programmes means that they would have limited capacity for supporting other types of development were work placement might be a feature of such activity. One respondent noted that the introduction of any new development would need careful integration to prevent any adverse impact on current activities.

**2.6 Support Needed to Progress Developments**

Recognising that organisations may need potential support to overcome barriers, organisations were asked to indicate any particular support needs that they might have to progress any developments which they might be interested in progressing. The most frequent need was for funding for investment in the available learning infrastructure to coordinate and support initiatives (10). Specifically, the support envisaged being for coordinator/mentor type roles. Eight responses indicated the need for some further specific guidance about the purpose, service alignment, expected outcomes and processes involved in undertaking the type of activities envisaged, with the expectation from two respondents that this might be further provided by the Skills for Health Academy for Health. One respondent noted that a clear signal at national level urging the NHS to support the type of activities being scoped would be helpful trigger.

The majority of organisations wish to received the local demographics reports that Skills for Health can support through the use of the available analytic tools available.

1. **Implications**

The findings indicate continued and significant interest in workforce initiatives supporting youth and pre employment activity. While the findings indicate that some trusts are already significantly engaged in supporting initiaitivies, there is evidence that some other trusts are actively exploring opportunities for engagement. However, before the interest and commitment of these trusts might be secured they will need some further information about potential developments and how best to proceed within the context of their current organisational status, local strategy and overcoming some of the barriers that might prevent engagement.

There remains some perceptions by organisations that engagement with the youth agenda will be limited to restrictions of supporting young people in the work place. This points to some further guidance debunking myths about youth engagement and advising of the feasible and supported ways in which organisations can support youth engagement.

Based upon the findings there could be specific opportunity to broker potential initiatives for organisations to engage and participate in rather than organisations themselves setting up local initiatives and a brokered model for support could be an effective use of expertise and resources.

**Next Steps**

* Share the findings of the report with those Trusts participating in the survey. Use the intelligence to identify the priorities for inclusion in the Skills for Health Academy North West Operational Plan.

* Liaise with the Skills for Health research team to produce the local demographic reports to help inform local trust priorities.

* To use demographic reports and organisation profile return to structure a discussion with individual organisations about how Academy supported initiatives might be used to address any of the demographic issues identified. This will be followed up by designated Programme Leads.
* Review and develop some further guidance to help promote organisational understanding about youth matters related to legal issues, risk management and benefits of supporting youth engagement.
* Identify the feasible opportunities for youth engagement and work experience for young people, including further extension of Academy sponsored programmes, Skills Club and Internships.
* Explore through Skills for Health and any local collaborative the potential for utilising the opportunity of the Employer Ownership Fund to develop a bid to put in place some initiatives to address some of the findings identified (To be confirmed).
* Explore the potential for submitting a bid through the ‘Have A Go’ funding initiative, the opportunity to facilitate a range of local career events.
* For those organisations interested in ESOL development, share the guidance document that has been developed and identify local available training provision that they might be able to utilise if required.

MF/Feb. 2013

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| **Trust:** | Stockport NHS Foundation Trust | **Tel:** | 0161 419 4178 |
| **Contact:** | David Jackson | **Email:** | [david1.jackson@stockport.nhs.uk](mailto:david1.jackson@stockport.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Future recruitment: Supporting Careers Events | | | |
| Future recruitment: Supporting Careers Events for Specialist Occupational Areas | | | |
| Pre Employment: Supporting a Pre Employment Programme for participants interested in becoming a Domestic | | | |
| Pre Employment: Supporting a Pre Employment Programme for participants interested in becoming a Catering Assistant | | | |
| Health and Employment Programme - raising community awareness of Health & Wellbeing | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| n/a | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| n/a | | | |

