

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 third issue in a new series of newsletters.

Newsletter issue 3 – October 2022

National spotlight on Joined Up Careers

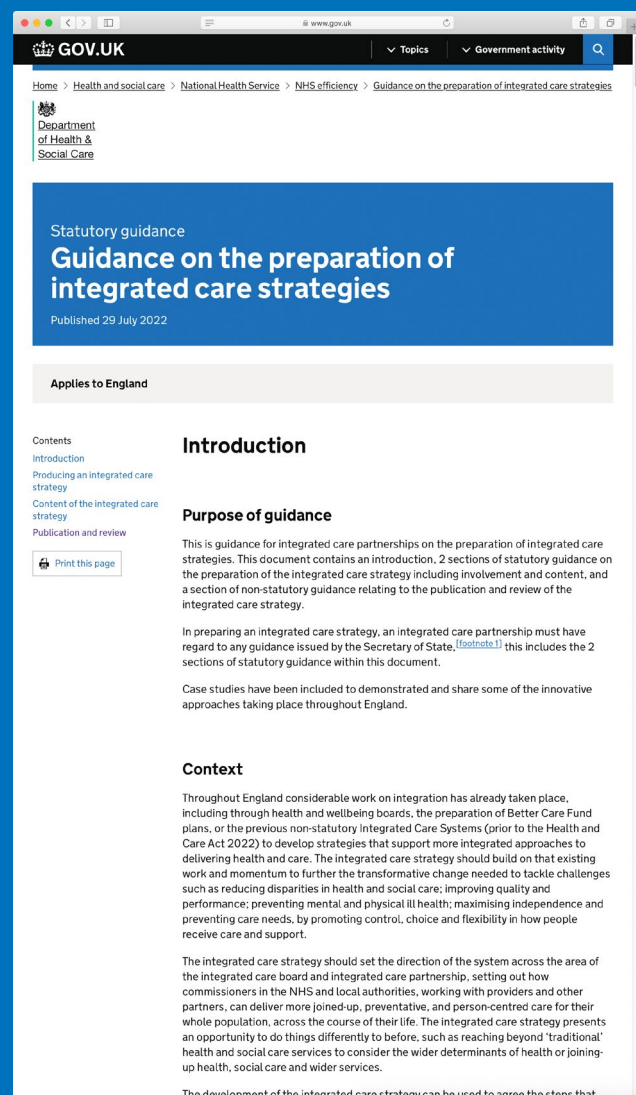
A national guidance document produced by the Department of Health and Social Care has picked out Joined Up Careers Derbyshire for one of its case studies on best practice.

The Department's *Guidance on the preparation of integrated care strategies*¹ (July 2022) includes a profile of Joined Up Careers' work in its workforce section, focusing on our work promoting the Sector-based Work Academy Programme (SWAP).

The report states:

"In Derbyshire integrated care system, the integrated care system workforce team worked with Joined Up Careers, along with the Department for Work and Pensions, Jobcentre Plus and Futures for Business, to boost recruitment to the Sector-based Work Academy Programme (SWAP). The programme, led by the local City Council, prepares and places new entrants into the health and social care sector in Derby and Derbyshire, particularly targeting support to increase the employment rate for individuals unemployed and or on Universal Credit who are disabled, people aged 50+, ethnic minorities (BAME) and women. As a result of this programme, a total of 299 participants signed onto the pathways into health and social care employment project, many of whom were previously unemployed or economically inactive."

¹ <https://www.gov.uk/government/publications/guidance-on-the-preparation-of-integrated-care-strategies/guidance-on-the-preparation-of-integrated-care-strategies>



The screenshot shows the GOV.UK website with the following content:

