



## About us

Joined Up Careers Derbyshire brings together local partner organisations to support the current and future health and social care workforce. We seek to find the best candidates for roles within the health and social care sector of Derby and Derbyshire – and support them on their career journey. We are part of Joined Up Care Derbyshire, the Integrated Care System (ICS), helping individuals and teams work in new ways to meet the ever-changing needs of patients and the public. This is the second issue in a new series of newsletters.

Newsletter issue 2 – July 2022



## Hundreds attend two major recruitment events

The Joined Up Careers Derbyshire team organised and hosted two large health and social care hiring events in June. The team, along with nearly 30 employers across health and social care in Derby and Derbyshire, were warmly welcomed by Chesterfield College on June 28 and Derby College on June 29.

There were approximately 200 attendees at the Chesterfield event and around 325 at the Derby event, including both students and the general public.

Many of our system colleagues who are passionate about their professions spared valuable time to display their current vacancies and apprenticeship opportunities, with some also holding presentations and workshops on their area of expertise. Some

providers in social care carried out interviews on the day and conditional job offers were made.

Brian Grant, Step Into Work project manager for Joined Up Careers reported 23 people as potential sign-ups to the Pathways to Health and Social Care and Step Into Work programmes at the events.

Many positive comments were received from employers at their display stands, including how well organised the event was, and how it was a really good opportunity to network with others. We hope to make this a regular event to offer meaningful and successful engagement with our future workforce, in particular those students who have already chosen to study health and social care at college.

## Apprenticeships supported via levy gifting

Joined Up Careers, along with health system partners, have supported Derby and Derbyshire social care and general practice with their development needs to aid the skills, knowledge and confidence of their workforce.

This has been achieved via levy gifting to fund apprenticeships – roles supported have included adult care workers, learning mentors, business administrators and nursing associates.

Since we began this process in January 2022, we have committed to gift more than £200,000, enabling us to support more than 40 apprentices.

For more information on our levy gifting and how to submit a request, please visit our [webpage](#).



## Hearing the views of health care support workers

Joined Up Careers are involved in many activities to support the recruitment, retention, and development opportunities for Health Care Support Workers (HCSWs) across Derby and Derbyshire.

There are many job titles including healthcare assistants, support workers, therapy assistants, carers, adult care workers that all come under the HCSW umbrella term.

NHS England and Innovation, through NHS employers, have been collating information, thoughts, and ideas on how we can better support this wonderful workforce, including an online survey in July.

If you did not get the chance to have your say and contribute your ideas, please email [Lauren.adkin@nhs.net](mailto:Lauren.adkin@nhs.net) who would love to hear from you. All information will be shared to improve practice (anonymised) across Derbyshire.

Finally, a date for your diary - 23rd November - when we celebrate National Health Care Support Worker Day.

## Free courses in maths and English

Joined Up Careers are teaming up with local colleges to provide free maths, English and digital skills functional skills courses.

Face-to-face, virtual and blended options will be available to anyone in Derby and Derbyshire, working in health and social care, who does not have a GCSE grade C/4 or above in these subjects.

The sessions are run by experienced adult tutors and are relaxed and open. Courses can be taken to support aims both personal and professional. For more information, please contact [Lauren.adkin@nhs.net](mailto:Lauren.adkin@nhs.net)





## Support for job-seekers

Joined Up Careers is providing a range of opportunities to support people looking to get into the health and care workforce. Recruitment events have been held with Jobcentre Plus as well as Joined Up Careers regularly attending Jobcentre Plus venues in places such as Heanor, Alfreton, Buxton, Shirebrook and Glossop to recruit to the Pathways to Health and Social Care programme.

## Pathways programme is on target

The Pathways to Health and Social Care programme is consistently achieving above 100% for all its profiled targets.

The programme supports jobseekers in Derbyshire and Nottinghamshire on their pathways into training or employment within the health and social care sector.

Working with a dedicated advisor, individuals are fully supported to explore the range of roles and free training available within the sector.

There is support available to help people with their job-hunting including CV help and guidance, application forms, interview preparation, training, and links with available job roles.

Joined Up Careers Derbyshire is proud to be one of the partners in the Pathways to Health and Social Care Project. For further information, please email [hazel.jones22@nhs.net](mailto:hazel.jones22@nhs.net)



## Sector Work-based Academy Programme (SWAP) set for September

A Sector Work-based Academy Programme (SWAP) is to be held in September 2022 aimed at people who are currently unemployed and are looking to get into the social care sector.

