



About us

Careers at Joined Up Care 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.



Newsletter issue 14 – July 2025

Inaugural national report on young people and careers recognises our team

The Careers Team at Joined Up Care Derbyshire attended the House of Lords for the launch of a national report recognising their outstanding contributions to workforce recruitment in the NHS and social care.

The work of the Careers Team, hosted by Derby and Derbyshire ICB, in promoting in-person and virtual work experience programmes has been highlighted as best practice in the 'Examining the Skills Gap' report.

The publication has been produced by the Careers and Enterprise Company (CEC), the national body for careers education, and senior leaders from NHS Trusts and ICBs. Convened through the Health Sector Advisory Group, this collaboration brings together 13 NHS employers representing more than 200,000 staff working across all regions of England.

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The Derbyshire
VCSE sector
Alliance



Derby City Council



Inaugural national report on young people and careers recognises our team

The report outlines evidence-led insight into the scale of the health sector skills gap and long-term solutions to driving the skilled future workforce required by the NHS, in line with the workforce strategy and 10-year Health Plan.

Susan Spray, programme lead for the Careers Team at Joined Up Care Derbyshire, represented the team and talked about the innovative approach across Derby and Derbyshire at the London launch of the report on Thursday 19 June 2025.

Baroness Nicky Morgan of Cotes, chair of the Careers and Enterprise Company, hosted the event, attended by leaders across our sector, policymakers, and young people who are ambassadors for the importance of early engagement.

Shajeda Ahmed, chief people officer at Black Country ICB, chair of The Health Sector Advisory Group, said: *“Too often, young people who express an interest in working in health and social care are unsure about what pathways are available or feel uncertain about whether they are ‘the right fit.’ Outdated assumptions, limited exposure to real-life experiences, and a lack of personalised guidance all play a role in dampening aspirations or narrowing choices. As a result, too many promising futures are lost before they have the chance to begin.*

“This report explores how high-quality, timely, and relevant careers education can make a real difference. It looks at how employers working in collaboration with schools, colleges, careers

leaders and local partners can help open minds, build confidence, and offer the practical insights that allow young people to take the next best step toward a rewarding future in health and social care.”

Susan Spray said: *“It is an honour for our work to be recognised as one of the exemplars in the report and to be invited to the high-profile launch. It is a credit to all team members how our pioneering work has gained national attention. There is much that we can learn from other ICBs about their work in supporting young people into health and care careers and also much that we can share from our own experience here in Derby and Derbyshire.”*



Reflecting on a year of highlights for the Careers Team

The Careers Team at Joined Up Care Derbyshire is involved in a wide variety of projects and programmes supporting workforce recruitment and retention and reinforcing the role of the Derby and Derbyshire Integrated Care Board (ICB) as an anchor institution in the city and county. Initiatives include:

- **The New to Care programme** which aims to attract people who are either unemployed or working in other sectors to consider working in health and social care, in roles including non-patient facing roles. Dedicated advisers assist in highlighting the career pathways available and helping to identify existing transferable skills, signposting to local vacancies, and assisting with the application and interview process.
- **A targeted programme** to encourage care-experienced young people into health and care careers, delivered in partnership with the Care Leaver Covenant and schools and colleges.
- **An annual series of Future Talent, Future Heroes system-wide career events**, held in collaboration with Chesterfield and Derby Colleges, where more than 20 employers showcase roles and opportunities to hundreds of students.
- **A pre-employment programme** which supports those not in education or training with the knowledge, skills and behaviours to work in health and social care in Derbyshire. One project teamed up with the GP taskforce to support their vacancies across Derby City in GP receptionist posts.
- **The Step into Work programme** to support candidates from under-represented groups into the workplace and the staging of Unlocking New Possibilities careers events at Chesterfield College. Allied to this is the BME Respite Sitting Service which provides respite in a culturally

- specific and appropriate manner for individuals who act as informal carers within their own family or wider BME community.
- In collaboration with Derbyshire Community Health Services, **the launch of the first 'hybrid' health and social care support worker apprenticeship**. This is a completely new apprenticeship role which aims to support the long-term plan for integration of services. As a Health and Social Care Assistant, the role holders assist registered practitioners to deliver health and social care services to residents of Derbyshire. They carry out a range of clinical and non-clinical healthcare or therapeutic tasks under the direct or indirect supervision of a registered healthcare practitioner.



