



Prince's Trust

**WORK
WITH US**

**CONFIDENCE.
COURSES.
CAREERS.**

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Hello!

Thank you for your interest in partnering with The Prince's Trust. The next few pages will cover information about the charity, an overview of our four year partnership with HM Department of Health and Social Care, and detail about working with us. If you have any questions, please get in touch with your business contact at The Prince's Trust.



What is The Prince's Trust?

The Prince's Trust was established in 1976 to help with the record number of unemployment and spreading of riots across Brixton, and, a few years later, in Birmingham, Leeds, and Liverpool where young people felt like they didn't have a stake in society.

Since that time, we've been an action-oriented charity, supporting young people between the ages of 11-30, particularly those who have been marginalised or are disengaged, to get into employment; education; or training, helping to build both confidence and skills.

How does The Prince's Trust work?

We do this in a few different ways:

- we offer grants to people who already have the skills and confidence to pursue a career path but need financial support.
- we run programmes to help young people build confidence which, for some, is a very immediate barrier to being able to access work.
- we run programmes which integrate work placements; class-based learning; and interviews, giving young people the practical skills and knowledge to get a job.

While our cause might have started in the 70s, there is still a high level of unemployment across young people. **According to the most recent government statistics there are over 780,000 young people not in employment, education, or training*.**

There are, on average, over 100,000 vacancies in NHS England and 122,000 vacancies across the rest of the Health and Social Care sector. We want to help by recruiting young people into those vacancies.

We've already had great success in the East of England and Scotland.

In the East of England, we've run 102 programmes working with 40 partners, supporting over 1,055 young people through our programmes. Across all our programmes, we ensure patient care is at the heart of everything.

We aim to recruit 50% of the young people who attend our programmes into jobs by the end of it. Of the 1,055 programme attendees, 648 were successful in getting a job and are still working in the sector now.

To grow the success of this programme, in 2019 The Department for Health and Social Care awarded The Prince's Trust a grant of £20,000,000. The Prince's Trust is contributing a further £7,000,000.



My name is Alice Schollar. I am 25-years-old, currently studying at the University of East Anglia.

“Before I got in touch with The Prince’s Trust in 2015, I was suffering with poor mental health and had no real structure in my life. Between 2010 and 2015 I had been in and out of work, with no stability and had no support for my mental health. Since I was young, I had always wanted to become a nurse, but I struggled throughout school as I was carrying childhood problems around with me and not addressing them. By the time I finished my GCSEs, I hated education and felt totally unsupported.

I had involved myself with a bad group of people and found myself in an unhealthy relationship. I had lost my identity and had contemplated suicide a couple of times throughout 2015.

In October 2015, a family friend referred me to The Prince’s Trust through Norfolk Constabulary. After a traumatic few months and some real eye openers, I had reached a stage in my life where I needed something to change, I needed some drive and something to aim for. The Prince’s Trust recommended a *Get into Hospital Services* programme.

The programme changed my life. It helped me with my confidence, my mental health and my whole outlook on life. I had my spark back. I applied for a Healthcare Assistant position at the Norfolk and Norwich University Hospitals Foundation Trust, which I was successful for. I was also told about the Access to Higher Education course at City College Norwich. I started back in education in 2016, and in September 2017 I started my Adult Nursing Degree at the University of East Anglia.

I am now living in Norwich and in my last year of university. My whole life has changed. My outlook is much brighter, my mental health has dramatically improved, thanks to The Trust putting me in touch with the right organisations.

I was also a Young Ambassador for The Prince’s Trust during 2016-2017. This role gave me the opportunity to tell more young people about The Trust and to meet with other organisations to tell them why supporting this charity is so important. I went sailing for a week with a group of people from The Prince’s Trust and Help for Heroes, which was a life-changing experience. I also had the pleasure of celebrating HRH The Prince of Wales’s 70th birthday at Buckingham Palace last year.

I have just applied for my first nursing position in the British Army, with the hope of completing my masters in Tropical Medicine. I cannot thank The Trust enough for what they have done for not only me, but for my family and friends too. They helped me discover me again.”

Our difference

Using our social media channels; operations team; and partnerships with Job Centre Plus and national brands, we are already reaching young people looking for employment. And we know what works for them. That's why 74% of our participants are no longer NEET (not in education, employment or training).

We are best-placed to communicate that a career in Health and Social Care is for people like them because:



We are firmly established with a nationwide reach.



We provide pastoral care to those who are successful in their job application.



We purposefully support marginalised groups to help our public services look and sound more like the local community so they become anchor institutions.



Our programmes are carefully tailored to meet the needs of each Trust, in line with their values, and focus on improving patient care.



Dino Miguel Lopez

**Norwich
Linen Services Porter**

For Dino, completing The Prince's Trust *Get into Health and Social Care* programme in 2013 offered him more than a job – he met his future wife there too!

Dino Miguel was unemployed and had previous experience in the building sector. He was looking for a permanent job, which would give him some stability.

He completed the first four weeks of the programme with Serco, which extended several times to enable him to increase his skills in additional departments.



I'm feeling positive about the future. I have a great team of work mates and the bonus was I met my fiancé on the programme too! We're both working with the Serco procurement team. It was all meant to happen in more ways than one.



Our programmes



Rachel Smyth
Healthcare Assistance

Get into

Typically lasting from 4-6 weeks, this in-depth programme will focus on increasing young people's chances of securing employment in the many different career paths available within the sector. It is a combination of class-based learning and hands-on work placements.

