



Cadets

NHS Cadets information for Helpforce Learning Network – 16.09.21

NHS England and NHS Improvement



Context:

- ▶ **‘We are the NHS: People Plan 2020/21 action for us all’ states:**
- ▶ ‘We must ... support a renewed focus on increasing longer-term volunteering opportunities in the NHS. This is already being done, for example with the launch of the [NHS Cadets](#) - a new scheme set up with St John Ambulance, providing a chance to support patients and a new route into a future in the NHS. By 2023, NHS England and NHS Improvement aims to enrol 10,000 young people,’ (p35).
- ▶ **‘We are the NHS: People Plan 2020/21 action for us all’ states:**
- ▶ ‘In a wider context, the NHS can play a significant role ... to bring those furthest from employment into meaningful employment and to target recruitment, volunteering and apprenticeship opportunities in areas of greater deprivation’, p48

Outcomes:

1. Reach groups who are less frequently heard, or less engaged with services
2. Increase the diversity of volunteers
3. Increase the life skills of young people
4. Disseminate knowledge about appropriate use of the NHS
5. Accelerate the spread of youth volunteering – **main aim**
6. Increase the number of young people considering careers within health and care – **secondary aim**
7. Improve patient experience and outcomes across the whole of the patient journey
8. Encourage and enable preventative/health promoting behaviours across communities
9. Reducing health inequalities across communities
10. Expansion and development of national partnership working across NHS and the voluntary sector

Partnership:

- Equal partners
- £6 million in total
- 4 year programme, funding ending March 2023, final courses ending December 2023
- 170 sites / “programme locations”
- 10,000 cadets
- Cumulative numbers from existing sites to build continuity, embed and sustain in last year
- St John Ambulance (SJA) – mainstreaming to sustain

Sites and programme locations:

- SJA will partner with local NHS Trusts from across the country with a minimum of 1 programme location per site.
- Each 'programme location' is a venue where between 20-25 young people will undertake the NHS Cadets programme.
- We have different programme locations as some towns / cities are very geographically spread and also young people may be part of targeted groups eg Looked After Children.
- We recruit experienced youth workers and volunteers to deliver the programme

Programme Format and Approval

Programme delivery format:

- Ordinarily sessions are delivered face to face but are currently being delivered online. Government guidance permitting, we will be moving to face to face sessions where possible. The course is 2 hours a week over 36 weeks across 12 months

Timescales for site approval:

- Discussions to confirm sites for the NHS Cadets programme will take place a few months before the programme start date. The time leading up to programme start will be taken up with recruiting young people and agreeing a Memorandum of Understanding.

MOU

Memorandum of Understanding:

- As each site is approved, SJA will establish a MoU with the local NHS Trust to cover key points such as:
 - Senior buy-in to explore providing volunteer roles from age 16;
 - Senior buy-in to explore providing volunteer roles from age 14 – offering at the end of the 12 month cadet course, a range of health volunteering including in acute and/or community settings, to cadets aged 15 and over
 - access to free rooms / community spaces for face to face delivery;
 - support from the volunteer manager to host supervised visits / placements at Trust sites (visits will be supervised by SJA staff using its public liability);
 - support to source local NHS / social care / VCSE speakers to complement the programme content including how they gained their role including if an indirect alternative route;
 - take on NHS Cadets for volunteer roles.

Who do we target?

- ▶ Learning difficulties and disabilities
- ▶ Young people in care or recent care leavers
- ▶ Unaccompanied Asylum Seeking Children (UASC)
- ▶ Young carers
- ▶ Not in education employment or training (or at risk of NEET)
- ▶ Mental health
- ▶ LGBTIQ+
- ▶ Low income families or young people in receipt of free school meals
- ▶ British ethnic minority young people whose race/religion could be or has been a barrier to considering a pathway to healthcare

Foundation Pathway
14 – 16 year olds

Advanced Pathway
16 – 18 year olds

12 month programme (over 36 weeks flexibly)

12 month programme (over 36 weeks flexibly)

First Aid

First Aid (Higher Level)

Volunteering experience within the NHS

Volunteering opportunities within the NHS

Drug and Alcohol Awareness, Health Care Environments, Alternative Volunteering, Mental Health, Leadership, Communication, Team work

Clinical Developments and Health Care Futures, Preventative Healthcare, Safety and Infection Prevention, Systems of Care, Care Needs and Principles, Patient Communication, Careers Skills, Health care the Bigger Picture, Empathy and Wellbeing



Benefits:

▶ Young people:

Social & emotional wellbeing, new skills, volunteering experience, accredited learning and Portfolios, improved career prospects...

▶ Service users:

Improved satisfaction, lower isolation, improved healthier behaviours...

▶ Staff:

Frees up non-clinical time, improved satisfaction, patient centred approach...

▶ Services:

Adds value to patient experience, provides a different perspective, culture change...

▶ Communities:

Diverse social networks, diverse workforce, young people actively engaged in community...

What do young people say about the programme?

A young person who identifies as being from a British Minority Ethnic background joined the NHS Cadets Foundation Pathway and says:
“I wanted an insight into the NHS because I want to pursue a medical career in later life. I feel like I am now better educated about the NHS. I feel more involved and proactive in getting where I want to be. I am looking forward to getting some work experience in hospital, which we have been unable to do due to Covid-19 – I am currently volunteering with my local Brownie division.”

An NHS Cadet on the Foundation Pathway who identifies as being a member of the LGBTIQ+ community says
“I joined the programme because I thought it would be a good experience and look good on my CV. I have learned things that I would not have learned anywhere else, and it has given me a real insight into other peoples’ lives and what the future might be like.”

A young person who experiences mental ill health and learning difficulties joined the Foundation Pathway and says:
“I joined NHS Cadets because I want to be a paramedic and have more experience in the NHS and healthcare. I have learned a lot and got some good experience. It has also helped to take my mind off my own mental health, it’s like a distraction, but it’s a good distraction.”

End of first year update :

- Developed lots of skills, volunteered where they could, and added to portfolio.
- Saturday 7th August around 250 foundation cadets graduated.
- Alumni or “Graduate Group”.
- Second tranche signed up and starting mid September 2021.
- From September this year, there will be over 55 programmes running across 30 sites, taking on over 1,000 cadets on the foundation pathway and around 500 on the new advanced pathway.
- Final sites to be recruited over autumn to start January 2022.

Ask from you:

1. To confirm interest in becoming an NHS Cadet site do start to have conversations at your Trust to ensure all are on board;
2. The next and final tranche of sites will start in January 2022. Recruitment of sites will take place September and October 2021;
3. Please make contact as early as possible to note interest in the next recruitment rounds. Email interest to NHSCadets@sja.org.uk