



Bradford Teaching Hospitals  
NHS Foundation Trust



Bradford District Care  
NHS Foundation Trust



Airedale  
NHS Foundation Trust

# Volunteer to Career Project Bradford Allied Health Professionals

Evaluation Findings - June 2023

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# Introduction

- The Volunteer to Career (VtC) programme is designed to support volunteers to pursue a career in health and care. Funded by the Burdett Trust for Nursing, Helpforce has worked alongside several NHS Trusts to set up and implement volunteering projects which incorporate career pathways for volunteers.

**The VtC programme has been designed to support organisation improvement across three key strategic components identified as essential to achieving systemic change:**

- **Clinical/Health and Care Leadership** - Developing a network of senior clinical/health and care leaders to harness their expertise to positively influence wider effective engagement, and ultimately adoption of, VtC projects.
  - **Environment & Culture** - utilise best practices to raise the value of the volunteer workforce in the health and care environment to enhance the likelihood of volunteers wanting to adopt a career in health and care.
  - **Volunteer to Career Pathways** - Develop innovative and impactful volunteer roles and career pathways, linked to local recruitment needs, to encourage/ enable volunteers to use this as a route to a career in the NHS.
- The Bradford Teaching Hospitals NHS Foundation Trust, The Airedale NHS Foundation Trust and the Bradford District Care NHS Foundation Trust run a Podiatry and Activity Champion roles as part of the programme.

- The evaluation sought to answer three key questions: what was the impact of the VtC programme on:
  - Corporate behaviours towards volunteering
  - Enabling individual volunteers to progress towards a career in health and care
  - The attitudes of front-line staff towards volunteer services



# Evaluation approach

## Data Collection Mechanisms

- A **'VtC Self Assessment Tool' (referred to as SAT)** was completed by the project's clinical / health and care lead at the start and then again near the end of their project. The tool measures the organisation against a series of identified categories and questions associated with their volunteering strategy. Also, as part of the SAT, volunteers and staff are invited to complete some additional feedback surveys to provide insight into their perceptions of organisational change.
- **Volunteer surveys** were designed to capture data around the volunteers' level of interest in a health/care career, how they are finding their volunteer role and the VtC programme. The surveys were completed two times; both at the beginning of their volunteering and at a later period. In the three Bradford NHS sites, **five volunteers** completed the volunteer survey at the start of their role and at a later date
- **Staff surveys** were completed at the start and near the end of the VtC project (referred to as pre and post surveys). In the three organisations, **23 staff members** completed the pre survey and **11 staff** completed the post survey.

21  
volunteers recruited  
to the pathway

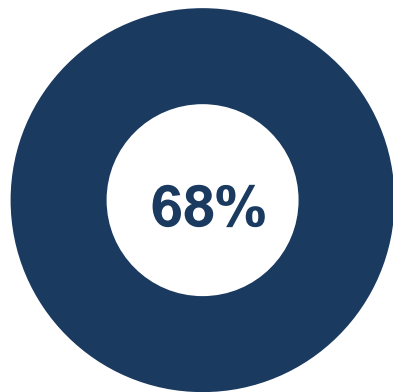
23  
staff pre-surveys  
completed

11  
staff post-surveys  
completed

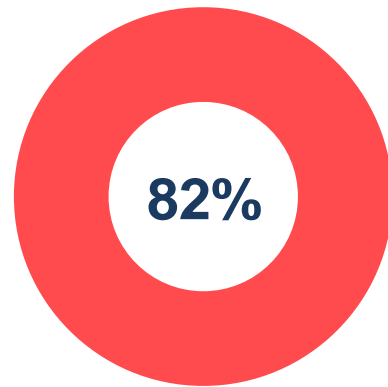
# Evaluation Findings - Organisation

*What is the impact of the Volunteer to Career programme on corporate behaviours towards volunteering?*

