

Preparation to Work Directory – National and Regional Initiatives

The landscape for pre-employment programmes, work experience and careers initiatives has significantly changed in recent months. Here we have identified the current key national and regional 'offers' to enable you to work out which pre-employment and work experience initiative best suits your needs:

National Pre-Employment and Work Programmes (HEE linked into)

National Prince's Trust Programme

Brief Overview	<p>Bringing 10, 000 young people into entry level employment in health and social care services between 2020 and 2024. Programme consists of 3 programmes:</p> <p>Get Into – 4-6-week programme of placement and training aimed at young people a distance from job readiness, including those not in employment, education or training (NEETs).</p> <p>Get Started- 1-3-day employability programme aimed at young people near job readiness including those with previous work experience or educational qualifications.</p> <p>Mentoring – support for individuals of each programme to access mentoring support for up to 6 months after the programme has ended.</p>
Audience	Young people aged 16-30 ranging from those needing additional support to gain employment to those virtually 'job ready'.
Geographical Coverage	Nationwide – although some areas have more delivery programmes available than others.
Funding	<p>Programmes are funded as part of the £27m DHSC funded programme (including £7m match funding from the Prince's Trust).</p> <p>Resource implications for the employer would be internal placements and any internal training provided.</p> <p>Employers are expected to have available entry level vacancies which the young people could apply and be interviewed for.</p>
Career Pathways	<p>Direct employment, apprenticeships and bank work.</p> <p>Career pathways exist via apprenticeships, further detail on HASO website</p> <p>https://haso.skillsforhealth.org.uk/</p>

How is this different from other available programmes?	Fully funded up to 2024, specific age group of 16-30, large focus on pastoral support, DHSC supported, and covers both health and social care across England. Dedicated team to help employers develop and implement packages around their workforce need.
Further Information	Mike Bailey, HEE National Prince's Trust Programme Lead Michael.bailey@hee.nhs.uk

Step into Work

Brief Overview	<p>Aiming to engage with up to 1000 participants furthest away from the labour market, SIW aims to support specific to progress into Health and Social Care roles there are two programmes available:</p> <p>SIW: 6-12-week programme designed by Trust's with a mixture of training and placements, with a core focus on employability.</p> <p>Accelerated SIW: 5 day programme designed by Trust's to meet specific workforce issues, targeting for those underrepresented groups, closer to being 'work ready' particularly effected by the economic impact of Covid-19, being out of work for no less than 6 months.</p>
Audience	Focused more on those aged over 30.
Geographical Coverage	England
Funding	HEE has funded programmes across 10 NHS Trusts and is looking at a 3-year funding programme for this work. Resource implications for the employer would be internal placements and any internal training provided. Employers are expected to have available entry level vacancies which the people on programme could apply and be interviewed for.
Career Pathways	<p>Direct employment, apprenticeships, and bank work. Career pathways exist via apprenticeships, further detail on HASO website</p> <p>https://haso.skillsforhealth.org.uk/</p>
How is this different from other available programmes?	Programme is localized and will have a different content to the Prince's Trust programme and aimed at an older demographic.
Further Information	Becky Orton, HEE National Programme Manager – Widening Participation, Talent for Care becky.orton@hee.nhs.uk

Fast Futures

Brief Overview	FastFutures is a free digital and personal skills 12-week training programme, coaching education leavers (18-22) on workplace skills, backed by leading global employers to help secure part or full-time employment.
Audience	1,000 free places, application process August 2020. Designed to appeal to and prioritise underrepresented groups to deliver a diverse group of participants and help address inequalities across the workforce.
Geographical Coverage	Nationwide.
Funding	Full funded programme for participants that are successful
Career Pathways	Direct employment in digital or other roles, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website https://haso.skillsforhealth.org.uk/
How is this different from other available programmes?	Private sector funded initiative training course of tech and digital business skills, that helps bridge the gap between education and full-time employment. This could be a standalone skills programme or act as a pipeline into other pre-employment programmes where relevant.
Further Information	Further details are available at www.avadolearning.com/fastfutures

