

Meeting title:	Trust Board Public	Public Board paper C
Date of the meeting:	13/07/2023	
Title:	Staff Story	
Report presented by:	Julie McCarthy, Becky Ballinger, Tyler Avossa-Goodger and Raj Kanji	
Report written by:	Becky Ballinger Senior Health and Wellbeing Manager	

Action – this paper is for:	Decision/Approval		Assurance		Update	X
Where this report has been discussed previously	N/A					

To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which
The staff story provides assurance that workforce development work through supported internship's such as the Project Search are effective in supporting UHL to attract its future workforce.

Impact assessment
The workforce development work undertaken through programmes such as the Project Search, supports the sustainability agenda; local economy, through the work with the local community to develop employability skills for young people. In turn this supports both the young people with special educational needs to gain employment at UHL.

Purpose of the Report

The purpose of the report today is for the Board to hear Tyler's staff story. Tyler applied for the supported internship programme, Project Search, whilst a student in Year 12 at Ellesmere College in Leicester. The report and presentation will support the Board to understand how this route has helped him to gain employment at UHL.

Recommendation

The Board is asked to listen to Tyler's staff story and be assured on the impacts of workforce development activities which support the development of young people with Learning Disabilities into employment. It should also be noted that non-direct benefits of these programmes enable the development of skills for UHL staff hosting and mentoring students as well as supports UHL's connections with the local community which, in turn, support the sustainability agenda in terms of the economy. The recommendation is that the Trust continues to support employability schemes as a route into NHS careers to enable onward development of the young people into a range of health career pathways.

Summary

This report showcases the employability and career entry journey for one of UHL's Porters, Tyler, who attended the first cohort of the DFN Project Search supported internship Programme, since last August 2022. It brings to the Board's attention the importance of supported internship scheme placements being hosted within CMG's, even under service pressures, to support future workforce attraction and provides assurance that schemes in place are enabling transition from employability courses to real world employment.

Main report detail

Attracting the workforce of the future is paramount to providing a broad range of quality services to our patients in support of 'Becoming the Best.' The employability works supports national, regional and local agenda's in terms of the People Plan and People Strategies e.g. Growing for the Future and ensuring we have the right people with the right skills in the right numbers to deliver 'Caring at its best' for every patient, every time. Supported Internship schemes enable us to have an increasingly diverse workforce and enables UHL to connect with the local community. It also offers opportunities to many young adults that struggle to have further opportunities in employment other than further education.

UHL have been working with the Project Search since May 2023, which offers the opportunity to provide supported placements and work experience to young adults with Learning Disabilities. It is aimed at 17 years and above and is nationwide programme that supports many host business in other NHS trusts and businesses. There is a very sad statistic that only around 5% of young adults with Learning Disabilities +/- Autism gain paid employment. The target for Project Search is that 70% of interns will gain employment form their internship. The students that come onto the programme are high functioning individuals that are committed and are dedicated to the programme with the hope that they will gain future employment or transfer onto other employability programmes such as Princes' Trust.

The programme runs every year and follows the academic calendar. Interns have the opportunity to work on three rotations to build levels of experience and confidence. They are supported by their Colleges Job Coach and Instructor that are based onsite and the Health and Wellbeing and Learning and Development Teams.

It offers a blend of work experience in a health care environment (mainly administration role entry points) for young people who are supported and mentored by staff. The young people are exposed to what working in the NHS is like, a range of roles, pathways and opportunities as well as starting to build their work ethics, values & behaviours. Young people attend formal learning sessions delivered by the UHL Apprenticeship and Development Centre on employability skills, applying for jobs, interview skills, an introduction to internal/external customer services and UHL values & behaviours. They also

benefit from some basic IT development. These support potential future employees have a positive, and quicker, on boarding experience.

During the programme the young people are supported in the workplace to develop skills, knowledge and behaviours appropriate to the role by departmental mentors during real work experience. In addition to this being beneficial to the young person it also offers our staff the opportunity to build and develop confidence in their own leaderships, coaching and mentoring skills whilst developing others. It also provides them with an opportunity to share their experience of working at UHL and showcase UHL as a great place to work.

Tyler Avossa-Goodger, who is joining us for the July Staff Story, started on the Project Search programme in August 2022 in the Portering department. The department has supported Tyler with an application post Project Search, for a 12-month contract as a Porter. Tyler was successful in getting this role and secure permanent employment in a substantive role within the department.

Documentation

Please see the 4 slides that support this agenda item and report. There is also an ITV News report on Project Search at UHL, please see link below:

https://urlsand.esvalabs.com/?u=https%3A%2F%2Fyoutu.be%2FGIWOJ_ASn3M&e=1680ccf7&h=152f4859&f=n&p=y

UHL Youth Employability Programmes

- Week beginning 3rd July – Youth Employability week
- UHL run a number of employability programmes which combine employability skills and real work experience to support young people getting onto their career path including;
 - Apprenticeships
 - Chef Academy (new)
 - Princes Trust
 - Traineeships
 - Kickstart
 - T levels
 - Medical Mentoring (new)
 - Project Search.

Project Search

- Developed in USA Erin Riehle and Susie Ritkowski
- 10 countries world wide
- David Forbes-Nixon set up in UK, 160 sites working with Project Search
- 4.8% of adults with a Learning Disability or Autism gain employment in England
- Many young adults are in Full time education until 25
- Pilot in 2022/23 Ellesmere College, now two cohorts extending to Gateway college from Sept 23
- Mentor and Managers training for those that host an Intern
- Ideally want 70% of the interns into paid employment at the end of their experience at UHL
- Improving opportunities for young adults and their families with LD and ASD
- Committed and very capable of being in these roles, the advantages of the programme for individuals and their families are huge
- ITV News coverage showcasing the opportunities that this programme provides
- https://urlsand.esvalabs.com/?u=https%3A%2F%2Fyoutu.be%2FGLWOJ_ASn3M&e=1680ccf7&h=152f4859&f=n&p=y



hello my name is...

Tyler Avossa-Goodger

My journey to become a Porter at UHL

- I am a Porter
- My journey started with enrolling onto the Project Search Supported internship Programme in May 2022. I was a student at Ellesmere College, in Year 12
- During my placements I worked in Porters doing many different tasks such as specimen runs
- My mentor Raj Khanji, gave me so much exposure into the portering services, I have loved every minute, and have had the opportunity to work with colleagues and talk to patients.
- My mentor Raj has really supportive to me to get the best out of this opportunity and has always been approachable
- I have been on the ITV News showcasing how Project Search has given me opportunities and have received my first pay check
- It is a very busy role, but I am really enjoying it
- I was job ready in February and gained full-time employment in June 2023
- *I'm so thankful for the project Search internship programme, and the support, guidance and work experience that it has given to me*

Workforce Development

Tyler
Avossa-
Goodger

Student at
Ellesmere
College

Project Search
Internship
Programme

Gained full
time
employment
as a Porter in
June 2023

Now working
with two
Colleges at
UHL to
support
young adults
with
Learning
Disabilities
and Special
Educational
Needs