- Header: GOV.UK, Topics, Government activity
- Breadcrumbs: Home > Health and social care > National Health Service > NHS efficiency > Guidance on the preparation of integrated care strategies
- Department of Health & Social Care logo
- Section: Statutory guidance, **Guidance on the preparation of integrated care strategies**, Published 29 July 2022
- Applies to England
- Contents: Introduction, Producing an integrated care strategy, Content of the integrated care strategy, Publication and review
- Print this page button
- Introduction section:
 - Purpose of guidance**: This is guidance for integrated care partnerships on the preparation of integrated care strategies. This document contains an introduction, 2 sections of statutory guidance on the preparation of the integrated care strategy including involvement and content, and a section of non-statutory guidance relating to the publication and review of the integrated care strategy.
 - In preparing an integrated care strategy, an integrated care partnership must have regard to any guidance issued by the Secretary of State, [\[footnote 1\]](#) this includes the 2 sections of statutory guidance within this document.
 - Case studies have been included to demonstrate and share some of the innovative approaches taking place throughout England.
- Context section:
 - Throughout England considerable work on integration has already taken place, including through health and wellbeing boards, the preparation of Better Care Fund plans, or the previous non-statutory Integrated Care Systems (prior to the Health and Care Act 2022) to develop strategies that support more integrated approaches to delivering health and care. The integrated care strategy should build on that existing work and momentum to further the transformative change needed to tackle challenges such as reducing disparities in health and social care; improving quality and performance; preventing mental and physical ill health; maximising independence and preventing care needs, by promoting control, choice and flexibility in how people receive care and support.
 - The integrated care strategy should set the direction of the system across the area of the integrated care board and integrated care partnership, setting out how commissioners in the NHS and local authorities, working with providers and other partners, can deliver more joined-up, preventative, and person-centred care for their whole population, across the course of their life. The integrated care strategy presents an opportunity to do things differently to before, such as reaching beyond 'traditional' health and social care services to consider the wider determinants of health or joining-up health, social care and wider services.
- Footer: The development of the integrated care strategy can be used to agree the steps that

SWAP offers way into the workplace

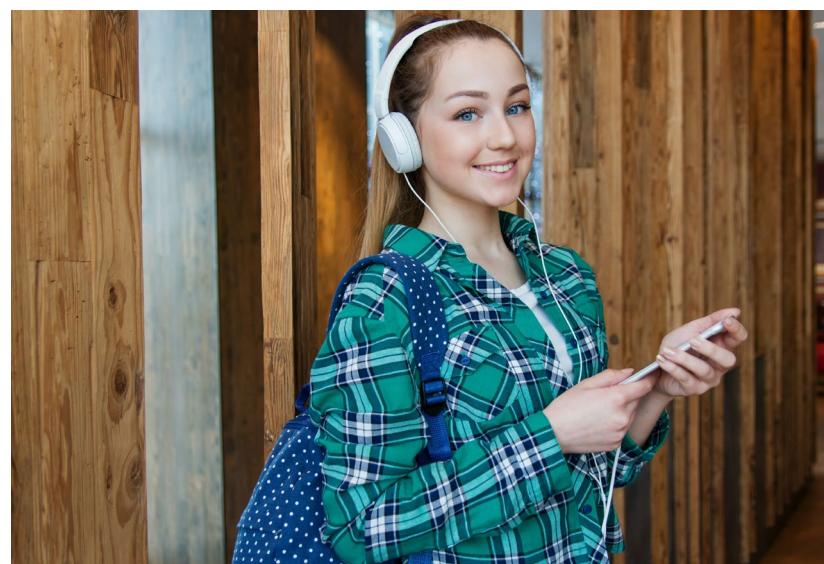
Our next Sector-based Work Academy Programme (SWAP) is lined up for October 2022 with participants set to gain the NCFE Level One Award in Preparing to Work in Adult Social Care.

The SWAP is run by Joined Up Careers, working with Derbyshire Adult Education Services and the Department for Work and Pensions. The free course is for people who are unemployed, actively seeking work and are interested in working in the adult health and social care sector. The course runs from October 31 to November 9.

For further details, contact Hazel Jones, Senior Project Officer, email hazel.jones22@nhs.net



European Union
European
Social Fund



Mentoring the next generation of health and care workers

Derby University Technical College (UTC) and Joined Up Careers are supporting a mentoring programme for students in years 11 and 13 who are studying the health and life sciences specialism. Volunteers have been recruited from staff working across the Derbyshire Health and Social Care system and they will be matched up with a student mentee to offer them a valuable link into the world of work in health and social care. The mentors will offer independent guidance on next steps, career choices, exploring opportunities and how to enhance their employability. The programme launches in October and runs to the end of the 2023 summer term.

Employment for people with learning disability and autism in Derby

Social care, primary care and trusts have partnered up to increase the number of people with a learning disability employed in Derby through an improved support programme. In partnership with DFN Project, Search, the system-wide collaboration is due to commence in 2023 and will offer interns rotations across various different settings.

Ongoing site support with a job coach and a tutor will be provided to the employers at no cost and each student is trained and job ready when they graduate from the programme, helping to bring transformative culture change and support workforce diversity targets. Partners interested in offering placements, or to obtain further information, please contact susan.spray@nhs.net

Big steps forward on supporting training and employment in BME communities

Review of the Employment and Skills Working Group – Step Into Work and the Derbyshire BME Forum.