Project Choice

Brief Overview	<p>HEE is the provider (college) and deliverer of Project Choice (a Specialist Post-16 Institution) which aims to widen access for opportunities into entry level employment or apprenticeships via delivering year long supported Internship programmes aimed at those aged 16-24 with disabilities, learning disabilities, difficulties and/or Autism .</p> <p>The programme is about start Year 4, taking 128 students in 2020/21 with targets of 90% to complete the programme, with over 50% moving into an apprenticeship or other employment.</p> <p>So far, Project Choice has supported 241 young people in Year 1 and 2 of the programme, with a similar number expected (128) in this academic year, 2019/20.</p>
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	Project Choice passed its Ofsted inspection in December 2019 and was rated overall as good. This means the programme is no longer in pilot phase and the numbers of interns can now start to grow, with the model being adopted and spread across the country over time.
Audience	Young people aged 16 24 with disabilities, learning disabilities, difficulties and/or Autism, who have an Education, Health and Care Plan (EHCP)
Geographical Coverage	Provided by the Department of Education via the Education and Skills Funding Agency (ESFA), Local Authorities and DWP
Funding	Provided by the Department of Education, Local Authorities and DWP
Career Pathways	<p>The supported internship programme provides students with employability skills (including Maths and English) necessary to help them move into an apprenticeship or other employment.</p> <p>Most importantly the programme provides interns with 'hands on' work experience in 'live work placements' and aims to build the social and professional work skills needed to go into the world of employment.</p>
How is this different from other available programmes?	<p>Project Choice and Project Search are the only 2 supported internship programmes available to young people aged 16 24 with disabilities, learning disabilities, difficulties and/or Autism within the NHS.</p> <p>Project Choice takes a person-centered approach, working with each individual student to find and develop their own skills to find the right career path and environment for them. We have a 15-year pedigree, local and national award-winning history.</p> <p>Our outcomes are consistently above national expectation and our provision is OFSTED rated 'GOOD' with Outstanding elements.</p> <p>To achieve such goals, we provide a high level of support to interns, providers and employers in addition to providing specialist Transition Support and guidance 5years post programme (into employment /apprenticeships.)</p>

Further Information

Please contact project.choice@hee.nhs.uk

Other HEE Sponsored Resources

Apprenticeships

Brief Overview	An alternative route to a recognised qualification is an apprenticeship. An apprenticeship means you are in paid employment but also studying towards a qualification which is funded by your employer. The NHS have been involved in the creation of over 70 new health specific apprenticeships standards offering apprentices the opportunity to earn while they learn, and we now offer career pathways from Level 2 up to Level 7. Apprenticeships are a great way to attract new talent into the NHS and there are no age restrictions. Examples of the apprenticeships on offer are Registered Nurse, Paramedic, Nursing Associate and Healthcare Support Worker but there are many other non-clinical apprenticeship roles in the NHS such as HR, Finance, IT and Hospitality.
Audience	Aged 16+, covering all age groups above this.
Funding	In the NHS the cost of the apprenticeship qualification will be covered by the employer through their access to their apprenticeship levy.
Further Information	Further information: The best place for information on current health apprenticeship qualifications is the Health Apprenticeship Standards Online (HASO) website: https://haso.skillsforhealth.org.uk/ Another good resource is the is the HEE career pathways tool: https://haso.skillsforhealth.org.uk/pathways/

Functional Skills Resources and Packages

BSKB Functional Skills Software

<p>Brief Overview</p>	<p>HEE have funded access to software that supports Functional Skills learning, for 1 year starting April 2020. This will help to support maths, English and ICT skills development at a time when many employees may be struggling with all kinds of challenges - from calculating pay and budgets, understanding large volumes of text and information and spending more time on screen than usual. The bksb platform also supports self-directed study and learning and can be undertaken from home via a laptop, PC, tablet or mobile phone.</p> <p>Both bksb's generalised and vocation-specific learning resources support good English, maths and ICT skills in the workplace and at home.</p> <p>The bksb Initial Assessment and Diagnostic Assessment can be used to:</p> <ul style="list-style-type: none"> • support 1-1 and work-based learning for employees/apprentices • produce an Individual Learning Plan (ILP) and SMART target to fill skill gaps • inform enrolment to the appropriate English, maths and Functional Skills level • perform basic self-assessment for dyslexia and dyscalculia • evidence Information and Guidance (IAG) <p>This tool can be used in several ways.</p> <ul style="list-style-type: none"> • It can help prepare employees who would like to take a functional skills qualification e.g. for an apprenticeship. This platform will not provide the examination or qualification itself, but the examination can be taken at a local college or FE provider. • It can also help with generalised upskilling and gaining confidence around learning. <p>Individuals can study on their own and at their own pace, which for some is a great advantage and is more private than other forms of learning.</p> <ul style="list-style-type: none"> • It can also be used by employers to do a skills analysis of a group to inform workforce planning.
<p>Audience</p>	<p>All NHS trusts, community, primary and social care employers.</p>

