

EMPLOYABILITY PROGRAMMES

An overview



Introduction

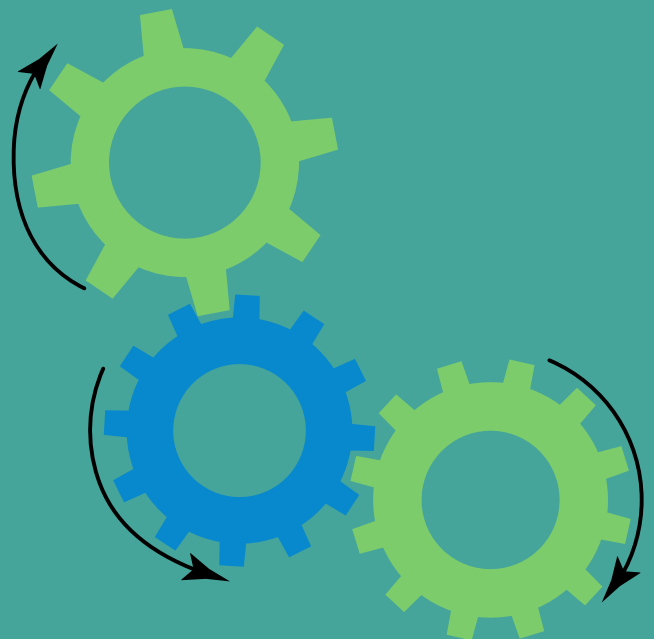
Employability programmes are specific industry driven schemes that include an element of training and work experience, for people to develop essential skills, and possibly qualifications, that lead to increased opportunities of employment or apprenticeship in entry-level roles.



1 The Princes Trust

2 NHS Cadets

3 Volunteering



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1 The Princes Trust

The Prince's Trust work in partnership with NHS England to support, recruit and train young people aged 16 to 30 who are interested in pursuing a career in the healthcare support workforce and social care.

The support package includes two pre-employment programmes "Get Into" & "Get Started" as well as 1-1 mentoring. The programmes are tailored to fulfil organisations workforce needs and give young people a real understanding of the roles and career opportunities available in the sector.

- **Get Into** – This in-depth programme focuses on increasing young people's chances of securing employment within the sector. "Get Into" lasts between four to six weeks and is a combination of class-based learning and hands-on work placements giving young people a real insight into what working in a Health and Social Care environment is like.
- **Get started** – A two-to-three-day intensive programme designed for those who feel ready to start working now; combines employability skills and interview preparation training linked to live sector job opportunities.
- **Mentoring** – Young people are matched to a mentor for up to six months who will support them 1-1 as they prepare for and start employment.

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1 The Princes Trust

If you're an NHS or independent health or social care employer wishing to explore how you can work with the Princes Trust, please email talentforcare@hee.nhs.uk

Resources:

- NHS Employers – [Widening local participation through partnering with The Prince's Trust](#)
- NHS Employers – [Prince's Trust career pathways](#)

A screenshot of an infographic titled 'PRINCE'S TRUST PATHWAYS' with the NHS Employers logo. The infographic is divided into sections: 'The Prince's Trust is a youth charity which helps disadvantaged young people gain the skills and confidence they need to find a job or begin training.', 'The unique support offered by the Prince's Trust can help NHS organisations to recruit and retain young people to support their workforce supply challenges.', 'This infographic shows the different NHS career pathways three young people have taken since completing a Prince's Trust programme.', 'Get Into Programme' (Duration is flexible, typically 4-8 weeks), 'Get Started Programme' (2-3 days), and 'Mentoring' (The Prince's Trust provides one to one mentoring support for those on either programme for up to six months after completion.). At the bottom, a banner reads 'EXAMPLE PATHWAYS' above three circular portraits of young people.

PRINCE'S TRUST PATHWAYS NHS Employers
Part of the NHS Collaboration

The Prince's Trust is a youth charity which helps disadvantaged young people gain the skills and confidence they need to find a job or begin training.

The unique support offered by the Prince's Trust can help NHS organisations to recruit and retain young people to support their workforce supply challenges.

This infographic shows the different NHS career pathways three young people have taken since completing a Prince's Trust programme.

Get Into Programme
Duration is flexible, typically 4-8 weeks
This in-depth programme focuses on increasing young people's chances of securing employment within the sector. It lasts between four to six weeks and is a combination of class-based learning and hands-on work placements.

Get Started Programme
2-3 days
A two to three day intensive programme of placement, employability skills training and multiple organisation interview.

Mentoring
The Prince's Trust provides one to one mentoring support for those on either programme for up to six months after completion.

EXAMPLE PATHWAYS

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2 NHS Cadets

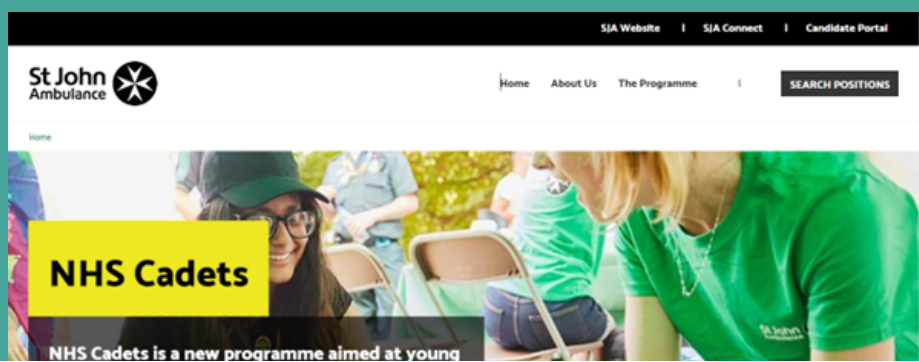
NHS Cadets is a programme aimed at young people aged 14 to 18 providing opportunities to explore roles in healthcare. The aim of the programme is to reach a diverse range of young people who have barriers to entering health volunteering and/or a healthcare career.

The cadets will help to improve care for patients while offering a route into health service employment for up to 10,000 young people.

The programme is funded equally by NHS England and St Johns Ambulance to provide 14 to 18-year-olds with first aid training, courses to develop their leadership skills, and volunteering opportunities in the NHS

Resources:

- Find out more [here](#)
- Examples of Trusts that support the NHS Cadet programme – [click here](#)
- Northamptonshire NHS Foundation Trust – Start your pathway into healthcare – [NHS Cadets for 14 – 16 year olds.](#)



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3 Volunteering

Volunteering for an NHS organisation or charity can be a great way to support the NHS and get involved in your local community. Some volunteer roles are one-off while others can last for a longer period of time. Local NHS Trust websites usually include details of how to get involved.

Volunteering programmes can equip individuals with the skills and confidence needed to progress in their career. NHS England have recently partnered with Helpforce to expand their Volunteer to Career programme across Trusts and organisations to help volunteers go onto further education/training relating to Health and Care.

Resources:

- NHS England – [National Volunteering Unit](#)
- NHS England – Find out how to get involved - [Volunteering](#)
- Helpforce – [Volunteer to Career How volunteers boost the NHS Workforce](#)



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Other resources to help you on your way

Resources:

- [Career Starter apprenticeships](#)
- [Work experience](#)
- [Supported Internships](#)
- [T-Levels](#)
- [Functional Skills & guidance](#)

