



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 15 – October 2025

Careers Team contributes to local employability course

The Careers and Anchor Team at Joined Up Care Derbyshire was recently highlighted in the ‘DACES Brief’, Derbyshire County Council’s Adult Learning newsletter, for their contribution to a course called ‘Get that job, keep that job’. The article celebrates the success of two learners and mentions contributions from its strong community partnerships. The article is reproduced below with permission from Derbyshire County Council.

Two young people from the Youth Employment Service (YES) Youth Hub in Erewash are celebrating an important milestone in their journey towards employment. Tom and Harry have successfully completed the Get that job, keep that job! course, earning certificates for their achievement and gaining valuable skills for the future.

[\(Story continues on page 2\)](#)



The Derbyshire
VCSE sector
Alliance



Careers Team contributes to local employability course

The course, which leads to a City & Guilds Level 1 Extended Award, comprises five core units:

- Career planning and making applications
- Conduct at work
- Effective communication
- Investigating rights and responsibilities
- Creating a positive impression on customers

For both learners, the experience has been transformative.

“I feel like the course helped boost my confidence and helped me to apply for my current job,” said Harry, who has since successfully secured employment with a local organisation. “I learnt a lot about health and safety and what is expected of me in the workplace.”

Tom, who is now pursuing an apprenticeship opportunity in the local engineering sector, reflected: *“I learnt about appropriate workplace behaviour and health and safety across different jobs. The course has made me more sociable and positive overall.”*

Tutor Anne Saint praised their dedication, explaining that both Tom and Harry participated fully in every aspect of the course, including mock

interviews designed to challenge and prepare them. *“It took them out of their comfort zone,” she said, “but gave them skills to move forward. They also broadened their horizons when it came to job searching, which is already proving successful.”*

Sarah Ball, Programme Development Worker at the YES Youth Hub, explained the wider aims of the course: *“The course was designed to give young people at YES the confidence, knowledge, and practical tools to take those first steps into employment. We’ve worked closely with employers and support agencies to offer real-world insights and activities that help bridge the gap between education and the workplace.”*

The programme has benefitted from strong community partnerships, featuring contributions from Joined Up Careers Derbyshire, RAF recruitment, and Live Life Better Derbyshire. Participants took part in a wide range of discussions and activities, all of which contribute towards a nationally recognised qualification.

Tom and Harry’s achievements are a fantastic example of how the right guidance and structured support can help young people take positive, confident steps towards a brighter future.

Health and Social Care Charter sign-up

The aim of the Health and Social Care Charter is to make a promise to improve the experience of everyone working in the health and social care sector within Derby and Derbyshire. Numerous partner organisations have collaborated to create this charter, with many more organisations signing up to the pledge over time. The charter intends to establish a standard of good practice whereby every employer supports and values their workforce and improves the image of the sector to support the attraction of new staff. To see a copy of the document and the employers who have signed up to the charter, you can download it from the Careers [website](#).



Careers Team Lead gains ambassadorial role

Susan Spray, the Careers and Anchor Development Team Lead at Joined Up Care Derbyshire, has been selected to become a member of the East Midlands Apprenticeship Ambassador Network (EMAAN).

EMAAN is part of the national Apprenticeship Ambassador Network (AAN), a volunteer-driven initiative made up of employers and apprentices committed to promoting apprenticeships.

The goal for employers within the network is to inspire more organisations to embrace apprenticeships as a strategic tool for business growth and talent development.

With nine regions across England, EMAAN represents the largest geographical area. As an employer ambassador, Susan will play a crucial role in amplifying the benefits of apprenticeships and influencing others to get involved.

Susan said: *“I’m thrilled to join this community of passionate employer ambassadors, dedicated to championing apprenticeships and their transformative impact on individuals, businesses and communities.”*

The network team meets monthly on MS Teams, with quarterly joint meetings. Ambassadors have options to get involved in many different ways – from attending events and speaking at conferences to using communications platforms to promote the benefits to employers of apprenticeships.