Geographical Coverage	Across England.
Funding	This is a free to access site funded by HEE for the year period April 2020 to end of March 2021.
How is this different from other available programmes?	Access to platform, diagnostic assessment and resources.
Further Information	<p>Further information: In order to gain access to this tool we ask that you satisfy the below criteria:</p> <ol style="list-style-type: none"> 1. Identify the member of staff who will be the point of contact for bksb. <p>This person will receive training to be the bksb expert/super user for the organisation. The training is quick and straightforward, as is the subsequent process of setting up learners for the organisation.</p> <ol style="list-style-type: none"> 2. Identify the learners who will use this product. <p>We don't need to know names, but we ask that you give BKSb an initial number of learners. (If initial places are used up you may be able to add to this later, depending on national take up). Please only ask for the number you plan to use, as the number of users is limited, and we want as many people as possible to be able to access.</p> <ol style="list-style-type: none"> 3. Ask your nominated staff member to email: hee@bksb.co.uk to start the process and enrol learners.

National Numeracy

Brief Overview	<p>National Numeracy is an independent charity established in 2012 to help raise low levels of numeracy among both adults and children and to promote the importance of everyday maths skills. HEE have been working with national numeracy on a range of projects looking at attitudinal approaches to numeracy. This includes their National Numeracy Challenge which individuals can complete to:</p> <ul style="list-style-type: none"> • Quickly check their everyday maths • Improve their skills
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	<ul style="list-style-type: none"> • Increasing their confidence with numbers • Understand the level they are working at and print out a certificate • Get the 'Essentials of Numeracy' • Prepare them for a more formal maths courses
Audience	Anyone within the health or social care workforce.
Geographical Coverage	Across England.
Funding	This is a free to access site.
How is this different from other available programmes?	Much of National Numeracy focus is on changing people's attitudes towards maths and how they use it everyday and in work.
Further Information	<p>Further information:</p> <p>https://www.nationalnumeracy.org.uk/</p> <p>Link to National Numeracy Challenge:</p> <p>https://www.nnchallenge.org.uk/?utm_source=nnsite&utm_medium=banner&utm_campaign=internal_link&ga=2.80555543.1442308518.1599583569-62548430.1585584012</p>

National Learning Hub for Volunteers

Brief Overview	<p>Helpforce, in collaboration with Health Education England (HEE) and the NHS, has developed national standards to connect those involved in health and care volunteering with training and education opportunities. This is aimed at supporting current volunteers and expanding volunteering. It can support volunteers who are ready to help and have time to prepare whilst they are waiting to start, they can complete e-learning using the National Volunteer Standards. For volunteers already supporting Trusts with their time, they will find refresher sessions on Roles and Responsibilities and Infection Prevention and Control. Individuals will soon be able to complete a National Volunteer Certificate using the training packages on the site.</p>
Audience	Existing and new volunteers.

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Geographical Coverage	Across England.
Funding	This is a free to access site.
How is this different from other available programmes?	This site is aimed at volunteers and those working with volunteers. It can also support individuals who may be looking at volunteering opportunities as a route into employment.
Further Information	Further information: https://volunteerlearning.community/ Individuals can log on with a personal e-mail.

NHSE/I Initiatives

St Johns Ambulance Cadet Scheme

Brief Overview	<p>The NHS and St John Ambulance are joining forces for the NHS' anniversary to recruit and train thousands of 'NHS cadets'. 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 £6 million programme funded equally by NHS England and the charity will provide 14 to 18-year-olds with first aid training, courses to develop their leadership skills, and volunteering opportunities in the NHS – including vital hands-on work experience in hospitals.</p> <p>The NHS Cadet programme is being piloted across Colchester, Hull and London and will be rolled out across England with Liverpool, Bradford, Hertfordshire and Wirral in the coming months, with the aim of enrolling 10,000 young people by 2023. The programme is seeking young people from marginalised backgrounds, including teenagers from BAME communities, young people not in employment, education or training – or at risk of becoming so – and others who might not have previously considered a career in the NHS.</p>
Audience	Young people aged 14-18 years old.
Geographical Location	England
Funding	Funded by NHSE and St Johns Ambulance
How is this different from other available programmes?	This is a volunteering programme for young people.