The free course gives people all the skills and knowledge they need to achieve a role in social care as well as gaining a nationally accredited qualification.

It is run by Joined Up Careers, working with Derbyshire Adult Education Services and the Department for Work and Pensions. For further information, please email [hazel.jones22@nhs.net](mailto:hazel.jones22@nhs.net)



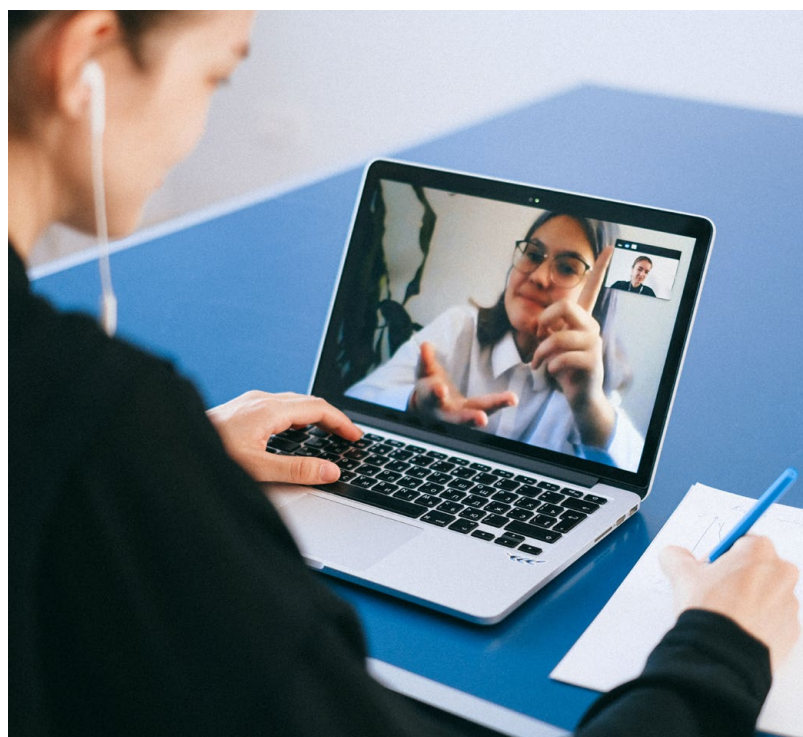
# Virtual work experience with Springpod springs back for new programme



During the pandemic, there were no opportunities for students to access work experience placements in health and care settings, and as a result, in October 2021 Joined Up Careers arranged a virtual work experience programme with Springpod. This gave students an alternative opportunity to gain some insight into various careers in the health and social care sector.

Although work experience placements have resumed in some areas, these remain limited. Plans are now underway to introduce a new virtual programme for 2022 to be delivered to college students across Derby and Derbyshire who are currently studying a health and social care course. Joined up Careers are working closely with local education providers across the county, in order to ensure the programme can reach as many of those students as possible.

The programme will feature modules on various careers such as care work, midwifery, allied health professions, administrative and non-clinical roles. Part of the programme will feature live webinars with a panel of professionals to give students the opportunity to interact with people in these roles and ask them questions all about their chosen career.



## BME Respite Sitting Service

Interim funding has been secured for the continuation of the BME Respite Sitting Service until November 2022.

This follows a successful pilot of the project in 2021 and a partnership between Links CVS, Derbyshire BME Forum, Derbyshire County Council and Step Into Work that brought the organisations together in the establishment of the service and the recruitment of a first group of 23 sitters. The service provides respite care to families within BME communities in Derbyshire.

Step Into Work devised and managed the training to prepare individuals for their role, in partnership with the Learning Development team within Derbyshire County Council and the use of the learning pool for access to a suite of online courses.

The training saw the preparation of bespoke webinar sessions. A new cohort of eight sitters has been recruited for the second stage of delivery and Step Into Work will again be delivering and supporting the training. On this occasion, the sitters will join the July Step Into Work programme and will complete the accredited courses alongside selected e-learning courses from the learning pool.

The sitters represent different community associations including Chinese Elders, Chesterfield Muslim Women, Senegambia Association, Asian Association and North Derbyshire Refugee Support Group.

For further information, and to enrol if you are interested, please email [brian.grant@nhs.net](mailto:brian.grant@nhs.net).



