



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 8 – January 2024

New AHP career development tool launched

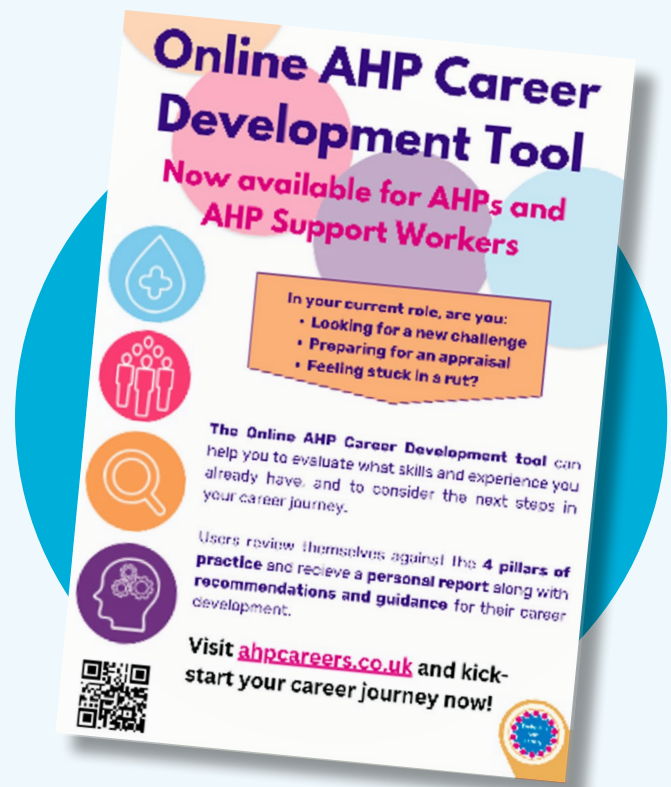
The new online allied health professional (AHP) Career Development Tool - <https://ahpcareers.co.uk> - is aimed at registered and non-registered AHPs to support their career journey.

The tool is designed to support AHPs considering the next steps in their career development or preparing for a career conversation/appraisal. The tool consists of a self-assessment questionnaire which guides users through a reflection of their skills and knowledge against the four pillars of practice: clinical, leadership, education and research/service improvement.

Some staff may have a clear goal in mind with a plan of how to get there. However, many of us can experience times where this is not the case. We might feel stuck in a rut, or feel we need a new challenge or a change of direction in our career but do not know where to start.

Continuing Professional Development (CPD) is a requirement of all AHPs, however it can be difficult to identify new learning opportunities, especially outside of your current area of practice. By considering your practice against the four pillars, the tool helps to identify areas of potential focus for your CPD. The tool generates a personalised report which summarises your self-assessment and suggests recommended activities to support your professional development.

The tool was originally developed by the Careers Team at Joined Up Care Derbyshire (JUCD) and the University of Derby in 2020 for registered AHPs. This has been updated by the Derbyshire and Staffordshire AHP Faculties and now includes a self-assessment tool and guidance for AHP support workers.



