

Volunteer to Career (VtC) Webinar



Your volunteers

Your future workforce



Agenda

- Welcome & introduction 10:00 – 10:10
- Hear from our guest speakers 10:10 – 10:50
- Hearing from you: Discussion of these services working in practice 10:50 – 11:05
- Q&A 11:05 – 11:30
- Close 11:30

Webinar objectives

- To hear more about the services available to help strengthen your Volunteer to Career Pathways.
- To understand how these services can support with the recruitment of a wider demographic of volunteers.
- To hear examples of the benefits these services have brought to participating VTC organisations.
- The opportunity to ask our guest speakers questions about the services on offer and how they work in practice.

Guest speakers

- **Salik Zia** - National Volunteering Certificate (10:10-10:20)
- **Fay Lane** - Care Certificate and Functional Skills (10:20-10:30)
- **Ben Jones** - Prince's Trust (10:30-10:40)
- **Anna Blunt** - EoE Health & Care Academies (10:40-10:50)

Salik Zia

National Volunteering Certificate

Volunteer to Career

Care Certificate and Functional Skills

Fay Lane, National Programme Manager
NHS England



The Care Certificate



- Developed following a review of health and social care support workers, their training and development, by Camilla Cavendish in 2013.
- Implemented in 2015 through a three-way collaboration HEE, Skills for Health & Skills for Care
- All patient facing support staff should complete (other staff groups have also been included such as porters)
- Made up of [15 standards](#) met through theoretical learning and practical work-based assessment delivered in a maximum recommended 12-week induction period.
- In some cases, delivered within 6 weeks depending on individual's existing knowledge and skills (assessed at point of interview) mapped to the Care Certificate. Allocation of Work-based mentor for shadow shifts to provide assurance of skill level.
- All Theory may be gained by completing the [Care Certificate e learning](#)
- Completed *in addition* to Statutory and Mandatory training.

<https://vimeo.com/elfh/review/781567836/496ce9c220>

The Care Certificate

- The Care Certificate offers opportunities for new and existing members of the workforce working at various levels to refresh or improve their knowledge and skills.
- Is the beginning of the career journey for those new to health and care
- Is a foundation for health and adult social care integration
- Ensure those new to the sector are supported
- Is endorsed by the Care Quality Commission (CQC)

Find out more

Visit <https://www.hee.nhs.uk/our-work/care-certificate> or email carecertificate@hee.nhs.uk

Functional Skills – Skills for Life

Skills for Life include Maths, English and Digital Skills. Holding these skills at level 2, equivalent to GCSE grade 4-9 (or A*-C), is a completion requirement of apprenticeships at level 3 and above.

Holding these skills is also crucial for all staff, both for **confidence and career progression**, and supports their every day work.

The infographic is titled 'Skills for Life' and is part of the 'Healthcare Apprenticeships' program. It is divided into three main sections: 'WHAT IS LITERACY?', 'WHAT IS NUMERACY?', and 'WHAT IS DIGITAL LITERACY?'. Each section contains a definition and an illustration. The 'LITERACY' section defines it as the ability to read, write, speak, and listen effectively. The 'NUMERACY' section defines it as the set of maths skills used in everyday life. The 'DIGITAL LITERACY' section defines it as the skills needed to live, learn, and work in a digital society. The infographic also includes a URL at the bottom: <https://haso.skillsforhealth.org.uk/>.

Skills for Life Healthcare Apprenticeships

WHAT IS LITERACY?

Literacy is the ability to read, write, speak and listen in a way that lets you communicate effectively and make sense of the world.

WHAT IS NUMERACY?

Numeracy is the set of maths skills that you might use in everyday life. It means having the confidence and skill to use numbers and mathematical approaches in all aspects of life.

WHAT IS DIGITAL LITERACY?

Digital literacy means having the skills you need to live, learn, and work in a society where communication and access to information is increasingly through digital technologies.