# Joined Up Careers launches new charter for partner organisations

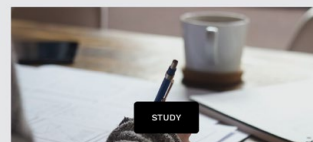
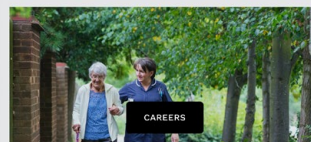
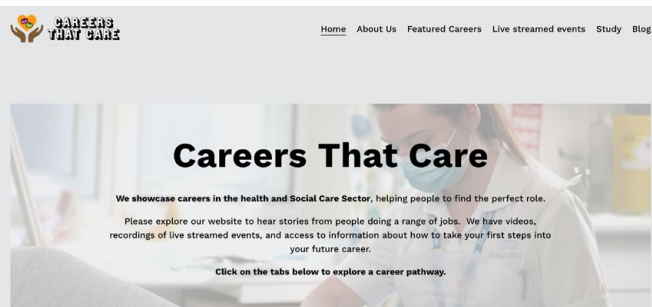
Joined Up Careers have worked with colleagues across the health and care system to launch a Health and Social Care Charter.

The aim of the charter is to contribute to improvements in the care and health and wellbeing of people in Derby and Derbyshire by supporting the recruitment and retention of staff in the health and social care sector.

The charter intends to establish a standard of good practice whereby every employer supports and values their workforce and improves the image of the sector to support the attraction of new staff.

It is to demonstrate the commitment that health and social care employers have pledged to:

- Providing tangible employment offers
- Supporting the health and wellbeing of their staff
- Supporting their staff to deliver the highest standard of care
- Providing a supportive working environment that is compassionate and inclusive, applauding diversity
- Build a positive culture of learning development and progression.



## Careers that Care launches

Joined Up Careers are delighted to be working with the Community Chesterfield project, which is based at the University of Derby in Chesterfield, on a new-look 'careers that care' offering this year.

The Community Chesterfield project works to enrich the learning experience of students within community settings. This collaboration enables students in Derbyshire to participate and engage with health and social care community and voluntary sector organisations in the area.

Jenny Raschbauer, project manager, Community Chesterfield said: *"After two years of working with Joined Up Careers in a virtual way, it will be fantastic to explore face-to-face experiences to enhance the career development and support decision making of students."*

This project builds on the success of Careers that Care, a virtual project between Community Chesterfield and Joined Up Careers which can be found at [www.careerthatcareweek.org/](http://www.careerthatcareweek.org/).

Susan Spray, Joined Up Careers programme lead, said: *"This is a unique project for us in linking with the incredible work that the voluntary sector does to support people's health and wellbeing across communities in Derbyshire."*

The programme will help address the health and social care workforce shortage, both at entry level and in qualified positions.

# Recruitment campaign attract thousands of webpage visits

A Derby and Derbyshire-wide recruitment campaign on social media has attracted more than 18,000 click-throughs to a dedicated webpage promoting careers in health and social care.

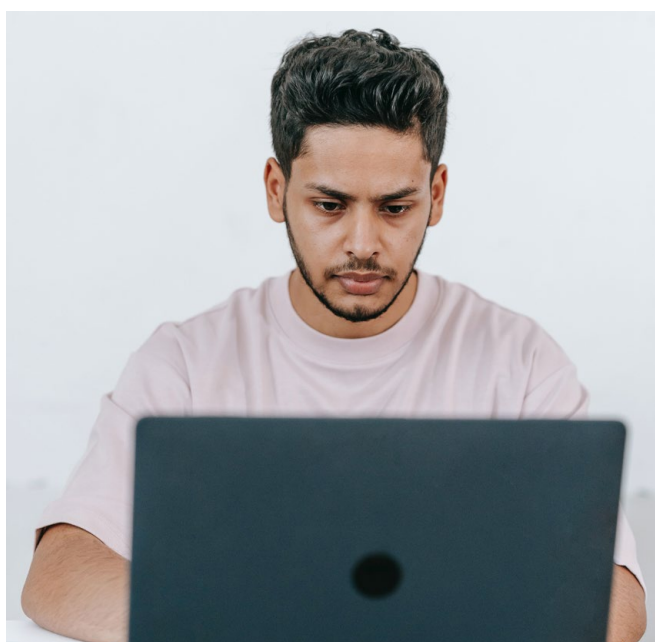
The Your Caring Career campaign ran during spring/summer, concluding at the end of June 2022. It saw adverts promoting the wonderful world of health and care careers on Google, targeting specific key word searches, and social media channels such as Facebook.