Further Information	 NHS-Cadets-A5-leaflet.pdf Further information:
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DWP Employability Offers and Priorities

DWP Offers

Sector Based Work Academies

Brief Overview	<p>Sector-based work academies are pre-employment programmes that can last up to 6 weeks. The government has pledged £17 million to triple the number of these. Placements have 3 main components:</p> <ol style="list-style-type: none"> 1. pre-employment training – matched to the needs of the business sector 2. work experience placement – an opportunity for employers to identify talent and for the individual to cement their knowledge and understanding of the required role 3. a guaranteed job interview or help with an employer's recruitment process <p>They offer a flexible approach and can be adapted to meet the needs of an employer. Employer Advisers in Jobcentre Plus can help you to develop other ways to deliver some form of a work placement within the constraints brought about by coronavirus (COVID-19).</p>
Audience	Placements are particularly useful for young people but are open to all jobseekers aged 18 upwards.
Geographical Coverage	Sector-based Work Academy Programme is administered by Jobcentre Plus and available in England and Scotland.
Funding	<p>Participants remain on benefits while on a SWAP placement. The government will pay any travel and childcare costs whilst benefit claimants are on the scheme. There is no direct cost to an employer for running a sector-based work academy as training and administration costs are covered by government funding. Resource implications for the employer would be internal placements and any internal training provided. Employers are expected to have available entry level vacancies which people on the programme could apply and be interviewed for.</p>

Career Pathways	Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website https://haso.skillsforhealth.org.uk/
How is this different from other available programmes?	Co-ordinated by DWP and aimed at unemployed jobseekers their coaches work with. Mainly aimed at those aged over 30.
Further Information	Discuss with local Employer advisors in Jobcentre Plus or contact Employer Services Line on 0800 169 0178 Further information: sector based work academies Employer Guide

Traineeships

Brief Overview	<p>From 1st September 2020 traineeships have been relaunched and government investing £111 million. These are flexible education and training programme lasting between 6 weeks and 12 months. Traineeship core elements:</p> <ol style="list-style-type: none"> 1. High quality work placement with an employer lasting 70-240 hours. 2. Work preparation training with training provider. 3. English and maths, if qualified below level 2, and digital training with a training provider. 4. Optional sector focused technical and professional qualifications to help learners prepare for occupational standards within apprenticeships. <p>Flexible delivery based on learner and labour market needs. The government will improve provision and expand eligibility for traineeships to those with Level 3 qualifications and below, to ensure that more young people have access to high quality training.</p>
Audience	Target group: 16-24-year olds (up to 25-year olds with an Education, Health and Care Plan), qualified up to level 3, minimal work experience as part of programme.
Geographical Coverage	UK
Funding	<p>Fully funded -Participation funding goes to the training provider:</p> <ul style="list-style-type: none"> • 16-18 traineeships are funded through 16-19 young people's methodology through the study programme and standalone 16-19 traineeship contracts. • 19-24 traineeships are funded through the adult education budget (AEB). <p>Introducing £1000 per trainee to incentivise employers to offer new traineeship work placements and support with</p>

	employer costs in setting up their offer. The new incentive payment will only apply during the 2020/21 academic year.
Career Pathways	Ready for an apprenticeship/employment following the traineeship. Further apprenticeship details on HASO website: https://haso.skillsforhealth.org.uk/
How is this different from other available programmes?	Programme aimed at getting people ready for moving into an apprenticeship. The new changes put more of a focus on the 19-24 age group.
Further Information	Logistics currently being worked out and further information and contacts to be provided.

Kick Start

Brief Overview	The Government has committed up to £2.1bn across the UK, to fund the direct creation of 300,000 high quality jobs for 16-24-year olds lasting 6 months. Initial cohort November 2020 and final cohort starting December 2021 finishing summer 2022. Employers can spread numbers up to Dec 21 (date for last starters) i.e. 30+ between November 20 and Dec 21. The scheme will need to provide evidence that the new jobs created: <ul style="list-style-type: none"> ▪ Are additional ▪ Offer at least 25 hours per week at the national minimum wage ▪ Offer young people training and support to secure a permanent job
Audience	Young person 16-24 claiming universal credit or at risk of long-term unemployment.
Geographical Coverage	UK
Funding	The funding available for each job will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions. On top of the wage subsidy, £1,500 per job placement is available for setup costs, support and training. Applications are for minimum 30 job placements. Employers can partner with other

	<p>organisations to reach the minimum number. If an organisation is creating more than 30 job placements as part of the #Kickstart Scheme, you can submit your application directly here https://www.apply-kickstart-grant-employer.service.gov.uk</p> <p>If your organisation is creating fewer than 30 Kickstart job placements, you must partner with others which could include:</p> <ul style="list-style-type: none"> ○ similar employers ○ local authorities ○ trade bodies ○ registered charities <p>Employers recruiting less than 30 places on offer, the employer would go through an intermediary/ representative who would act on behalf of a group of employers e.g. Combined Authority, Trade body or Sector lead organisation. If you are a representative applying on behalf of a group of employers, you can get £300 of funding to support associated admin costs. More information about being a representative is here: https://www.gov.uk/guidance/check-if-you-can-apply-for-a-grant-as-a-representative-of-a-group-of-employers-through-the-kickstart-scheme</p>
Career Pathways	Long-term and sustainable work including apprenticeships.
How is this different from other available programmes?	Paid employment for the young person, salary and costs covered by Government, 6-month programme. No guaranteed job or job interview at the end.
Further Information	<p>DWP will be producing a FAQ document shortly. News story here: https://www.gov.uk/government/news/kickstart-scheme-opens-for-employer-applications</p> <p>Promotional and marketing materials: https://www.gov.uk/government/collections/kickstart-scheme</p> <p>Additionally, DWP has also published a series of national/ regional email addresses for employers to get in touch about Kickstart: https://www.gov.uk/government/publications/kickstart-scheme-employer-contacts/kickstart-scheme-employer-contacts</p>

