

TALENT ACADEMY

Inspiring Futures : Informing Careers

Growing our Own through:

- *Inspiration*
- *Aspiration*
- *Collaboration*

Claire Flavell
Strategic Lead
Lincolnshire Talent Academy



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Health & Care in Lincolnshire

- Second largest county in England
- Population size: 731,500
- Rural county
- Ageing population
- High density of elderly on East



Map data ©201



Lincolnshire Partnership
NHS Foundation Trust

United Lincolnshire Hospitals
NHS Trust

Lincolnshire Community Health Services
NHS Trust



Sector Recruitment Challenges

Common Stakeholder Themes

- Ageing workforce
- National shortage of individuals going through training for key roles (Nursing, Medics, Allied Health Professionals)
- High levels of competition nationally
- Difficulty recruiting into Lincolnshire
- "Fishing from same pond"
- Health and care is changing - moving towards integrated services - roles of the future not yet defined



Grow our Own

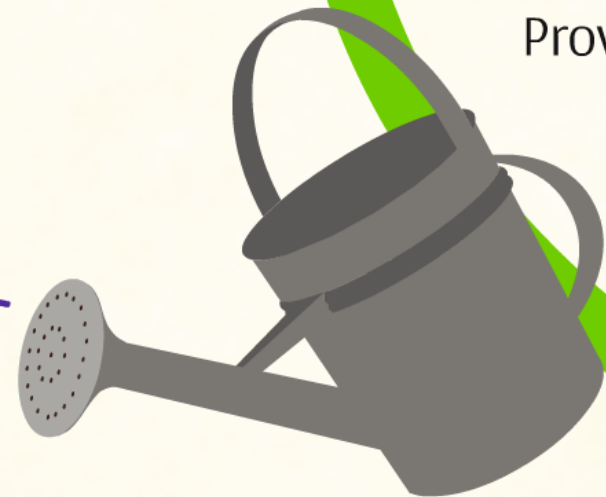
Engage and inspire younger generation

Create opportunities to inform student career choice

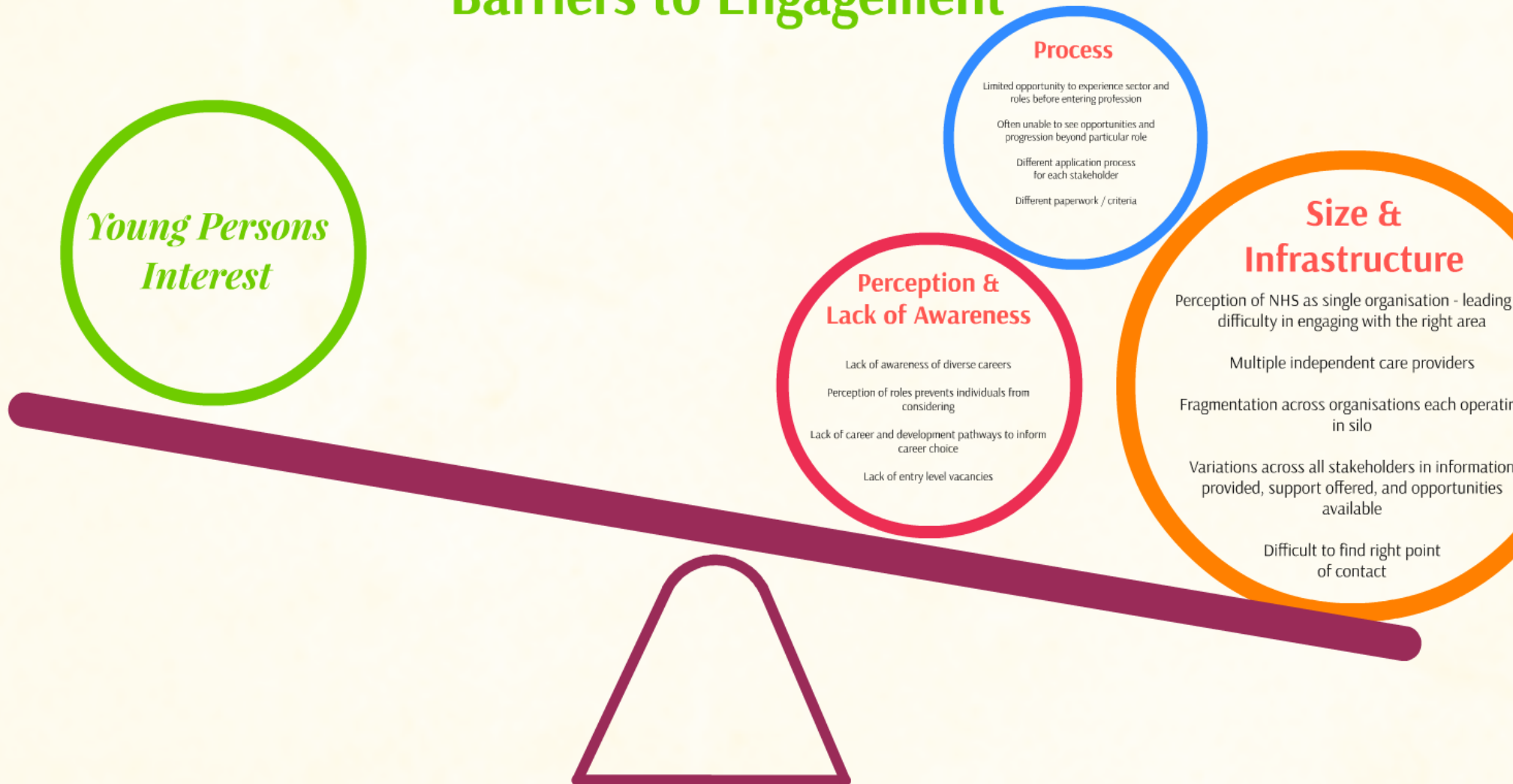
Develop our own Talent Pipeline

Promote "Careers" as opposed to "Jobs"

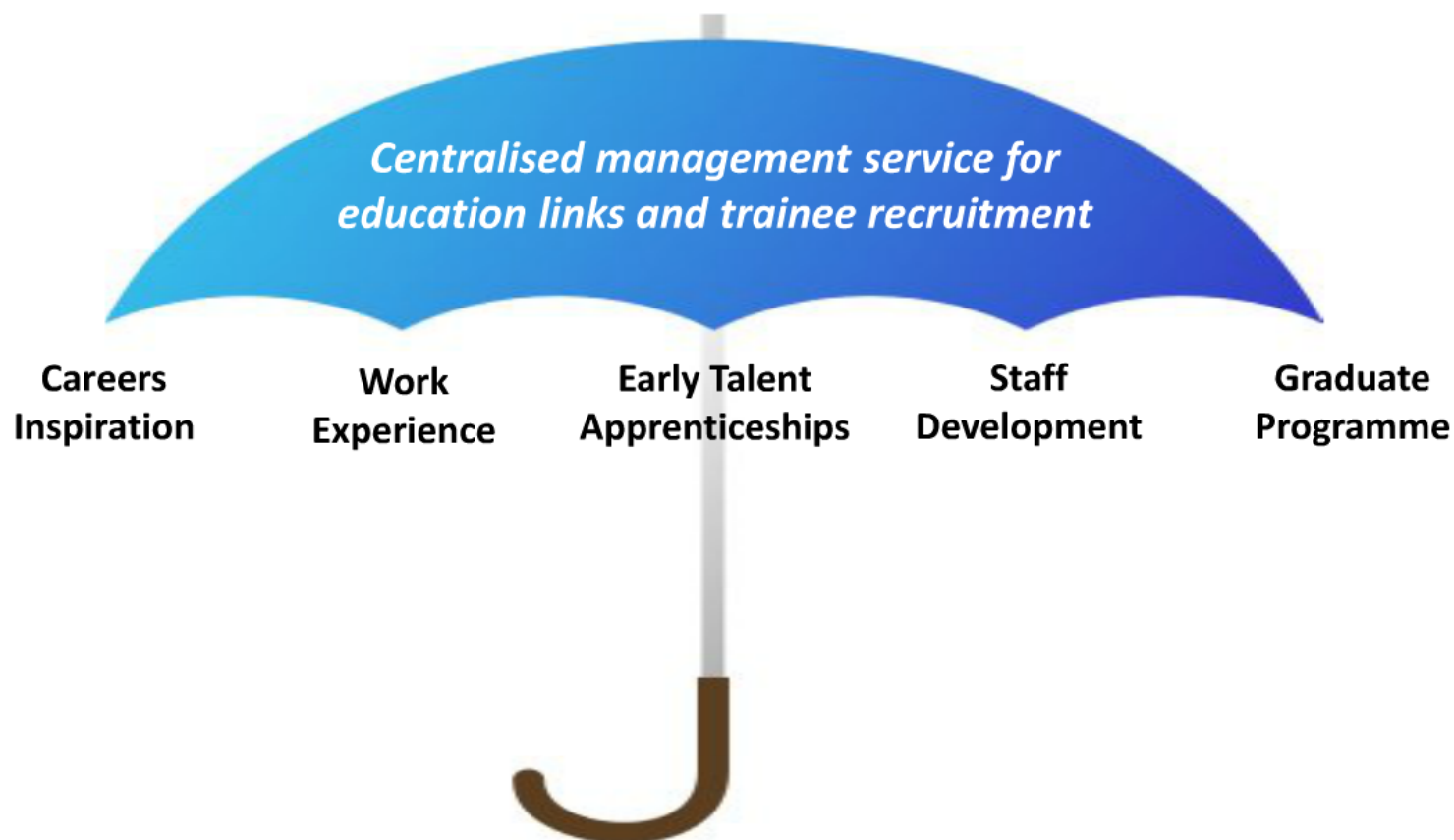
Provide development pathways to develop and retain skills within the County



