

# Volunteer to Career (VtC ) Health Education England Funding Webinar

## Your volunteers



Health Education England

## Your future workforce

# Agenda for today



Health Education England

- Welcome
- A quick overview of the Volunteer to Career Programme
- Overview of HEE VtC Invitation To Tender ( ITT )
- What to consider for your Application ( Appendix E - Bidder Tender Response)
- Q&A Session
- 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.



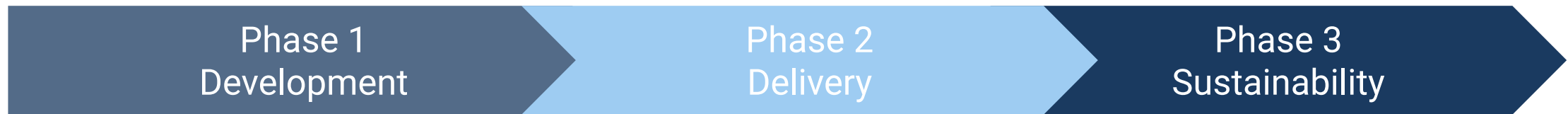
## Scale and spread successful initiatives

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

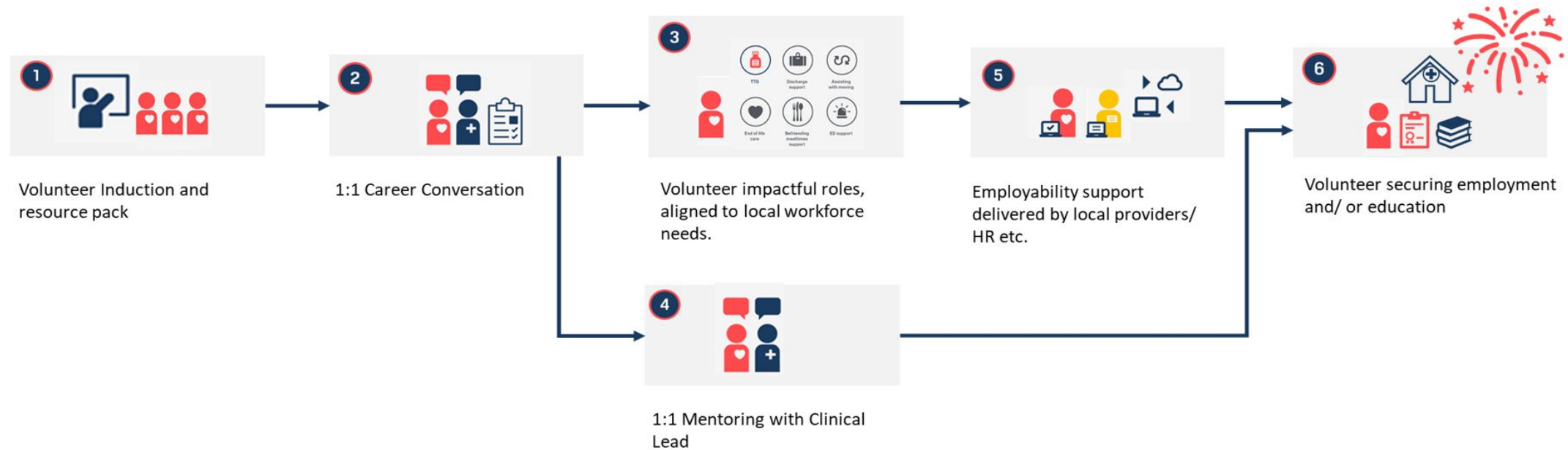


1. Volunteer to Career Self Assessment Tool
2. Online training and development modules
3. Clinical Tutor / Mentor

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

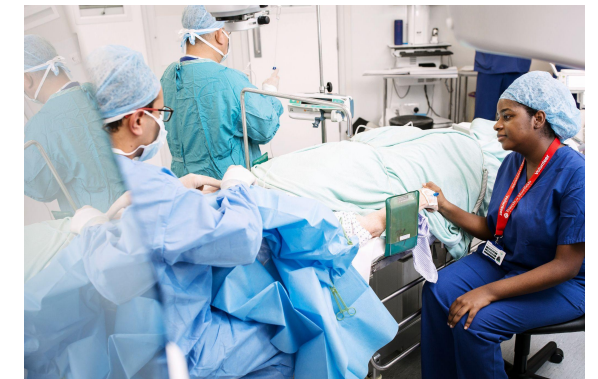
1. Systemic change
2. Making the case
3. Scale and spread

# Volunteer to Career pathway



# 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)



# Overview of HEE VtC Invitation To Tender ( ITT )



**Contracting Authority** - Health Education England

**Health Education England**

**Description** - The purpose of this Invitation to Tender is to expand the impact of the Volunteer to Career programme led in partnership by NHS Health Education England and Helpforce.