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| **Trust:** | | Wirral Community NHS Trust | | **Tel:** | | 0151 651 0011 | |
| **Contact:** | | Karen Walkden-Smith | | **Email:** | | [karen.walkden-smith@wirralct.nhs.uk](mailto:karen.walkden-smith@wirralct.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | | | | | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | | | | | | |
| Promote Welfare to Work | | | | | | | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | | | | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | | | | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | | | | | | |
| Widening Participation: Providing work experience for 14-16 year olds. | | | | | | | | | |
| Widening Participation: Providing work experience for 16-18 year olds. | | | | | | | | | |
| Future recruitment: Supporting Careers events | | | | | | | | | |
| Future recruitment: Supporting Careers events for specialist Occupational Areas | | | | | | | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Health Care Assistant | | | | | | | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | | | | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | | | | | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Therapies Assistant | | | | | | | | | |
| Cadets: Support a programme leading to a Business Administration qualification | | | | | | | | | |
| Cadets: Support a programme leading to a Finance Administration qualification | | | | | | | | | |
| Cadets: Support a programme leading to a Health Informatics qualification | | | | | | | | | |
| Cadets: Support a programme leading to a Dental Nursing qualification | | | | | | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | | | | | | |
| Capacity is the main barrier, in addition to knowledge of potential sources of funding to support future development. | | | | | | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | | | | | | |
| See above | | | | | | | | | |
| **Trust:** | | Southport & Ormskirk | | **Tel:** | | 01704 704 377 | |
| **Contact:** | | Denise Igglesden | | **Email:** | | [denise.igglesden@nhs.net](mailto:denise.igglesden@nhs.net) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | | | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | | | | |
| Promote Welfare to Work | | | | | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | | | | |
| Limited Financial and physical resources within the NHS | | | | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | | | | |
| To recruit appropriate staffing with the skills mix to support young people in the workplace and the associated funding. | | | | | | | |

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| **Trust:** | Liverpool Community Health NHS Trust | **Tel:** | 0151 296 7797 |
| **Contact:** | Suzanne Wood | **Email:** | [suzanne.wood@liverpoolch.nhs.uk](mailto:suzanne.wood@liverpoolch.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing work experience for 16-18 year olds. | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Health Care Assistant | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre Employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre Employment: Supporting a Pre Employment Programme for participants interested in becoming a Domestic | | | |
| Health and Employment Programme - raising community awareness of Health & Wellbeing | | | |
| Cadets: Support a programme leading to a Business Administration qualification | | | |
| Cadets: Support a programme leading to a Health Care qualification | | | |
| Apprenticeships | | | |
| Also interested in supporting EPP | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| not currently | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Better guidelines and framework | | | |

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| **Trust:** | Liverpool Women’s | **Tel:** | 0151 702 4104 |
| **Contact:** | Hellie Paterson-Brown | **Email:** | [hellie.patterson-brown@lwh.nhs.uk](mailto:hellie.patterson-brown@lwh.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing work experience for 14-16 year olds. | | | |
| Widening Participation: Providing work experience for 16-18 year olds. | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16) | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| No | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Happy to support | | | |

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| **Trust:** | Lancashire Care NHS Foundation Trust | **Tel:** | 0793 280 3751 |
| **Contact:** | Jackie Hayes | **Email:** | [jackie.hayes@lancashire.nhs.uk](mailto:jackie.hayes@lancashire.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Age barriers when working in clinical areas; Service capacity in some areas | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Financial, Marketing. | | | |

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| **Trust:** | Wrightington, Wigan & Leigh NHS FT | **Tel:** | 01942 822 949 |
| **Contact:** | Jon Lenney | **Email:** | [jon.lenney@wwl.nhs.uk](mailto:jon.lenney@wwl.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing work experience for 16-18 year olds. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Capacity and supporting resources | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Funding for Co-ordinator role and mentoring training of NHS staff | | | |

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| **Trust:** | Tameside Hospital Foundation Trust | **Tel:** | 0161 922 6084 |
| **Contact:** | Eleanor Devlin | **Email:** | [eleanor.devlin@tgh.nhs.uk](mailto:eleanor.devlin@tgh.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing work experience for 14-16 year olds. | | | |
| Widening Participation: Providing work experience for 16-18 year olds. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Service/management capacity | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Clear support and guidance from organisations such as yourselves | | | |

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| **Trust:** | North Lancashire Teaching PCT | **Tel:** | 01251 306414 | |
| **Contact:** | Christine Al-Sharif | **Email:** | [christine.al-sharif@northlancs.nhs.uk](mailto:christine.al-sharif@northlancs.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | Unsure |
| Promote Welfare to Work | | | | Unsure |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | Unsure |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | Unsure |