Recruiting the next generation: Barriers to Engagement



Context



NHS Careers



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Member Organisations



Lincolnshire Health and Care

Shaping services to meet your needs into the future



**Lincolnshire
General Practice**

All together for a healthier community



**Lincolnshire
Care Association**



**St Barnabas
Lincolnshire Hospice**
caring for life

Lincolnshire
COUNTY COUNCIL



**Skills Funding
Agency**

NHS

Lincolnshire

NHS Representative Bodies:

Health Education England

East Midlands Ambulance Service

United Lincolnshire Hospitals NHS Trust

Lincolnshire Partnership NHS Foundation Trust

Lincolnshire East Clinical Commissioning Group

Lincolnshire West Clinical Commissioning Group

Lincolnshire Community Health Services NHS Trust

Advisory Panel

**The
Lincoln College
Group**

boston:college



**UNIVERSITY OF
LINCOLN**
CAREERS & EMPLOYABILITY



**BISHOP
GROSSETESTE
UNIVERSITY**

**Sheffield
Hallam
University**

Lincolnshire Talent Academy

Strategy for engagement through collaboration

- Common purpose and shared goal across all Academy stakeholders
- Integrated services - In-house provision working on behalf of Academy stakeholders (removal of duplication through centralised admin)
- Coordinated approach for Health and Care Offer - Education Programme
- Standardised delivery - consistency across the county
- Academy provides single point of contact for all enquiries - Removing historical barriers to engagement
- Structured Lincolnshire approach



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Inspiring Futures : Informing Careers

Strategic Intentions



**Get in
Get on
Go further**

**the talent
for care**

A national strategic framework
to develop the healthcare
support workforce

Does your organisation develop its support staff?
Are there opportunities to learn on the job and
do better? Is your organisation making the most
of its talent for care?

www.eoe.hee.nhs.uk/our-work/1to4/


**THE NHS
CONSTITUTION**
the NHS belongs to us all


Health Education England

Category	Item	Value
1	1.1	1.1
2	2.1	2.1
3	3.1	3.1
4	4.1	4.1
5	5.1	5.1
6	6.1	6.1
7	7.1	7.1
8	8.1	8.1
9	9.1	9.1
10	10.1	10.1
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100	100.1	100.1

"Get in"

Get in... Opportunities for people to start their career in a support role

- 1** Broaden the ways into training and employment in the NHS.
- 2** Increase the chances for people to try new experiences of work.
- 3** Engage more staff to act as NHS Ambassadors.

Work Experience/Shadowing Placements

Work Experience/Shadowing Placements are a key part of the 'Get in' strategy. They provide a valuable opportunity for young people to gain experience in the NHS and explore different career paths. The strategy aims to increase the number of young people who undertake such placements, particularly in areas where there is a shortage of staff.

