

Volunteer to Career (VtC) Information Session

Your
volunteers

Your future
workforce

Agenda for today

- Welcome
- A quick overview of the Volunteer to Career Programme
- Your Questions Answered - with Catherine Jowitt, Head of Charity and Volunteering at Bradford District Care and Mark Burrett, Helpforce Programme Manager
- Volunteer to Career Programme - what are the critical success factors?
- Close

Strategic aims of the Volunteer to Career (VtC) programme

Deliver systemic change across participating organisations through:

- **Clinical Leadership** - identify clinical leaders and harness their expertise, support and influence to develop VtC pathways based on their local workforce needs.
- **Environment and Culture** - raise the value of the volunteer workforce in the clinical environment to enhance likelihood of volunteers wanting to adopt an clinical career.
- **Volunteer to Career pathways** that are designed to attract and retain volunteers and that align to local recruitment needs.



Scale and spread successful initiatives

Evidence-based VtC pathways to other organisations through the development of resources, tools, learning, case studies.

Positively impact workforce recruitment needs

At a local community level by increasing the number of volunteers who have an interest in pursuing a career in health and social care after their volunteering experience.



Three phases in the Volunteer to Career programme

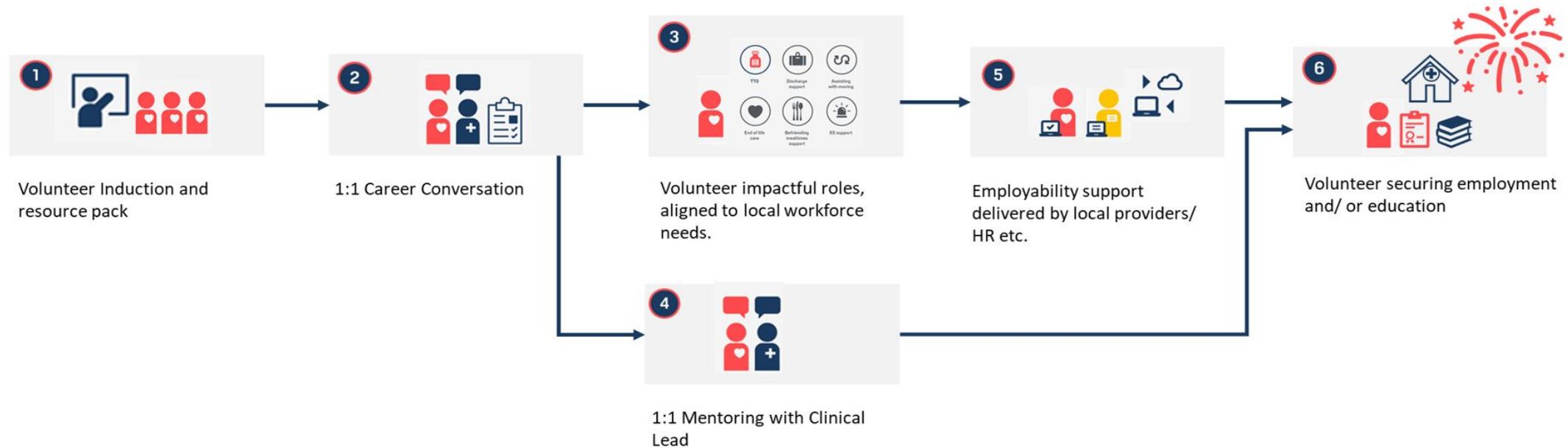


1. Volunteer to Career Self Assessment Tool
2. Online training and development modules
3. Clinical Tutor / Mentor

1. Clinical leadership role
2. Impact and insight
3. Whole programme support

1. Systemic change
2. Making the case
3. Scale and spread

Volunteer to Career pathway



Ideal Programme Timeline

- All Clinical Leads must be in post - **by the 24th of Jan 2023**
- **Must start delivery by 1st March 2023**

A key milestone to achieve

Provisional Timeline VtC Cohort 3	2022				2023								
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Grant Agreement													
Clinical Lead Selection Process					In post								
Complete VtC Sel Assessment Tool (SAT)													
Deliever Learning & Support Modules					L&S Package delivered								
Project Delivery				Design&develop role/pathway	Volunteer recruitment	Project delivery							
Evaluation Framework					Agreed	Data capture							
Course Tutor/Mentor													
Comms & Marketing													
Programme Final Report													Final report

Measuring the VtC programme outcomes

The overarching Volunteer to Career programme supports a multitude of volunteer, staff, and organisational outcomes.