**Opens on** - 14/11/2022

**Response Deadline** 14/12/2022 12.00 Midday

**Available Funding** for each project site, £25K ( This has been used to fund a Clinical Lead Band 5-7) to run the programme for two days a work working in partnership with Volunteering Team.

**Link to the HEE Family Portal can be found [here](#) *Watch your word count!***

# 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](#)

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[VtC Service Guide](#)



# Steps to Consider Pre Application

- Gaining senior buy-in at a Exec & Clinical level
- Identification of clinical department based on need and sponsorship
- Gaining a understanding of workforce needs & strategy, for alignment to above need (speak to your Workforce Development Team)

# Appendix E - Bidder Tender Response Template - Q1 Understanding the project

- Consider how the VtC programme will link into your existing workforce recruitment needs & strategy and volunteering agendas (be bold but realistic)
- Make recognition of a clinically-led programme and which department/area (if able)
- Added value - consider how the programme could link to current workforce/skills programmes
- Local community engagement (how, who and when )

# Q2 Approach

- Be clear & detailed on how you will achieve the milestones within each of 3 phases. Look for the economies of scale (linkage to other education and skills-based programmes and resource)
- Consider how the Clinical Lead will work with the Volunteering team and describe roles and responsibilities
- Describe your approach in detail and where the interdependencies sit with other internal stakeholders and their roles to support the programme, from both a governance perspective ( i.e Steering Group ) and delivery of a Career Pathway for participating volunteers.

# Q3 Delivery and Timeline

- Consider a detailed project delivery plan
- Give some thought to the risks & mitigations (recruitment of a Clinical Lead has caused programme slippage for some)

# Delivery & Timeline

Draft Timeline- NB will be dependent on HEE actual procurement process.

- All Clinical Leads must be in post by June 2023
- Must start delivery by 1st July 2023

A key milestone to achieve

| Provisional Timeline VtC Cohort 3      | 2023 |     |     |     |                                |                          |      |        |           |         |          |          | 2024    |          |       |              |
|--|------|-----|-----|-----|--------------------------------|--------------------------|------|--------|-----------|---------|----------|----------|---------|----------|-------|--------------|
|  | Jan  | Feb | Mar | Apr | May                            | June                     | July | August | September | October | November | December | January | February | March | April        |
| Grant Agreement                        |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       |              |
| Clinical Lead Selection Process        |      |     |     |     |                                | In Post                  |      |        |           |         |          |          |         |          |       |              |
| Complete VtC Sel Assessment Tool (SAT) |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       |              |
| Deliever Learning & Support Modules    |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       |              |
| Project Delivery                       |      |     |     |     | Design&develop<br>role/pathway | Volunteer<br>recruitment |      |        |           |         |          |          |         |          |       |              |
| Evaluation Framework                   |      |     |     |     | Agreed                         | Data capture             |      |        |           |         |          |          |         |          |       |              |
| Course Tutor/Mentor                    |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       |              |
| Comms & Marketing                      |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       |              |
| Programme Final Report                 |      |     |     |     |                                |                          |      |        |           |         |          |          |         |          |       | Final Report |

# Q4 Experience and Knowledge

- Consider who will be both the clinical senior project sponsors and supporting staff, along with descriptions of roles and experience within the VtC programme
- If able provide an overview of who will support with both governance of the programme and play an active role within the steering group.

# Q5 Social Values

- Consider Health Inequalities and perhaps the Core 20PLUS5 Initiative as part of your community engagement and how you would go about attracting underrepresented groups, perhaps with lived experience, resulting in a richer diverse group of volunteers that represent the local community demographic.
- Research your health & care organisation's existing Equality and Diversity policies & groups to establish how the VtC programme can link in.
- Consider what community-based partnerships could be undertaken with existing anchor sites, Jobcentre Plus ( Partnership Managers ), education establishments & third sector service providers.





# helpforce

## Thank you

[help@helpforce.community](mailto:help@helpforce.community)  
[www.helpforce.community](http://www.helpforce.community)