

## **FINANCE COMMITTEE**

### **EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR**

#### **SUBMISSION FROM NHS LANARKSHIRE COUNCIL**

1. Through full participation in our Local Employment Partnership (LEP), NHS Lanarkshire is committed to working with other government partners to help develop the workforce by training and employing individuals who are often overlooked by traditional recruitment methods and have considerable talent that could be utilized within the organisation.

2. The primary partner in our Local Employment Partnership is Job Centre Plus on behalf of the Department for Work and Pensions. In Lanarkshire there are a wide range of other partners who participate and support routes to employment and targeted employment support. These include North Lanarkshire Council, South Lanarkshire Council, SERCO, ISS, Motherwell College, Cumbernauld College and Routes to Work.

3. Current LEP activity includes;

#### **Health Assistant Programme**

4. In 2003 a partnership comprising of Job Centre Plus, Cumbernauld College, Scottish Enterprise and NHS Lanarkshire was established to target local unemployed people and those facing redundancy. This programme was devised to help support the development of the Nurse bank and introduce a new innovative approach to recruitment, training and retention of a skilled and flexible workforce.

5. The programme includes a course for a 5 week period. Facilitation for the first week is provided by Cumbernauld College to focus on communication skills, team working and customer care. It also aims to help increase the individual's confidence, ultimately increasing their employability. The following 4 weeks are hospital based: the first 2 weeks being theory based. The programme includes Moving and Handling, Management of Violence and Aggression, Basic Life Support and Infection Control. The candidates are then placed in a general ward for a period of 10 days to allow them to consolidate the theory. A mentor is allocated to assist with this.

6. Since implementation approximately 335 candidates have successfully completed this course. The course currently continues and provides an access point to entry level employment in care.

#### **Work with Schools**

7. NHS Lanarkshire is proactive in engaging with young people and competing for its share of new entrants to the workforce through visits to various schools & colleges within North & South Lanarkshire. The purpose is to ensure that young people are aware of career and vocational pathways that may be available to them in

the health service. Additionally work is ongoing with local Further and Higher education facilities to invite students into the workplace to obtain further information regarding the various roles and careers which are available.

### **Work Experience**

8. Work experience provides an opportunity for an individual to learn in a contextualized working environment. It also aims to increase the individual's employability by developing transferable skills and the right attitude to work.

9. By supporting work experience programmes, operating in partnership with schools, colleges and health facilities, NHS Lanarkshire is engaging with young people at the right time in their lives when they are making important career choices. NHS Lanarkshire's policy is currently under review and will aim to move away from traditional boundaries of offering placements to school children only and instead incorporate various routes to employment, whilst widening the applicable age group.

### **Ready for Work Programme**

10. We currently have six job seekers who are completing a seven-week work placement within hotel services at Monklands Hospital. This includes one week's training with the job centre on moving and handling, REHIS Food Hygiene and Health and Safety, Prevention of Infection and C.O.S.H.H. This work experience started on 11 June 2012. A programme previously ran this in January of this year, in partnership with Jobcentre plus and North Lanarkshire Council. This programme provides an opportunity to access entry level employment within support services.

### **Project Search**

11. Project Search is a partnership model that aims to help individuals with moderate to severe learning disabilities to secure and retain employment. NHS Lanarkshire works in partnership with North Lanarkshire Council, Serco and Motherwell College on this initiative. The first intake commenced in September 2010 with 8 students participating for a 9 month period. All 8 students secured paid employment at the end of the programme - 3 with NHS Lanarkshire, 1 with SERCO and the remaining 4 with private companies.

12. Year 2 at Wishaw General Hospital is now complete and 4 out of the 7 students have secured employment.

13. North Lanarkshire was the first local authority in Scotland to have adopted the project search model which originated at the Cincinnati Children's Hospital, USA with some 150 sites worldwide. The model blends work based education and practical work experience to deliver a unique preparation and induction to employment.

14. We are expanding Project Search by launching a further two sites at Monklands and Hairmyres Hospitals in September 2012. This will be developed through further partnership working with South Lanarkshire Council, Motherwell College and ISS.

## **COLIR**

15. We have also been working with Project COLIR (**C**reating **O**pportunities if **L**eft **I**s **R**ight) with South Lanarkshire Council who also support individuals with learning difficulties into work. We recently had a placement in the Human Resources Directorate for 9 months and this individual has now secured employment within NHS Lanarkshire. There is a second placement currently working in HR Recruitment.

16. We are continuing to work with COLIR and are currently looking to support more placements within NHS Lanarkshire.

## **Modern Apprenticeships**

17. Work is at an advanced stage to introduce a programme of modern apprenticeships in partnership with Job Centre Plus and both North and South Lanarkshire Councils specifically to promote youth employment. It is expected that some 20 Modern Apprenticeships will be delivered as part of this collaborative work.