School / College Engagement & Careers Events

Coordinated events calendar for Health and Care across Lincolnshire

- School / college careers & employability events
- Stakeholder site days
- Audience specific - Students, parents, teachers

"Get in" Apprenticeship Programme Development

Only level apprenticeships (e.g. being incorporated into workforce plans)

Development of "Integrated Clinical Apprenticeship" opportunities (recruitment Agency model)

- Focused by prime provider
- Rotational posts across 3 NHS Trusts and Care

All posts advertised via National Apprenticeship Service NHS Jobs

Direct to schools / colleges

Get in... Opportunities for people to start their career in a support role

- 1
- 2
- 3

Broaden the ways into training and employment in the NHS.

Increase the chances for people to try new experiences of work.

Engage more staff to act as NHS Ambassadors.



The screenshot shows the ETE web interface. The search bar contains 'GDP'. The search results list 'GDP' as the top result. The table below shows the data for 'GDP'.

Year	GDP
2000	100.0
2001	100.0
2002	100.0
2003	100.0
2004	100.0
2005	100.0
2006	100.0
2007	100.0
2008	100.0
2009	100.0
2010	100.0
2011	100.0
2012	100.0
2013	100.0
2014	100.0
2015	100.0
2016	100.0
2017	100.0
2018	100.0
2019	100.0
2020	100.0

Get in... Opportunities for people to start their career in a support role

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Broaden the ways into training and employment in the NHS.

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Work Experience Centralised Process

Ease of Access

- Single Access Point - Lincolnshire Talent Academy

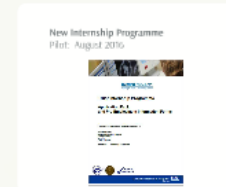
Standardised Paperwork

- Placement Record and Risk Assessment
- Placement Framework - opportunity listing
- Standard Application Form
- Confirmation Letter & Student / Parent Agreements

Bespoke On-line Management System

- Management of placement opportunities by employer and site
- H&S management - robust risk assessment
- Application tracker - follows the student
- Allocation process & management
- Centralised administration
- Employer User Accounts for easy monitoring
- Student on-line registration / applications (*in development*)
- Full reporting functionality

Opportunity ID	Employer	Location	Start Date	End Date	Status	Applicants	Allocated
1000000001	Lincolnshire Health	Lincoln	2015/09/01	2015/12/31	Open	15	10
1000000002	Lincolnshire Health	Lincoln	2015/09/01	2015/12/31	Open	12	8
1000000003	Lincolnshire Health	Lincoln	2015/09/01	2015/12/31	Open	18	12



Results since implementation of Centralised Service in Sept '15:

- 100% increase in student engagement from 0 - 60 opportunities in 12 months
- 70% increase in student placements during academic year
- 2015/16 - 10 placements
- 2016/17 - 42 placements



Results since implementation in Sept '15:

- Placement Set-Up:**
Average department time to set-up placement reduced from 2-3 days per student, to 1 day each year

- Application / Allocation Process:**
Average time to process application reduced from 4 weeks - 5 days