Work Experience

Brief Overview	<p>Work experience through Jobcentre Plus enables young, unemployed people (or other age groups) to volunteer for placements lasting between 2 and 8 weeks, or longer (up to 3 months) for some young people. These volunteers will be matched with suitable host employers and complete a light touch selection process.</p> <p>Young people who have spent up to 8 weeks in a work experience opportunity can have their placement extended by up to 4 weeks where an employer makes an offer to take them on to an apprenticeship.</p>
Audience	<p>DWP organised work experience is available to:</p> <ul style="list-style-type: none"> all 18 to 24-year olds people aged 25 and over who do not have any recent work history
Geographical Coverage	UK
Funding	DWP will continue to pay participants' benefits and will also cover the costs of travel and childcare if necessary. Hosts do not pay participants and doing so might affect their benefit entitlement.
Career Pathways	<p>Aimed at improving people's chances of gaining employment. Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website</p> <p>https://haso.skillsforhealth.org.uk/</p>
How is this different from other available programmes?	Organised through DWP and voluntary.
Further Information	<p>If you are interested in offering work experience, please contact the Employer Services Line on 0800 169 0178. Further information: Government guidance on Work Experience</p>

Work Trials

Brief Overview	<p>A work trial is a short period in work an employer can offer to a jobseeker on benefits. Providing an opportunity for both individual and employer to experience each other. The work trial must:</p>
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	<ul style="list-style-type: none"> only be used as a way for you and the potential employee to decide if they're right for the role be for a job where the jobseeker is the only person, you're considering hiring be for a job which is at least 16 hours a week for at least 13 weeks <p>You need to agree the length of the work trial with the jobseeker before it starts. It must:</p> <ul style="list-style-type: none"> end when you're sure about whether the jobseeker is suitable for the role last no more than 5 days if the job is for less than 6 months last no more than 30 days (and usually around 5 days) for jobs lasting 6 months or more <p>The work trial can be longer than 30 days if the jobseeker needs more time to adjust to being back at work. This needs to be agreed before the work trial starts.</p>
Audience	Jobseeker on benefits.
Geographical Coverage	UK
Funding	Jobseekers volunteer for a work trial. They keep getting their benefits whilst they are on it and are not paid a wage.
Career Pathways	Employment.
How is this different from other available programmes?	Aimed at those on benefits, short programme of experience, strict criteria to this.
Further Information	You need to agree a work trial with Jobcentre Plus before you offer it to a jobseeker. Further information: Government guidance on Work Trials

Find a Job

Brief Overview	<p>Find a Job service offers a simple way for employers to post job adverts and jobseekers to look for work. It has a simple login process, an enhanced search function and a facility for jobseekers to upload and share their CVs whilst automatically recording onsite activity and job applications. Employers can:</p> <ul style="list-style-type: none"> Add your Company to the service Post job adverts to our audience of UK jobseekers Manage users of your Company
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Audience	All ages.
Geographical Coverage	UK
Funding	Funded by DWP
Career Pathways	Employment
How is this different from other available programmes?	Could be used as an additional place to advertise job vacancies, including NHS Jobs and Every day is different (social care).
Further Information	Further information: Employer section of Find A Job

DWP Tailored Service

Brief Overview	<p>Jobcentre Plus's network of local Employer Advisers can provide a tailored service to help employers find the right people for your jobs and support your local community. Employer Advisers can work with employers to design a bespoke package to meet your recruitment needs, including:</p> <ul style="list-style-type: none"> • providing access to pre-employment training to give you a skilled workforce for your business • providing work experience opportunities to help people build marketable skills • offering a work trial for potential employees so they are suited to that role and your company <p>They can also offer more support to employers who are committed to creating opportunities for people who need extra help to succeed in the labour market.</p>
Further Information	For further information contact your local DWP/Jobcentre Plus representative.