<https://haso.skillsforhealth.org.uk/>

Why we advocate for to improve these skills

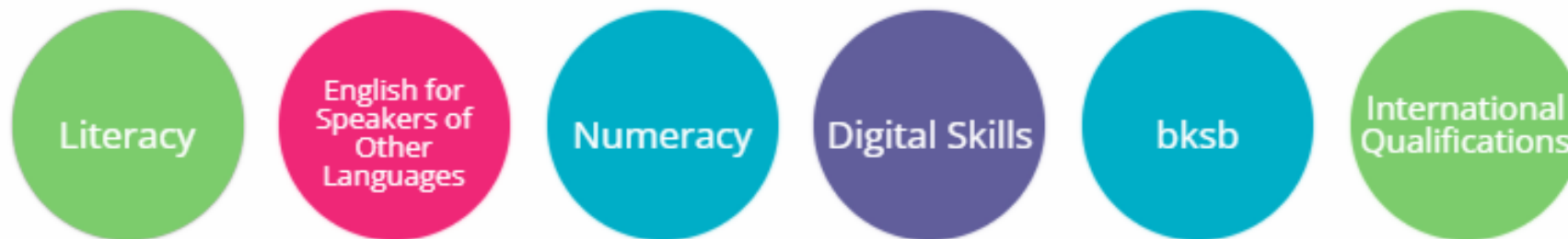
- At least **20,000 people in the health** and care workforce struggle with maths, English and digital skills
- Employers frequently report challenges with basic maths and English as a major barrier to **staff progression**, which perpetuates vacancy rates
- Very prevalent for **HCSW workforce**
- As much a challenge of **psychology** as skill set
- **Maths anxiety research** from Derby University shows that fear of maths specifically holds thousands of people back from even contemplating **promotion or upskilling**
- When addressed, people perform better in role and/or apply for promotion, opening up **new talent pipelines for vacancies**
- **Enables progression** in clinical and non-clinical roles

E.g. HCSWs > Nursing or AHP roles,

Administrators > managers

Current support offer

- [basic key skills builder](#) (bksb)
- [Fully funded access to exams](#) (OpenAwards)
- <https://haso.skillsforhealth.org.uk/skills-for-life/>



Thank You

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 [@Faybelane](https://twitter.com/Faybelane)
<https://naso.skillsforhealth.org.uk/>

Princes Trust Health & Care Programme

Ben Jones

**NHS England, National Programme Manager –
Talent for Care Princes Trust Lead**

Developing people
for health and
healthcare

www.hee.nhs.uk



Programme Objectives

4 year programme

16-30 year olds

sustainable jobs (3 months)

50% clinical roles

25% from IMD1 postcodes

35% BAME

35% Men

Funded by DfHSC & PT



The Prince's Trust | **START SOMETHING**

WANT A JOB IN HEALTH AND SOCIAL CARE?

The Prince's Trust are offering a free Job Coach to 10,000 young people (16-30 years old) who aren't in full-time employment, education, or training.

Your Prince's Trust Job Coach will help you identify the right role and career path for you and hack the application process.

The Prince's Trust has employment partnerships including the NHS, BUPA, Cambian, and hundreds of other sector employers. Scan the QR code to find out more and register your interest.