In total, the campaign recorded 18,383 click-throughs to the campaign [webpage](#) on the Joined Up Careers Derbyshire website. Overall, campaign planners have estimated that local people had nearly two million opportunities to view the adverts. The campaign attracted a click-through rate of just under one per cent – this is seen as good, with an industry standard click-through of between ½ and ¾ per cent.

The ads pointed people to the Joined Up Careers Derbyshire campaign website which hosts links to the jobs pages of all partner organisations, as well as opportunities to learn and train with local educational providers.

Google Analytics on the website back up the figures obtained with more than 10,000 page views on the campaign webpage being viewed in the 90 days to the end of June – it was the top-performing page on the Joined Up Care Derbyshire and Joined Up Careers Derbyshire websites combined. The 'vacancies' page was the fifth most visited page on the websites during this time.

A survey is due to be distributed to Joined Up Care Derbyshire organisational leads for recruitment to see whether the increased profile of health and care careers, seen through the large number of website hits, has hopefully led to an increase in interest and applications for role vacancies across the sector.





## Step Into Work teams up with The Prince's Trust

Step Into Work has been working closely with The Prince's Trust in the delivery of a pre-employment training programme in July, specifically targeted at the age range 19-30.

The aim of the collaboration is that the strengths of the individual programmes should richly complement each other and be delivered as two distinct elements in a unified programme.

Participants will complete five weeks on a slightly revised version of Step Into Work, during which they will still complete accredited qualifications at both Level 1 and 2, in addition to attending a variety of training webinars on key areas of behaviour and principles for work in the sector, in order to provide a strong foundation of knowledge for future employment.

The accredited courses can be completed online and will be managed and assessed by Chesterfield College and programmes are offered for candidates in both Chesterfield and Derby City.

The programme model will retain flexibility to improve access for candidates and is offered on a blended basis of online and face-to-face delivery at the College campus in Chesterfield and the Learning Unlimited premises in Pride Park for those candidates able to attend.

The face-to-face delivery provides capacity for practical sessions in Moving and Handling together with additional support in functional skills and mentoring.

Following completion of Step Into Work, candidates will move to the 'Get Started' week with The Prince's Trust that will focus on employability skills, including application techniques and interview skills in preparation for interviews with employers during the following week.

After positive discussions with a number of partner organisations, Step Into Work has secured a range of employment opportunities that will be linked to the programme and to which candidates can be referred, including guaranteed interviews for some vacancies.

These opportunities include healthcare support worker roles with Chesterfield Royal Hospital, administration, reception and general office support roles in a variety of locations with primary care and both healthcare and administration roles with several local social care providers.

The scope of roles provides a broader representation of the opportunities in the sector than has been offered by previous programmes and will help to answer a growing interest and demand amongst potential candidates for non-healthcare roles.

For further information, and to enrol if you are interested, please email [brian.grant@nhs.net](mailto:brian.grant@nhs.net).



**Prince's Trust**



# Step Into Work 'enhanced' programme set for September 2022

Step Into Work has teamed up with Chesterfield College to plan and devise an 'enhanced' model for the programme that will greatly improve access for a range of candidates who are otherwise excluded from entry to vocational training.

The enhanced model will enable candidates to join at a variety of stages according to their attainment in literacy and numeracy and their need for additional support to prepare them for employment.

The programme will integrate both English for Speakers of Other Languages (ESOL) and literacy provision, including preparatory courses, to enable candidates to improve their English ability prior to joining the health and social care programme.

A further enhanced part of the programme will be courses and informal support in self-awareness, mental health and resilience, enabling candidates to increase their personal confidence during the training and their readiness for employment prior to interview or referral to an employer.

The programme will be an innovation in the current offer of courses intended to support young people and adults into employment in health and social

care, and will offer the provision through a 'one-stop' model. The aim is not only to improve access but to provide a training opportunity with direct links to employment that is equipped to answer the more complex needs of candidates as identified by the Department for Work and Pensions and other referral partners that are keeping many individuals away from the labour market.

The programme proposal links strongly into continuing partnership work between Step Into Work and the Derbyshire BME Forum, following on from the Respite Sitting Service, and will strengthen efforts to improve interest and engagement among members of BME communities in vocational training and future employment in the sector. The enhanced programme will also be relevant and offered to members of the Ukrainian community having settled with host families in Chesterfield and Derby.

For further information, and to enrol if you are interested, please email [brian.grant@nhs.net](mailto:brian.grant@nhs.net).

