

Support for Local Residents into Health Careers



Pathways



Intro to Care Programme

Pathway into Health

Community Works for Health

BHPP



Intro To care

- One day training course and access to care support pool (pilot)
- Course covers:
 - Different aspects of care
 - knowledge and requirements for sector
 - Talks for specialists within the industry
- Programme has been developed in partnership with LBTH homecare commissioners and providers
- Pool provides a combination of guaranteed interviews and recruitment support

Pathway In To Health (PITH)



Placements are for 6 months and paid at LLW

Funded from ESF budget – Furthest from the labour market

All participants go through LBTH recruitment and selection process and are seconded to BARTS NHS Trust

Pre-placement training is undertaken and non-accredited work related training whilst on placement

All those who successfully complete their placement gain access to BARTS talent pool and iTRes GIS



Community Works For Health CWfH



Provides local residents with access to lower bands roles with BARTS Health NHS Trust

The CWfH programme ring fences the following entry level roles for local candidates:

- Admin / Clerical
- Healthcare Assistants/ Theatre Support Workers
- Phlebotomists
- Medical Lab Assistants
- Pharmacy Assistants

Open to candidates across East London boroughs

All applicants must obtain Level 1 or 2 in BKB functional skills assessment



Barts Health Placement Programme



24 x four month Business Admin paid (LLW) work experience placements with Barts Health NHS Trust, Funded by NEL ICB

18-30 age group with priority given to women of Somali and Bangladeshi backgrounds

Not in long term education or training & unemployed 6 months plus

25 hours per week with flexible working patterns to accommodate caring responsibilities/family commitments

Paid at LLW

NHS pre-placement training including an accredited Level 2 Certificate in Mental Health First Aid

IAG/IWS is given to participants throughout the placement to help with the transition into a working environment and support individuals with any challenges or barriers



Stats



Post placement routes into employment are through the continued support from Workpath and access to Healthcare Horizons Apprenticeships Talent Pool, NHS Bank Staff, CWfH and iTres Talent Pool

Intro to Care

- 16 candidates currently in pool being supported through recruitment phase
- Projected retention target of 2 as a new approach to care sector recruitment

PITH

- 19 candidates are currently accessing this programme
- Overachievement of 90% due to creativity with the budget
- Projected retention of 50% - new programme of work

CWfH

- Ongoing programme delivered every 2 months
- Currently averages 5 referrals a cohort
- Previous Women into H&SC had retention rates of 76%

BHPP

- 6 to-date
- Second cohort recruitment taking place with starts in January 2023.
- 24 FTEs available in total
- Previous Women into H&SC had retention rates of 76%