First SAT Overall Score

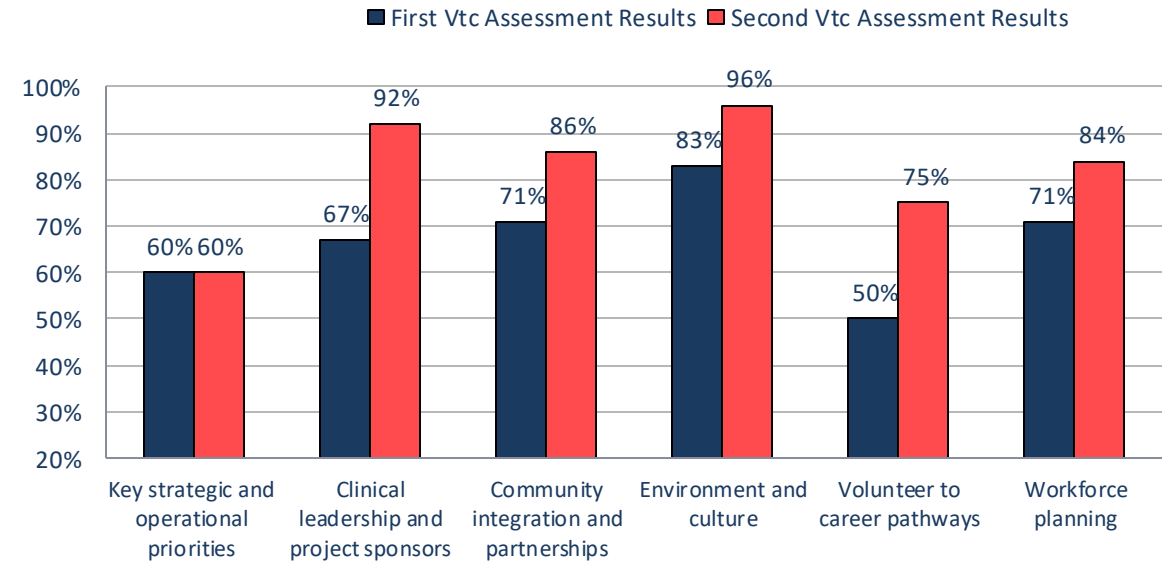


Second SAT Overall Score



- After completing the VtC programme, the three participating organisations in Bradford have shown an **increase in the overall SAT score, improving from 68% to 82%**. Similar to the positive change in the overall SAT score result, **we have observed an improvement in the scores for the five elements of organisational improvement for volunteering.**

First and Second SAT Scores Overview



# Evaluation Findings - Volunteers

  
**1**  
volunteer has taken  
up employment in the  
NHS

  
**1**  
volunteer secured  
further education or  
training related to  
health & care

- As part of the VtC programme, five volunteer to career support plans were in place and 23 volunteer to career support sessions were delivered.
- Through the VtC programme and the career support provided, volunteers applied for two jobs and attended two interviews.
- These applications resulted in one volunteer securing a **nurse job** in the NHS, and one volunteer securing placement in an **Adult Nursing Degree Course**.



“I’ve enjoyed going in, meeting with the patients and knowing I’ve made a difference to people’s lives. It like gives you a warm feeling knowing that it makes the podiatrists lives easier. Time’s been flying since I started it.

It’s helped me build up useful experience and build connections. I’m hoping to do a masters as a Physician Associate next year and this has helped put me in a good position for that. But it’s also been great knowing I’ve helped and made a difference. And to have a taste of what the NHS is like. I’ve learned a lot just from doing a couple of hours a week. I’d recommend VtC to anyone I know. A lot of people I know are struggling to find healthcare experience.

I met lots of different people. A lot have been in the NHS for 10 to 20 years, so I’ve got an insight into the NHS. The podiatry staff are so nice and friendly.”