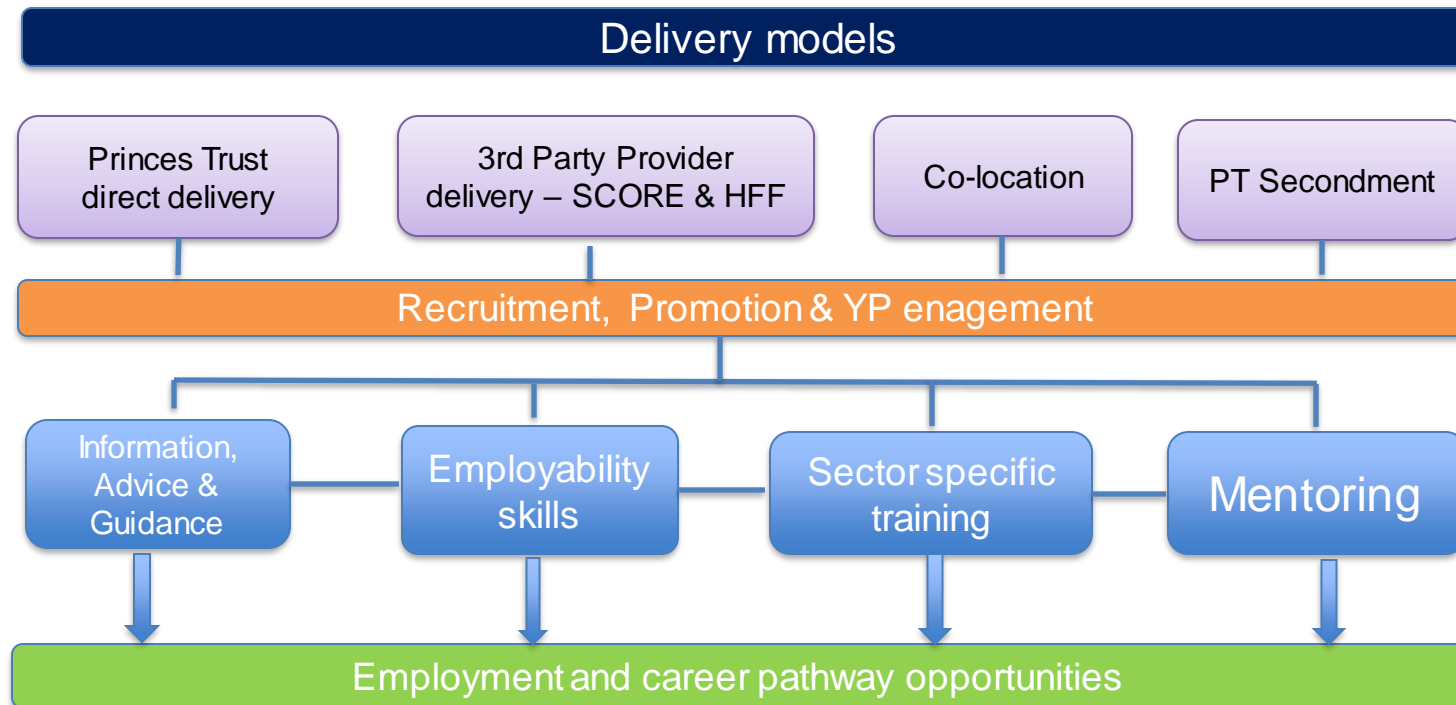
Strategic Aims

- Build on the historically successful relationships between NHS organisations and Princes Trust to test and develop a national programme delivered at scale
- Provide access to a diverse pool of young local talent
- Address workforce needs and local health & employment inequalities (widen access & participation and diversify workforce)
- Support system integration - multi employer partnership models

Princes Trust Core offer

- Engage & recruit 16-30 year olds
- **“Get Into” Programme** – 3 to 6 week pre-employment programme combining work experience with employability and vocational training
- **“Get Started” Programme** – short (usually 3 days) virtual programme recruiting and preparing YP’s to apply for “real vacancies”
- **Mentoring** – up to 6 months pastoral support with a trained mentor

Princes Trust delivery models



Outcomes.1

Since commencement of the programme:

- Over **10,000** 16-30 yr olds have been engaged
- Over **3,500** young people have successfully applied for jobs within the health and care sector
- Expected to reach over **5,000** sustained jobs by Sept 2023

Outcomes.2

- **38% BAME** (target 35%)
- **25% IMD1** postcodes (target 25%)
- **80 %** of job starts sustaining for at least 3 months
- **47%** of job outcomes are HCSW roles
- **22%** job outcomes are in social care
- **1 in 3** young people received free school meals
- **1 in 3** young people had a mental health need
- **1 in 5** young people had poor physical health
- **1 in 5** was a single parent
- **7%** were care leavers
- **3%** had a conviction

Princes Trust Health & Care Hub

Get to know your local Princes Trust team and explore courses near to you:

<https://www.princes-trust.org.uk/help-for-young-people/programmes/health-and-social-care-hub/our-health-and-social-care-courses>

Princes Trust Regional Contacts

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Thank you

Ben Jones

National Programme Manager

NHS England

WT&E, Talent for Care

Widening Access & Participation – WEX & Princes Trust
Lead

Pronouns: He/Him/His

Ben.Jones@hee.nhs.uk

Health and Care Academies

25/04/23— Anna Blunt, Project Officer (Talent for Care), NHSE— anna.blunt@hee.nhs.uk

EoE Health and Care Academies

- 6 Health and Care Academies within the East of England
- Promoting local attraction and supply – ‘Grow your Own’ approach
- Hubs for learning, development and exposure to roles and opportunities across health and social care
- Underpinned by widening access and participation to enable future talent pipelines which are representative of local populations.