Step Into Work and the District Employment Partnership Manager from the Department for Work and Pensions (DWP) have led on an Employment and Skills Working Group during this last quarter. This follows on from the successful partnership with Derbyshire BME Forum during 2021 (as part of which, Step Into Work devised a training programme for the establishment of a BME Respite Sitting Service for carers within BME communities across the Chesterfield area),

In addition to Step Into Work and DWP, the Group comprises Links CVS, Chair of the BME Forum, Policy and Economic Regeneration from Derbyshire County Council and representation from Community Associations within the Forum itself. The broad aim of the Working Group is to take forward work to promote inclusion in employment and vocational training, and to improve representation from BME communities within a range of sectors, including notably health and social care, construction and hospitality.

The Group hopes to achieve a positive impact on recruitment strategy among employers within these key sectors, to improve the presence and appeal of employment opportunities within respective organisations among members of the communities across Derbyshire, and to align with specific recruitment initiatives designed to provide a stream of suitably qualified and committed future employees. It all links to the important need that was at the foundation of the Sitting Service - to influence and develop services that are more culturally sensitive including in respect of responding to diversity and language provision.

The Group commenced with discussions within both the Forum and individual Community Associations to identify and document the views of members. Areas suggested by members included their experience of employment support and the provision or absence of

‘role models’ and mentors to encourage their attempts to secure employment. It also included the appeal of the employment offer from these target sectors as perceived by their respective memberships and how representative they felt the workforce of organisations to be in relation to their own community and their personal wishes to select and secure employment.

This initial work was developed into an action plan with key strategies and actions to address the topics of concern and to achieve a long-term aim of improving engagement in training and employment from within BME communities. Step Into Work proposed a series of community ‘roadshows’ or information events, to be held within Association premises or wider community venues, at which further views could be discussed and obtained on the direction and content of the Action Plan, and to provide details of the existing training, pre-employment and employability support that is available to individuals. These will be delivered by Step Into Work, the Employment Partnership Manager for DWP Midlands region and Chesterfield College, and will be scheduled for the early autumn.



Partnership with Derby College to support recruitment into social care

Joined Up Careers are working with Derby College and system partners to deliver learning programmes at the college for candidates across Derby and Derbyshire that aspire to work within health and social care. The programme will last for two weeks and include essential skills, learning and placements for a role within social care.

On successful completion of the course and a professional discussion, candidates will be offered paid roles in social care settings (this could be full/part-time, substantive and flexible contracts). Courses are available in October, November and December.

This has grown from a project that started in spring 2022 by University Hospitals of Derby and Burton and has made a positive impact on those seeking 'new to healthcare opportunities', increased recruitment and retention and is also reducing the time taken to recruit and onboard our vital workforce.

We support this programme through the Derbyshire and Nottinghamshire Pathways project, for more information please contact hazel.jones22@nhs.net



Support for the Care Leaver Covenant

The Care Leaver Covenant is a national inclusion programme that supports care leavers aged 16-25 to live independently with opportunities. Joined Up Careers is supporting the covenant with a package offer to the young people of Derby and Derbyshire. The programme will include interactive sessions promoting a range of roles within the NHS and social care, giving insight through workshops on application and interview skills, one-to-one support and mentoring with professions. Local employers are invited to offer placements to young people over the age of 16 for short periods including observation opportunities through to regular volunteer opportunities. For more information contact ddicb.joinedupcareers@nhs.net



STOP PRESS – people required

Walton Vaccination Centre has reached out to us as they are short staffed and needing more help in the run up to Christmas. The Centre works Thursday, Friday, Saturday and Sunday and opening times are 8am to 5.30pm. There are two shifts during the day. To find out more, please contact Lisa Storer on 07765 712690 or lisa.storer2@nhs.net

Step Into Work and The Prince's Trust Collaborative programme



The first collaborative programme between Step Into Work and The Prince's Trust commenced successfully on 25 July. It followed a period of intensive recruitment by Step Into Work through the delivery of sessions at Jobcentre Plus offices in the Chesterfield and Derby City areas and at community recruitment and Jobsfair events. A total of 22 candidates were signed and enrolled to the programme, of which 21 started on the Level 1 Introduction to Health and Social Care course delivered in an online format with tutor support from Chesterfield College.

The format of the programme was five weeks with Step Into Work, during which participants would be offered both the accredited Level 1 and Level 2 qualifications, followed by the five-day 'Get Started' course with The Prince's Trust to provide further employability support, guidance on the completion of job application forms and application techniques contextualised for work in the health and social care sector, and support with interview skills, including one-to-one mock interview.