## The Chesterfield College Group





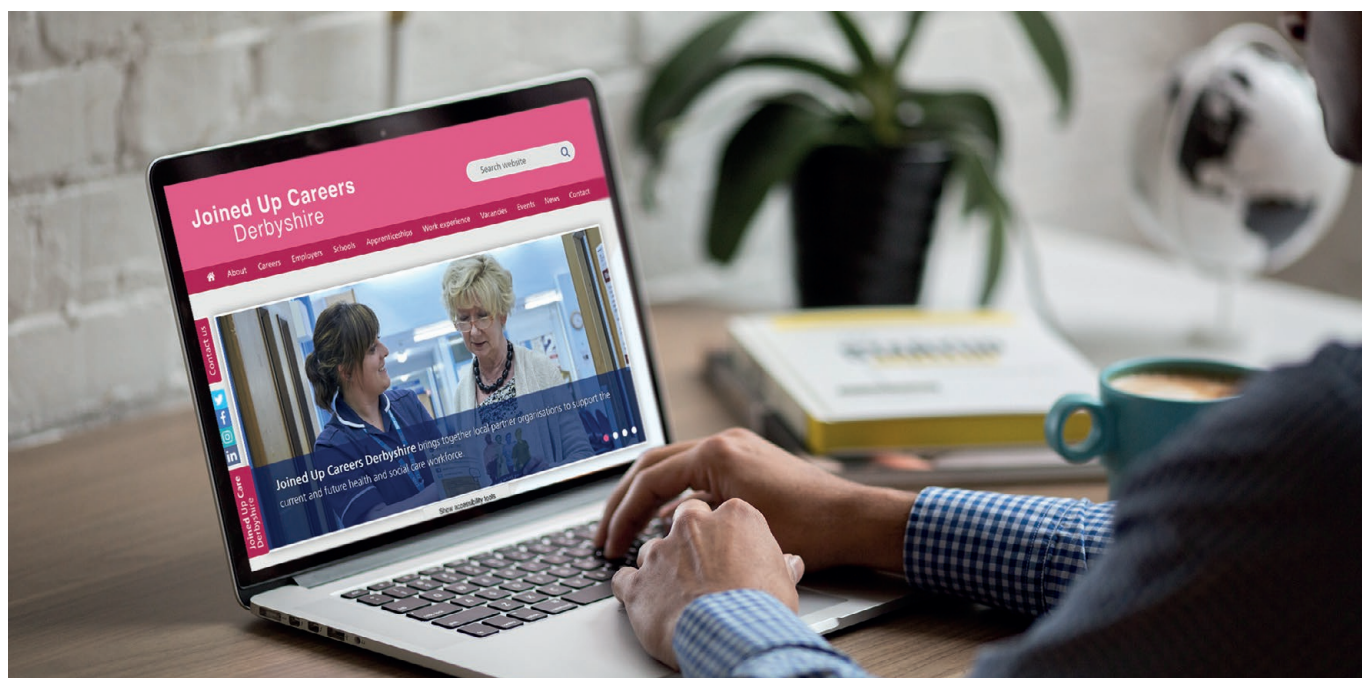
# Second group successfully completes Wellbeing Enablers programme

A second delivery took place in May of the Wellbeing Enabler programme by Chesterfield College, in partnership with Joined Up Careers. This followed a successful pilot in March.

The three-week course provides coaching in workplace behaviours, health and wellbeing, coping with change, and developing confidence. It aims not only to boost the mental health and personal wellbeing of local people but also to enhance skills and resilience that can be used in future employment for individuals seeking a new career in the health and social care sector.

Participants who complete the programme can be supported into further training or employment according to their interests through the Pathways to Health and Social Care project. They are also offered the opportunity to join the Step Into Work programme that provides accredited training and access to a range of employment opportunities in the sector. From the Wellbeing Enabler programme in May, four candidates are considering joining the next Step Into Work course this summer.

The transition between programmes to provide direct access for individuals to advice, support and employment will continue to be a notable feature of the developing partnership between Chesterfield College and Joined Up Careers.



## Contact Joined Up Careers Derbyshire

**Web:** <https://joinedupcareers.co.uk/contact>

**Email:** [ddicb.joinedupcareers@nhs.net](mailto:ddicb.joinedupcareers@nhs.net)

**Write to us at:** Joined Up Careers Derbyshire,  
Derbyshire County Council, County Hall, Matlock, DE4 3AG