The Derbyshire
VCSE sector
Alliance

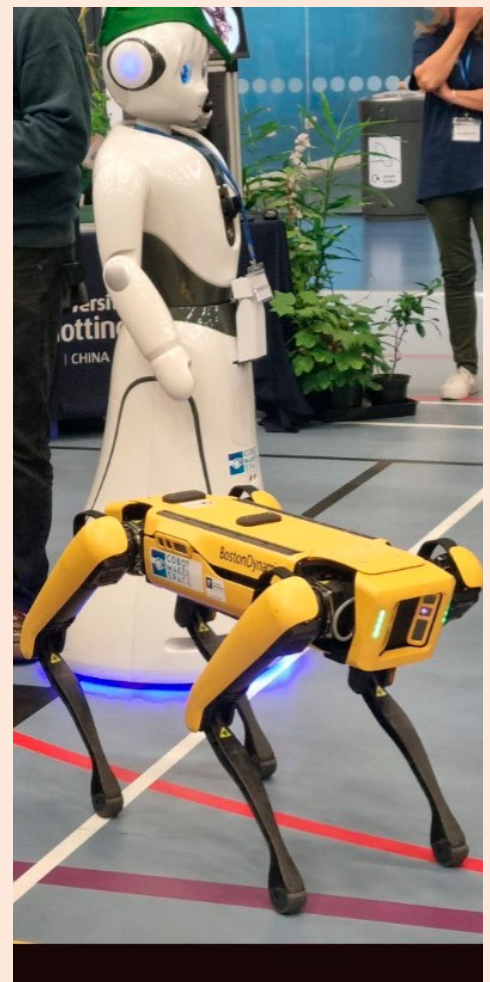


Derby City Council



Promoting careers in health and care at Techxfest

The team and colleagues from JUCD Pharmacy Faculty attended the Techxfest event at Derby Arena in autumn 2023 to promote technical careers. Almost 600 year nine and 10 students came from across the Midlands to find out about the different career opportunities on offer from around 50 employers. Pharmacy colleagues held a competition which was entered by around 120 young people, all having conversations about pharmacy and other healthcare careers. The lucky winner of a gift card, who guessed the correct number of tablets in the jar, was from Joseph Whittaker School in Rainworth.



Springpod virtual work experience now open

We have again partnered with Springpod to run the [Future Talent, Future Heroes](#) virtual work experience programme. It is open to anyone interested in finding out more about working in health and social care. It covers everything from an introduction to the sector to different opportunities, areas and responsibilities within health and care professions. You will have the chance to take part in some great quizzes and amazing activities and hear from professionals talking about their career journey.

Participants can work through the experience in their own time, and will receive a certificate upon completion – a great addition to a CV! The programme launched early December 2023 and will be available on-demand for a 12-month period.

Congratulate our Healthcare Support Worker Award winners

We held our second annual Healthcare Support Worker Awards in November and were absolutely blown away with the number of fantastic nominations we received this year from various organisations across the Derbyshire health and social care system.

These awards are designed to celebrate the fantastic work carried out by healthcare, care and all support workers.

Our award winners were:



Unsung Hero Award – Paula Cooper

Ward Practitioner, Chesterfield Royal Hospital

“Paula never stops giving, she has a heart full of love and always puts herself last.”

Paula with colleague and Becky Webster who sent in her nomination.



Service Users/Patients' Choice Award – Dawn Benjamin

Care Worker, Clova House Residential Care Home

“I shared a special, emotional and devastating time with Dawn and I will never forget her kindness and affection she showed the night my lovely Dad passed away.”

Dawn with Chrissie, who nominated her for the award, and the team at Clova House.



New to Care Award – Jatinder Kalirai

Dietetic Champion, University Hospitals of Derby and Burton

“Jatinder recently took a new role after previously working in the Catering team. She has become a real champion of nutrition on the gastroenterology wards. Her enthusiasm for her role and continuing a career in health care is a wonderful thing to see and we feel very fortunate to have her as part of our team!”

Jatinder with Becky from the Dietetic Team and Seema Rughani, AHP and Healthcare Scientist Workforce Lead.



Going the Extra Mile Award – Ebony Stuart

Care Leader, Avanti Care

“Ebony is a caring and supportive person who often goes the extra mile.”

Ebony with Registered Manager,
Bryan Allen.



Outstanding Contribution to the Community Award – Laura Carr

Community Midwife Support Worker, Chesterfield Royal Hospital

“Laura goes above and beyond for not only her patients, but her colleagues. She is such a huge asset to the community midwifery team.”

Laura with Kate Swindell who sent
in the nomination.



Lifetime Achievement Award – Brenda Light

Advanced Therapy Support Worker, Derbyshire Community
Health Services NHS Trust

After 30 years of dedicated service, Brenda is well-known in her local community “for the way she supports patients with an infectious smile and kind word”.

Brenda with Tracey Elder, who sent in the
nomination, and the team.



**Huge congratulations and
thank you to all of our
nominees, finalists and
winners this year!**

Application and interview workshops for local health and social care roles

Have you booked onto one of our Application and Interview workshops?