16 candidates successfully completed the Level 1 qualification with 12 progressing onto the Level 2. Of those 12, eight will be awarded the Level 2. Two candidates secured employment in the sector during the course of the programme itself prior to commencement of the Level 2. Vacancies were agreed with and offered as part of the programme from Chesterfield Royal Hospital, both Healthcare Support Worker and Trainee Nursing Associate positions, from Chesterfield NHS Trust primary care including positions in reception, administration and back-office support in four locations in the Chesterfield area, and finally with Derbyshire Community Health Services.

The programme was successful in increasing the previous cohort size to over 20 and in presenting a wider range of employment opportunities to candidates beyond direct healthcare vacancies, to include a choice of roles in administration, patient handling and IT support. This also reflected the interests of candidates referred to and recruited into the programme, with many stating an interest in non-healthcare roles within the NHS during the weeks leading up to the programme and during consultation with DWP.

A second collaborative programme on the same model has been planned and agreed and will commence on 24 October with the 'Get Started' week taking place on 28

November. Step Into Work will conduct a series of similar recruitment sessions in JCP locations in Derbyshire during October, and Chesterfield College, who will again be the delivery partner for the programme, will stage and host three recruitment and enrolment sessions during the weeks of 3, 10 and 17 October.

Candidates will be referred by DWP and provider organisations, in addition to the sessions being open to 'drop-in' for individuals interested in attaining qualification and pursuing a career in health and social care. The Level 1 course will again be conducted online with tutor support. The Level 2 course will be offered as both a distance learning and face-to-face option dependent upon assessment of individual capability and prior learning.

Following earlier discussions and having forged a closer partnership between Step Into Work and Chesterfield College, this second iteration of the programme will also offer enhanced support and tuition for those requiring improved attainment in ESOL, English and/or Maths prior to being able to progress onto a Level 2 qualification. This will run alongside completion of the Level 1 and will increase the accessibility and inclusiveness of the programme itself while helping to address some of the main issues and barriers identified by both DWP and individuals themselves when considering health and social care as an employment option or future career path.





Maths, English and digital skills - register your interest now!

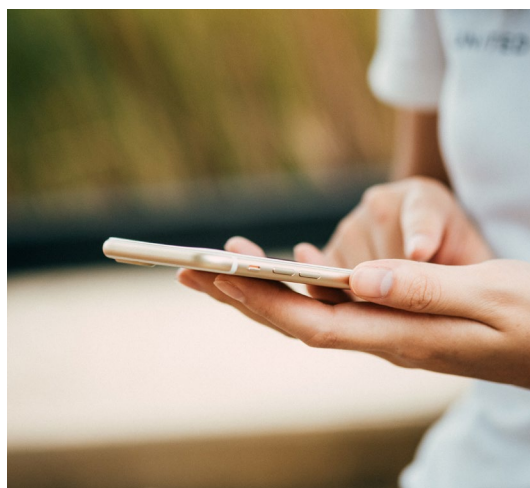
We all know Maths, English and digital skills are a part of our everyday life, whether that is helping our children with their homework, keeping track of our bills or thinking about our professional development.

Sessions are available throughout the day, delivered by experienced adult tutors. Blended (online and face-to-face) options are available to fit around your busy schedules.

These sessions are available to anyone in Derby and Derbyshire that works in a health and social care role, please contact lauren.adkin@nhs.net to find out more. Funded short courses, access to healthcare and ESOL courses are also available.

Date for your Diary – National Healthcare Support Worker Day – 23 November 2022

Joined Up Careers will be celebrating Healthcare Support Worker (HCSW) Day and we will be sharing via social media what we are up to. We will be showcasing our internal HCSW awards, celebrating our Derby and Derbyshire HCSWs, providing information and insight to the role and how you can get involved. We would love to hear from you too, share your stories, achievements and learning with us. You can find us on Twitter at <https://twitter.com/JUCareersD>



Our app is just a click away

Our Joined Up Careers app is now live and available from your phone app store. The app provides easy-to-navigate career pathways within health and social care in Derby and Derbyshire. Whether you are a student looking at your career options, someone looking for a career change or just want to find out more, download our app today. We will be continually adding new career pathways and local opportunities such as apprenticeships, vacancies and career events, blogs and top tips for gaining a role within Derbyshire.

Innovative Newly Qualified Nurse rotational programme launches

An innovative 18-month newly qualified nurse (NQN) rotational programme has been launched by Joined Up Careers Derbyshire, in association with the University of Derby.

The programme, hosted by Derbyshire Community Health Services (DCHS), aims to support nursing recruitment and retention and develop future clinical/system leaders within Derby and Derbyshire.

It has been designed by a dedicated project team (funded by Health Education England) and informed through feedback from current student nurses. The first cohort of eight NQNs began their programme in mid-September 2022. The rotations last six months, with three rotational workplaces hosting the nurses during this period.