Other DWP Priorities

Disability Confident

Brief Overview	Voluntary scheme developed by employers and disabled people with 3 levels to support your organisation on your Disability Confident journey to change attitudes, behaviours and culture
Further Information	Further information: The Disability Confident scheme

Fuller Working Lives

Brief Overview	This is a strategy to tackle age discrimination and support older workers. This publication encourages businesses to
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	retain, retrain and recruit older workers and presents the benefits of a fuller working life.
Audience	Focused on those aged over 50.
Further Information	 fuller-working-lives-a partnership-approach Further information:

The Armed Forces Covenant

Brief Overview	The covenant aims to ensure the fair treatment of those who serve, or have served, the nation.
Audience	Armed current or previous service personnel.
Further Information	Further information: Armed Forces Covenant

See Potential

Brief Overview	Encouraging employers to recognise the potential within people regardless of their background. Provides a step-by-step guide to open recruitment.
Audience	Employers.
Further Information	Further information: See Potential Employer Guide

Mentoring Circles

Brief Overview	<p>A mentoring circle is a type of action learning set which focuses on the personal development of those involved – employers will mentor jobseekers who are unemployed and aged between 18-24 years via 3 mentoring circle meetings. Every jobcentre has access to a local toolkit to help work coaches get to know the make-up of their micro-labour market for all claimants on all benefits and will help to determine who will benefit from an initiative of this kind.</p> <p>Work coaches can also use the toolkit to improve on the personalised service they offer by finding out more about the health profile of people living in their area and the disability employment rate.</p>
Audience	The Mentoring Circles Programme is open to everyone with a focus on Black minority ethnic (BME) young people age 18-24.
Geographical Coverage	UK
Career Pathways	Aimed at improving people's chances of gaining employment and could support people in accessing pre-

	employment programmes. Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website https://haso.skillsforhealth.org.uk/
How is this different from other available programmes?	Focus on pastoral support and working with people from under-represented groups.
Further Information	Further information: national-mentoring-initiative

Care Leavers Covenant

Brief Overview	<p>DWP lead on delivering the Care Leaver's Employer Covenant in partnership with Spectra First and the Department for Education (DfE). The Covenant is a promise made by private, public or voluntary organisations to provide support for care leavers aged 16-25 to help them to live independently.</p> <ul style="list-style-type: none"> • Providing care leavers with opportunities to enter the world of work, such as offering work experience placements, work shadowing placements, internships, traineeships and apprenticeships; • Providing care leavers with additional support. For example, one-to-one mentoring or pastoral support and guidance on various aspects of their lives, financial guidance, career/employment guidance, educational prospects and opportunities; • Providing care leavers with opportunities to broaden their horizons e.g. concessionary access to sport, leisure and cultural activities along with discounted retail offers; • Encouraging their involvement in specific activities and events which inspire their personal interest and widen their employment prospects; • Providing or supporting them in educational and training opportunities that will improve their vocational and educational profile and open up future employment opportunities.
Audience	Care leavers aged 16-25.
Geographical Coverage	UK
Career Pathways	Direct employment, apprenticeships and bank work. Career pathways exist via apprenticeships, further detail on HASO website

	https://haso.skillsforhealth.org.uk/
How is this different from other available programmes?	Supporting care leavers to live independently including support around employment initiatives.
Further Information	Further information: https://mycovenant.org.uk/

Movement to Work

Brief Overview	Movement to Work (MtW) is a not-for-profit coalition of UK employers, youth-outreach organisations, training providers and government allies – all aiming to level the playing field for young age people aged 16-30 facing barriers to work. As a delivery partner, they work with employers to design and implement work experience and vocational solutions for their organisation, either in-house or through one of our recommended training providers. With hundreds of organisational members, Movement to Work has a proven track record of driving social mobility with over 98,000 work placements delivered to date, made possible by employers, charities and Government working together. Collectively they have provided young people with diverse and empowering experiences ranging from hospitality to engineering, with regional hubs working in London, the Midlands, North East and North West to make a difference nationwide.
Audience	NEET young people aged 16-30
Geographical Coverage	UK
Career Pathways	MtW links unemployed young people and life-changing opportunities with employers.
How is this different from other available programmes?	Supported by a unique coalition of UK employers, youth-outreach organisations, training providers and government allies
Further Information	Further information: https://www.movementtowork.com/

Additional Government Announcements

There have been a range of new Government announcements recently focusing on additional resources to bring people into employment, particularly around youth employment, including:

New funding for the careers service

Brief Overview	The government will provide an additional £32 million funding over the next 2 years for the National Careers
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	Service so that 269,000 more people in England can receive personalised advice on training and work.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.