Focus on the outcomes achieved in 2024-25 by our Future Talent, Future Heroes programme

Our Future Talent, Future Heroes careers engagement programme across Derby and Derbyshire education providers inspire young people for their next step.

It is our mission to support young people from under-served backgrounds and communities to discover their amazing talents, think big about their future and build skills and confidence to take their next step into higher education or the world of work

We do this by delivering inspiring, skills-based, facilitated workshops supported by health and social care workforce champions, teacher encounters, virtual and face-to-face sessions, along with on-going support and resource. **We do this across three themes:**

Awareness of pathways and careers



- ✔ Promotion of roles, apprenticeships, entry routes into the sector across 32 in-person career events, connecting with **6,467** members of our future workforce
- ✔ **611** students completed the JUCD virtual work experience programme
- ✔ Community engagement events held in deprived areas of Derbyshire providing apprenticeship, technical and education information to **192** post-16 and post-18 students and their carers

Career insights and building skills



- ✔ **523** meaningful work experience placements across providers
- ✔ **407** students developed essential skills through face-to-face facilitated workshops, including transferrable skills and simulation exercises
- ✔ **6** 'Get into Apprenticeships' events, engaging with 745 Year Nine students from under-served schools

Intensive Connections



- ✔ A dedicated online session preparing **14** young people for application process
- ✔ NHS Cadets – **14** Cadets (aged 14-18 years) successfully completed the volunteering programme in partnership with St John Ambulance, comprising of classroom learning, to learn more about health volunteering and social action, volunteering and placement hours

Step Into Work teams up with Derby College cohort

The most recent Step Into Work programme, in partnership with Derby College, completed in June 2025. There was a starting cohort of 29, of which 26 students have now completed the six-week programme, and achieved the NCFE Level 2 qualification in 'An Introduction to Working in Adult Social Care', along with additional accredited units in 'Mental Health Awareness'.

The programme was delivered again in the hybrid format that proved to be so successful in its previous two iterations and which clearly assisted in both the recruitment and retention of students. This requires all learners to attend at the College Roundhouse site for one day per week. Outside of this time, coursework is accessed and assignments submitted online. Tutor support is available throughout the programme both in-person while at college and virtually when students are studying at home. The College has maintained the flexibility that allows assignments to be submitted in a paper format using the more traditional workbooks if individuals prefer this method of presentation. There is strong interest within the cohort of progressing onto a Level 3 qualification. Some students who were able to complete the requirements for Step Into Work before the end of the six-week period have already commenced on this higher level course with a view to meeting their aspirations for future employment.

Step Into Work will now be conducting further one-to-one meetings to revisit previous discussions on individual student's aims for employment or a traineeship, and

providing support to assist them to secure their preferred role and organisation. Additional support can be provided by advisers within the National Careers Service for a period of six months. Students will also be encouraged to complete the virtual work experience programme offered by the ICB Careers Team, as well as workshops co-designed and delivered in partnership with the Careers Service, such as 'Identifying Transferable Skills' and 'How to Succeed at Interview'.

This iteration once again demonstrated the strong profile of Step Into Work as a pre-employability programme that draws and sustains appeal across a broad demographic. This cohort showed representation from individuals across various BAME communities, including those who have residency after gaining refugee status. The cohort also included many with strong previous knowledge and experience from employment within social care who now wish to progress their careers into more senior positions or move into employment within the NHS. The overall cohort shows an equally broad representation in terms of the range of interests and aims for employment in provider organisations across the health and social care system.

Due to the level of interest and the number of enquiries received in response to promotion for the programme, there are plans for another delivery of Step Into Work to commence within the next month.

For any enquiries or further information on any aspect of Step Into Work, please contact Brian Grant at brian.grant@nhs.net or call 07729 324059.



Great feedback for the New to Care programme

The new to care programme aims to attract people who are either unemployed or working in other sectors to consider working in health and social care, in many different roles including non-patient facing roles.

Our dedicated advisors assist in highlighting the career pathways available and helping to identify existing transferable skills, signposting to local vacancies, and assisting with the application and interview process, not only for people in employment who had not previously considered working in the sector, but also supporting our newly qualified medical team.

Feedback from someone who has recently been supported through this programme:

"I successfully got the role of a practice nurse with the help of Hazel; she always kept in contact with me and helped me improve my CV to make sure it fit the job description. She also sent me jobs that I had not seen and gave me advice on applying and advice preparing for my interviews."



'One workforce' - students have your say!