We have 2024 dates – available to book via Eventbrite here:

- **January 25:**

<https://www.eventbrite.co.uk/e/737106945717?aff=oddtcreator>

- **February 13:**

<https://www.eventbrite.co.uk/e/737115039927?aff=oddtcreator>

- **March 14:**

<https://www.eventbrite.co.uk/e/737759056197?aff=oddtcreator>

- **April 15:**

<https://www.eventbrite.co.uk/e/737761032107?aff=oddtcreator>

- **May 9:**

<https://www.eventbrite.co.uk/e/737815735727?aff=oddtcreator>

- **June 18:**

<https://www.eventbrite.co.uk/e/737818423767?aff=oddtcreator>

Our sessions are informative, welcoming and provide you with up-to-date knowledge and tips for your 2024 interview. These sessions are available to anyone wishing to pursue a role or apprenticeship in health and social care, or for those already in health and social care roles looking for their next step.

We also offer one-to-one sessions, request these here:

ddicb.joinedupcareers@nhs.net



New look for The Hub Plus

Our primary care partners at The Hub Plus launched their new branding in October 2023. The Hub Plus Derbyshire is your single point of access for training, support and development for Derbyshire primary care, owned by Derbyshire primary care. The Hub Plus Derbyshire is the next step in the evolution of two trusted organisations delivering for the county; General Practice Task Force (GPTF) and Health Education Derbyshire (HED), Derbyshire's Primary Care Training Hub. The Hub Plus combines the familiar team, benefits and services of both into a single, more streamlined entity. The purpose of The Hub Plus Derbyshire is to provide training, education, development and support for all colleagues working in primary care, ensuring there is complete 'wraparound' care throughout a career in primary care whether clinical, non-clinical, managerial or leadership.



New Hybrid Worker Apprenticeship appointment

In collaboration with Derbyshire Community Health Services, the first 'hybrid' health and social care support worker apprenticeship has been successfully appointed to. This is a new apprenticeship role which aims to support the long-term plan for integration of services. We will be looking to recruit additional apprentices in 2024 – please contact ddicb.joinedupcareers@nhs.uk for further details.

New training programme for Step Into Work

In an exciting development for Step Into Work, a new accredited training programme has been launched in partnership with Derby College. This follows the successful model previously established with Chesterfield College and continues to offer candidates qualification up to Level 2 in Preparing to Work in Adult Social Care across a six-week programme, with an optional route enabling some to attain the Level 1, in combination with a Level 2 award in Equality and Diversity and Safeguarding. In a departure from the established model for the mode of delivery, the new programme for Derby City will be delivered in a hybrid model combining attendance at the College for direct tuition for one day per week with online completion of coursework and access to tutor support throughout the programme.

Recruitment took place through Jobcentre Plus offices, in addition to direct referral from providers and agencies including YMCA and Workpays. A total of 21 candidates were recruited of which 19 enrolled and 18 commenced the programme in December 2023. The programme will finish in February 2024. Step Into Work will deliver webinar sessions on sector-specific employability skills and provide students with a view of the employment and career opportunities across the health and social care system during the first two weeks of January leading up to the resumption of tuition.

This follows the successful and lasting partnership with Derbyshire BME Forum which has seen Step Into Work offered as an onward journey towards permanent employment for individuals from within

BME communities who completed training for a role within the BME Respite Sitting Service. The current partnership with Derby College makes further progress towards cementing the identity and role of Step Into Work as a training programme focused upon improving inclusion within the future health and social care workforce. This work has already seen success in achieving positive promotion for the sector among individuals from a diverse range of communities, and increasing their level of interest in considering health and social care for future employment. Nine candidates within the current cohort with Derby College have a form of refugee status or residency, including Leave to Remain (including also Dependant Leave to Remain), Settled Status and Skilled Worker with Leave to Enter.

The delivery of Step Into Work for the Chesterfield area will continue in 2024 with a five-week programme scheduled to start on 25 February in partnership with Chesterfield College. Discussions and plans are underway for a new programme that will maintain the level of accreditation and offer qualifications in customer service and administration. This will cater for a known and identifiable interest amongst potential candidates in employment within this job type and will provide opportunities for candidates to enter employment in reception, office support and administration roles within the sector. This will link most prominently to vacancies in departments within the NHS and in primary care.