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| **Trust:** | The Christie NHS Foundation Trust | **Tel:** | 0161 446 8422 |
| **Contact:** | Eve Rowlands | **Email:** | [eve.rowlands@christie.nhs.uk](mailto:eve.rowlands@christie.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| The introduction of near schemes/learners into clinical areas would need to be managed carefully to prevent saturation of the learning environment, i.e. there should not be a detrimental impact up current medical and no medical students on clinical placements. Cadet schemes would need the appropriate resources to manage these programmes effectively. | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Funding, further information from skills for health and support | | | |

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| **Trust:** | Lancashire Teaching Hospitals NHSFT | **Tel:** | 01772 528 344 |
| **Contact:** | Karen Swindley | **Email:** | [karen.swindley@lthtr.nhs.uk](mailto:karen.swindley@lthtr.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Also interested in support locally led initiatives to meet local needs | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Services and co-ordination and management of such schemes. There are also health and safety issues with taking on students who are under 18 in a clinical environment | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Funding for a co-ordinator. | | | |

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| **Trust:** | East Cheshire NHS Trust | **Tel:** | 07508 126694 |
| **Contact:** | Brian Green | **Email:** | [brian.green@nhs.uk](mailto:brian.green@nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Future Recruitment: Supporting Careers events | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Capacity within the team - would like to fund a Practice Education Facilitator particularly for this group of potential future employees | | | |
| **What support woulf your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| As above, funding for a Band 7 PEF to work within organisation | | | |

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| **Trust:** | | CWP | | | **Tel:** | 01244 397 255 | |
| **Contact:** | | Jane Tomlinson | | | **Email:** | [jane.tomlinson@cwp.nhs.uk](mailto:jane.tomlinson@cwp.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | | | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | | | | |
| Promote Welfare to Work | | | | | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | | | | |
| Future Recruitment: Supporting Careers events | | | | | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | | | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | | | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | | | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | | | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | | | | |
| Apprenticeships | | | | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | | | | |
| Service capacity - we ran a pre-employment project but struggled to achieve the max numbers despite having enthusiasm across the Trust. Knowledge of funding sources - we are considering running an in house pre-employment scheme alongside a 2nd year of apprenticeships, but are not aware of specific funding routes for either. | | | | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | | | | |
| Specific advisor to meet with Senior Vocational Officer in relation to developing a 2 year plan, specific ways to communicate/raise awareness of such programmes alongside service redesigns and in conjunction with workforce planning. | | | | | | | |
| **Trust:** | Merseycare NHS Trust | | **Tel:** | 0151 471 2356 | | |
| **Contact:** | Lynn Lowe | | **Email:** | [lynnlowe@merseycare.nhs.uk](mailto:lynnlowe@merseycare.nhs.uk) | | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | | | |
| Promote Welfare to Work | | | | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | | | |
| Future Recruitment: Supporting Careers events | | | | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | | | |
| Apprenticeships | | | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | | | |
| We already take Student Nurses and students from other professions; therefore there is a potential issue for service capacity and supervision in practice. In terms of 16-18 years, there may be greater capacity to support these people within the Corporate Services only. | | | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | | | |
| no specific support | | | | | | |

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| **Trust:** | Central Manchester University Hospitals NHSFT | **Tel:** |  |
| **Contact:** | John Harwood | **Email:** | [john.harwood@cmft.nhs.uk](mailto:john.harwood@cmft.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
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| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Funding to support initiatives | | | |

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| **Trust:** | East Lancashire Hospitals NHS Trust | **Tel:** | 01254 735 921 |
| **Contact:** | Victoria Robinson | **Email:** | [victoria.robinson@elht.nhs.uk](mailto:victoria.robinson@elht.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Currently exploring outreach initiatives to reach out to the local community particularly those from minority backgrounds | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| We believe there may be some perceived barriers at application/shortlisting/interview stages from applicants from minority backgrounds and are currently exploring the data behind this to assess what action we may need to take | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| If we opted to progress with this work we would need support in allocating any placement areas for applicants | | | |