Additional Apprenticeship Funding

Brief Overview	Payments for employers who hire new apprentices – The government will introduce a new payment of £2,000 to employers in England for each new apprentice they hire aged under 25, and a £1,500 payment for each new apprentice they hire aged 25 and over, from 1st August 2020 to 31st January 2021. These payments will be in addition to the existing £1,000 payment the government already provides for new 16-18-year-old apprentices, and those aged under 25 with an Education, Health and Care Plan – where that applies.
Further Information	For further information contact your HEE Regional Relationship Manager.

High Value Courses for School and College Leavers

Brief Overview	The government will provide £101 million for the 2020-21 academic year to give all 18-19-year olds in England the opportunity to study targeted high value Level 2 and 3 courses when there are not employment opportunities available to them.
Further Information	To be confirmed.

Expanded Youth Offer

Brief Overview	The government will expand and increase the intensive support offered by DWP in Great Britain to young jobseekers, to include all those aged 18-24 in the Intensive Work Search group in Universal Credit.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.

Enhanced Work Search Support

Brief Overview	The government will provide £895 million to enhance work search support by doubling the number of work coaches in Jobcentre Plus before the end of the financial year across Great Britain.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.

Expansion of the Work and Health Programme

Brief Overview	The government will provide up to £95 million this year to expand the scope of the Work and Health Programme in Great Britain to introduce additional voluntary support in the autumn for those on benefits that have been unemployed for more than 3 months. This expansion will have no impact on the existing provision for those with illnesses or disabilities in England and Wales.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.

Job Finding Support Service

Brief Overview	The government will provide £40 million to fund private sector capacity to introduce a job finding support service in Great Britain in the autumn. This online, one-to-one service will help those who have been unemployed for less than three months increase their chances of finding employment.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.

Flexible Support Fund

Brief Overview	The government will increase the funding for the Flexible Support Fund by £150 million in Great Britain, including to increase the capacity of the Rapid Response Service. It will also provide local support to claimants by removing barriers to work such as travel expenses for attending interviews.
Further Information	For further information contact your local DWP/Jobcentre Plus representative.


Accelerated NHS Investment (resulting in potential employment opportunities)

Brief Overview	<p>NHS maintenance and A&E capacity – The government will provide £1.05 billion in 2020-21 to invest in NHS critical maintenance and A&E capacity across England.</p> <p>Modernising the NHS mental health estate – The government will provide up to £250 million in 2020-21 to make progress on replacing outdated mental health dormitories with 1,300 single bedrooms across 25 mental health providers in England.</p>
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	Health Infrastructure Plan – The government will provide a further £200 million for the Health Infrastructure Plan to accelerate a number of the 40 new hospital building projects across England.
Further Information	To be Confirmed.

Virtual Work Experience

Movement to Work/Accenture Virtual Work Experience Toolkit

Brief Overview	Accenture, in collaboration with Movement to Work, have developed a virtual work experience toolkit(how to guide) which includes information and guidance on creating a virtual environment, best practice, safeguarding, it also provides a framework and tools for virtual work experience programmes, as well as helpful information on what apps are available.
Audience	Aimed at developing virtual work experience for young people however, the content is transferable
Further Information	 Virtual-Work-Experience-Toolkit-v1.2.pdf Further information:

Future Quest Digital Delivery Toolkit


Brief Overview	Produced by Future Quest, the Bristol area partnership of Universities and colleges, to help you develop digital activities and events.
Audience	This Toolkit is aimed at Widening Participation outreach practitioners, teachers and anyone else who has had to adapt from delivering activities and events face-to-face, to online.
Further Information	 Future Quest Digital Delivery Toolkit (003) Further information:

Springpod

Brief Overview	Virtual work experience programmes combining practical real-world learning opportunities with insightful career advice from industry professionals
Audience	13- 24-year-old
Geographical Coverage	Determined by employer
Funding	<p>Packages for NHS Trusts (Excluding VAT):</p> <ul style="list-style-type: none"> • Profile + Programme development + 1 cohort: £3500 • Profile + Programme development + 2 cohorts: £4750 • Profile + Programme development + 3 cohorts: £5850 • Profile + Programme development + 4 cohorts: £6850 <p>Each cohort includes 100-150 students. If you wish to add additional students, this is priced at £2.50 per student</p>
Career Pathways	Various: in KSS region the focus will be AHP's, Nursing & Medicine
How is this different from other available programmes?	<ul style="list-style-type: none"> • A bespoke Virtual WEX programme, tailored to NHS brand and the skills needed to develop in young people. This includes: • Development of a Virtual WEX programme • Creation of associated materials, guides and recorded content • Full company branding • Custom data capture process, feedback surveys and email nurture journeys • Once created, the Virtual WEX programme can be reused as frequently as required • Marketing campaign and guaranteed participants • Screened & selected applicants, based on target criteria & minimum entry requirement • Marking of final project included for every participant • Written feedback provided to every participant on your behalf • Up to 5 live, branded webinars presented by NHS colleagues during the week, including a professional Springpod host