Our aim within Derbyshire is to create and inspire a one workforce mindset – meaning that whatever your role is within health and social care in Derbyshire, we are all part of the same team, with the same goal.

We want to capture your insight and feedback as students to inform us what we need to do as a health and social care workforce to prepare for your career with us.

Secondary school students survey is here: <https://forms.office.com/e/6dMHvUgNg7>

University students survey is here: <https://forms.office.com/e/pGc30kHr62>

Upcoming application and interview skills workshops

These workshops are aimed at anyone looking to gain tips and techniques for their application forms, CVs and interviews – join us on Teams by booking onto a session. Please visit [our website](#) to see available dates and details of how to book your place.

Whether you are job searching, looking for your first role, a new role, recently left school, college or university, this is for you. You can also request a 1:1 session by emailing us at ddicb.joinedupcareers@nhs.net

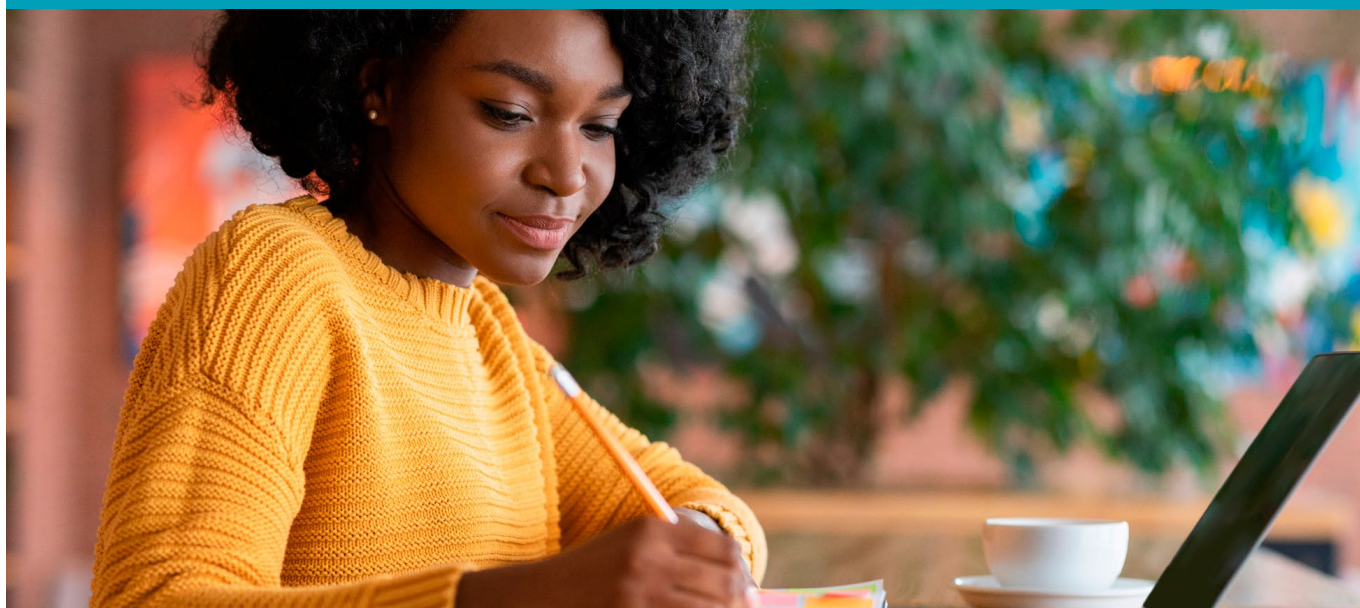
Work experience placements for care experienced young people

Several organisations within Derby and Derbyshire have recently taken part in a programme to host work experience placements for young people who have experience of being in care. Coordinated by the Careers and Anchor Development Team as part of the support programme offered to care leavers, the two-week placements give young people an opportunity to gain exposure to the world of work, building their skills and confidence, and ultimately improving their chances of finding longer term sustainable employment in the future.

The team will be following up with each young person who has completed their work experience placement to gain feedback on their experience, as well as providing ongoing one-to-one support and mentorship to help them search for appropriate roles, including application and interview support.

Find out about career opportunities in Derby

Are you looking for a career in care? Have you checked out Derby City Council's latest web content? Explore the opportunities of working in care on their [Care for Derby website](#). The site sets out the benefits of working in care and provides information on adult social care and children's social care.



Contact Careers at Joined Up Care Derbyshire

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