[Further details on AANs.](#)



East Midlands

Inclusive recruitment festival lined up for October

Following the successful Unlocking New Possibilities events organised over the past two years on behalf of Derbyshire BME Forum, Joined Up Careers is now working in partnership with Chesterfield Borough Council to stage an entirely new and unique event for Derbyshire residents. The two-day Inclusive Recruitment Festival will be held at the Town Hall in Chesterfield on 21 and 22 October 2025 and will provide greater opportunity to engage directly with employers from a variety of sectors and obtain detail and guidance on how to apply for vacancies.

The events in 2023 and 2024 brought together employers and providers to showcase and promote their work on diversity and inclusion and to present information on employment and training opportunities to members of BME communities across the Chesterfield area and the general public. This included the memberships of 13 community associations affiliated to the Forum and with whom we continue to work to support their members who are interested in a future career within the health and social care system.

Our specific aims this year were for an event that will not only again present the traditional careers fair but would include active recruitment and a series of workshops. These would be led by employers on the recruitment processes and inclusive practice of their organisation, available opportunities and how to evidence any application criteria, and by providers on a variety of topics including guidance on the

completion of applications and employability skills. It was decided to divide the event across the two days with capacity for 36 organisations on day one for the careers fair, and nine workshops on day two to a capacity of 38 individuals split across three rooms. Those attending the festival will be able to book a place on an individual workshop after having spoken to an employer or provider during the careers fair.

The event will be directly promoted throughout our diverse local communities and to a wide range of voluntary and community groups, in addition to broad general publicity across social media.

If you are interested in joining us, either for the careers fair, or for both days of the festival and in being involved in one of the workshops, please contact Brian Grant or Bryony Greenhalgh at brian.grant@nhs.net or bryony.greenhalgh@nhs.net or on 07534 679648.



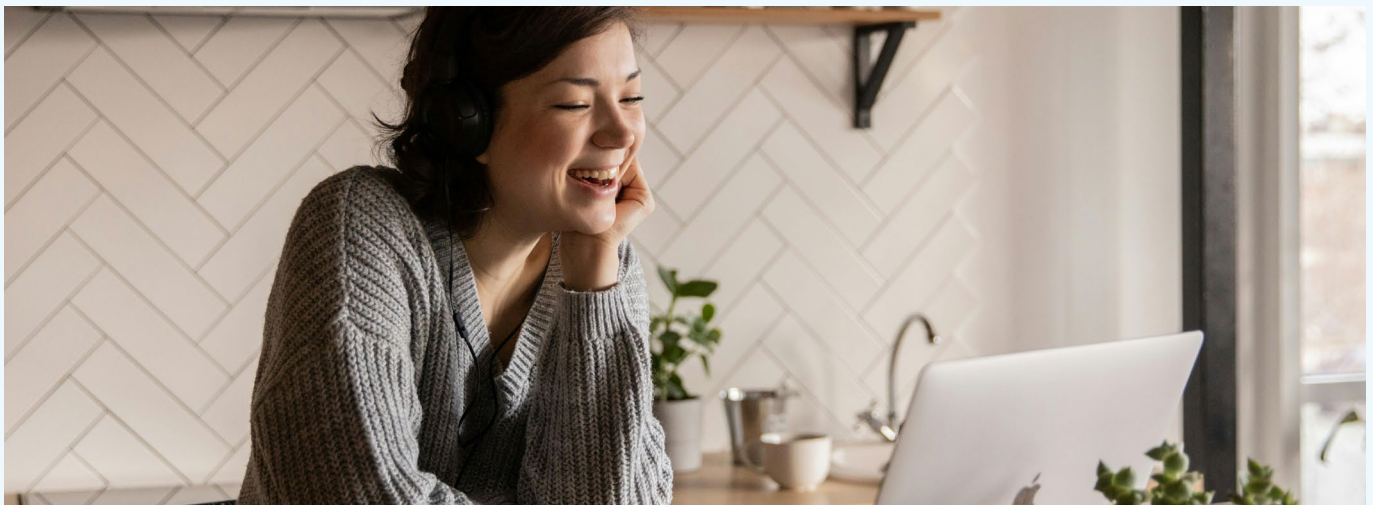
Virtual work experience run with Speakers for Schools

The Careers team has developed a system-wide virtual work experience programme in collaboration with the charity Speakers for Schools.

