


Board of Directors' Meeting 9 February 2023

Agenda item	002/23		
Report Title	Staff Story		
Executive Lead	Rhia Boyode, Director of People and Organisational Development		
Report Author	Tracy Newbold, Widening Participation Lead Emma Wilkins, Deputy People & OD Director		
	Link to strategic goal:		Link to CQC domain:
	Our patients and community	√	Safe
	Our people	√	Effective
	Our service delivery	√	Caring
	Our governance	√	Responsive
	Our partners	√	Well Led
	Report recommendations:		Link to BAF / risk:
	For assurance		BAF3, BAF4,
	For decision / approval		Link to risk register:
	For review / discussion		
	For noting	√	
	For information		
	For consent		
Presented to:	NA		
Executive summary:	<p>The storyteller is a member of staff who participated in the Government KickStart scheme aimed at unemployed 18 to 24 year olds, to support individuals into employment.</p> <p>The Board of Directors is invited to watch the film in which the storyteller uses his own words to describe the experience, and the impact this has had upon him.</p>		
Appendices	Digital Story: Jordan's Journey (video)		
Executive Lead			

1.0 Introduction

- 1.1 All four pillars of the NHS People Plan resonate in this staff story from Jordan. This story captures Jordan describing his journey participating in the KickStart scheme, his perception of the NHS and how he found the experience within Therapies.
- 1.2 **Growing for our Future**; with current vacancy rates running at 10% it is not just critical but essential we grow and develop new pathways into employment and retain, develop, and nurture these pipelines.
- 1.3 **New ways of working and delivering care**; utilising opportunities through apprenticeships to engage with our local communities to offer new and exciting ways to build careers and skills locally within Shropshire, Telford and Wrekin.
- 1.4 **Belonging to the NHS**; working alongside schools, colleges, community centres and job centres to challenge perception of the NHS as make SaTH the employer of choice locally promoting different careers while also breaking down inequalities that may exist across our communities to build a rich, diverse, and sustainable local workforce for the future.
- 1.5 **Looking after our People**; investing in the health and wellbeing of our people while also offering stretch, development and ability to meet self-actualisation.

2.0. Background

- 2.1 The Trust has been involved in various Widening Participation schemes.
- 2.2 We know service transformation is likely to result in more demand for people in order to meet the growing demand for healthcare services. With a backdrop of an ageing population locally alongside an ageing population within SaTH, nurturing new workforce supply pipelines is both critical and essential to meet current and future healthcare demands.
- 2.3 Our offer must be attractive, and appeal to our young people. Our ability to therefore offer variety, education and flexible working is key to securing and retaining new supply pipelines.
- 2.4 The apprenticeship levy is consistently underutilised, currently only 70% vs target of 100% of the levy is spent annually. This further highlights our need to publicise our Apprenticeship offer.
- 2.5 Jordan had only ever worked in temporary and agency jobs, which were not public facing. He was supported by our Therapies team in a very short period of time to develop employability skills and following this secured substantive employment with the department and SaTH.
- 2.6 Jordan's story also demonstrates the need to continue to improve perceptions young people have of the NHS.

3. Risks and actions

3.3 Following the success of Jordan and others, the Trust will continue with this valued work. Improving our understanding of generational needs and our need to offer more flexibility in how we work. To secure a sustainable pipeline of locally invested young people to meet the future needs of our NHS services.

4.0 Conclusion

4.4 The Board of Directors is asked to note the staff story and take assurance from the work being done within Widening Participation to ensure sustainable workforce supply pipelines that are representative of the community that we serve.

We would like to thank Jordan for his story.

**Director of People and Organisational Development
February 2023**