



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.

Newsletter issue 5 – April 2023



Millennials engaged in seeking the answers to workforce challenges

We continue to work collectively as a system to tackle workforce issues and we recognise one of the best ways to harness the talent of young people is to listen to them about possible solutions. Joined Up Careers recently took part in the Grand Psychology Employer Challenge with Nottingham Trent University. Students were commissioned to undertake a challenge to contribute to solving the workforce challenges, including addressing the shortages and improving the image of working in social care in Derby and Derbyshire.

We know that many care workers love their jobs because they can make a real, immediate difference to people's lives, however the growing shortage of supply of new entrants coming into the sector presents the sector with its greatest risk to be able to deliver services to local people. We asked millennials (roughly those born between 1981 to 1996) to identify opportunities to improve the image of working in care to attract the required workforce to deliver services.

The group of students used theoretical research to provide a series of recommendations - Maslow's [Hierarchy of Needs](#) was used to underpin these. Responses encouraged the sector to highlight issues such as affordable meal and drink options for staff, affordable car parking, wellbeing support, social activities, team building activities and regular recognition and appreciation for the tasks employees are doing.



The Derbyshire
VCSE sector
Alliance



Work experience placements in the voluntary sector

Joined Up Careers Derbyshire has partnered with Community Chesterfield, based at the University of Derby in Chesterfield, to enrich the learning experience of health and social care students by providing a range of meaningful work experience opportunities.

The opportunities are aimed at those studying health and social care courses in Derbyshire and surrounding areas to complement academic studies by providing another way of learning outside of the classroom, giving valuable experience and knowledge of working in environments aimed at supporting healthy communities.

The benefits of providing students with real experience of working in community settings is hugely valuable to anyone interested in a career in health and social care which explores the wonderful and varied roles within the sector.

A range of opportunities are available to people aged 17-plus across the voluntary and community sector including placements supporting children and young people with disabilities, day centre placements providing activities for people living with dementia and organising activities for people with health conditions.



community chesterfield
strengthen share support



Become an ambassador for the NHS

To help mark the NHS's 75th anniversary in July, NHS England and Inspiring the Future have teamed up to inspire children and young people to consider a career in the NHS. The 'NHS Ambassadors' programme connects NHS staff with schools to give talks about the wide and stimulating range of careers across the service – both clinical and non-clinical.

NHS England is looking for NHS staff, from all levels and professions to register and commit to a minimum of an hour a year to go into schools and colleges - in person or virtually – to talk about their job and the educational route they took to get there. Visit the [Inspiring the Future website](#) for more information and to sign up – it will take less than 10 minutes. Teachers can also register on the [Inspiring the Future website](#) to invite NHS staff to their school for talks.

We have our own list of 'Workforce Champions' here in Derby and Derbyshire who we call upon to help with local school/college career events. If you are passionate about your profession and can spare a small amount of time each year to give a talk at your local school, input into a virtual work experience programme, or provide a short video about your career journey, please email ddicb.joinedupcareers@nhs.net

Apprenticeship levy gifting for Derbyshire

Joined Up Careers Derbyshire partners came together at the beginning of this year to pull together a working plan to support general practice, social care and the private, voluntary and independent sectors within Derby and Derbyshire with their apprenticeship workforce needs. The aims are to help increase their workforce, improve retention and increase the development opportunities of their existing workforce.

As a collective partnership we have committed more than £500,000 to apprenticeship development in 2022-23. This includes adult care workers levels 2-5, trainee nursing associates, advanced clinical practitioners, administrators, team leaders and managers, data and pharmacy technicians.

What is an apprenticeship levy?

The apprenticeship levy was initiated by the Government in April 2017, for all employers paying a wage bill of more than £3 million per year. Employers that meet this criterion are required to pay 0.5% of their payroll each month as a levy tax. This levy can then be reinvested back into their workforce in the form of apprenticeship training.

Apprenticeship levy gifting, how does it work?

As of April 2019, those organisations with a levy such as the NHS can gift their apprenticeship levy to fund apprenticeships in small and medium size organisations who do not receive a levy.

What we are doing in Derbyshire?

We want to reach out to health and social care employers within Derby and Derbyshire and support their apprenticeship needs, this is open to social care, general practice and the private, voluntary and independent sector. Please email ddicb.joinedupcareers@nhs.net for a short application form.

What apprenticeships are available?

A description of the apprenticeship standards can be found on the [Skills for Health website](#).

