



Health and Social Care Pre-employment project

in good health

The Norfolk and Waveney Health and Care Partnership



Origin of this pre-employment programme

To improve the number of young people starting a career in health and social care across the system

The Norfolk and Waveney Health and Care Partnership is committed to working with our local communities, to promote entry routes into health and social care employment across the system and support our future NHS and Social Care workforce.

Recent reports predict a shrinking pool of potential young employees with different expectations ('Generation Z'). The number of 15-24 year olds is expected to reduce by -4% over 5 years. With a high turnover of staff and an ageing workforce, a targeted approach is needed to attract young people to health and social care rather than other sectors.

Working with The Prince's Trust

To focus on disadvantaged young people and those most affected by the pandemic

As the UK's leading youth charity, and a long standing contributor to the promotion of health and social care careers, The Department of Health and Social Care awarded The Prince's Trust with an ambition contract - to support 10,000 young people into health and social care employment by 2024/25.

It is the intention of the Norfolk and Waveney Health and Care Partnership to support this wider initiative by helping 75 young people across the system to gain employment.

To achieve this, we would need to work closely with our health and social care partners to provide a joined-up approach to supporting employment outcomes.



Our pre-employment programme will consist of 5-core elements



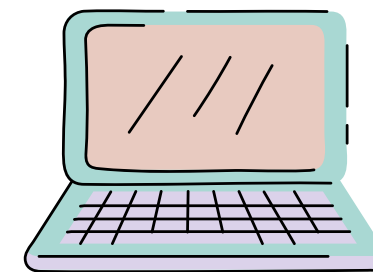
Marketing and
Promotion



Recruitment and
Assessment



Mentoring, Support,
and Guidance



Online
Sessions



Applications and
Employment



Marketing and promotion



We will focus a campaign aimed at attracting the 'Next Generation' of young people into health and social care employment.

This campaign will raise awareness of all health and social care roles available across the system, and allow us to promote opportunities for our partners.

Our target demographic will be 16-30 year olds, not in education, employment or training.

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Recruitment and Assessment



We will create a framework that allows us to accurately recruit, and assess the suitability and readiness of young people, following 3-phases:

1. Initial introduction to share programme details
2. Completion of an assessment questionnaire
3. Pathway planning and next steps

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Mentoring, Support, and Guidance



Every young person that signs up to this programme will be given 1-to-1 support throughout their time with us.

This will allow us to individualise an employment plan suitable to their needs and interests, allowing us to prepare them more accurately for employment outcomes across the system.

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Online Sessions



Online sessions will allow us to engage with larger numbers, and focus on 4-key preparation elements for employment:

1. What health and social care roles are right for me?
2. Personal skills and values
3. Applying for jobs
4. Interview preparation

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Applications and Employment



Now that we have a completed employment plan for each young person, we will begin to start working on job applications with them to provide the best possible chance of a positive outcome.

This element will remain open until a candidate has successfully moved into employment.

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In summary...



Pre-employment programme to provide entry routes into health and social care

Introduce marketing and assessment processes to support a continual flow of suitable young people across the system

Individual employment plans to create a focussed pathway to success



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Any questions
or feedback?



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IN PARTNERSHIP WITH
THE PRINCE'S TRUST