	<ul style="list-style-type: none"> • Top performing students can be invited to follow up events or any other action you require • Flexible number of students, up to 1000 students per cohort with the ability to cap numbers (additional cost incurred for cohorts over 150) • Comprehensive reporting, feedback and student testimonial collection at the end of the cohort's Virtual WEX
Further Information	<p>Work experience: https://www.springpod.co.uk/work-experience/</p> <p>General information: hello@springpod.co.uk</p>


Speakers for Schools Experience

Brief Overview	A charitable organisation providing a similar model to Springpod in terms of virtual work experience.
Funding	To be confirmed
Further Information	<p>Further information: https://www.speakersforschools.org/</p> <div style="text-align: right;">  VWEX-Guide-for-EducatorsFinal.pdf </div> <p>Virtual Work Experience package:</p>


Regional Preparation to Work/ Careers Resource Examples

Live and Work Programme – Sandwell and West Birmingham NHS Trust

Brief Overview	The Live and Work programme gives young people aged 16 to 25 years somewhere secure to live, as well as a wide range of employment options and experience, helping them onto the career ladder.
Audience	Young people aged 16-25
Geographical Coverage	Sandwell and West Midlands
Career Pathways	Apprenticeships
How is this different from other available programmes?	Specific project that includes accommodation

Further Information	 Live and work Further information: programme postcard
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Video resources for teachers - Learn Live Podcasts and National AHP Wow videos Example

Brief Overview	<p>To support employer encounters (Gatsby benchmark 5), a series of careers broadcasts are available for teachers to watch with students during registration or PSHE sessions. Some, such as Learn Live, were originally live streamed into school assemblies.</p> <p>The broadcasts are Q&A style interviews with practitioners and vary from 20 – 35 minutes. They do not need to be watched in full, if time is limited. Details of each broadcast and a web link have been provided in the document attached in the further information section.</p>
Audience	Secondary school students
Geographical Coverage	Potential to use across England
Career Pathways	Into employment and apprenticeships.
How is this different from other available programmes?	Professionals talking about their roles and career pathways.
Further Information	 Teachers Career Further information: Video Resource - NHS


AHP Resources

Brief Overview	<p>All AHP resources listed here: https://www.hee.nhs.uk/our-work/allied-health-professions/helping-ensure-essential-supply-ahps</p> <ul style="list-style-type: none"> • Apprenticeship – Spotlight on – Nursing & Midwifery: https://www.youtube.com/watch?v=uHtJzxqELxY&t=4s • Marie-Clare Wadley's VR films which you can find here https://hee-vr360.azurewebsites.net/ includes VR for podiatry, orthoptics, prosthetics and orthotics and therapeutic radiography. • A couple of careers guides: podiatry and radiography: https://www.thewowshow.org/ - these are the latest pieces of work and have been all over social media recently
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	<ul style="list-style-type: none"> • A Health careers special live show from last year: https://www.thewowshow.org/health-careers-special/ • Links to the OfS work: • https://iseethedifference.co.uk/ AHP shortage areas: <ul style="list-style-type: none"> ○ Orthoptics ○ Podiatry ○ Prosthetics & Orthotics ○ Therapeutic Radiography <p>https://iseethedifference.co.uk/encouraging-more-males-into-healthcare-professions/</p> <p>Webinars - https://iseethedifference.co.uk/join-us-for-our-summer-webinar-series-register-for-free/</p> <p>Leon Pietrzak, Youth Development Manager HEE North West, in the North put this resource booklet together. You need to open it in Chrome:</p> <p>https://read.bookcreator.com/XFVL4UXh9jQDft74MAEerZDekBO2/-NRLt0MCQI03EOoDzbXWKw</p>
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Social Care Careers Resources

Sussex safe and timely on-boarding social care workforce project

Brief Overview	<p>Joint initiative in Sussex across social care employers, Skills for Care and HEE.</p> <p>Project aim was to fast track people into employment across social care services, supporting services affected by workforce shortages during and beyond COVID-19.</p>
Further Information	<p>Further information in the document attached including links to</p> <div data-bbox="954 1339 1021 1402" data-label="Image">  </div> <p>Sussex Safe and Timely On-boarding</p> <p>relevant resources and websites:</p>