A three-day virtual programme was created with the support of colleagues in nursing and midwifery roles from various employers across the Joined Up Care Derbyshire system.

Speakers for Schools marketed the programme to interested students nationwide between the ages of 15-19. The schedule included talks from professionals in a variety of different roles, as well as quizzes and group exercises to supplement the students' understanding of the variety of roles and the skills required to get into these types of jobs.

The response from student participants was fantastic with more than 80 students attending the programme, mainly from the Midlands area, but some from as far as Scotland and London.



During the three days, interactive sessions showcasing their role were provided by the following colleagues:

- Hazel Johnson, Specialist ADHD Nurse, Derbyshire Healthcare NHS FT
- Claire Conboy, EPR Matron for Digital Services, UHDB
- Michelle Hoole and Emily Van D'Arque, Community Nurses from Derbyshire Community Health Services NHS FT
- Emily East, Midwife and Clinical Educator, UHDB
- Olamide Solanke, Practice Lead and Senior Educator for Midwifery, University of Derby
- Jacob Callaghan, Senior Clinical Educator, UHDB.

Lauren Adkin from the Careers and Anchor Development team led the programme and engaged the students in group and project work to supplement their learning. Each day included time for the students' questions, and further discussion about apprenticeships, NHS pay scales and advice on applications and employability skills.

Despite the potential challenges of keeping the audience engaged by hosting an online programme, feedback from the students was extremely positive - 94% said that the programme met their expectations and 98% were confident they could achieve their career ambitions following the placement.

More virtual placements are currently being planned to give more students an insight into a variety of different professions in the healthcare sector.

Work experience insight week for Year 10 students

The Careers Team had the pleasure of hosting 30 year 10 students from Derby UTC earlier in the summer, providing a five-day alternative work experience week, giving them an insight into a variety of different healthcare professions.

Colleagues from across the system attended the Johnson Building in Derby throughout the week and spoke to the students about their professions as well as providing them with the opportunity to get involved in some practical hands-on activities.

The sessions provided included speech and language therapy, community first rapid response team, pharmacy, GP nursing, emergency preparedness, resilience and response (EPRR), physiotherapy, podiatry, estates and facilities, including a bonus Q&A session with local 'Gogglebox' celebrity Sid Siddiqui.

As well as the interactive sessions, students were asked to engage in different group activities where they worked on identifying and developing their individual and teamwork skills. They were also challenged to work in teams to produce a presentation which they delivered towards the end of the week.

Mid-week, the students visited Royal Derby Hospital where they met colleagues in nursing, radiography and clinical measurement and were given a tour of the hospital helipad.



National update on work experience expectations



The Government's aspiration is that every pupil in key stages 3 and 4 will have access to two weeks' (50 hours) work experience. Schools need to plan for this from September 2025. The new [statutory guidance for schools](#) published in May 2025 sets out the future policy direction of travel.

What a meaningful experience should look like

A meaningful experience of the workplace gives the young person the opportunity to explore what it is like to work in that environment, what skills are valued in the workplace, their recruitment processes and what it takes to be successful. These experiences could be in person or a combination of in person and virtual, where appropriate.