Work Experience Centralised Process

Ease of Access

- Single Access Point - Lincolnshire Talent Academy

Standardised Paperwork

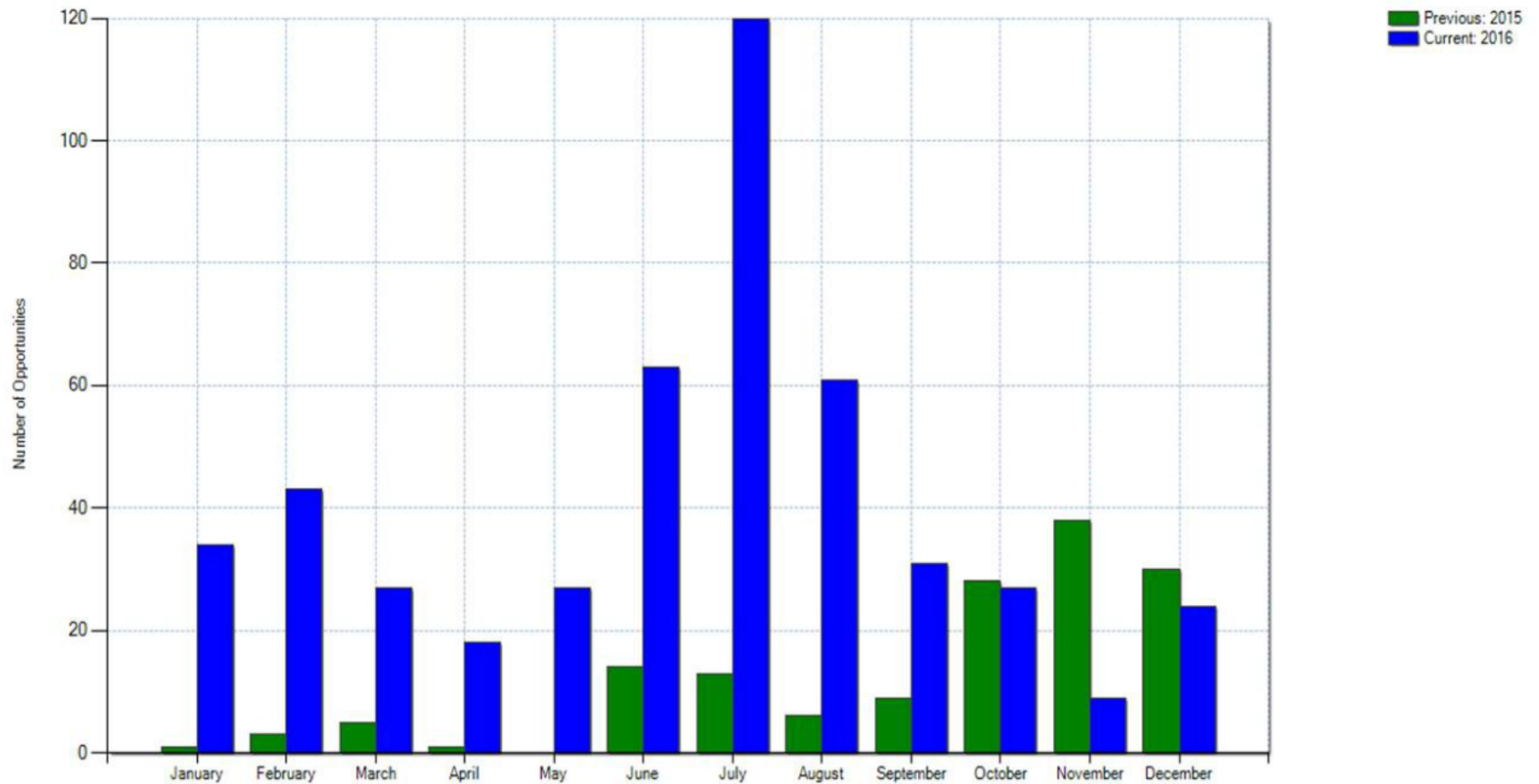
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Bespoke On-line Management System

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Charts - Opportunities by Month - Year on Year Comparison

