

## Appendix 2: Swansea Bay Vocational Training

Through the years of being in existence, the Vocational Training team still finds great satisfaction and pride in seeing positive changes in trainees, from the moment that they join the programme to their completion date. This comes from the fact that several trainees lack in confidence when it comes to looking for work or starting in a new role, and the support that the Vocational Training team offers makes them believe in themselves.

Many of the trainees taking advantage of the Vocational Training employability programmes have either never worked, been without work for a long period of time (e.g. bringing up a family, health issues or just starting out on their career), or may be new comers to the UK (e.g. refugees). Those selected to participate in the programme get the opportunity to enter the workplace in a supported and caring way, where their success is at the heart of the line manager, mentors, and Vocational Training team.

The support that the team offers has sometimes extended beyond what would be considered in their remit. Examples of the way they have supported and cared for individuals include but are not limited to:

- Supporting individuals to access support following domestic abuse
- Supporting individuals to access support for addiction including accompany individuals to AA meetings
- Enabling individuals to open bank accounts, register for benefits and access childcare, including driving individuals to appointments

### **Supporting SBU's Mass Vaccination Centre**

In 2020, the Vocational Training team was instrumental in supporting the recruitment of admin staff in SBU's Mass Vaccination Centre (MVC). Through its contacts in the JobCentres, the team was able to recruit close to 200 people.

The work of the team was highlighted on [SBU's internet](#) and in Swansea's local papers in 2022. The article profiled the variety of people that benefited from the Vocational Training support:

- Mohamed Ferooz Nori fled Afghanistan when the Taliban stormed Kabul. He was a translator for the British Army.
- Mwape Burke was a pharmacist in Zambia
- An asylum seeker from Egypt saw the work at the MVC as a way to resurrect her career as a doctor
- Nigel Poole, 63 years old, was appreciative of the work placement and was able to boost his confidence

Please refer to Anju's and Sharon's stories to read how a placement at the MVC offered them more than expected (pp 3-4).

### **Supporting DWP's Kickstart Scheme**

From October 2021 to September 2022, Vocational Training focused on placing young adults through DWP's Kickstart Scheme. The scheme aimed to provide employment to 16-24 years old on universal credit. It was designed to help a demographic group that was hit harder through the pandemic. The goal was to place 50 young adults. In the end, the team placed 55 young adults, being one of the most successful organisation in South Wales.

Upon completion of the Kickstart Scheme, the team contacted the participants and found that 31 candidates had gained employment; 23 of them in the Health Board and 8 securing jobs with outside organisations. Whilst it is the preference is to place candidates permanently in our organisation, the team considers that a placement outside of the organisation is a success since this is what is most important in the candidate's life.

Please refer to Daniel's and Brittany's stories to understand how they benefitted from the Kickstart Scheme and the support of the Vocational Training team (pp 5-6).



(Attending DWP's Job Fair to recruit Kickstart candidates)

### **Current Provisions**

Currently, the Vocational Training team has an agreement with Swansea Council and Neath Port Talbot Council to provide work placements to people who are on their Communities for Work Plus programme. The provision will support 80 individuals through a 3-month placement, 16 hours weekly.

## Some Vocational Training success stories

**Anju Joshi**

### Swansea Bay UHB – Immunisation

I am very thankful to you for that 1st induction and vocational training last year in January 2021 which allowed me to work in the Bay field hospital as a booking clerk.

Due to some personal circumstances, I couldn't work and had a gap in my employment history. I was not very confident in getting a job as I had a long employment gap. The training you provided, the guidance you showed has helped me develop personally and brought back my confidence and as a result, I undertook and still am working for the NHS.

Luckily, I have been successful in a job interview in bagging a permanent role recently for a receptionist at Morrision Hospital.

Thank you so much.



## Employability Skill Training Programme

### Sharon Jones – Covid Booking Team

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I wanted to write and thank yourselves and the team for the work you do. I am one of the trainees at the Bay Field Hospital and this opportunity has completely changed my life. I had all but given up hope at getting back out into the work place having been self employed for a number of years and the time lapsed from other careers it all felt very uphill.

From the induction day to starting I have never been in such a supportive environment, within a week I was then training up others it boosted my confidence no end, also having opportunities to cover team leader and the interaction between our team and clinical has given me so many new skills.

Due to the NHS Equality week courses I am now signed up as a Well being Champion and I am going to be wearing the Rainbow lanyard as a safe person for individuals to come out to, all because I gave a CV in. I'm very much hoping to continue with the team but you have given me skills to go forward and knowing I can come back to you at any time is a wonderful support.

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Deep gratitude to all of you!



## Employability Skill Training Programme

## Dan Parker – Previous Kickstart Employee

Dan Started his career here at SBUHB on our most recent employment scheme, Kickstart. He was employed into the Vocational Training for a 6 month period as a Clerical Assistant.

“Through the Kickstart programme I can honestly say that I have gained valuable and transferable skills that I can use in my career ahead. Kickstart has allowed me to find a role, in which I had previously thought non-suitable for me, and adapted it to allow me to use and develop my skillset further.”



Since finishing the scheme, Dan has now moved onto a Band 2 Receptionist and Admin role at the education centre in Morriston Hospital



# Kickstart Success Story

## Britanny Thomson – Previous Kickstart Employee

Britanny started her career here at SBUHB through the Kickstart scheme with the Wales Fertility Institute as part of the admin team. She jumped at the opportunity as she would like to study midwifery eventually.

“Through the past 6 months I have gained a lot of experience and have learnt a lot of new skills within my role as an admin receptionist which I feel that will help me grow and be successful within the NHS.”



Since finishing the scheme, Britanny has applied for a permanent position as a ward clerk on another ward, which she was successful with and should be starting very soon.



# Kickstart Success Story