This evaluation of the programme will examine quantitative and qualitative feedback received from both staff and volunteers to evidence the impact of the Volunteer to Career project on these outcomes.

VtC Outcome Framework



VtC Cohort 1 & 2

Cohort one							
Alder Hey Children's Hospital NHS Foundation Trust	Health Play Specialism	Cohort 1	The Burdett Trust for Nursing	September 2021	July 2022	In Progress	Child Play Volunteer
Bradford District Care NHS Foundation Trust	Baby Clinic	Cohort 1	The Burdett Trust for Nursing	October 2021	August 2022	In Progress	Baby Clinic
Camden and Islington NHS Trust	Restraint Debrief service	Cohort 1	The Burdett Trust for Nursing	July 2021	May 2022	In Progress	Restraint Peer Debrief
South Tees Hospitals NHS Foundation Trust	Well-being volunteers will support with the emotional wellbeing of patients, mental ill health, learning disabilities and Autism. They will support patients within the emergency department, with an overall aim of improving the patients experience and journey in hospital.	Cohort 1	The Burdett Trust for Nursing	June 2021	April 2022	In Progress	Wellbeing Volunteers - ED
The Leeds Teaching Hospital NHS Trust	Covid Response	Cohort 1	The Burdett Trust for Nursing	November 2021	September 2022	In Progress	Active Ward Support
Cohort 2							
Aneurin Bevan University Health Board	New Volunteering Role	Cohort 2A	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Active Ward Support
Somerset NHS Foundation Trust	New Volunteering role	Cohort 2A	Health Education England	April 2022	March 2023	In Progress	Neighbourhood Responder Role
Friends of Moorfields Hospital NHS Foundation Trust		Cohort 2A	Health Education England	April 2022	March 2023	In Progress	Theatre (Hand Holding) Pharmacy, Clinical and Non clinical
Bradford Allied Health Professionals	New Volunteering Role	Cohort 2A	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Podiatry , Activity Champion, Mealtime
Barking, Havering and Redbridge University Hospitals NHS Trust		Cohort 2B	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	
University Hospitals Plymouth NHS Trust		Cohort 2B	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Dementia Ward Support
Guy's and St Thomas' NHS Foundation Trust	New Volunteering Role	Cohort 2B	Health Education England	April 2022	March 2023	In Progress	Patient and Staff Enhancement (PASE)
Central and North West London NHS Foundation Trust		Cohort 2C	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Clinical and Non clinical Roles
The Hillingdon Hospital NHS Foundation Trust		Cohort 2C	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Admin Volunteers
Chelsea and Westminster Hospital NHS Foundation Trust		Cohort 2C	The Burdett Trust for Nursing	April 2022	March 2023	In Progress	Clinical and Non clinical Roles

VtC Cohort 3

Name of Organisation	Funder	Start Date	End Date
Cheshire & Wirral Partnership NHS FT	Health Education England	October 22	September 23
Lincolnshire Community Health Services NHS Trust	Health Education England	October 22	September 23
Liverpool Women's NHS FT	Health Education England	October 22	September 23
Oxford Health NHS FT	Health Education England	October 22	September 23
Mid Cheshire Hospitals Foundation Trust	Health Education England	October 22	September 23
Suffolk and North East Essex ICB	Health Education England	October 22	September 23
St Oswald's Hospice	Health Education England	October 22	September 23
The Mid Yorkshire Hospitals NHS Trust	Health Education England	October 22	September 23
The Shrewsbury & Telford Hospitals NHS Trust	Health Education England	October 22	September 23
South Central Ambulance Charity	Health Education England	October 22	September 23