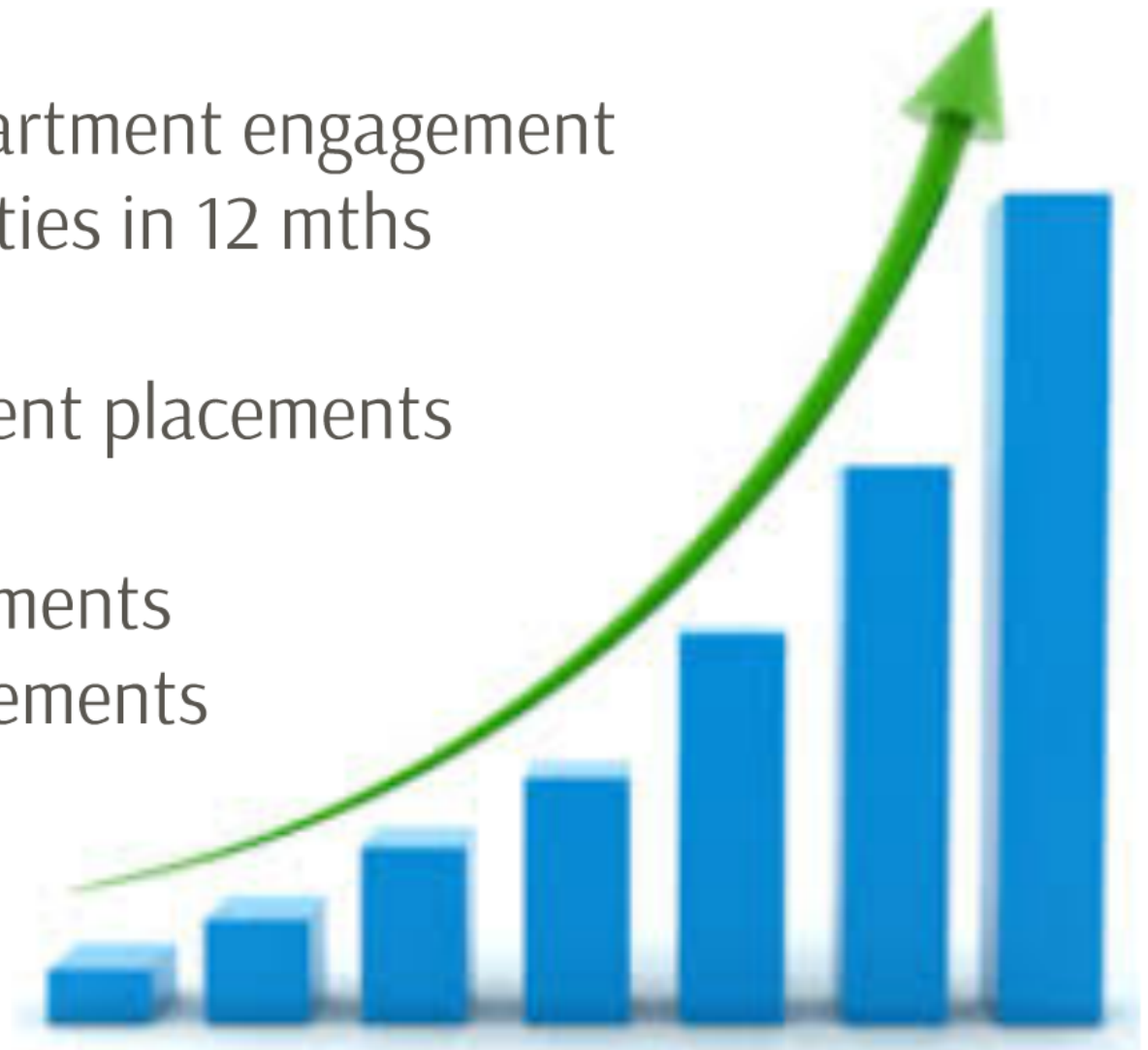


Results since implementation of Centralised Service in Sept '15:

1137% increase in department engagement
From 8 - 91 opportunities in 12 mths

792% increase in student placements
during academic year

- 2014/15 - 53 placements
- 2015/16 - 473 placements



Results since implementation in Sept '15:

Placement Set-Up:

Average department time to set-up placement reduced from 2-3 days per student, to 1 day each year

Application / Allocation Process:

Average time to process application reduced from 4 weeks - 5 days



New Internship Programme

Pilot: August 2016



TALENT ACADEMY
Inspiring Futures : Informing Careers

Trust Internship Programme

Application Pack and Pre-Employment Information Forms

All completed applications should be submitted to:

Talent Academy
c/o Lincoln County Hospital
Greetwell Road
Lincoln
Lincs LN2 5QY

Reference: "Internship Programme"


United Lincolnshire Hospitals **NHS**
NHS Trust

School / College Engagement & Careers Events

Coordinated events calendar for Health and Care
across Lincolnshire

- School / college careers & employability events
- Stakeholder site days
- Audience specific - Students, parents, teachers





Considering a career in medicine?