Further information from Brian Grant, Step Into Work Programme Officer, brian.grant@nhs.net or 07721 324059 / 07534 679648.



Apprenticeship Levy – developing your social care workforce

Did you know as a social care provider in Derby and Derbyshire you can easily and quickly request apprenticeship levy funds to support the development of your new or existing colleagues?

In 2023 we supported:

- L2 Adult Care Workers
- L3 Senior Adult Care Workers
- L3 Business Administration
- L5 Trainee Nursing Associates
- L7 Advanced Clinical Practitioners

Apprenticeships are a great way to support colleagues to learn and develop while still working.

To find out more please visit:

<https://joinedupcareers.co.uk/apprenticeships/>

Details and further information will be available very soon.



Higher Development Award

The Careers Team is teaming up with the AHP Faculty and our local education providers to provide a Higher Development Award (HDA) programme for AHP support workers across Derbyshire. The programme will deliver key study skills, leadership and management modules and role-specific learning for colleagues looking to develop and enhance their skills, develop confidence and gain an accredited level 3 qualification. Details and further information will be available very soon.

East Midlands international recruitment

In partnership with the Lincolnshire Care Association, the Careers Team has been supporting with overseas resourcing via the introduction of an international recruitment guide for employers, sharing learning and best practice. In Derby and Derbyshire there are now 115 social care providers that are registered with sponsor licenses and looking to begin their overseas recruitment journey. More than 420 expressions of interest have now been received and looking to be matched with employers.



The Pathways to Health and Social Care Project

The Pathways to Health and Social Care Project across Derbyshire and Nottinghamshire came to a close in December 2023. This was marked by a celebration event held at the beginning of the month in Nottingham Town Hall that reviewed the sizeable impact of the project in having improved the employment prospects of individuals within local communities. Joined Up Careers acted as a delivery partner for the project across a three-year term since December 2020 in contract with Nottinghamshire City Council. The Project drew in funding from the European Social Fund and was administered with targets for the number of participants enrolled onto the project, including those considered to be economically inactive, the number who commenced training or education programmes and the number who entered employment whilst being supported by Joined Up Careers. Participants were recruited through engagement with unemployed customers in Jobcentre Plus offices across Derbyshire, by referral from other providers and support organisations and through direct recruitment at career events and in the community.

The delivery of the project focused on providing information, advice, guidance and support to individuals to assist them in securing their preferred employment across the health and social care sector, to consider their future career options and to achieve qualifications to enable them to commence or improve their employment. This included the completion of bespoke vocational programmes developed and managed by Joined Up Careers for both direct healthcare and non-healthcare positions. The Project was delivered successfully across the three year-term and Joined Up Careers met or exceeded targets and related performance outcomes in all categories excepting for those associated with the number of economically inactive individuals. A summary of the final figures attained for the project is provided below:

Target Category	Profile for Project	Actual Achieved	Variance	Actual as % of Profile
Participant Starts - overall	282	268	-14	95%
Participants into education/ training	67	91	+24	135%
Unemployed starts on project	138	226	+88	164%
Unemployed participants into employment	21	22	+1	104%
Eco-inactive starts on project	144	42	-102	29%*
Eco-inactive participants into employment	14	8	-6	57%*

*Notes

Joined Up Careers carried the second highest target for the category of eco-inactive participants amongst nine delivery partners. Six out of the remaining eight projects showed a similar variance in the recruitment of eco-inactive participants and associated outcomes.

