



South Tyneside and Sunderland
NHS Foundation Trust

‘Developing our Future Workforce’

Workforce Development and Education Team

excellence
in all that we do

NHS Long Term Workforce Plan

Train, Retain, Reform

- Train – Grow the workforce
- Retain – Embed the right culture and improve retention
- Reform – Working and training differently

To achieve a sustainable workforce representative of the local community it serves

To address skills shortages/increased demand on the NHS

To realise alternative ways to train and develop our employees





Prince's Trust

**START
SOMETHING**

Partnerships

The Trust has worked in partnership with Sunderland College over the past 7 years to support local young people under the age of 30 to take their first steps into a Health & Social Care career.

The Trust supports a number of pre-employment programmes, one to one support and small group programmes matching skills and experience to job roles, application support and interview preparation.



Megan's Journey



Megan lives locally and left school in June 2022 at the age of 16. Megan attended the Prince's Trust summer programme at the Trust.

The summer programme is designed to offer young people an insight into the role of Healthcare Support Assistant culminating in an interview. Megan was successful in obtaining an Apprentice Healthcare Assistant role, which she started in February 2023.

“The support I received on the Prince's Trust programme gave me the confidence to apply for the post and I've not looked back”

Support to Armed Forces

- We are actively involved in the Step Into Health programme.
- We hosted a regional event at STSFT to promote regional job opportunities to those leaving the armed forces.
- We support the Prince of Wales Cadet Scheme. The Trust is the only NHS employer in the region supporting the programme, which offers cadets 20-hour placements in nursing settings.
- We have recently launched a scheme working with local and national partners to identify and support veteran patients to ensure they receive the very best quality of care.



SILVER
Employer of The Year



Work Discovery Events

- Trust Work Discovery events have been designed to promote careers within the NHS to young people age 11+
- All local schools within the South Tyneside and Sunderland area are invited to attend.
- Use of the University of Sunderland 'Living Lab'
- Further Discovery days are planned for 2024 including Discover Nursing and Allied Health Professions, Discover Medicine and Discover 'hidden careers'.



Work Placements



- We work with Sunderland College to provide bespoke placements for students studying the newly developed 'T' level programmes with a view to them securing jobs with the Trust.
- We currently provide placements for Business Administration and Health and Social Care students whose programme consist of 80% study time and 20% work placement.

Apprenticeships

- The Trust has successfully supported 664 apprentices since 2017 and offers over 30 different types of apprenticeship.
- These range from Level 2 (entry level) to Level 7 (Masters level).
- They are available in clinical and non-clinical areas.
- Sunderland College and the University of Sunderland are our biggest apprenticeship providers.



Emily's Journey



Emily lives in Sunderland and started as an Apprentice Healthcare Assistant at age 16 in 2018. She completed her Level 2 Healthcare Support Worker Apprenticeship and worked as a Healthcare Assistant for 3 years.

For health reasons, she could not continue in the healthcare role, but after discussions with the Workforce Development team about other career options, she applied for an Apprenticeship in Workforce Development and Education team and is now close to completing the Level 3 Business Administrator Apprenticeship.

"I am really enjoying my role. I love that I get to support new apprentices starting with the Trust, utilising my previous experience as a Healthcare Assistant to support them".

SWAP Programmes

In conjunction with Department for Work & Pensions and Sunderland College, the Trust supports Sector based Work Academy Programmes (known as SWAP).

These are short training courses designed to give candidates an understanding of the roles within the Trust. The 2-week programme culminates in a guaranteed interview.

We have delivered two programmes so far, with 6 people offered jobs in business administration and health care.



Nursing Apprenticeships

- We currently have 29 Registered Nurse Degree Apprentices on programme with the University of Sunderland.
- These students are Trust staff who are in support worker roles, who work whilst training for 50% of their time.
- To date, 7 apprentices have completed their training and have remained in the Trust now working as qualified nurses.
- The Trust has also developed a 'Get into' nursing scheme for local students from Sunderland College which provides a pathway into the nursing apprenticeship.

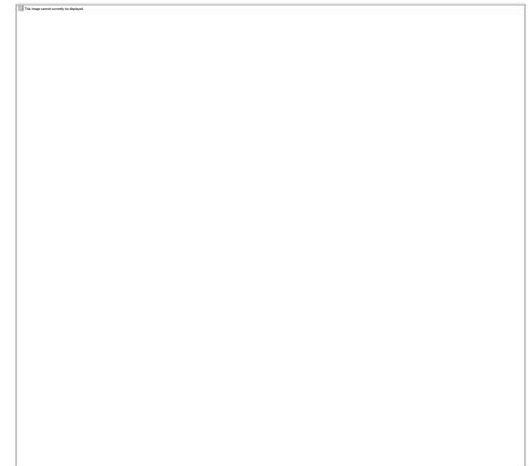


'Get into' Schemes

Get into Schemes have been developed in several clinical areas to support workforce shortages and provide non-traditional ways to train to become a qualified health professional. Sunderland College delivers the diploma qualification as part of the scheme.

Schemes are in operation in Theatres, Podiatry, Radiology and Nursing.

Emily came to the Trust on a targeted placement from Sunderland College with an interest in Theatres. We worked with the Theatres team to ensure job opportunities were ring fenced to college students. Emily was successful in securing a 'Get into' Theatre Support Worker role with a view to training as an Operating Department Practitioner in the future.



International Nurse Recruitment

- Targeted recruitment drives for Internationally Educated Nurses (IEN)
- Comprehensive adaptation/induction programme
- 600 international nurses in roles across the Trust
- Local Filipino/Nigerian/Indian communities in Sunderland
- NHS Pastoral Care Quality Award
- Bespoke English language course designed in partnership with the University of Sunderland
- 174 IENs currently in training
- Vacancy rates are predicted to fall from 7.43% to 2.69% once IENs progress into qualified nursing roles



Administration Careers Event

- A Trust careers event dedicated to showcasing administration roles was held in May 2023 at Sunderland Royal Hospital.
- 175 people attended the event with 104 applicants being shortlisted for vacant roles across the Trust.
- 18 people were successful in securing roles 5 of which were offered as an apprenticeship.
- Vacancy rates for administration roles have subsequently decreased.
- Further targeted recruitment / career events are planned for 2024.





Any questions?