



Prince's Trust



East Lancashire Hospitals
NHS Trust

Supporting young people into the NHS

8 September 2020

Webinar Schedule

Title	Led by	Approx. time
Introduction	Ciara Luscombe, Programme Lead, NHS Employers	12:00-12:05
The Prince's Trust – working in Health and Care	Ruby Smith, NHS Director, The Prince's Trust	12:05-12:20
Case study – East Lancashire Hospitals NHS Trust	<ul style="list-style-type: none"> • Gillian Cairns, Education & Workforce Lead • James Maguire, Director Estates & Facilities • Suzanne Lang, Vocational Pre-employment Co-ordinator 	12:20-12:45
Q&A	Ciara Luscombe, Programme Lead, NHS Employers	12:45-13:00

Webinar aims

1. To raise awareness of youth unemployment and NHS workforce vacancies.
2. To develop an understanding of The Prince's Trust health programmes.
3. To hear from East Lancashire Hospitals NHS Trust on its experience of recruiting young people through The Prince's Trust 'Get Into Hospitals' programme.
4. To help you/your organisation think about recruitment differently.

543,000

young people 16-24
unemployed
April-June 2020

12.7%

unemployment rate
16-24 year olds
April-June 2020

88,631

advertised vacancy
FTE in England

22,982

Bands 2-4

We are the NHS: People Plan 2020/21



- ✓ To ensure that staffing reflects the diversity of the community...
- ✓ To increase recruitment to roles such as clinical support workers...as potential career pathways to other registered roles
- ✓ And to offer more apprenticeships, ranging from entry-level jobs through to senior clinical, scientific and managerial roles.



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THE PRINCE'S TRUST – WORKING IN HEALTH & CARE

OUR AMBITION IS TO

- **SUPPORT YOUNG PEOPLE TO FIND GOOD WORK IN THE HEALTH/CARE SECTOR**
- **SUPPORT THE HEALTH/CARE SECTOR TO DIVERSIFY ITS WORKFORCE AND SOLVE RECRUITMENT AND RETENTION CHALLENGES**



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FUNDING

- £20m Department of Health & Social Care
- £7m match funding via Prince's Trust corporate partners & donors



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OUR PROGRAMMES

GET INTO

6-8 weeks of learning and work experience

GET STARTED

3 days of group support and opportunities to meet employers

MENTORING

121 support and guidance to find and sustain work



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GET IN TOUCH

RUBY.SMITH@PRINCES-TRUST.ORG.UK



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Presentation: THE PRINCE'S TRUST – NHS PARTNERSHIP _ OCT 2018

By: ALBAN STOWE

Date: 31 OCTOBER 2018

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Gillian Cairns – Education & Workforce Lead
James Maguire – Director of Estates & Facilities
Suzanne Lang - Vocational
Pre-employment Co-ordinator
East Lancashire Hospitals NHS Trust





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Gillian Cairns

Education & Workforce Lead

East Lancashire Hospitals NHS Trust



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The Big Picture

- 2019 Indices of deprivation, Burnley 17th & BWD 14th most deprived area in England (out of 317)
- Research confirms that local people tend to stay in local employment. At the Trust, there are over 7599 staff out of a total of 9335 who live within the BB Postcode 81%
- The unemployment rate in East Lancashire is 3.5%, nationally 3.9%



- Nationally and locally workforce gaps within the NHS would suggest that previous approaches to meet supply issues are now ineffective and costly and that a new solution is needed.
- The Trust is one of the largest employers in East Lancashire and is committed to the Widening Participation agenda.
- ELHT has a social responsibility to recruit from the local population as well as this contributing to the stability of the workforce.



Estates & Facilities

- **57%** - are aged 50+
- **5%** - are 24 years or younger
- Current vacancy rate – 2.4%





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The Journey so Far

- Supported by a funding opportunity from HEE The Princes Trust approached ELHT in 2017 and the first 'Get Into Hospitals' programme was piloted and HR implemented the programme.
- 10 Young people completed the first programme (May 2017) and 4 progressed into bank employment.
- Following successful evaluation of the pilot the decision was made to embody the programme into our recruitment strategy
- The post of Vocational Pre-employment Co-ordinator was created in November 2017 with funding from HEE.



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Suzanne Lang
Vocational Pre-employment Co-ordinator
East Lancashire Hospitals NHS Trust



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Prince's Trust – Get Into Hospitals

- 4 week programme includes work experience and employability skills.
- Taster Day
- Paperwork day
- Trust Induction
- Work Placements
- Employability skills training
- Celebration Event
- Continually evaluated and improved.