HERTFORDSHIRE AND WEST ESSEX
HEALTH AND CARE ACADEMY



BEDFORDSHIRE HEALTH AND CARE ACADEMY

Nurturing The Next Generation Of Healthcare Talent



**OUR
PEOPLE
YOUR
FUTURE**



**IT'S ALL
COMING
TOGETHER.**

**Be the future of
health and care
in Essex**

EoE Health and Care Academy Offer

Junior/Senior
Academy
programmes

Website &
signposting
opportunities

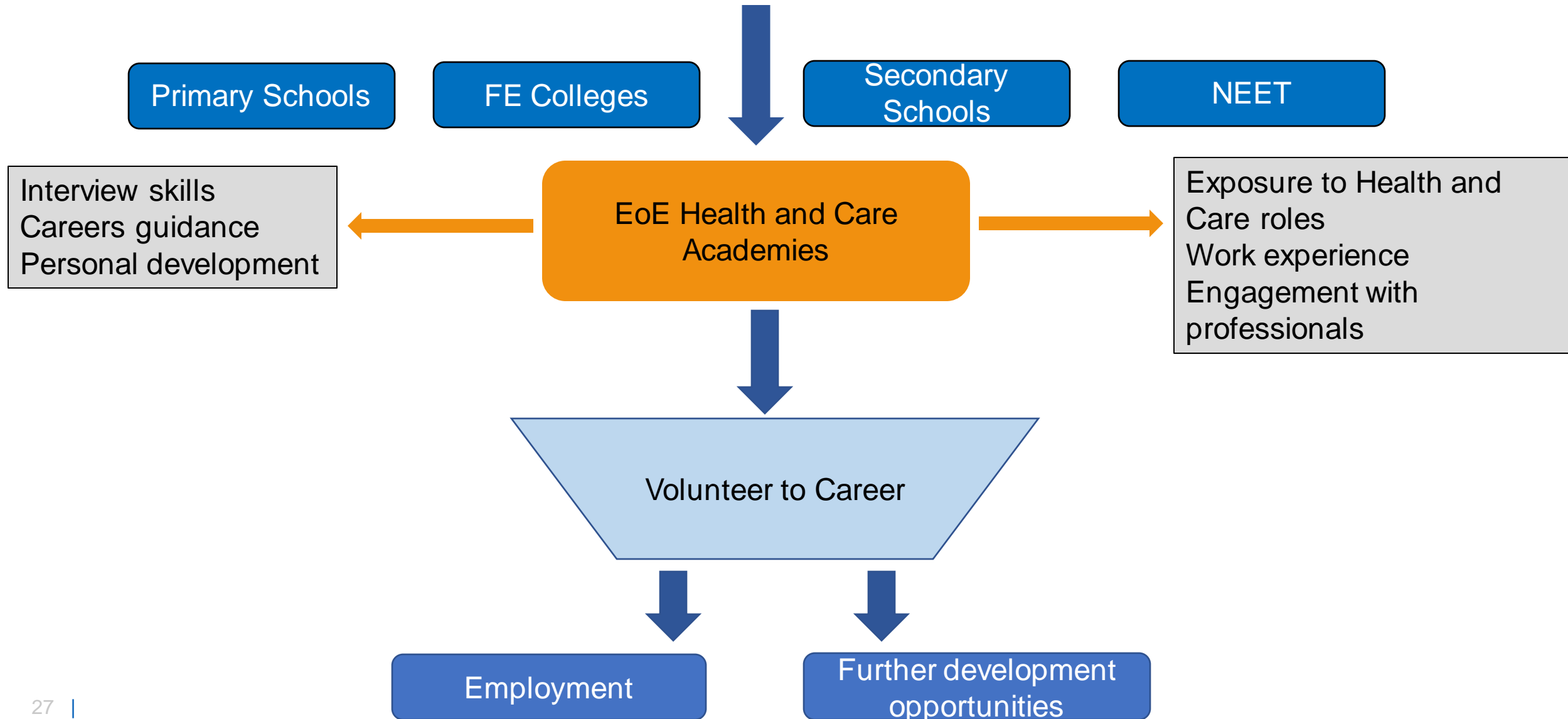
Careers
Events/Roadshows

Virtual Work
Experience

Meet the
Professionals

Pre-Employment
programmes &
support

Academies & Volunteer to Career



Benefits

- Removes administrative burden
- Streamlining individuals into tailored next step
- Supports 'Grow Your Own' approach
- Less likely to result in attrition
- Coordinated and collaborative approach
- Two-way intelligence
- Support for job seeker



Get Involved

System	Name	Email
Bedfordshire, Luton & Milton Keynes	Stacy Sherwood	stacy.sherwood@bedfordhospital.nhs.uk
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Join our [East of England Talent for Care NHS Futures Platform](#)



help*force*

Thank you

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www.helpforce.community