

**Northern Care Alliance NHS Group**  
Oldham Care Organisation

**Update on employment support and local recruitment.**

**1. Introduction**

**Saving lives, Improving lives**

**NHS**  
Northern Care Alliance  
NHS Foundation Trust

**Our Social Value Mission: “the deliberate and purposeful use of our people to support the economic development of place to improve population health and wellbeing.”**

 <b>NCA FLOURISH</b> <b>Air</b>	 <b>NCA FLOURISH</b> <b>Place</b>	 <b>NCA FLOURISH</b> <b>People</b>	 <b>NCA FLOURISH</b> <b>Purchasing</b>	 <b>NCA FLOURISH</b> <b>Anchor</b>
<p>Every decision we take, every choice we make. NCA Green Plan is updated separately</p> <p><a href="https://www.northern-care-alliance.nhs.uk/application/files/1716/3585/0002/NCA_Green_Plan_2021.pdf">https://www.northern-care-alliance.nhs.uk/application/files/1716/3585/0002/NCA_Green_Plan_2021.pdf</a></p>	<p>Supporting place based initiatives to overcome structural inequalities. Anchor our economic, social and human capital into our communities by delivering on Vision10</p> <p><a href="https://www.northern-care-alliance.nhs.uk/about-us/corporate-priorities-values/vision10">https://www.northern-care-alliance.nhs.uk/about-us/corporate-priorities-values/vision10</a></p>	<p>Increase to 60% local employment by creating pipelines to employment. Inspire children and young people.</p> <p><a href="https://www.northern-care-alliance.nhs.uk/research-education/workstart">https://www.northern-care-alliance.nhs.uk/research-education/workstart</a></p>	<p>To increase our local influenceable spend by 10% with specific focus on our large capital programmes</p>	<p>To influence the local and national debate regarding by sharing our learning wider and inter connect with our Intentional Inclusion Strategy.</p> <p><a href="https://www.northern-care-alliance.nhs.uk/about-us/equality-diversity-inclusion">https://www.northern-care-alliance.nhs.uk/about-us/equality-diversity-inclusion</a></p>

Enabled by Group – Delivered in place  
Twice a year **NCA Community of Practice** to support and challenge

The NCA is one of the largest employers in Oldham. In September 21 an update was provided to the Oldham Overview and Scrutiny Committee on employment support and local recruitment. Questions were asked in that report which are summarized here alongside with a general update on progress.

Questions from the September 21 Report	Progress
<b>Oldham Council to identify an officer who can promote this to schools particularly those who work with the most disadvantaged young people</b>	Continue to work reactively with schools as they approach the NCA. Keen to ensure we are focusing this work into the most disadvantaged young people.
<b>Action: Committee Members are asked to consider potential recurrent funding options to continue to develop the pre-employment programme for young people into 2023.</b>	Our dedicated programme, for young people was funded until October 2022 initially funded through GMCA and then extended through funding from the Prince’s Trust. We do not currently have the resource to continue this.
<b>Action: Committee Members are asked to consider potential recurrent funding options to enable the place-based pre-</b>	We continue to look for funding to maintain place-based programmes and have some small success with housing providers on a small scale. However, numbers will not be

<b>employment programme to continue beyond March 2022.</b>	as they have in 2021 and 2022 without a dedicated resource.
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NCA has agreed by 2025 the following ambitions:

- Create 1000 pre-employment opportunities across the NCA for those furthest away from the employment from a baseline of 320.
- 85% of pre-employment learners will be supported into paid work from NCA
- 60% of those employed by the NCA to be residents of Bury, Rochdale, Oldham, and Salford.
- Support 1000 staff to become NHS Career Ambassadors by 2023

## **2. Work with Oldham Schools**

In an ideal world we would inspire children and young people about NHS careers and job opportunities much earlier. The evidence is compelling: a young person who has four or more encounters with an employer is 86% less likely to be unemployed or not in education or training and can earn up to 22% more during their career. Importantly the earlier these encounters take place the better because research shows that:

- Children at age 6 see jobs and future pathways as gendered
- Almost half of children aged 7 base their career aspirations on people they know.
- Children at age 9 they are becoming more aware of potential constraints on their futures based on perceptions of social class, perceived intelligence, and social mobility.

