

RECRUITING YOUNG PEOPLE WITH THE PRINCE'S TRUST

For over a decade, The Prince's Trust has run courses to connect its pipeline of young talent (16-30 years old) into health and social care careers. In 2019, The Department of Health and Social Care, in collaboration with Health Education England, invested in scaling up the courses as part of its "widening participation" strategy.

The Department gave The Prince's Trust a four-year grant to support 10,000 young, work-ready people from diverse backgrounds into jobs, helping organisations recruit a workforce reflective of the local community. The Prince's Trust has core courses to support this ambition (see page 2) and these can be delivered in different ways (see page 3).

Discover how you can work with The Prince's Trust to reach your "widening participation" and recruitment needs.

PRINCE'S TRUST PROGRAMMES

You'll find below the three core programmes designed by The Prince's Trust to support young people into the health and social care sector. On page 3, read about the delivery models.

GET STARTED

What is it?

'Get Started' is 2-5 day course supporting those who struggle with the job application process.

Who is it for?

Young people (16-30 years old) who are job-ready and want to work in the healthcare sector. Following the course, young people mainly start Band 2/3 roles, such as HCSW and Admin Assistant.

How does it work?

During the first part of the course, participants will receive help building their CV, developing interview skills, improving their confidence, and learning more about the healthcare sector.

The second part of the course takes place on the final day, when NHS employers will be invited to attend interviews with young people who live within a commutable distance of the organisation and are interested in the job role.

Who is it suitable for?*

Employer partners
Partner course (secondment)
Partner course (delivery)

GET INTO

What is it?

'Get into' is a 4-10 week-long course to help young people gain the experience and confidence to get a job in the healthcare sector.

Who is it for?

Young people (16-30 years old) who are work-ready and would benefit from work experience to build their confidence. Following the course, young people mainly start Band 2/3 roles, such as HCSW and Admin Assistant.

How does it work?

The course is a mixture of classroom and on-site learning. Organisations will host participants in one or multiple departments to learn more about the sector and inspire them to join it. They may gain a relevant qualification and will improve their employability skills.

For this course to be successful, NHS Trusts should have vacancy opportunities that young people can succeed into.

Who is it suitable for?*

Employer partners
Partner course (secondment)
Partner course (delivery)

MENTORING

What is it?

Mentoring, sometimes known as 'Coaching', provides young people with 6 months of support as they move into work. Mentoring is recommended for all young people and can be a standalone offer or work alongside a 'Get Started' or 'Get into' course.

Who is it for?

Young people (16-30 years old) who need one-to-one guidance to give them the knowledge and confidence to succeed. They may also have previous experience in another sector, need longer-term support, or have other responsibilities which prevent them from attending a course, such as being a personal care-giver. Following Mentoring, young people mainly start Band 2/3 roles, such as HCSW and Admin Assistant.

How does it work?

Mentors are a group of volunteers who are recruited, trained, and managed by The Prince's Trust or Health Futures Fund organisation. A mentor will be matched with a young person and support them for up to 6 months, dependent on need.

Who is it suitable for?*

Employer partners
Health Futures Fund

WAYS TO BE INVOLVED

EMPLOYER PARTNER

Recruit from Prince's Trust course where job-ready, engaged young people are prepared for roles in the NHS.

How does it work?

You will work with your local Prince's Trust team to decide which course(s) are right for you. You can then co-design course structures that meet your employment needs and available resource.

You will confirm any vacancies you wish to recruit for at least 10 days before the course starts and provide job descriptions.

On the final day of the course, you will have the opportunity to interview young people interested in your vacancies and a career in the sector.

It's the best fit for NHS trusts who:

- have a strong recruitment need
- want support achieving "widening participation" ambitions
- have limited recruitment resource and are looking for an easy, flexible way to recruit
- want to access the Prince's Trust talent pipeline: young people who are committed and ready for employment

This pathway is free of charge. Contact your Prince's Trust representative for next steps.

PARTNER COURSE (SECONDMENT)

Take on a seconded member of the Prince's Trust team to run courses across your organisation.

How does it work?

The Prince's Trust will second a Youth Development Lead (YDL) from its health and social care team to your organisation. YDLs are responsible for the delivery of Prince's Trust courses and will tailor them to meet your recruitment needs.

The YDL will be responsible for the recruitment of young people to courses, ensuring there is a strong cohort for each one. They will also match the young person to a Prince's Trust mentor who will support them during their first six months of work.

You should ensure course participants have the opportunity to interview and be hired into your organisation.

It's the best fit for NHS trusts who:

- can commit to achieving 60 'outcomes'** over a year
- have a good understanding of Prince's Trust courses
- want support achieving "widening participation" ambitions
- want to utilise Prince's Trust expertise on behalf of the organisation

This pathway is funded by The Prince's Trust. Contact your Prince's Trust representative to express your interest in applying for funding.