This could be achieved through:

- Visits to workplaces
- work shadowing or work experience
- Mock interviews
- Mentoring
- Enterprise competitions

A meaningful experience will:

- Have a clear purpose, which is shared with the employer and the young person
- Be underpinned by learning outcomes that are appropriate to the needs of the young person
- Involve extensive two-way interactions between the young person and employees
- Include opportunities for young people to meet a range of different people from the workplace
- Include opportunities for young people to perform a task set by the employer or to produce a piece of work relevant to that workplace
- Include the employer providing feedback to the young person about their work
- Be followed by opportunities for the young person to reflect on the insights, knowledge or skills gained through their experience

Visit the [NHS Employers website](#) for more information on work experience in the NHS.

Further information from the [Careers and Enterprise Company](#).

Update on national policy on apprenticeships

The 2025-26 Apprenticeship Funding Rules set out the requirements for employers, training providers, and apprentices receiving funding through the Education and Skills Funding Agency (ESFA).

Key policy themes for 2025-26 are

1. Quality assurance focus

- a. Continued emphasis on quality delivery, with stricter monitoring of off-the-job training and minimum planned hours
- b. Stronger measures against non-compliance (including funding clawback for missed requirements).

2. Employer engagement and co-investment

- a. Small employers (non-levy payers) remain eligible for 95% ESFA funding, with 5% co-investment
- b. Levy-paying employers continue to use digital accounts for payments and management of apprenticeship funds
- c. Additional funding remains available for young apprentices (16–18) and those with Education, Health and Care Plans (EHCPs).

3. Eligibility and entry requirements

- a. Apprentices must have a contract of employment for the length of the apprenticeship standard including the time needed to complete the EPA
- b. Changes in place from August 2025 has reduced the minimum apprenticeship length from 12 to 8 months - providing the training requirements are met and apprentices complete a minimum of 187 OTJ learning hours
- c. The Department for Education will phase out the 20% OTJ rule and each apprenticeship standard will have a set number of OTJ hours required
- d. Prior learning assessments must be carried out to avoid overfunding – providers must reduce cost for prior knowledge; this can be up to 50% of the total apprenticeship cost and agreed by all partners.

- e. Apprentices aged 16-18 when starting their apprenticeship are required to complete their English and maths qualifications where the apprentice does not already hold the equivalent qualifications. Only functional skills qualifications regulated by Ofqual can be acceptable equivalents for English or maths in an apprenticeship. Certificates in functional skills under the Quality Licence Scheme (QLS) are not regulated by Ofqual and are not acceptable equivalents.
- f. Apprentices aged 19+ at the start of their apprenticeship - employers will have the responsibility for deciding whether English and/or Maths will be a requirement, if apprentices and employers opt-in this will be government funded. Not achieving maths and/or English will not prevent the apprentice from completing their apprenticeship and EPA

4. Funding bands and costs

- a. Funding bands remain up to £27,000 depending on the standard.
- b. Providers must clearly document total negotiated price (TNP) and must not charge apprentices.

5. Off-the-job training (OTJT)

Off-the-job training is a statutory requirement for an apprenticeship. The provider must verify that the off-the-job training delivered to the apprentice meets the following definition: it is training which is received by the apprentice within their practical period, during the apprentice's normal working hours, for the purpose of achieving the knowledge, skills and behaviours of the apprenticeship they are undertaking. By normal working hours we mean the hours for which the apprentice would normally be paid, excluding overtime.

Opportunity for a health care intelligence specialist fully funded apprenticeship

We're looking for someone who:

- Is employed by a health and social care employer within the Derby and Derbyshire system and has line managers consent to be released for six hours per week
- Is currently working in a healthcare analytics, informatics, or a related field for a minimum of 30 hours per week
- Possesses strong technical skills in SQL, Power BI, Excel, and/or other relevant tools
- Has a methodical, problem-solving approach and an eye for detail

About the apprenticeship

As a health care intelligence specialist, you will join regional colleagues on the HCIS L7 apprenticeship, this is a unique opportunity where you will be supporting evidence-based service planning, performance monitoring, and strategic development within your role and service.