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Outcomes

- ELHT have delivered 7 programmes to date
- 66 Young People have completed the course
- 56 of those have been offered employment on the staff bank at ELHT (86%)
- The WBET team continue to support the young people with assistance to apply for substantive roles and to date 15 young people have gained substantive contracts at ELHT
- The next programme will commence in September 2020 to include placements as Patient Service Assistants, Catering Assistants, Logistics Assistants and Health Care Assistants
- ELHT are committed to deliver 3 Get Into Hospitals programmes annually
- **The Programme is recognised as part of ELHT recruitment strategy and a successful enabler in meeting our workforce gaps from within our local community.**

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What the Young People Think :

- Thomas Pemberton (Laundry Assistant)– “ I would highly recommend The Prince’s Trust programme for anyone who wants to get themselves into work but needs that little helping hand or even those people that have an interest in becoming part of the ELHT family. Once the door is opened the opportunities can only expand and that is down to you.”
- James Mitchell (Domestic) – “If you are interested in a career within the NHS my advice is to join the ‘Get Into Hospitals’ programme. Go for it, push yourself and the opportunities will become available if you work hard. I am looking forward to working within the NHS for the rest of my career, this is just the beginning for me”
- Macauley Brown (Diabetic Foot Team Service Co-ordinator) – “The Get Into Hospitals scheme improved my confidence and gave me a good insight into how an office operates within the Trust. Since completing the course in March 2018 I have worked in various roles at ELHT and have progressed to my current position, the programme has opened doors and helped me build my skills and experience.”



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Naomi completed The Prince's Trust programme in February 2018. She was offered employment on ELHT staff bank- this initially suited Naomi as she is a busy mother to 3 young children so she could select to work hours that fitted around her family life. Naomi gained skills and experience and when she was ready applied for a substantive role as a Patient Service Assistant and now works full time at ELHT and is a real asset to the team.



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Mohammed completed The Princes Trust programme in February 2018
He was initially offered employment on ELHT staff bank as a Patient Services Assistant.
Mohammed worked regular shifts as a PSA but aspired to become a HCA.
He applied internally and secured a substantive band 2 HCA role, he has since progressed to a band 3 HCA role and plans to apply for a TNA position and progress to become a RGN in the future.



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Zalaika has a level 5 qualification and completed her work placement in the finance department in August 2019.

She was offered employment on ELHT staff bank as an administration assistant. Zalaika now works regular bank shifts with the Occupational Health & Staff Engagement Team.

She is applying for substantive roles and is looking forward to a rewarding career at ELHT.



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Lessons Learnt

Gillian Cairns

Suzanne Lang

East Lancashire Hospitals NHS Trust



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Lessons Learnt

- **Pre-Employment Co-Ordinator**
- **Selection**
- **Checks**
- **Induction**
- **Preparation for Placement**
- **Embedding**



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James Maguire Director of Estates & Facilities

East Lancashire Hospitals NHS Trust



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Staff Feedback:

“The Prince’s Trust not only provides local young people with exciting opportunities to experience working life, but it enables organisations and teams such as ours to broaden our recruitment horizons and benefit from an injection of youthful energy. The enthusiasm from our recent intake has been tangible and quite inspiring, and in Patient Services we actively look forward to meeting each new group so we can find our stars of the future.”

Andrew Taylor - Patient Services Manager



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Jim Maguire - Director of Estates and Facilities

“The Division has never looked back since partnering with The Prince’s Trust programme. Although the programme is so valuable to the individuals involved I have to say it has been and continues to be a great asset to ELHT. We get individuals who have already been nurtured by The Prince’s Trust and by the time they enter ELHT they have already been learning key skills to assist them within the work environment. The enthusiasm I have seen from individuals has been mind blowing and I know that when they have been given the chance to work for ELHT they never disappoint. It’s the pleasure you get when you first see the individuals arrive at the Trust and then when you see them present after completing the programme; its like meeting a different team”.

“It has to be said that The Prince’s Trust Partnership with ELHT doesn’t happen without a tremendous amount of effort behind the scenes. As a Division its quite easy for us to offer places to the right candidates. The difficult bit is the work behind the scenes with each candidate preparing them for work, helping with home commitments and giving them the confidence to push on and form a new career within ELHT”.

james.maguire@elht.nhs.uk



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Director Feedback:

- Estates and Facilities advantage
- Career pathway
- Youth v Experience
- Don't underestimate the importance of the role



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Thomas Pemberton



<https://www.youtube.com/watch?v=u7QO-FsX6zY>

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Question and Answer session

We have received several questions throughout the webinar...

Please keep sending them through.



Thank you



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[Case study with East Lancashire Hospitals NHS Trust](#)