



# Securing Funding Webinar

## 26<sup>th</sup> June 25

### Volunteer to Career Examples:

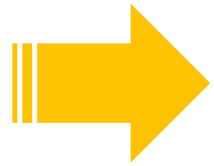
- Making The Case for Internal Funding
- For Healthcare organisations that have a Charitable status, thoughts on other funding routes that could be considered

Mark Burrett, Programme Manager at Helpforce  
Email : [Mrb@Helpforce.community](mailto:Mrb@Helpforce.community)

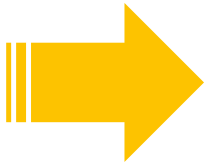


# What is Volunteer to Career (VtC)?

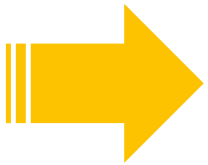
A local workforce solution with the immediate benefit of adding volunteering capacity



The Volunteer to Career programme **identifies** a pathway for volunteers to develop their careers in health and care.



The pathway is **designed** around the organisation's identified **workforce needs**.



And it sets out how volunteers can make **step-by-step progress** and an informed decision about applying for employment or starting education or clinical training.



# Evidence of impact

Helpforce's VtC model is well-proven with a broad array of health & care organisations

## Reach to date (May 2025)

[Helpforce VtC programme](#) has resulted in **61 clinically-led VtC projects** spanning:

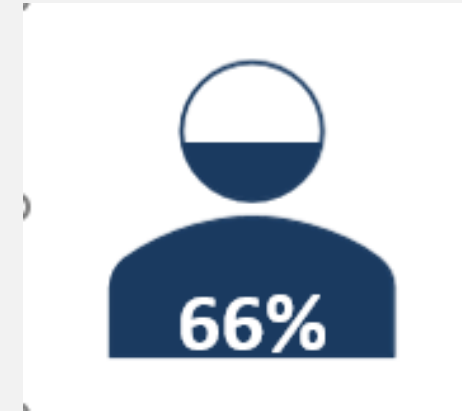
- NHS trusts (acute, community, mental health)
- Ambulance service trusts
- ICBs, Place
- Allied health professionals
- Hospices
- Welsh health board

Of those 61 projects:

- **41 are completed** & evaluated:
  - Of which **31** have since **sustained**.
  - **We helped 12 of these organisations raise a total of £520k to help continue running and scale up.**
- **20 are in progress, due to finish by March 2026.**

## Impact to date

Evidence collected across the completed projects....



Of volunteers who completed the volunteer to Career pathway secured **employment of further education and training**

<sup>1</sup> n=403 volunteers who completed the VtC pathway, across 37 participating organisations.

<sup>2</sup> n=40 participating organisations.

# Upscaling the Volunteer to Career Programme (VtC)

Innovation Panel Application

The RUH, where you matter



## Brief summary of our current Pilot VtC (Demonstrate Impact to date )

- 1 year funding from NHS England to develop our Pilot Pathway
- VtC Clinical lead started in September 2023
- 17 volunteers on the Pathway- Have weekly request of interest and could start cohort 2 with 5- 10 participants
- Now in process of gathering evidence and undergoing self- assessment during May

### Case study of **VtC volunteer:**

28 year old

- Challenges with anxiety and mental health and did not start work after secondary school
- Is now in better place in life and wants to start work
- Keen to start in entry level role in the trust
- Through volunteering developing confidence, communication skills, gaining understanding of different roles, being put in touch to learn about different pathways

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### Case study of **Department with VtC volunteers:**

Children's Therapies Volunteers

- Support with equipment cleaning, assistance in clinic and as hydro therapy spotter
- Having volunteers has freed up clinicians time allowing them to complete follow up tasks, write up letters, and see more patients
- It improves staff satisfaction
- Improves patient experience
- Volunteer has now identified they want to study Occupational Therapy

# Ambitions for upscaling VtC



Below are additional roles demonstrating further impact in helping to reduce pressure on the Health System

Having continued funding to transition and upscale the Programme could allow us to develop following roles:

- ☐ NHS Cadets rr
- ☐ Ophthalmology injection clinic volunteer
- ☐ Enhanced Care volunteer
- ☐ Patient Flow volunteer
- ☐ Falls prevention Volunteer
- ☐ Runner Volunteer role
- ☐ Children's ward mealtime and play therapies companion role

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# It would also allow us to... ( Describe the wider benefits)

- Strengthen and embed newly established partnerships with our **Local DWP Jobcentre**
- Strengthen and embed new partnerships with **Bath Spa University**
- We can continue to build on our partnership with the **Many Hands project**
- Work closely with the trust to support and provide opportunities for **Care Leavers**
- Continue to **share our good practice** with other local organisations
- Continue to be part of the **Talent Acquisition Community** to support long term recruitment strategies

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# What is in it for the our hospital?

