

**Paper C**

<b>Meeting title:</b>	Trust Board Public
<b>Date of the meeting:</b>	9/05/2024
<b>Title:</b>	Staff Story
<b>Report presented by:</b>	Julie McCarthy, Andy Berry
<b>Report written by:</b>	Julie McCarthy Senior Learning and Development Manager

<b>Action – this paper is for:</b>	Decision/Approval		Assurance		Update	X
<b>Where this report has been discussed previously</b>	N/A					

**To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which**

The staff story provides assurance that workforce development work through a range of models such as the Chef’s Academy are effective in supporting UHL to attract its future workforce.

**Impact assessment**

The workforce development work undertaken through programmes such as the Chef’s Academy supports UHL attracting the workforce of the future. It enables colleagues from UHL to engage with the local community to develop employability skills for young people. In turn this supports both the young people to gain employment at UHL.

**Purpose of the Report**

The purpose of the report today is for the Board to hear Andy’s staff story. Andy has completed development for his career at UHL through apprenticeship education programmes and has gone on to develop his learning in this area to bring to life the concept of a UHL Chef Academy. The report and presentation will support the Board to understand how this route has helped him to grow his career in the NHS and launch the academy at UHL.

**Recommendation**

The Board is asked to listen to Andy’s staff story and be assured on the impacts of workforce development activities which support the attracting and developing young people into employment. It should also be noted that non-direct benefits of these programmes enable the development of skills for UHL staff hosting and mentoring students as well as supports UHL’s connections with the local community which, in turn, support the sustainability agenda in terms of the economy. The recommendation is that the Trust continues to support

employability schemes as a route into NHS careers to enable onward development of the young people into a range of health career pathways.

## **Summary**

This report showcases the employability and career journey for one of UHL's Chef Team Leaders, Andy. It brings to the Board's attention the importance of supporting colleagues to complete apprenticeships to stretch and develop within their role, providing fulfilling roles and opportunities for progression. It also showcases the benefits this can bring for developing the future workforce through employability schemes such as the Chef's Academy.

The report provides assurance that employability schemes are place to enabling workforce development and attraction.

## **Main report detail**

Attracting the workforce of the future is paramount to providing a broad range of quality services to our patients in support UHL as a 'Great Place to Work'. The employability works supports national, regional and local agenda's in terms of the People Plan and People Strategies e.g. Growing for the Future and ensuring we have the right people with the right skills in the right numbers to deliver 'A Great Place to Receive Care' for every patient, every time. The Chef Academy scheme enables us to have an increasingly diverse workforce and enables UHL to connect with the local community. It also offers opportunities to many young adults to find out more on the services and careers UHL has to offer.

UHL has launched the Chef's Academy in 2023. It offers opportunities for young people to undertake front of house, back of house or barista work experience; developing important employability skills in terms of communication, following instructions, customer service, understanding individual needs as well as values and behaviours, and, health and safety. The academy also supports recruitment and development into catering careers though apprenticeships as well as providing cooking demonstrations to local schools. The demonstrations, which are held in schools, can support a host of key messages e.g. healthy eating, the importance of hydration, safe use of knives, the importance of maths and English in cooking.

The programme is quite small at present however will continue to grow with plans to deliver demonstrations and work experience across academic years. The Chef Academy is supported with a career guide and access to employability conversations should the students need it.

During the programme the young people are supported in the workplace to develop skills, knowledge and behaviours appropriate to the role by departmental mentors during real work experience. In addition to this the programmes are as beneficial to our colleagues as the students as they offers for us to build and develop confidence in their own leaderships, coaching and mentoring skills. It also provides them with an opportunity to share their experience of working at UHL and showcase UHL as a great place to work.

Andy Berry, who started his learning journey back in 2018 is joining us for the May Staff Story.

**Documentation**

Please see the 4 slides to be shown at the meeting that support this agenda item and report.