PARTNER COURSE (DELIVERY)

The Prince's Trust will provide funding for your organisation to run Prince's Trust courses for young people.

How does it work?

Your organisation will be responsible for running Prince's Trust courses, including recruiting young people; ensuring there is a strong cohort of young people for each course; and ensuring there are live roles for young people to be recruited into.

Young people will also be matched with a Prince's Trust mentor to support them in their first 6 months of work.

The Prince's Trust will provide best practice in terms of course content and design.

It's the best fit for NHS trusts who:

- can commit to achieving 60 'outcomes'* over a year
- have the resource to run Prince's Trust courses
- have a good understanding of Prince's Trust courses
- want support achieving "widening participation" ambitions
- want to utilise Prince's Trust expertise on behalf of the organisation

This pathway is funded by The Prince's Trust. Contact your Prince's Trust representative to express your interest in applying for funding.

HEALTH FUTURES FUND (HFF)

The Prince's Trust 'Health Futures Fund' is a grant given to partners to work with NHS Trusts to deliver Prince's Trust courses and Mentoring. This includes the SCORE partners**.

How does it work?

HFF partners work in areas which are not covered by the Prince's Trust. This increases the footprint of Prince's Trust courses so that young people nationwide can benefit from Prince's Trust support.

If The Prince's Trust does not currently service your area, your Prince's Trust contact can introduce you to a HFF organisation. A HFF organisation may also approach your organisation directly if they identify a potential need.

HFF organisations will help fill your vacancies, supplying you with engaged young people who have benefitted from the 'Get Started' and 'Get into' courses, or 'Mentoring'

It's the best fit for NHS trusts who:

- have a strong recruitment needs in a location not currently serviced by The Prince's Trust
- have a good understanding of Prince's Trust courses
- want support achieving "widening participation" ambitions
- want to utilise Prince's Trust expertise on behalf of the organisation

This pathway is free of charge. Contact your Prince's Trust representative to find out which suppliers are operating near you.

EXAMPLES IN PRACTICE

EMPLOYER PARTNER

Who:

Lewisham and Greenwich NHS Trust

Background:

Lewisham and Greenwich NHS Trust identified a gap in its workforce and required additional healthcare assistants (HCAs) due to the demands of the covid-19 pandemic.

Next steps:

In January 2021, the trust formed a partnership with The Prince's Trust to develop and sustain a pipeline of HCAs.

The resourcing team brought in their hiring managers, explaining that the only time they needed to commit was on the final day of programme to interview high quality candidates who were able to start quickly.

Results and benefits:

61 young people completed the course and 29 have secured jobs.

Hiring managers fed back that Prince's Trust candidates were motivated, knowledgeable and outperformed those who applied for roles directly.

The trust moved from re-active recruitment to a proactive approach.

PARTNER COURSE (SECONDMENT)

Who:

Black Country and West Birmingham (BCWB) ICS

Background:

The Prince's Trust team identified a need to strengthen relationships and address workforce shortages across BCWB ICS.

Next steps:

In September 2021, The Prince's Trust agreed a strategic external secondment partnership with BCWB ICS.

The Prince's Trust advertised the role of pre-employment project coordinator internally, co-interviewed candidates with BCWB ICS and successfully appointed to the role.

Results and benefits:

The Prince's Trust and BCWB ICS have agreed a target that the role will support 75 young people into jobs or apprenticeships in health and social care over 12 months within a defined location.

The secondment is fully funded by The Prince's Trust.

PARTNER COURSE (DELIVERY)

Who:

South Tyneside and Sunderland NHS Foundation Trust (STSFT)

Background:

Despite the ongoing pressures of the covid-19 pandemic, the trust remained committed to developing their future workforce.

Next steps:

In October 2021, The Prince's Trust engaged STSFT to become a course delivery partner. The trust's workforce team delivered Prince's Trust programmes in-house. With access to employment opportunities within the trust, the team were able to match young people to suitable vacancies.

Results and benefits:

40 young people were offered roles across a range of functions within the first two months of delivery.

5 care-experienced young people have been placed on apprenticeship schemes.

People living in the local area have the opportunity to access roles in the NHS.

HEALTH FUTURES FUND (HFF)

Who:

West Ham United Football Foundation, Career Matters, and North East London Health and Care Partnership

Background:

These organisations are working together to support care experienced young people into health and social care roles and successfully bid to become a HFF partner.

Next steps:

The core team will use their knowledge of the needs of children in care, care leavers and care experienced adults to put practical plans in place to support candidates.

Results and benefits:

600 young people will be supported into employment by ringfencing job roles across the health and care system.

Young people will be able to access work experience opportunities.

Mentors will be identified and recruited, including those with lived experience to support young people.

GET IN CONTACT

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