Amaan – VtC volunteer

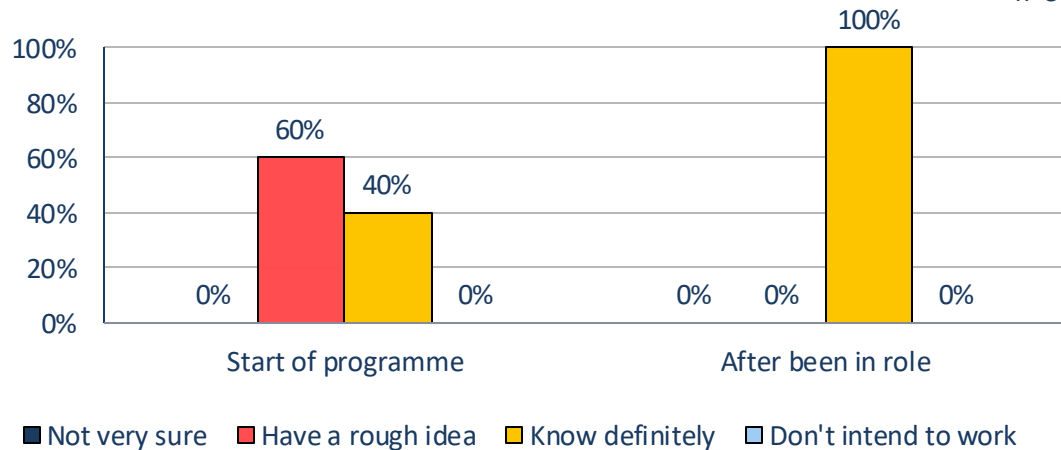


# Evaluation Findings - Volunteers



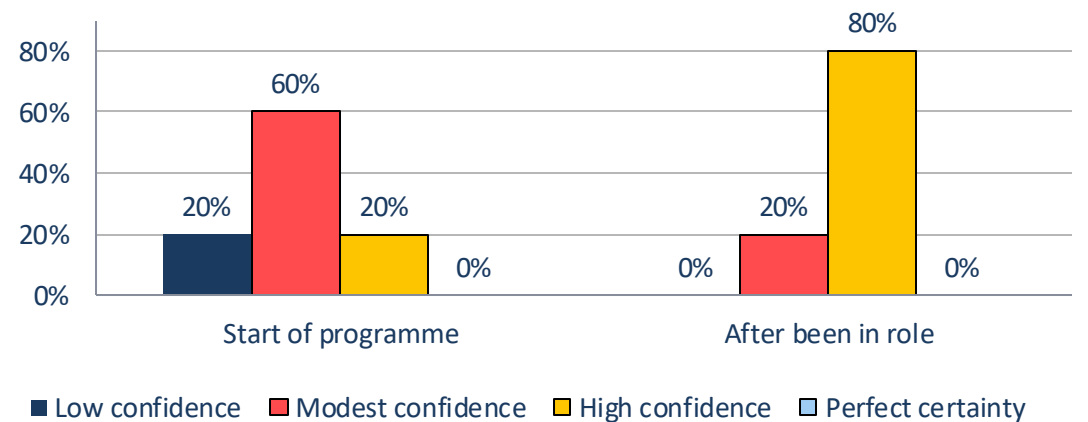
**Ambitions for working life over the next 5 years**