Sixth form work experience


Spend time finding out what it means to be a doctor in the 21st century

- Speak to Foundation doctors and current medical students and gain an insight into medical training
- UCAS Application process, personal statement writing and interview practice
- Clinical skills taster
- Visit Theatres

The 3-day course will be held twice in 2016 on the following dates

5th, 6th and 7th July 2016

19th, 20th and 21st July 2016



Held at Lincoln County Hospital
Limited to 16 places per course
£50 per student

Further details and application forms available from your school careers advisor or contact julie.evans@ulh.nhs.uk

United Lincolnshire Hospitals NHS Trust

TALENT ACADEMY Inspiring Futures - Shaping Careers


United Lincolnshire Hospitals NHS Trust

HOSPITAL SITE BASED NHS CAREERS EVENT

Lincoln County Hospital
16th December 2015

INSPIRING OUR NEXT GENERATION AND FUTURE NHS WORKFORCE
For School Year Groups 10 - 13

STUDENT INFORMATION PACK



CARE, CLINICAL & ALLIED HEALTH PROFESSIONS

Focus: Nursing and Allied Health Professions

Talent Academy - Hospital Site Scheme
Lincoln Hospital - 16th December 2015

Page 1 of 10

Issue: 03.12.15
Version: 1.0



Supporting Students Applying for Medicine?

Interactive Myth busting workshop for Careers Advisors



Dr John Coffey

- UKCAT/BMAT
- Subject Choices
- Work Experience



Dr Kishan Rees

- Personal Statements
- Interview Technique and MMIs

What support do we offer to potential medical students?
Where can you turn for advice?

Wednesday 15th July 2015
7pm—9pm

Undergraduate Medical Education Centre
Lincoln County Hospital
Greenhill Road
Lincoln
LN2 7QY

Further details from:
julie.evans@ulh.nhs.uk 01522 373848 or Kishan.Rees@ulh.nhs.uk 01522 373101

United Lincolnshire Hospitals NHS Trust



THE GREATER LINCOLNSHIRE SKILLS SHOW 2015

DATE - 17TH & 18TH NOVEMBER 2015

VENUE - BUTLIN'S HOLIDAY PARK, SKEGNESS, PE26 1NU

TIMING - 9:30AM - 2:30PM

COME ALONG TO THE GREATER LINCOLNSHIRE SKILLS SHOW. A UNIQUE 'HAVE A GO' EVENT ORGANISED BY THE WORK BASED LEARNING ALLIANCE AND HOSTED BY BUTLIN'S SKEGNESS

FREE ENTRY

TO REGISTER FOR FURTHER INFORMATION CONTACT KATY NEVITT OR VICTORIA ADAMS AT:

[@katy.nevitt@wbla.co.uk](mailto:katy.nevitt@wbla.co.uk)
[@victoria.adams@wbla.co.uk](mailto:victoria.adams@wbla.co.uk)

Discover the exciting career opportunities that further education, vocational qualifications and training including apprenticeships and traineeships can unlock.

Have a Go Activities

Talk to Employers about what it's really like to work in a wide range of sectors

Receive expert careers advice from many careers advisors including the National Careers Service

www.wbla.co.uk @WBLAUK Work Based Learning Alliance

TALENT ACADEMY Inspiring Futures - Shaping Careers

United Lincolnshire Hospitals NHS Trust

RADIOLOGY OPEN DAY

COME AND JOIN US TO LEARN MORE ABOUT THE RADIOLOGY DEPARTMENT AND DIAGNOSTIC RADIOGRAPHY AS A CAREER

- ♦ IDEAL FOR AGES 16+
- ♦ LEARN ABOUT DIAGNOSTIC IMAGING
- ♦ SPEAK TO RADIOGRAPHERS ABOUT THEIR CAREER
- ♦ ENQUIRE ABOUT WORK EXPERIENCE

SATURDAY 24TH OCTOBER 2015

DROP IN 10AM-2PM

RADIOLOGY DEPARTMENT LINCOLN COUNTY HOSPITAL

DIAGNOSTIC RADIOGRAPHY IS A FASCINATING CAREER THAT COMBINES MODERN TECHNOLOGY WITH HANDS-ON PATIENT CARE TO PRODUCE HIGH QUALITY IMAGES OF INJURY OR DISEASE

PLEASE JOIN US ON OUR OPEN DAY TO LEARN MORE ABOUT THIS EVER CHALLENGING AND EXCITING CAREER

For further information email: Russell.Fenwick@ulh.nhs.uk

"Get in" Apprenticeship Programme Development



Entry level apprenticeships (L2),
being incorporated into workforce plans.

