**What do school Career Leaders need from the NHS/HEE?**

**(in order to promote a full range of health and social care career pathways to all young people.)**

**Context:**

Coming out of Covid-19 we know that employment opportunities for young people will be disproportionality affected, and the some of the sectors experiencing the greatest impact are those that young people traditionally move into post 16 e.g. hospitality. The LEAN plays a pivotal role informing and updating careers leaders on local and national labour market information and the different entry points.

The NHS are actively recruiting staff across a range for roles, some are less well known or less traditionally associated with the NHS. The LEAN is working with the NHS to inform career educators and students on the types of roles available, qualifications required, the skills and behaviours looked for, as well as the range of entry point and career pathways on offer.

**Purpose**:

To provide guidelines to NHS/ HEE on the types of resources that are compatible and accessible for school and FE college career programmes.

To ensure that all young people are aware of the variety of careers in the NHS and the range of pathways available to them

**The resources need to take in to account the following factors:**

1. Targeting the different needs of each age group by aligning resources to key stage learning outcomes. (**See table 1**)
2. Fitting into allocated time on the curriculum, especially since C19 significant when teachers will be focussed on ‘catching up’

**Access points are:**

* 20 minutes slots in tutor time/ PHSE – video, webinar, visitor, activity
* ‘Do now’ exercises 5 mins student centred, no help required from teacher
* Lesson starters - Short tasks to engage the students as they enter the class for first 5 minutes of the lesson predominantly student led rather than teacher

Embedded in the curriculum – topic from a specific subjects curriculum to enhance the teaching of the topic

* Off timetable resources such as workshops/ 1-1’s/ work experiences/webinars
1. Awareness raising information targeted at teachers : A teachers guide/ video
* what are the jobs? What are the different pathways?
* What makes a successful application?
* How can we best support students into the NHS.
1. Supporting parents to engage in career conversations
2. Considering access to resources for all young people inc. those with special educational need or disability (SEND).

**Table 1: Resources to meet the different learning outcomes for each year group**

|  |  |  |
| --- | --- | --- |
| Year Group | Example Learning outcome ( cross check with CDI framework and skills builder | Example activity |
| Year 7KS3 | Career Exploration: Raising awareness of all the different roles available including finance, admin, maintenance etc alongside traditional well known roles Explore the importance of work to the individual and society; explain what employers look for research ‘my dream job’, skills and qualities needed, challenge stereotypes around certain roles  | Job quizzes, who does what and howCareer journey videosRange of roles in NHSNHS JD competition and resourcesLink to skills builder framework |
| Year 8KS3 | Analyse how subjects and hobbies can link to the world of work- recognise a range of routes into employment and make informed decisions about options choices.  | Career Journey videosQ&A from volunteersCareer quizzesApprentices |
| Year 9KS4 | Assessing attitude to learning and how this links to employability; mapping progress against longer term future career plans; explore options of colleges; apprenticeships and universities. | Career Journey video – linked to subjects. ‘*The path I took and the skills I need’*.Posters with different pathways / entry pointsInfo on targeted job roles by subject Using LMI data |
| Year 10KS4 | Develop skills in applying for jobs and what impacts future pathways eg references, extra curriculum, grades | Application technique/ assessment centre HR processes/CV workshopsSubject link to jobs roles – specific project briefsOpps for volunteering/ PD/ work exp/ courses/ internships |
| Year 11KS4 | Explore a variety of routes into further education and employment; create a clear progression plan for Post 16 study. Including apprenticeships, supported internships etc | Work expAccess to opportunities |
| Year 12KS5 | Develop skills in CV writing, written applications, research work experience/ volunteering/ courses for developing knowledge and skills; Visit FE/HE providers | Job roles linked to subjects and skillsWork exp/ volunteering/ jobsVirtual jobs fair – inside the NHSapplications |
| Year 13Ks5 | Develop the skills needed to live and/or work independently; develop clear, informed and feasible plans and back up plans for progression beyond school. | Pathways and entry pointsApplications/ assessment/ HR  |

**What resources already exist within the NHS/ HEE\***

1. **Programmes/strategies**
* NHS ambassadors - via **Inspiring the Future** (contact Victoria Lawrence, managed by Natasha Davies ( Widening Participation)
* Talent for care talentforcare@hee.nhs.uk.
* Widening Participation - [It Matters Strategy](https://www.hee.nhs.uk/sites/default/files/documents/Widening%20Participation%20it%20Matters_0.pdf)
1. **NHS/HEE Web resources**

Roles description and quiz <https://www.healthcareers.nhs.uk/explore-roles>

Work experience guidelines for teachers <https://www.healthcareers.nhs.uk/career-planning/resources/work-experience-guide-teachers-and-careers-advisor>

Career Videos: <https://www.youtube.com/user/NHSCareers>

A-Z of careers <https://www.stepintothenhs.nhs.uk/careers>

KS3 competition <https://www.stepintothenhs.nhs.uk/secondary-schools/KS3-resources>

Health careers social media links <https://www.hee.nhs.uk/our-work/health-careers>

Links to health and social care jobs (SW London) <https://www.jobsthatcare.co.uk/>

1. **Health Related Organisations**

Allied Health: <https://iseethedifference.co.uk/careers-advisers/>

Becoming a GP: <https://www.rcgp.org.uk/training-exams/discover-general-practice/aspiring-medics.aspx>

1. **General Resources that include health related career information**

National careers service courses/ skills / advice <https://nationalcareers.service.gov.uk/>

iCould video/ quizzes : <https://icould.com/>

Job Profiles <https://www.prospects.ac.uk/job-profiles>

*\*Only what we have been made aware of at the current time - this section will need to be updated.*