

Growing our own

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NHS

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NHS Trust



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Why careers for young people?

To support and address the workforce challenges we experience across Isle of Wight NHS Trust and enable us to access the wider local resource available to us.

Supporting the Trusts need to strengthen a 'Grow Our Own Future Workforce' approach.

Only 18% of the Isle of Wight population currently work in the health and care sectors.

Approximately 15,000 young adults aged 15 to 25 years live on the Island.

Between 50% - 70% of the existing workforce is over 50 years old.

The NHS People Plan outlines the importance of 'Grow Our Own Future Workforce'

“We must seize the opportunity to recruit directly into entry-level clinical roles, apprenticeships and non-clinical roles, refreshing our talent pipelines. Employers should design roles which make the greatest use of each person’s skills and experiences and fit with their needs and preferences”.



- Great People Great Place Strategy 2020 – 2025
- People and Organisational Development Strategy 2021 – 2025

- Resourcing strategy 2021 – 2025
- HIOW ICS AHP Together Towards Tomorrow Professions' Professions' Support Worker Development Strategy 2023 – 2026
- The Allied Health Professions (AHPs) Strategy for England 2022 - 2027

Learner journey



Isle of Wight
NHS Trust



Induction and
Traineeship –
first 6 months

Apprenticeship
– 18 month fixed
term contract

Level 3 qualification with career
coaching and support to apply
and interview for an NHS post or
professional apprenticeship

Values-based
selection days

Application to
HTP

Hear presentation around
NHS opportunities in
education setting





What is the impact?

Cohort 1

- 11 apprentices are currently employed and working across Mental Health and Community
- 10 clinical and 1 business

Cohort 2

- 11 on a clinical traineeship
- 3 on business administration traineeship, 1 on joint business & clinical traineeship

- All apprentices are adding value and delivering increased capacity to their workplace teams
- All clinical apprentices are interested in progressing careers in the NHS, with many expressing specific intention to train into registered professionals

“I’m really enjoying my placement where I am right now, I really feel like I’m a part of the team and it’s something I love. And it has made me think that if I am not able to become a paediatric nurse, a paediatric OT is something I would enjoy doing’.

Cohort 1 apprentice

“My son is much happier and more settled and comes home talking positively about his experience, he enjoyed community nursing and is so far loving Mental Health. The programme has saved him’.

Cohort 1 learner’s mother

- Young people access careers in the NHS who otherwise would not have the opportunity, and expose them to all professional groups
- Develops opportunities for local Island young people
- Improves staff retention rates
- Values aligned with the organisation
- Reduce use of agency, bank staff and HR costs related to moving staff to the Island
- Progression in professionalism, attitude, sense of value and self

What our learners say



“I always wanted to be a paramedic but I’ve learned so much on my traineeship. I loved working on the wards – now I want to be a paediatric nurse.”

Chaima, cohort 1 member



“I’ve really enjoyed my traineeship and now I’m progressing to an apprenticeship, where I’ll be a full-time member of staff, with a real job and salary.”

Dawson, cohort 1 member

The future

- Programme is now in cohort 2 and we are booking promotional visits to schools for cohort 3
- Developed a Grow Our Own Future Workforce programme which sits as part of the Trust Recruitment and Retention Strategy
- A business case is under development, to expand the Careers For Young People programme across the whole organisation
- Continual development of the programme based on valued feedback
- Shortlisted for the AHP and Nursing Times Award

Grow Our Own Future Workforce Framework