How does levy gifting in Derbyshire support the system?

As an organisation we have welcomed three apprentices utilising gifted levy from system partners, which has allowed us to use our commissioned funding to support general practice, keeping money in Derbyshire's health and social care system. Our apprentices have been fantastic, and we're also lucky to be able to support practices in Derbyshire with accessing gifted levy too. For further information please contact us via ddicb.joinedupcareers@nhs.net



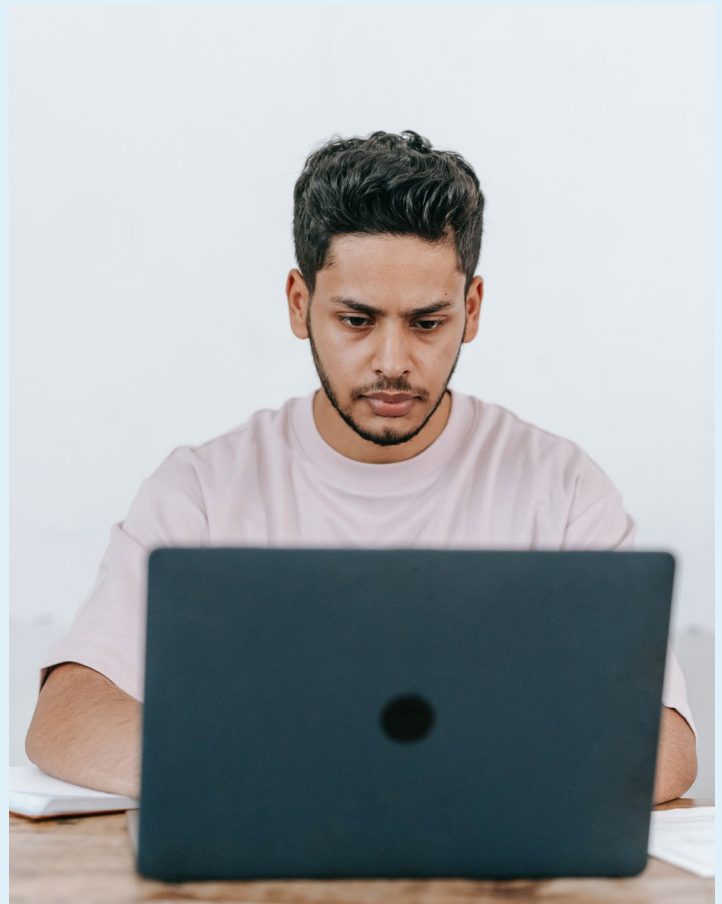
Apprenticeships – access to information

In February we ran a series of apprenticeship webinars – discussing all things apprenticeships, entry requirements and interview skills – we are excited to see the next cohorts of apprentices start their journey this year.

There is further information on apprenticeships from [Skills for Health](#).

You can find apprenticeships on the [Gov.uk website](#).

The Gov.uk site also has some great info on [preparing for an interview](#).



30 days of summer success is back!

Although recent weather doesn't make us feel like summer is approaching, it will be here before we know it. Via social media we want to help students, job seekers, graduates and parents with tips, tricks and hints to summer success!

This will be the third year of our campaign and we want to ensure that we are providing useful tools and links to help you with your studies, preparing for the next school/college/university/working year, those looking for your first or next job, interview skills and much more.

Our campaign starts on July 24 and runs until September 1 (weekdays only – everyone needs a break!)

Follow us on social media to keep up to date:



Twitter: @JUCareersD



Facebook: Joined Up Careers



TikTok: JUCareersDerbyshire

Supporting care leavers into the workplace

The health and care system in Derby and Derbyshire has become one of the first in the country to get all local organisations signed up to a scheme to support young people leaving care to access a career path in the sector.

Partner organisations in the Derby and Derbyshire Integrated Care System (ICS) have all signed up to the programme, known as the Care Leaver Covenant, which will help care leavers aged 16-25 to access employment, education and training opportunities and support their independence.

As a health service and care sector pilot site for the scheme, Derby and Derbyshire is one of the first to go live in the country. The offer to people leaving care in the city and county is now set out on the [Care Leaver Covenant website](#).