A sustainable volunteer to Career Pathway incorporates all the trust values:

The RUH as a true anchor institution for the people in our community – working with community partners

Leading example in our local areas and sharing our experience, Eg Brave starts event, Midlife event

VtC supports the trust in meeting EDI aspirations

Volunteers improve patient experience

VtC to be part of the RUH's Recruitment & retention strategy

Volunteers increase staff satisfaction and wellbeing

Volunteers to be part of the workforce planning solutions

Potential cost savings

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# How will we measure our success:

## ( Take an Evidenced Based Approach )

- Helpforce surveys are being completed as we speak
- For new roles we will be asking staff to complete surveys before and after to measure increase in staff satisfaction
- Collect feedback from patients
- Analyse cost and time savings for roles such as
- We have set specific outcomes which we will self assess at the end of our 11 weeks

# Some reflections of the last year...



Volunteer to career....

The **NHS** needs to recruit 100,000+ people. This pathway is fascinating. Apparently 41 trusts operate these schemes. 15 people per cohort and amazing benefits provided with a view to giving volunteers shadowing, networking and learning opportunities so they improve chances of accessing jobs. **Annelore Verhaegen** explaining how they're doing this **Royal United Hospitals Bath NHS Foundation Trust**

I'm so excited to share this with our members. I'll be building up a list to share.

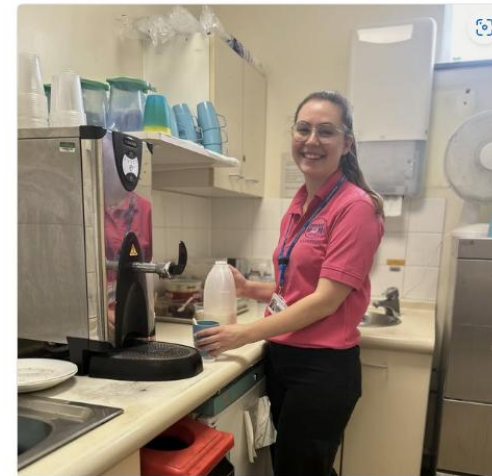
When people ask me for good examples of best practice, this is it **Andy Haldane**



"I really wanted to volunteer in the Emergency Department as it's such a busy and changing environment. That's helped me to build the skill of taking my time to interact and being really present, despite what else is happening around me.

"I also enjoy meeting so many staff and talking to them about their jobs. They've given me some really great advice and now I'm definitely looking for a career in the NHS."

*Thank you to all of our wonderful volunteers!*



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Emily Graham- Clinical Lead Children's Therapies- Some of the team were initially dubious about how we could use volunteers more widely in the department though. However, now that they have seen the type of help that volunteers can provide, we are regularly using volunteers to great effect to support clinics. (...) I think there is a much greater scope for use of volunteers within the Trust with mutually beneficial outcomes. Having a member of the team committed to being the point of communication for our volunteers has been essential for this to work well

**Evoke emotion!**

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Volunteer to Career

# Volunteer to Career Programme

## Findings report

St Oswald's Hospice

January 2024



St Oswald's  
Hospice

funded by NHS  
England

in partnership with  
**helpforce**

# Evaluation findings: volunteers

Through the VtC programme and the career support provided, volunteers applied for jobs and attended interviews. These applications resulted in **7 out of the 14 volunteers securing employment or securing places on further education courses related to health and care.** Roles secured include bank receptionist at St Oswald's Hospice and an administrative position in the NHS. Further education courses secured, include medicine and biomedical science. One of our volunteers is also working on an application for dentistry beginning in the 2024-2025 academic year.