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| **Trust:** | Cheshire and Merseyside Teaching PCT Collaborative | **Tel:** | 0151 295 8618 | |
| **Contact:** | Sean Bradbury | **Email:** | [sean.bradley@liverpoolpct.nhs.uk](mailto:sean.bradley@liverpoolpct.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |  |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |  |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | Unsure |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | |
| Apprenticeships | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | |
| Main barrier is our small size. Happy to support roles on a project by project basis, but may not be able to offer something long term | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | |
| Understanding what is required, support mechanisms available and setting realistic expectations of what can be achieved | | | | |

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| **Trust:** | Pennine Acute Hospitals Trust | **Tel:** | 0161 921 4059 |
| **Contact:** | Lynda Spaven | **Email:** | [lynda.spaven@pat.nhs.uk](mailto:lynda.spaven@pat.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| The main barrier at the moment is with service capacity due to re-organisation/de-commissioning. Some placement areas may be reluctant to take learners due to the uncertainty around ward closure/relocation. CIP schemes etc and its possible impact on the learner experience. Offering placements in the current climate requires sensitivity around how at 'risk staff' and staff side representatives view active support of getting people into work. | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Access to draw down funding. Infrastructure funding to support placements/back fills with individuals with complex learning/social needs. Funding to support development of e-learning bite size packages or apps to support learners on placements. | | | |

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| **Trust:** | Mid Cheshire Hospitals Foundation Trust | **Tel:** | 01270 612 142 | |
| **Contact:** | Laura Beetham | **Email:** | [laura.beetham@mcht.nhs.uk](mailto:laura.beetham@mcht.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | Unsure |
| Promote Welfare to Work | | | |  |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | |
| Future Recruitment: Supporting Careers events | | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | | |
| Apprenticeships | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | |
| Service capacity and pressure in clinical areas acts as a barrier to expansion. Many areas already take pre-registration students which have to be a priority for us. Greater knowledge of potential sources of funding may help us in certain circumstances | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | |
| see above | | | | |

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| **Trust:** | Alder Hey Children’s NHS Foundation Trust | **Tel:** | 0151 252 5932 |
| **Contact:** | Paula Davies | **Email:** | [paula.davies@alderhey.nhs.uk](mailto:paula.davies@alderhey.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| The age profile of candidates may preclude them from working within certain types of paediatric setting. The LDA does not allow flexibility in the system for non contract placement activity and the current infrastructure in terms of the level of support which could be given is minimal. | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Dedicated mentorship and funding to make such an experience worthwhile. It would need a level of coordination locally in addition to placement education providers already in place. | | | |

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| **Trust:** | St Helens & Knowsley Teaching Hospitals | **Tel:** | 0151 430 1340 | |
| **Contact:** | Adam Rudduck | **Email:** | [adam.rudduck@sthk.nhs.uk](mailto:adam.rudduck@sthk.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |  |
| Promote Welfare to Work | | | |  |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | Unsure |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |  |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | |
| Future Recruitment: Supporting Careers events | | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Domestic | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Theatre Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | |
| Apprenticeships | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | |
| Main limitation relates to organisational capacity | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | |
| Support required would be to increase capacity which given the current pressures on staffing and the likelihood that this will increase as staffing numbers are sqozen is likely to remain unchanged. | | | | |

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| **Trust:** | Manchester Mental Health and Social Care Trust | **Tel:** | 0161 882 2083 | |
| **Contact:** | Jodie McCarthy | **Email:** | [jodie.mcarthy@mhsc.nhs.uk](mailto:jodie.mcarthy@mhsc.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | | Unsure |
| Promote Welfare to Work | | | | Unsure |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | | Unsure |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | Unsure |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | |
| Apprenticeships | | | | |
| Although "unsure" was ticked in Q2 these would mostly be areas of interest. | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | |
| Service capacity and supervision arrangements predominantly | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | |
| Pre-prepared information packs and expectations for hosting services and supervisors, plus pre-prepared pack/templates for participating individuals regarding the placement | | | | |

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| **Trust:** | Bridgewater Community Health NHS Trust | **Tel:** | 01625 867 782 |
| **Contact:** | Karen Seddon | **Email:** | [karen.seddon@brisdgewater.nhs.uk](mailto:karen.seddon@brisdgewater.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience for 14-16 years old. | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Widening Participation: Providing a Skills Club (a programme of skill development delivered over approximately 6 weeks for a designated group of learners, usually under 16. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Therapy Assistant | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Service capacity will continue to be an issue, particularly in clinical environments where there is an increased throughput of pre-reg learners requiring mentorship and supervision. Capacity within the L&D infrastructure limits the activity and determines the pace and volume of the new programmes that can be established and consistently supported. There is a significant place of work to be undertaken that affects the cultural change required to embed this approach to workforce supply and development. | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Something similar to the peripatetic role undertaken by WBEFs, but offering hands-on operational support in awareness raising of potential benefits and practical advice and support. | | | |