n=5

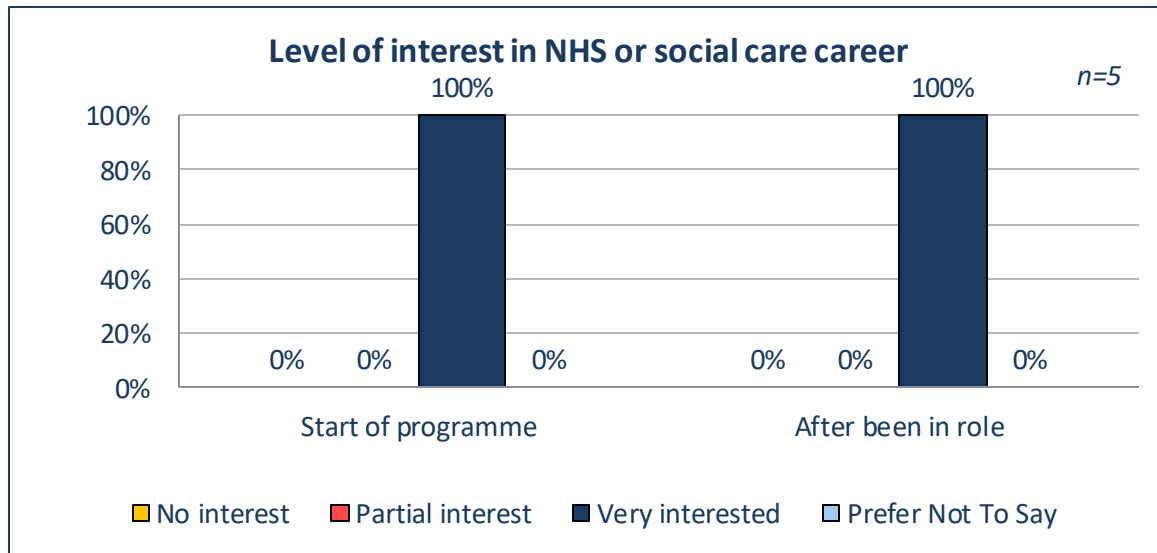


**Confidence in career ambitions**

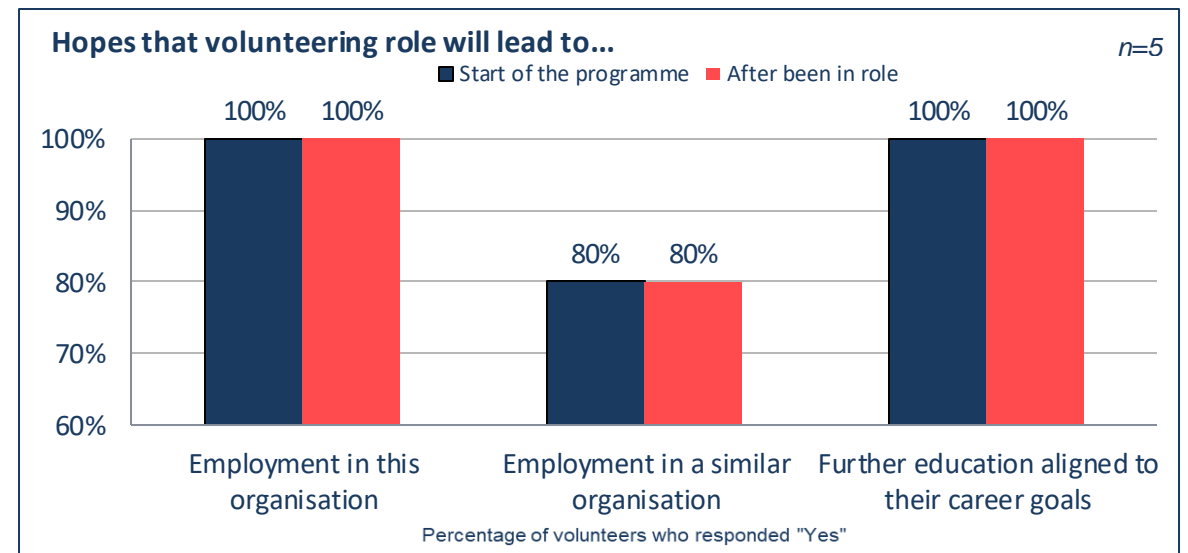
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# Evaluation Findings - Volunteers



- Volunteers were also asked about their hopes if they wished their volunteering role would result in certain outcomes related to their careers, future education, and training. Volunteers reported...





# Evaluation Findings - Staff Members

*What is the impact of the Volunteer to Career programme on front line staff members' view of volunteer services?*



"[The volunteer] volunteered with me in my role as Inpatient Podiatrist on the wards at BRI. He **assisted with transport of equipment, helped with patient treatments, and dressings** and was a **great second pair of hands** during casting sessions and more complex treatments. He **lightened the load somewhat and was always professional, polite, friendly and helpful**. He was **reliable and flexible** and was able to **juggle the demands of his work schedule to fit in and around the demands of our busy team, taking part in a variety of roles and spending time in different clinical areas**. He rarely missed a session; even during periods of annual leave he would show initiative and go and help in another clinical area, helping to clean the clinic, **collect patients and prepare them for treatment**. He was always **interested in the job and showed a willingness to learn** also undertaking diabetic foot assessment training in his own time. I am very grateful for his help. Thank you"

Isabel Wilkinson – Inpatient Podiatrist at Bradford Teaching Hospitals NHS Foundation Trust

# Staff member feedback



"[The volunteer] is lovely - very **reliable, professional and happy to help**. He also seems **genuinely interested in health care**, which is good to see."

Staff member



"My volunteer was **professional, polite, friendly and helpful**. He was **reliable and flexible** and was **able to juggle the demands of his work schedule** to fit in and around the demands of our busy team, **taking part in a variety of roles and spending time in different clinical areas**. He also showed initiative, **interest in the job and a willingness to learn.**"

Staff member



"Always **bring a smile to those around them**. Thank you."

Staff member



"The volunteer that has supported the inpatient Podiatrist has been **very pro-active, supported the service we provide** and been an addition by **providing education to staff and patients.**"

Staff member



"**Everybody benefits, patients get a better experience and company on the ward, volunteer gets experience and builds confidence, staff are relaxed knowing that more patients are getting seen** when they are busy and struggling to fit in the days work."

Staff member



"Volunteers have been **useful engaging patients** in exercise groups and **giving them a break** from being at their bedside."

Staff member

helpforce

Thank you

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