88%

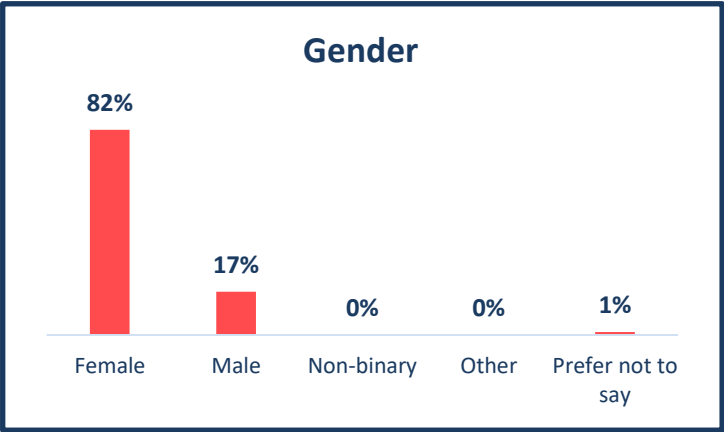
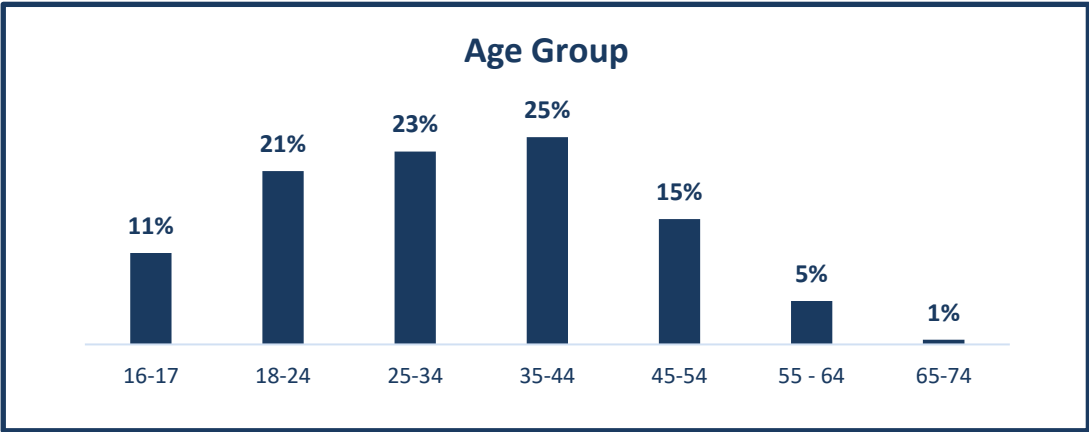
of volunteers who completed  
the VtC pathway secured  
employment or further  
education / training

**A volunteer provided some additional insights into their experience of being a VtC volunteer...**

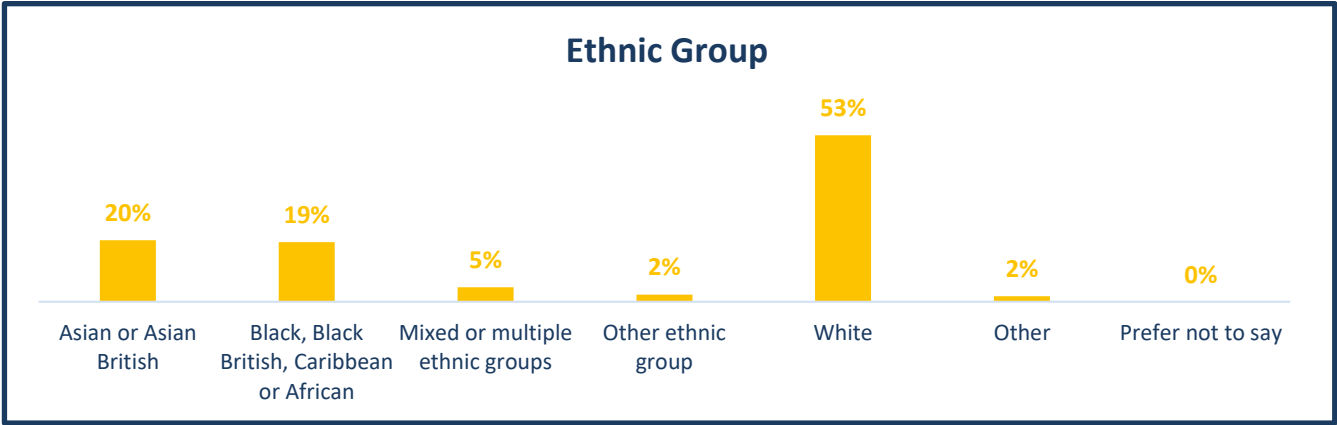
“Working with the patients and clinical staff has developed many of my personal and communication skills. I enjoy volunteering and being part of the Lymphoedema Team. This has confirmed my wish to pursue a future career in the NHS” – VtC volunteer