Types of volunteering roles

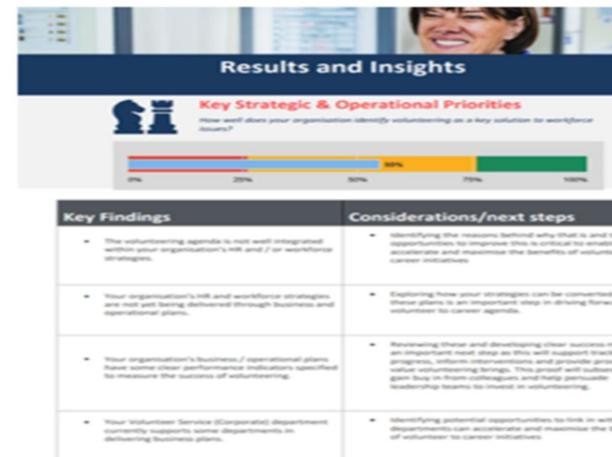
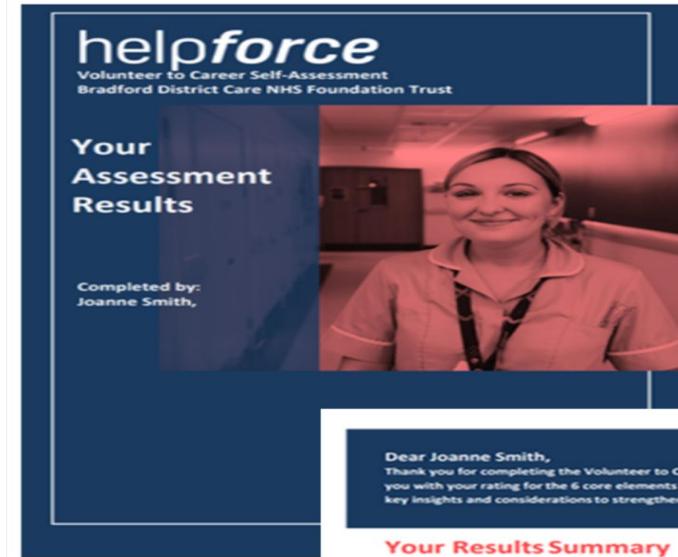
- Eye Clinic -Theatres & Ward support
- Patient and staff enhancement (PASE)
- Community based - Changing leg wound dressings
- A&E Welcome Volunteers
- Dementia Friends
- Baby Clinic
- Ward Support
- Play Specialist Support
- Peer Debrief (supporting patients with severe mental health)
- Wellbeing Volunteer in the Emergency Department (ED)



An Introduction: VtC Self Assessment Tool (VtC SAT)

Holistic cross organisational view against 6 categories:

- Key strategic and operational priorities
- Clinical leadership and project sponsors
- Community integration and partnerships
- Environment and culture
- Volunteer to career pathways
- Workforce planning



Dear Joanne Smith,
Thank you for completing the Volunteer to Career Self-Assessment. This report presents you with your rating for the 6 core elements of a Volunteer to Career agenda along with key insights and considerations to strengthen your VtC position.

Your Results Summary



Interpretation guide: The following pages contain your results for each core element. Your score for each is represented by the blue bar graph which falls into one of the rating bands of Red, Amber, or Green.

Volunteer to Career (VtC) Programme

Learning & Support Package Overview



Health Education England

helpforce

[#bethehelpforce](#)

Aims and Objectives of VtC Learning & Support Programme

Aims & Objectives	<ul style="list-style-type: none">● Understanding your own Training Needs● Understand the outcomes of the Self Assessment Tool (SAT)● Understand the project Management process● Ability to define the project outcomes● Ensure the Programme is aligned to VSM Volunteering Strategy & how to work with the Voluntary Service Team● Understand which other internal Stakeholders need to be engaged, to enable successful career pathways● The importance of linking with other referral stakeholders in you community.● Understand how to evaluate the programme, how/what/ when to measure Impact and what data capturing tools to use● Understand the importance of good Governance (i.e setting up a Steering group)● How to achieve systemic change at a organisational level, in the perception of value of the VTC programme & senior buy in for the sustainment of the programme
Expected Course Outcomes	<ul style="list-style-type: none">● Creation of an SMART Project Plan, (Including Risks & Mitigations)● Business Case● Gantt Chart● Process Flow Chart for delivery of Programme● Blueprint of VTC Programme
L&S Programme Logistics	<ul style="list-style-type: none">● Group workshops are planned for the morning with a view to undertake needed work in the afternoon. We therefore suggest booking the whole day out.● All group sessions will be delivered by Kim Liggins - VtC Skills Tutor, via MS Teams● Project management templates & resource guides ,will be provided to use for creation of your Project Initiation Document

New Volunteer to Career Service Guide



Volunteer Service Guide

Setting up a Volunteer to Career programme

Impacting workforce strategy through volunteers pursuing a career in health and care.

This programme has been co-designed and tested by [Bradford District Care NHS Foundation Trust, South Tees Hospitals NHS Foundation Trust, Alder Hey Children's Hospital NHS Foundation Trust, Camden and Islington NHS Foundation Trust and Leeds Teaching Hospitals NHS Trust.](#)

This guide will help you to understand how the Volunteer to Career programme can work for your organisation, the impact it will make and considerations for adopting and adapting it.

Register your interest in this programme [here](#)

help*force*

Thank you

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