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| **Trust:** | Greater Manchester West Mental Health | **Tel:** | 0161 723 658 |
| **Contact:** | Kashif Haroon | **Email:** | [kashif.haroon@gmw.nhs.uk](mailto:kashif.haroon@gmw.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Future Recruitment: Supporting Careers events | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| Learning infrastructure plays a large role in managers being able to identify gaps in their service and allocate resources to fill those gaps. Knowledge of scheme is needed. Potential service capacity may be an issue. | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Clear guidelines about the schemes shared through various networks (e.g. HRDs, L&D Leads, HR Forums, Recruitment teams, NHS Jobs 2). Supporting website for NHS with clear information about the schemes, how to support young workers, documentation required. Needs to be given priority over other areas - and for that priority to be set nationally. | | | |

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| **Trust:** | Bolton NHS Foundation Trust | **Tel:** | 01204 390 971 | |
| **Contact:** | Rod Hahlo | **Email:** | [rod.hahlo@bolton.nhs.uk](mailto:rod.hahlo@bolton.nhs.uk) | |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |  |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |  |
| Promote Welfare to Work | | | | Unsure |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |  |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | | Unsure |
| **Which potential initiatives would your organisation be interested in supporting?** | | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | | |
| Future Recruitment: Supporting Careers events | | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Healthcare Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Clinical Support worker | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Catering Assistant | | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | | |
| Health & Employment Programme – raising community awareness of Health & Wellbeing | | | | |
| Cadets: Supporting a programme leading to a Healthcare qualification | | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Finance Administration qualification | | | | |
| Cadets: Supporting a programme leading to a Health Informatics qualification | | | | |
| Cadets: Supporting a programme leading to a Dental Nursing qualification | | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | | |
| Currently in turnaround so a challenging time hence earlier response | | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | | |
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| **Trust:** | Cumbria Partnership NHSFT | **Tel:** | 0777 616 4034 |
| **Contact:** | Nikki Bridson-Nelson | **Email:** | [nikki.bridson-nelson@cumbria.nhs.uk](mailto:nikki.bridson-nelson@cumbria.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Widening Participation: Providing Work experience 16-18 years old. | | | |
| Future Recruitment: Supporting Careers events | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Business Administrator | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Meeter & Greeter | | | |
| Pre employment: Supporting a Pre employment programme for participants interested in becoming a Receptionist | | | |
| Cadets: Supporting a programme leading to a Business Administration qualification | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
| One concern is around the CRB checks needed for each person who will support young people under the age of 18 | | | |
| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| 14-18 | | | |

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| **Trust:** | Blackpool Teaching Hospitals | **Tel:** | 01253 655 247 |
| **Contact:** | Nicky Wright | **Email:** | [nicky.wright@bfwh.nhs.uk](mailto:nicky.wright@bfwh.nhs.uk) |
| **Is your organisation interested in identifying and developing any local engagement initiatives?** | | | |
| Develop partnerships with local skills providers and employment support organisations wishing to collaborate to reduce local health inequalities through skills development. | | | |
| Promote Welfare to Work | | | |
| Contribute towards developments that will promote youth engagement enhancing health, well-being and employment opportunities | | | |
| Contribute towards developments that will contribute to reducing local youth unemployment | | | |
| **Which potential initiatives would your organisation be interested in supporting?** | | | |
| Future Recruitment: Supporting Careers events | | | |
| Future Recruitment: Supporting Career Events for Specialist Occupational Areas | | | |
| Apprenticeships | | | |
| **Does your organisation have any specific barriers which prevent its involvement in Youth or Welfare to Work Skills activity?** | | | |
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| **What support would your organisation find helpful to enable your involvement in Youth and Welfare to work Skills activity** | | | |
| Continued up to date information as we currently receive from SFHA | | | |