

Volunteer to Career

Aims

- The strategic aim of the programme is to positively impact NHS workforce recruitment needs at a local level through the design of Volunteer to Career VtC initiatives.
- The key measure will be to see an increase in the number of volunteers who have an interest in pursuing a career in health and care after their volunteering experience.
- This will be achieved through the delivery of a series of projects led by selected clinical leaders. Each clinical lead will design a VtC project based on their local clinical workforce needs.
- Scaling and spreading through the development of resources, tools, learning, case studies and evidence based models/ initiatives developed within the projects and shared with other organisations.
- Trusts part of the programme:
 - Chelsea and Westminster NHS Trust
 - Central and North West London NHS Foundation Trust
 - Hillingdon Hospitals NHS Trust
- West London NHS Trust have submitted a bid for the additional funding from HEE

Summary of updates

1. Senior Management buy in and sponsorship has been secured for all 3 sites
2. Programme Leads have been identified, as Volunteer Co -Coordinator for all 3 sites
3. Allocation and method of payment has been confirmed
4. Project Plans have now been written.
5. Milestones and KPI's agreed
6. Pathway drafted

Pathways

- ChelWest: *This project will develop a pathway to support volunteers seeking to work and train as a Healthcare Assistant or Nurse.*
- CNWL: *Through the development and adoption of the Volunteer to Career pathway we can create a more systemic approach to tackle the current HCSWs recruitment challenges and work more closely with our local communities to provide meaningful learning and development opportunities for them*
- Hillingdon: *The strategic aim of the Volunteer to Career programme is to positively impact NHS workforce recruitment needs at a local level through the design of opportunities for volunteers interested in pursuing a career in the NHS. By providing these opportunities, volunteers will gain experience and potentially apply for entry-level jobs such as Health Care Assistants (HCAs) or Health Support Worker (HSWs) or Administrative jobs for the Trust.*

Measures

VtC ICB KPI's	Detail by Volunteer
Number of volunteers interested in a Career	Interested in FT/PT/Bank and or Type of Career
% of volunteer interested in a Career	Interested in FT/PT/Bank and or Type of Career
Volunteers engaged in career support	Details of Career support
Volunteers engaged in education & training to support employment or Career in a Health & Care setting	Details of training courses undertaken or to be completed
Number of volunteers applied for position	Broken down by department and role In Trust, Or employer details of Other roles applied for
Number of volunteers interviewed for position	Broken down by department and role In Trust Or employer details of Other role Interviewed for
Number of volunteers offered for position	Broken down by department and role In Trust , Or employer details of other types of Jobs offered
Number of volunteers commencing employment	Broken down by department and role In Trust or employer details of other types of Jobs started
Number of volunteers employed after 6 months	Broken down by department and role In Trust or details of other types of jobs secured after 6 months

- All KPIs to include
 - BAME Breakdown
 - Age
 - Gender
 - Disability
 - Employment status

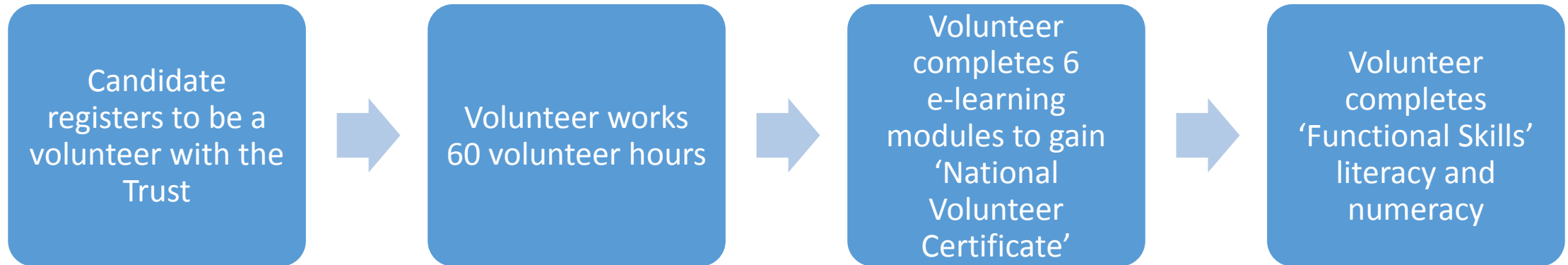
Delivery Milestones

VtC Milestone	Sept -22	Oct -22	Nov-22	Dec-23	Jan -23	Feb-23	March-23	April-23	May-23
DELIVERY PHASE									
Induction of Co- Ordinator									
Marketing & Recruitment - Existing Volunteers									
Community Referral Partnership building									
Marketing & Recruitment - external Volunteers									
Induction of Volunteers X 2 Groups of 10									
Setting up of the local Career Pathway									

Survey and Close

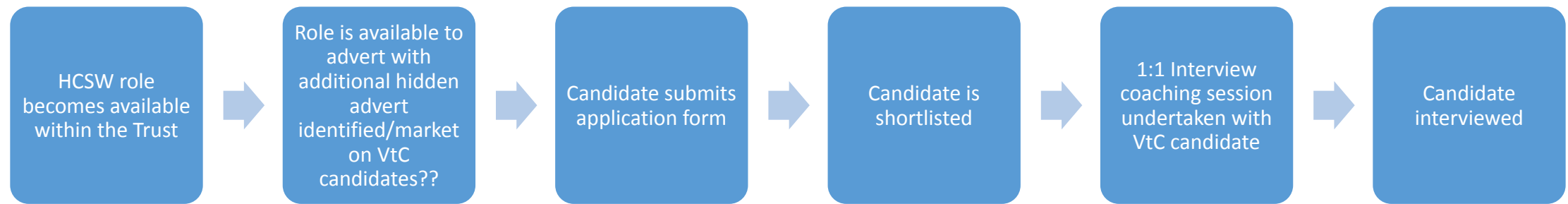
VtC Milestone	Sept -22	Oct -22	Nov-22	Dec-23	Jan -23	Feb-23	March-23	April-23	May-23
PROJECT SURVEY									
SAT Evaluation -before project start									
LLL- 1st quarter									
LLL- 2nd quarter									
LLL- 3rd quarter									
End SAT									
Staff Survey - before project start									
Staff Survey - one month before project ends									
Volunteer Survey - Post induction									
Volunteer survey - Mid Way									
Volunteer survey - end of role									
ICB Quarterly Report									
CLOSING PHASE									
Map the career service Pathway									
Complete a visual mapping of the service (Blueprint)									
Obtain quotes from staff and volunteers									
Volunteer Case study									
Closing the program									

Volunteering



Note: National Numeracy Champions programme can support with a 'Buddy'

Proposed VtC pathway



Successful Candidate



Unsuccessful Candidates