# Volunteer Demographics

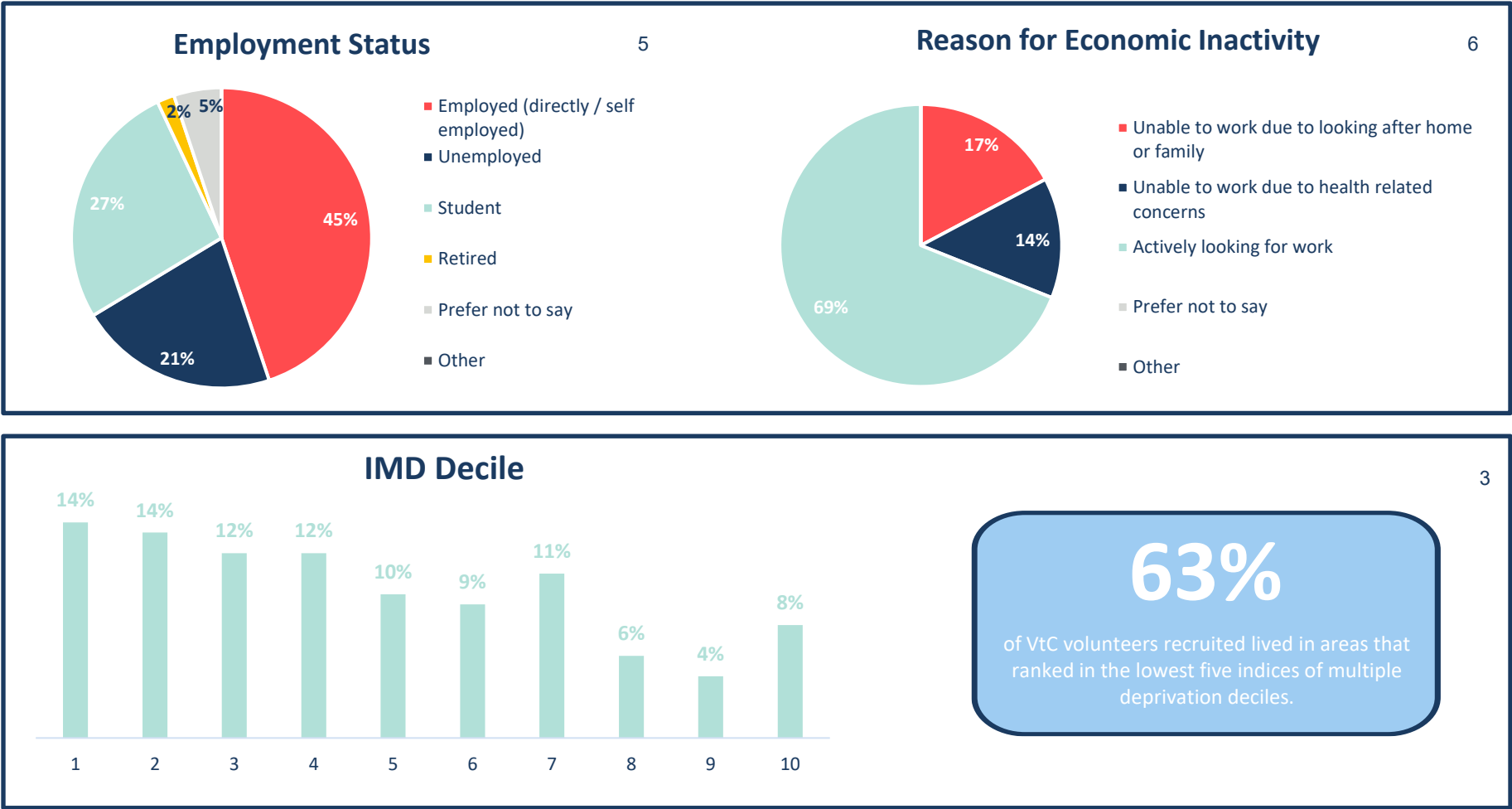
A subset of VtC volunteers, provided us with their demographic information (response rates are detailed within each chart). Volunteers had the option not to provide this information, therefore these responses reflect a sub-set of VtC volunteers. The following information provides an analysis of this demographic data. These findings should be treated as emerging insights - the Volunteer to Career programme remains ongoing, and as we continue to collect more volunteer demographics data, we anticipate obtaining a more comprehensive perspective.



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# Volunteer Demographics - Continued





**What's the Wider Impact in your Communities because of your Volunteer Service and is it aligned to the objectives of other eligible funding opportunities that you have not thought of before?**

**Suggestions on what could be considered:**

**Are you attracting marginalized Groups:**

**People with Disabilities, Over 50's, Refugees people who are economically Inactive, unemployed,**

**Through the medium of volunteering indirectly:**

- Helping to reduce Isolation
- Enabling greater levels of Social Mobility
- Helping people find to work

**If Yes! These are a Sample of possible Funding Routes that could be explored :**

**Big Lottery Reaching Communities**

**Esmee Fairbairn Foundation**

**Garfield Weston Foundation**