Participating organisations include DCHS, University Hospitals of Derby and Burton, Chesterfield Royal Hospital, Derbyshire Healthcare and Ashgate Hospice. The scheme sees rotations taking place in acute hospitals, community hospitals, community nursing, practice nursing and in hospice care, among other venues.

There is support available for the entirety of the rotations from a dedicated Clinical Practice Facilitator. Upon completion of the programme, participants are offered a permanent job within the Joined Up Care Derbyshire system at band 5 Agenda for Change level.

If you would like more information about the programme, including a guide to frequently asked questions, please visit the [website](#).

You can view the NQN rotational programme [video](#).

Contact the programme: email dchst.nqnrotationalpathway@nhs.net and phone 01246 253044.



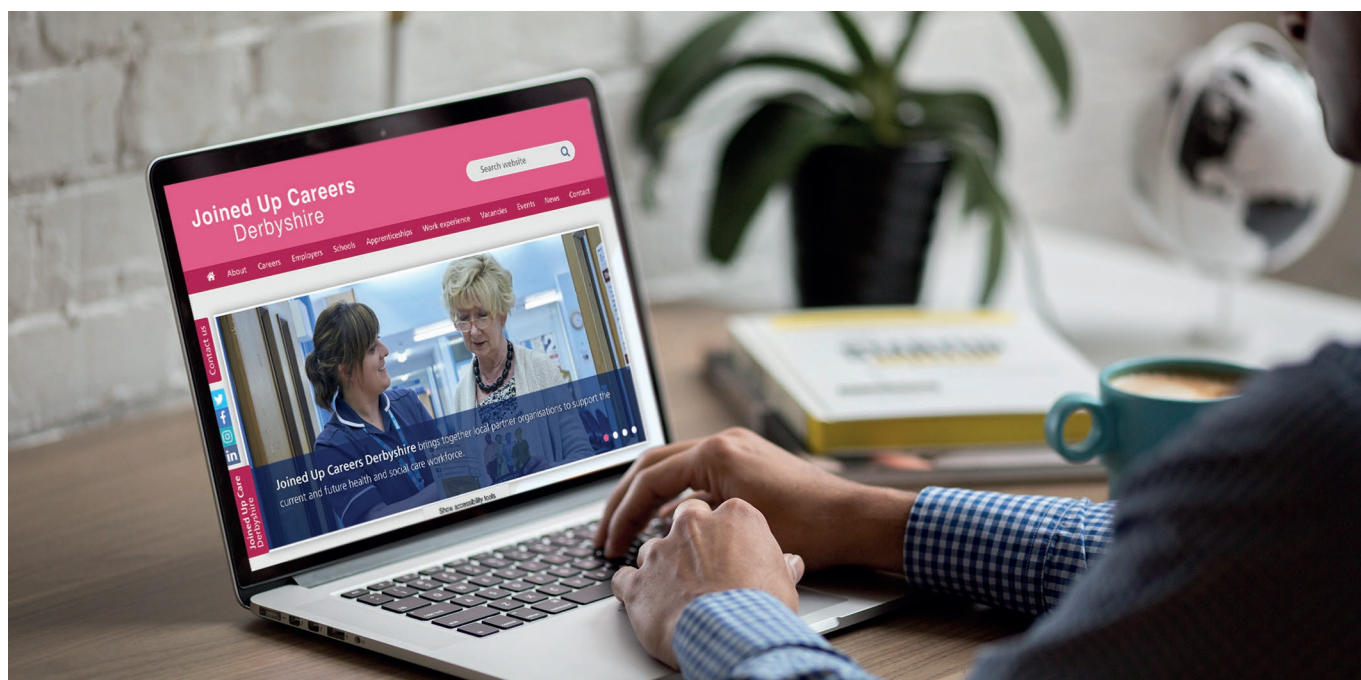
Transforming our workforce across the Midlands

Partners from across Joined Up Care Derbyshire and Joined Up Careers have showcased examples of unique workforce development transformation to other systems across the Midlands.

The two-hour Midlands Transformation Improvement Collaborative event took place on 28 September and included presentations from apprenticeship alignment and advanced clinical practice. A focus on the best practice innovations from Joined Up Careers included modernising careers, system-wide apprenticeship programmes, and exclusive approaches to widening participation, while the new employment charter created much interest and interaction from the audience.

Steve Kent of the Northampton AHP Faculty said: *"I'm blown away by Derby ICB's presentation today – so much joined up thinking with the One workforce approach across the system."*

View the meeting [recording](#) and [slides](#).



Contact Joined Up Careers Derbyshire

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