The NHS Career Ambassadors Programme is a national programme which relies on NHS staff volunteering and then acts as a broker with schools. This has been hugely successful with over 823 staff within the NCA registered as NHS Career Ambassadors in September. Between April and June 2022 72 NCA staff reached 1440 people (mainly young people) equivalent to volunteering 340 hours and thirty minutes. The NCA has brought forward our ambition to have 1000 NHS Career Ambassadors from 2025 to 2023. However, are changes to the way Greater Manchester Career Hub is being funded which hosts the NHS Career Ambassador infrature. We are continuing to work with them to understand the impact but in the meantime, we continue to increase the number of carer ambassadors and remain keen to work with Oldham Council to ensure we have a more proactive approach targeting the schools within low-income communities.

## **3. Work with Oldham College.**

The government is bringing in changes to technical education. In the last report the OSC were updated on our join work with Oldham College to influence the design of the new T levels. We now regularly support up to 20 T level students in adult nursing each year on each of our sites. We have also taken students from the digital T level, health scientist programme and therapy. We are looking to expand into business administration as well as working with the college on adapting some existing course to have a health focus.

Through this work with Oldham College we have been recognised as being one of the leading NHS organisations and is showcased in the report we recently published with the Gatsby Foundation including publication, blogs, cases studies and other materials and can be accessed <https://haso.skillsforhealth.org.uk/t-levels/>

We have taken this learning from Oldham and developed the Northern Care College Alliance which brings together Oldham College, Bury College, Salford City College, and Hopwood Hall College to share learning and T level design. This vehicle enables us to develop curriculums quicker and be in the position to respond to additional opportunities.

#### **4. Recruitment initiatives**

There are over 350 careers in the NHS. Yet, the public tend to think of doctors and nurses and assume you need to go to university before getting a job at Royal Oldham Hospital. Between December 2021 and March 2022, we obtained a small amount of money from Greater Manchester Health and Social Care Partnership to innovate our recruitment process. This has resulted in us taking a much more place-based approach to recruitment rather than relying on job adverts. I am pleased to share that in partnership with DWP, Get Oldham Working and other health and social care employees we are running a one stop recruitment event 18<sup>th</sup> January 2023 at Queen Elizabeth Hall. This is aimed specifically at “level entry roles” including Health Care Support Workers, Porters, Domestic, Catering staff, Pharmacy Assistants and Estates staff. This means Oldham residents can turn up receive advice, complete an application form, undergo a functional maths, and English test, have an interview, and receive a conditional job offer all in the same day.

#### **5. Providing Pre-employment opportunities**

However, we know for some people even a simplified recruitment process there are still barriers to employment. In Q1 2022 (April to June 2022) we supported 72 people across the NCA on their pre-employment journey with plans to support a further 271 in Q2 (July to September 22). As was updated in the last report the NCA in partnership with other providers including the Prince’s Trust “Get into Hospitals” employability programme which supports young, disadvantaged people 16-30 years old (NEETs, care leavers, careers, those with mental health or physical health conditions and those with learning disability). We also deliver a Pennine Pre employment programme with no age specific criteria. There have been two dedicated programmes in Oldham (alongside our Group wide programmes one focusing on young people run with Positive Steps and a place-based programme running out of Coldhurst and Limeside). Unfortunately, we do not have any further funds to continue these into 2023. It is likely that these numbers will reduce unless we can find an alternative funding source.

#### **6. Outcomes**

##### **7.**

Fundamentally this is about the NCA employing more local people. In July 19 45% of our people lived within the towns/City of Bury, Rochdale, Oldham, or Salford in June 2022 this had risen to 58.53% with over £50million salary contribution to the Oldham economy.

Donna McLaughlin

Director of Social Value Creation

5<sup>th</sup> December 2022