Requirements: Cohorts of up to 16 people.



Karen Lackenby
Bank staff

Get Started

2-3 day intensive programme of placement, employability skills training and multiple organisation interview

Delivered by industry experts

30 young people interviewed for at least 20 entry-level vacancies



Natalie Mattheson
Healthcare Support Worker

Mentoring

1 to 1 support for delegates for up to 6 months after completion of the programme.

Approximately 50% of young people will access this.



We design our programmes to fulfil the vacancy needs of the employer partner.

For some this might mean a programme which covers a combination of job roles such as Business Admin, Clinical Services, Customer Services, Digital, Estates and Finance. We can also run programmes for a single job role (e.g. Healthcare Assistants) if this is the main requirement.

On the following page is a sample timetable for a *Get into Health and Social Care* programme.

Sample timetable

Week 1 and 2 consist of accredited modules to ensure that all attendees have the core knowledge needed to work in the sector. The final four weeks are placement-based so attendees can develop the practical skills needed at work.

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|------------------|--|--------------------------------|------------------------------|--|------------------------------------|
| Week 1 | Professionalism at Work and Positive Mindset | Customer Service in Healthcare | Equality and Diversity | Safeguarding and Respect in Healthcare | Communicate, Values and Principles |
| Week 2 | Conflict Management | Infection control | Food safety | Allergens | Allergens |
| Weeks 3-5 | Work placement | Work placement | Work placement | Work placement | Work placement |
| Week 6 | Work placement Interviews | Work placement Interviews | Work placement Interviews | Work placement Interviews | Celebration Day |

Taster Day: The first stage of the programme, facilitated by Prince's Trust staff and the delivery partner. Young people are invited to take part in some workshops and/or interviews. Following this, successful candidates are invited to take part in the programme. Young people who are not selected or decide not to proceed, are signposted to other Prince's Trust programmes.

Engagement Days: If there is a delay between the Taster Day and the start of the programme, young people are invited to Engagement Days to preserve their interest. These sessions can include themes such as money management, health and wellbeing, and team building. This time is also used to ensure DBS checks are in place, ID badges are issued and online training is completed.

Matching each young person to a mentor: Young people who take part in the programme are matched to a mentor who will provide ongoing pastoral care and support. The mentor supports the young person when they are facing challenges which also helps job retention. Young people who are employment-ready will also be supported in finding job vacancies, completing applications and preparing for interviews.

We financially support the expenses of the programme, including while on their work placement (e.g. lunch, uniform, transportation).

However we do need other support from you.

Below is a summary of the responsibility split between The Prince's Trust and employer partner.

| | The Prince's Trust | Employer Partner |
|---------------------------------------|--|--|
| Get into Heath and Social Care | As this programme integrates offsite and on-the-job learning, the split of responsibilities will be managed on a programme-by-programme basis. | |
| Get Started | <p>Provide:</p> <ul style="list-style-type: none"> - Inspirational sessions which prepare young people for interviews. - Format for the day. - Staff and volunteers who help young people present their best selves. - Collated feedback to young people. - Candidate preparation for the speed interview. | <p>Provide:</p> <ul style="list-style-type: none"> - Entry-level positions available. - A short verbal presentation describing vacant job roles, different heath and social care settings. - A job interviewer who is confident at delivering time-constrained interviews and is able to progress the recruitment process. |
| Mentorship | The Mentoring programme is fully provided by Prince's Trust volunteers. We particularly encourage the recruitment of those with Health and Social Care backgrounds where possible. | No support required but we would like to encourage your staff to join our volunteer programme. |



Outcomes

During 2018/19, we supported 65,138 young people. 43,379 were new to The Prince's Trust; 21,759 received ongoing support from the previous year¹:

Of the young people who have participated in programmes in 2018/19 in England:

- › 25% of young people engaging on our programmes are of BAME ethnicity
- › 28% self-report a disability
- › 10% are LGBTQIA*



Before I went on The Prince's Trust programme my mental health was 6/10. I felt down on life. I'd now say I am 9/10 – happy with life and my job. My mental health is so much better since working again. I'm even thinking about studying with The Open University. My future feels bright.

¹ The Prince's Trust Annual Report, 2018-2019

² 'The business case for employability programmes in the NHS', Health Education England and Accenture, 2018.

The partnership in a snapshot

The timeline

January 2020 – September 2024.

The numbers

- › £27m programme: £20m DHSC and £7m Prince's Trust match-funding
- › 10,000 young people (aged 16-30) move into Health and Social Care entry-level employment.
- › 150 health and social care organisations work with The Prince's Trust to address their workforce demand.

The process

- › Three key programmes (Get into, Get Started, Mentoring).
- › Potential to develop generic and specialist programmes involving a range of placement opportunities.
- › Building on existing relationships and (re)establishing new ones.
- › Employers need to provide access to employment opportunities e.g. guaranteed interview.

The results

- › Building a younger, more diverse workforce within the sector.
- › Create a supply of new workers to help address high vacancy levels.
- › Increase in young people's social mobility, affecting long-term social, economic and health outcomes.
- › Adds significant social value to recruitment processes.
- › Meeting employer needs through flexible delivery models.
- › Improved employment retention achieved by providing young people with ongoing support.



We will be finding entry-level roles in Health & Social Care for 10,000 young people in England over the next 4 years.

How many of this committed new workforce would you like?



**START
SOMETHING**

To find out more or to sign up:
Visit: princes-trust.org.uk/health
Call: **0800 842 842**