Attracting individuals who are new to care

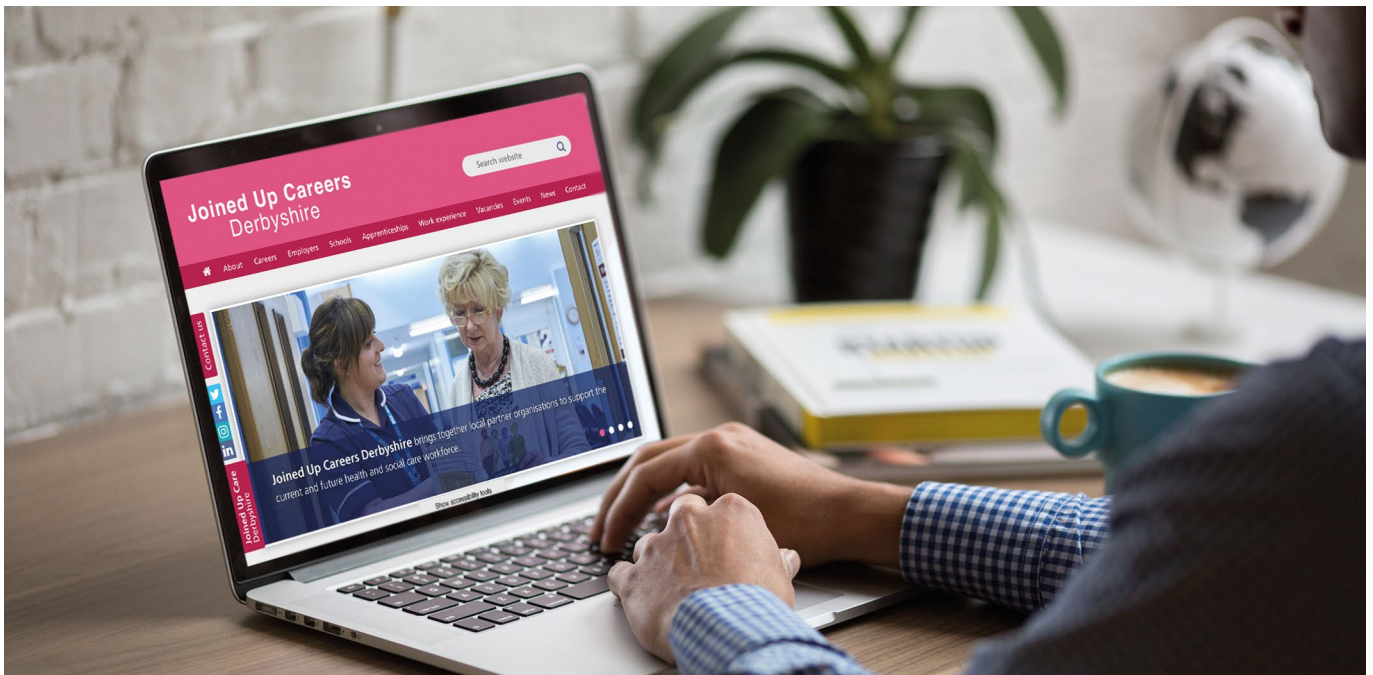
Our partnership with Nottingham City Council on the Pathways to Health and Social Care Project came to an end in December 2023, yet we will continue to support candidates to find suitable roles or training to enable them to join our health and social care workforce with our New to Care programme.

We aim to attract people who are either unemployed or working in other sectors to consider working in health and social care, in a breadth of different roles including non-patient facing roles. Our dedicated advisors will assist in highlighting the career pathways available and help to identify existing transferable skills, signpost to local vacancies and assist with the application and interview process. We want to encourage anyone who is thinking of working in the sector by promoting how accessible and rewarding the work is and the many roles available.

In our role as an anchor development team, we are exploring innovative opportunities to support local people aimed at contributing to building a healthier community. We engage in a range of initiatives, including apprenticeships, pre-employment programmes, virtual work experience offers and multi-media campaigns. Included in our aims is to support all providers across Joined Up Care Derbyshire to meet the requirements and priorities of the NHS Workforce Plan, leading on a range of workforce transformation initiatives.

Look out for a series of recruitment events near you in 2024!

Contact Hazel Jones, Programme Officer, on 07721 324140 or email hazel.jones22@nhs.net



Contact Careers at Joined Up Care Derbyshire

Web: <https://joinedupcareers.co.uk/contact>

Email: ddicb.joinedupcareers@nhs.net

Write to us at: Joined Up Careers Derbyshire, Cardinal Square,
10 Nottingham Road, Derby, Derbyshire, DE1 3QT.