Amanda Rawlings, Chief People Officer for the Derby and Derbyshire ICS, said: *“We are really pleased to be leading the way on this scheme. The partner organisations within the ICS have all been very proactive in seeing how we can best provide opportunities to young people who need a bit of support in finding work and making their way in life. It is great to be able to help care leavers in this way, and by doing so, we will be able to*

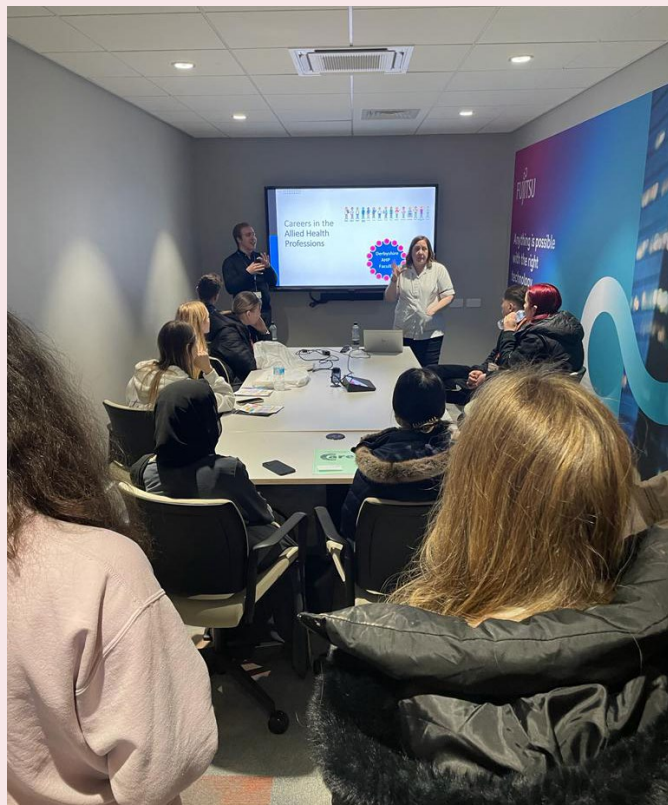
improve the care we can provide by filling critical workforce vacancies.”

Matthew Gordon, Chief Executive of social value agency Spectra which delivers the Care Leaver Covenant programme for the Department for Education, said: *“We are delighted that Derby and Derbyshire ICS is one of the first ICSs to sign up to the Covenant and help lead the way for care leavers. Working with our team and other partners, it will enhance internal awareness of care leavers and extend its reach in serving this vulnerable group. Through dedicated pathways, it will employ more care experienced young people and satisfy more recruitment needs with a pool of diverse talent.”*

The Care Leaver Covenant programme will see participants involved in discussions about their hopes and aims, attend employability skills workshops, gain work experience and mentoring opportunities, and be provided with guaranteed interviews with employers where applicants meet the minimum essential criteria.

Successful participants could land jobs in a wide variety of vital health and care roles such as care workers, healthcare assistants and in administration.





Good response to careers events

For the second year running, Joined Up Careers has held two large career events at Chesterfield and Derby Colleges.

The team was joined by around 25 partner organisations from both NHS and social care on both days in March showcasing their current vacancies and opportunities.

Hundreds of current health and social care students, as well as members of the public, attended the events to talk to the employers and listen to valuable career talks from different professionals.

Plenty of positive feedback was received from employers who attended the events such as “great venue,” “lots of interested students,” and “a well-planned event”. Although the events were open to all, there were inevitably more students than members of the public in attendance, so the team is already planning further events aimed specifically at the general public.

A special thank you to the staff at Chesterfield College and Derby College for helping to make the events successful and engaging their students with the opportunities on offer.





Further steps forward on Step Into Work

The delivery of a new enhanced version of the Step Into Work programme started in February. The programme has now moved from its established e-learning and virtual format to a face-to-face classroom model, based and delivered at the main campus of Chesterfield College. It includes additional content, including a course in mental health awareness, tuition in moving and handling techniques and a certificated course in first aid skills. The programme retains the core content for entry to employment of accredited qualifications at Levels 1 and 2, in conjunction with tuition and support in employability skills.

Following a period of recruitment through sessions in a variety of Jobcentre office locations and attendance at community events to promote the programme, 21 candidates were initially recruited of whom 16 started the programme. All 16 have maintained their attendance throughout the course.

In a significant development to the structure and content of the programme, it is now possible for potential candidates who need to improve their attainment in either ESOL or functional skills for entry to the vocational programme, to join appropriate courses that will enable them to attain a suitable level to join a future delivery of Step Into Work.

