

Working with the NHS Good Practice Case Studies

Southwark: Application Support Pilot

August 2023 - January 2024

A partnership created to test out a flexible recruitment pilot with support for unemployed borough residents seeking local roles in a healthcare setting, offering support throughout the process and post job offer.

- A programme of application support for unemployed Southwark residents wishing to apply for entry-level roles within Guy's and St Thomas' Trust (GSTT)
- Purpose of the pilot is to test and learn what makes an effective programme of support, alongside existing programmes of support such as the Healthcare Sector-based Work Academy Programme (SWAP) at Southwark College
- The pilot was developed in response to longstanding workforce challenges within the health care sector locally despite high vacancy rates. Specifically, it seeks to address challenges faced by residents when applying for roles at GSTT. Reason: Local intelligence tells us that around a third of SWAP graduates are securing roles at GSTT and candidates can expect to spend a number of months applying for roles.
- Participants of the Application Support Pilot will be supported to:
 - Select suitable roles
 - Prepare and submit applications
 - Prepare for interviews and any testing requirements
 - Comply with post-job-offer requirements, such as the provision of references and completion of ID checks

Partners- Guys and St Thomas Hospital, Southwark College, Southwark Works & Southwark Council.

Islington: Moorfields Ophthalmic Technicians recruitment (2022)

- Working with Bank Partners, we advertised through Islington Working partners the opportunity for technician roles. Residents were supported with CV preparation and interview techniques.
- We undertook pre-screening of local resident applicants and screened out any applicants who were not going to be able to pass the initial assessment.
- All Islington-referred candidates were guaranteed an interview. Bank Partners recommended 23 Islington residents for appointment.

Hackney: Project Search @ Homerton Hospital 2020 - present

Collaborated with key stakeholders at Homerton Hospital to arrange, create and design placements for residents with EHCP Plans:

- Interns completed a bespoke induction at Homerton Hospital for the first 2 weeks of the programme
- Each young person accepted onto the programme will have a suitable placement arranged for them each term and is supported by a dedicated adviser

- There have been 47 graduates from the programme, with over 60% entering employment.

The ambition is to co-design an equitable recruitment process alongside Homerton Hospital, to maximise impact for our residents from lower socioeconomic backgrounds.

Hackney: Recruitment @ Barts Health NHS Trust 2021

The council worked with key stakeholders at the trust to coordinate and facilitate a smooth recruitment journey:

- 70+ attendees at information sessions promoting industry-led employability courses
- 68 referrals supported with the application for the employability course
- 42 completed employability course, which includes a functional skills test
- 24 have been successfully supported with registering to Barts Talent Bank
- 2 entered into work within the NHS trusts

Tower Hamlets: Women In Health and Social Care

- Working with the Head of Community Employment at BARTS NHS trust over a period of 3 years 134 women were supported into paid placements in either Business Administration or Health Care Assistants.
- Placements were available for 16, 25 or 30 hours per week, for a 6 month period.
- Candidates were provided with support to navigate initial assessment, application and interview process. Those who did not obtain the required level were placed on either English or Maths courses.
- Whilst on placement individuals achieved a level 2 in business admin or NHS approved care certificate.
- All those who completed the programme were guaranteed an interview with bank partners. 89 candidates obtained sustainable employment within the NHS following their engagement on the programme.

Tower Hamlets: Pathway into Health

- Focused on engaging long term unemployed residents with specific barriers
- Programme and pastoral care details as per the WIHSC
- 18 candidates supported, 50% secured employment upon completion

Tower Hamlets: Together NHS Placements

- Programme aimed at local underemployed groups living in deprived parts of the borough
- 3 week programme – 5 days training and 2 week placement
- 50% of candidates secured employment within NHS

Westminster: Anchor Alliance

Born out of the Fairer Westminster Plan, the group was started in 2023 - a borough level network focused on local hiring, skills and employability. Engagement with Imperial Health Care Trust over previous years has been limited to council attendance at jobs fairs, but as a key member of the

Alliance and the recent hiring of a community engagement role, there is a desire to progress this area of work.

[Introducing the Westminster Anchor Alliance | Westminster City Council](#)

Partners: British Land, Kings College London, London Zoo ZSL, Microsoft, NHS Imperial Healthcare Trust, Octavia, The Crown Estate, Grosvenor and Westminster City Council.

NHS London

Examples

Healthcare Horizons, Barts Health - structured pre-employment training pathway for 16-29 years olds resident in: Newham, Tower Hamlets, Hackney or Waltham Forest	Project-based approach to work experience which offers candidates a more tangible experience under development in SWL.	Refugee Employment Programme NWL - in-country refugees / support Asylum Seekers and refugees who wish to become volunteers in the NHS.
Project SEARCH, St George's University Hospital – supporting young people with learning disabilities into paid employment. 18-25 and have an EHCP (Education, Health and Care Plan) in order to receive funding for the academic year programme.	West London Alliance Work and Health Programme - initial assessment identifies the barriers individuals face to entering work and the necessary support required. Once in work participants are provided 6 months In Work Support.	Proud to Care North London (P2CNL) – existing site re-purposed for PCAN and Academy work in NCL, site has functionality which includes a job board and landing page for primary care information.

Strategic Overview of Innovative Recruitment (NHS London):

- 7 NHS Employers have developed individual T level projects to support the implementation of placements for young people aged 16-18 in the financial year 2022-23.
- All London employers are continuing to develop their work experience offering for young people, with many increasing the number of placements to young people from diverse backgrounds by firstly reducing the number of placements offered through friends and families schemes and secondly by implementing new programmes. Recently 3 London NHS Trusts have been awarded the national work experience quality standard.
- 20 NHS employers have worked with organisations such as the Prince's Trust in recruiting young people from disadvantaged backgrounds to entry level roles and this engagement will continue.
- Work Well funded initiatives are currently running across the region and 19 NHS Employers are working with Project Search and Choices College in delivering supported internships to young people on a yearly basis

Birmingham Anchor Network (ICAN)

I Can, led by the Birmingham & Solihull Integrated Care System, has been designed, managed and delivered by a partnership of stakeholders including three Network members. The initiative aims to support unemployed Birmingham residents into entry level NHS vacancies.

The programme involves:

- A training programme to learn more about the role the participant is interested and job opportunities available
- Application and interview support
- Guaranteed interview for jobs available in the area and area desired
- Ongoing support during training and after appointment from a team of experienced educators

Based on learning from the first Network employment project, "Hospitality 2 Health", I Can has now resulted in 254 job offers for unemployed Birmingham residents with a further 254 either in, of awaiting, pre-employment training.

I Can has helped achieve a change in recruitment patterns to more disadvantaged wards in Birmingham and Solihull and an increase in recruitment from BAME communities and of people with self-reported disabilities.

Partners: Aston University, Birmingham City Council, The Pioneer Group, University Hospitals Birmingham, NHS Foundation Trust and Birmingham & Solihull ICS.