Development of "Integrated Clinical Apprenticeship"
opportunities (Group Training Agency model)

- Hosted by prime provider
- Rotational posts across 3 NHS Trusts and Care

All posts advertised via:
National Apprenticeship Service
NHS Jobs
Direct to schools / colleges

"Get on"

Get on... Support people to be the best they can be in the job they do

4

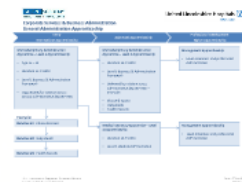
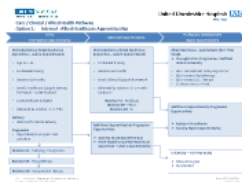
Challenge every NHS employer to implement a development programme for support staff that is over and above mandatory training.

5

All new healthcare support staff to achieve the new Care Certificate.

6

Double the number of apprenticeships by March 2016.



Get on... Support people to be the best they can be in the job they do

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Challenge every NHS employer to implement a development programme for support staff that is over and above mandatory training.

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Care / Clinical / Allied Health Pathway

Option 1: Internal - Allied Healthcare Apprenticeship

Entry
Intermediate Apprenticeship

Advanced Apprenticeship

Professional Development
Higher Apprenticeship

Multi-disciplinary Allied Healthcare Apprentice – Level 2 Apprenticeship

- Age 16 – 24
- Co-funded training
- Duration 18 months
- Level 2 Healthcare Support Services framework - contextualised
- Care Certificate included
- Delivered by rotation 3 x 6 mths

Delivery

- Internal or External delivery

Progression

- Opportunity to progress and specialise

Rotation #1: Radiology / Diagnostics

Rotation #2: Physiotherapy

Rotation #3: Occupational Therapy

Multi-disciplinary Allied Healthcare Apprentice – Level 3 Apprenticeship

- Co-funded training
- Duration 18 months
- Level 3 Clinical Support framework
- Delivered by rotation 3 x 6 month rotations:

Rotation #1: Radiology

Rotation #2: Physio

Rotation #3: OT

Additional Apprenticeship Progression Opportunities:

- Aspiring Nurse Apprentice (L3)
- Multi-disciplinary Allied Healthcare Apprentice – Level 3 Apprenticeship

Allied Healthcare – Secondment (Part Time Study)

- Pre-registration Programme - Sheffield Hallam University
- ULHT secondment onto programme
- BSc Honours Physiotherapy
- BSc Honours Occ. Therapy
- 15 places across 3 Trust

Additional Apprenticeship Progression Opportunities:

- Assistant Practitioner
- Nursing Higher Apprenticeship

University – Full Time Study

- Relevant Degree
- Non-funded

"Go Further"

Go further... Provide opportunities for career progression, including into registered professions

7

Simplify career progression for those who want it.

8

Agree with employers and education providers a universal acceptance of on-the-job training.

9

Support talent development that identifies and nurtures people with the potential to go further.

Making it happen

10

Information, pilot projects and spreading good practice.

Lincolnshire Wide Talent Management Framework Aspects in development

Integrated training and development pathways being established for health and care - offering "Careers"

All staff to be offered development opportunities, aligned to their job roles and future workforce models, via Apprenticeship Programme - From Level 2 to Degree plus Professional Registration

Integrated Competency Passport in development, ensuring portability of skills across Academy stakeholders

Graduate Programme in development

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Aspects in development

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Graduate Programme in development

Summary:

2016/17 Impact to date

Get In:

- School/College engagement links in place
- Work Experience - 473 placements - 792% increase
- School Career Events - 5 delivered, further 15 planned
- Successful Internship Programme pilot - full roll out 2017
- First Integrated Apprenticeship Opportunities developed
- 19 "Get in" Apprentices recruited. Further 12 forecast by Dec 2016

Get on:

- Full roll out of Apprenticeship programme in progress across all Lincolnshire stakeholders - 166 staff members enrolled onto Apprenticeship programmes to date
- Apprenticeship development pathways now at heart of Career progression pathways - supporting "Step On/Off" model

Go Further:

- Full Talent Management Framework in development

TALENT ACADEMY

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Thank You

For more information:

Claire Flavell
Strategic Lead
Lincolnshire Talent Academy

Email: claire.flavell2@ulh.nhs.uk