Additional delivery dates for 2023 have so far been confirmed for 8 May and 3 July. This allows students

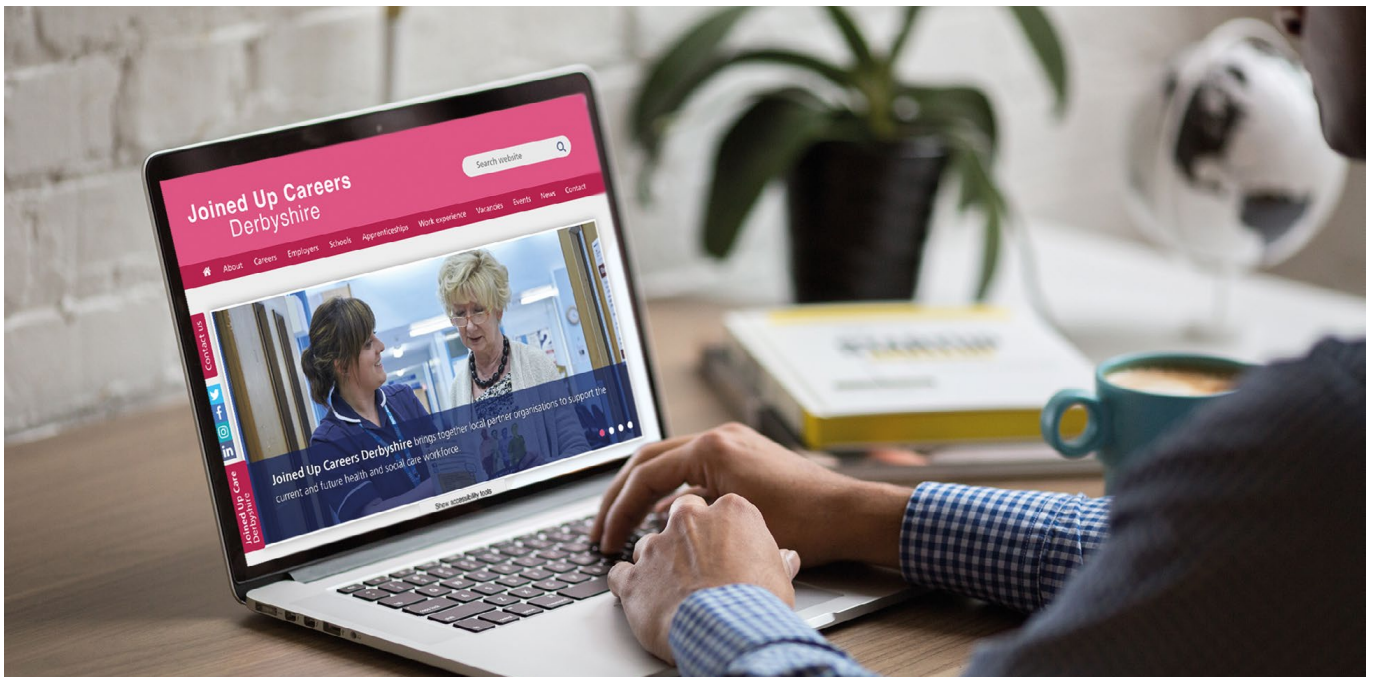
currently studying at Entry Level 3 to achieve Level 1 and to join the May iteration; students currently at Entry Level 2 will be supported through a 12-week programme to achieve an appropriate level and to join the July programme. Further dates will be confirmed for the remainder of 2023 to offer the same flexibility and enable the same study and transition into the Step Into Work programme.

The development of the programme over the previous quarter in preparation for the first delivery of 2023 has focused on measures to broaden participation and provide access to opportunities in employment for candidates who may require an enhanced level of support to enable them to progress and who may not possess the required competency in English and Maths.

Further development work includes liaison with the Derbyshire BME Forum and its broad scope of affiliated community associations to widen participation and improve engagement in the sector among members of BME communities. Work is taking place with the BME Employment and Skills Action Group to highlight opportunities in both training and employment and to take forward practical proposals in partnership with Derbyshire County Council and the Department for Work and Pensions, and to create entry points into employment through training and support for members of the refugee and Ukrainian communities in the county.

New website on the way

One thing you may have noticed in this newsletter is that there are fewer links to content on our joinedupcareers.co.uk website than usual. This is because we are currently in the process of moving across to a new web area on the [Derby and Derbyshire ICB/ICS website](#). As such, content is not being updated as usual on the existing site as it will soon disappear. We'll let you know asap when our new web space is launched.



Contact Joined Up Careers Derbyshire

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