Find out more about the apprenticeship content, structure and requirements here:
Health & Care Intelligence Specialist
Apprenticeship Level 7 - JGA

Entry requirements

- L2 Functional Skills or GCSE Grade 4/C or above in English and Maths
- Qualifications or experience in at least one of the following:
 - Science, Technology, Engineering or Mathematics (STEM) undergraduate degree
 - Level 4 or above qualification in STEM or a related field that includes substantial mathematical content
 - Equivalent analytical work experience.

This apprenticeship opportunity is open to internal ICS applicants only; apprentices will complete and pass all components including the end point assessment. As a HCIS apprentice

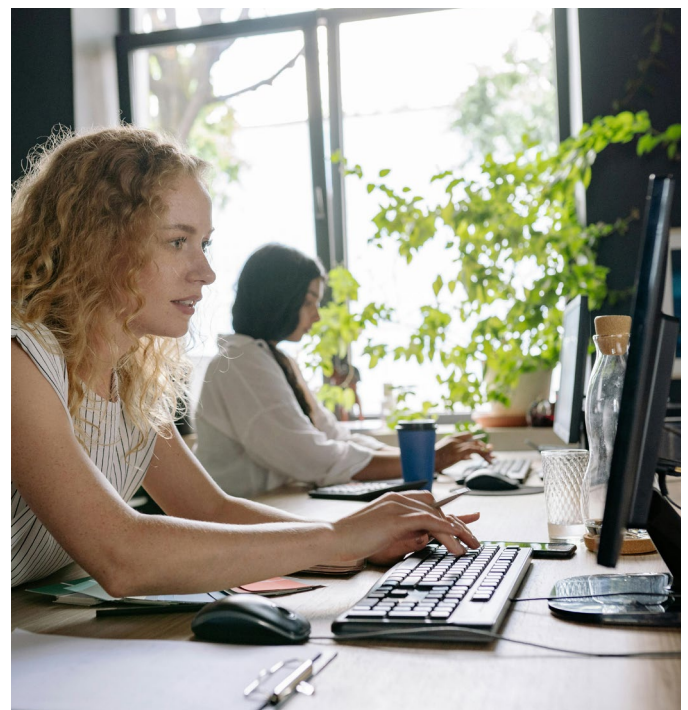
you will stay within your own team and service (opportunities for shadowing, placements, insight days) to enhance your knowledge, skills and behaviours in health care intelligence.

Contract/enrolment: Enrolment onto the apprenticeship will be the first week in December. The apprenticeship will run from December 2025 to October 2027.

How to apply

To apply, please submit your [Expression of Interest](#) via ddicb.joinedupcareers@nhs.net by 19 October 2025. The total cost of the apprenticeship will be funded by the apprenticeship levy, incentive payments to cover OTJ learning and backfill for the duration of the apprenticeship is available. As this is an apprenticeship opportunity, agreement will need to be gained by your line manager before applications are made.

For informal enquiries or more information about the role, please email lauren.adkin@nhs.net



Health Care Support Worker Awards now open for entries

Nominations open on September 25 and remain open until November 9 for the 2025 Health Care Support Worker (HCSW) Awards.

This is our fourth year of the HCSW Awards across the Derby and Derbyshire system and every year we are delighted to see the incredible nominations and life changing moments and achievements. We also get to hear about the reliable, hardworking, consistent anchor HCSWs that embody the role and ensure it delivers every time.

We cannot wait to receive the nominations this

year, please follow the link below to find out more information about the categories and how to submit a nomination form. [Healthcare support workers - Joined Up Careers Derbyshire](#)

This is open to all Health Care Support Workers, Care Workers, AHP and Maternity Support workers/assistants across health and social care provision in Derby and Derbyshire.

Winners will be announced on our Health Care Support Worker Day on November 24.

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

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

Email: ddicb.joinedupcareers@nhs.net

Write to us at:

The Council House, Corporation Street, Derby, DE1 2FS