

How can government initiatives support the short and longterm development of your workforce?

*Part 1 of 4* Emerging from the pandemic: short-term workforce planning





WEBINAR 1 Emerging from the pandemic – short-term workforce planning WEDNESDAY 9 JUNE, 12.00-1.00PM

WEBINAR 2 Long-term workforce planning – establishing a talent pipeline WEDNESDAY 23 JUNE, 12.00-1.00PM

WEBINAR 3 Helping trainees flourish in a virtual working environment WEDNESDAY 14 JULY, 12.00-1.00PM

WEBINAR 4Bringing in young talent – supporting young people in the workplaceWEDNESDAY 8 SEPTEMBER, 12.00-1.00PM



Introduction



Head of Business Development SDN Louise Doyle

Strategic Associate



#### Nicola Morgan

Learning & Development Manager

> Frimley Health NHS Foundation Trust





# Today's Agenda



- The short-term challenges we're facing
- Government initiatives and schemes
- How these schemes might support short-term needs
- Case study Frimley Health NHS Foundation Trust
- Kickstart scheme example from the Compass Group
- Q&A
- Looking ahead to the next webinar

## **Short Term Challenges**



We need to I'm focused on restart our bringing our staff apprenticeship I'm concerned back from pipeline about the furlough There's too much wellbeing of our noise in the skills team system for me to engage with it We're going to change the way We don't have Stability. That's we work. I need to enough staff to deal with the rise in what we all support staff to need demand do this desperately.

## Hearing from you...



### Your short term challenges

## **Short Term Challenges**







- Immediate / short term need for a specialist skillset
- Under-resourced in key roles due to spike in demand / workforce changes
- Identified short term skills needs that can be addressed by longer apprenticeship programme
- Keeping an eye on future recruitment / business needs

**Kickstart** 

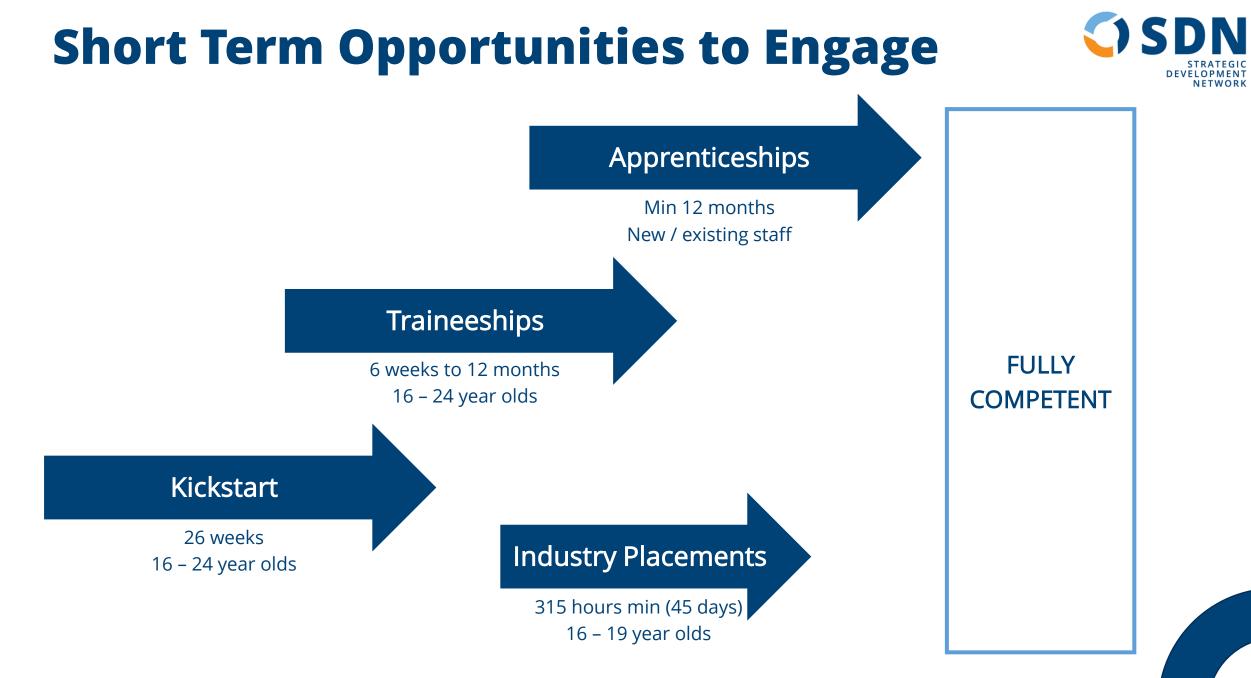
Traineeships

Industry Placements

Internships

**Graduate Placements** 

Apprenticeships



### **Government Incentives**



Opportunity	Incentive	Ends	
Kickstart	100% minimum national wage for 6 months*	31 Dec 2021	
Traineeships	£1000	Ongoing	
Industry Placements	£1000	31 July 2022	
Apprenticeships	£3000 £1000**	30 Sept 2021 Ongoing	

\* 16-24 year olds in receipt of Universal Credit
\*\*16-18 year olds/ Under 25 with EHCP



# **Questions & Answers**

Type your questions into the Q&A panel



Hearing from an employer



## Nicola Morgan Learning & Development Manager

**Frimley Health** NHS Foundation Trust

## **Kickstart example**

Kindly shared by...





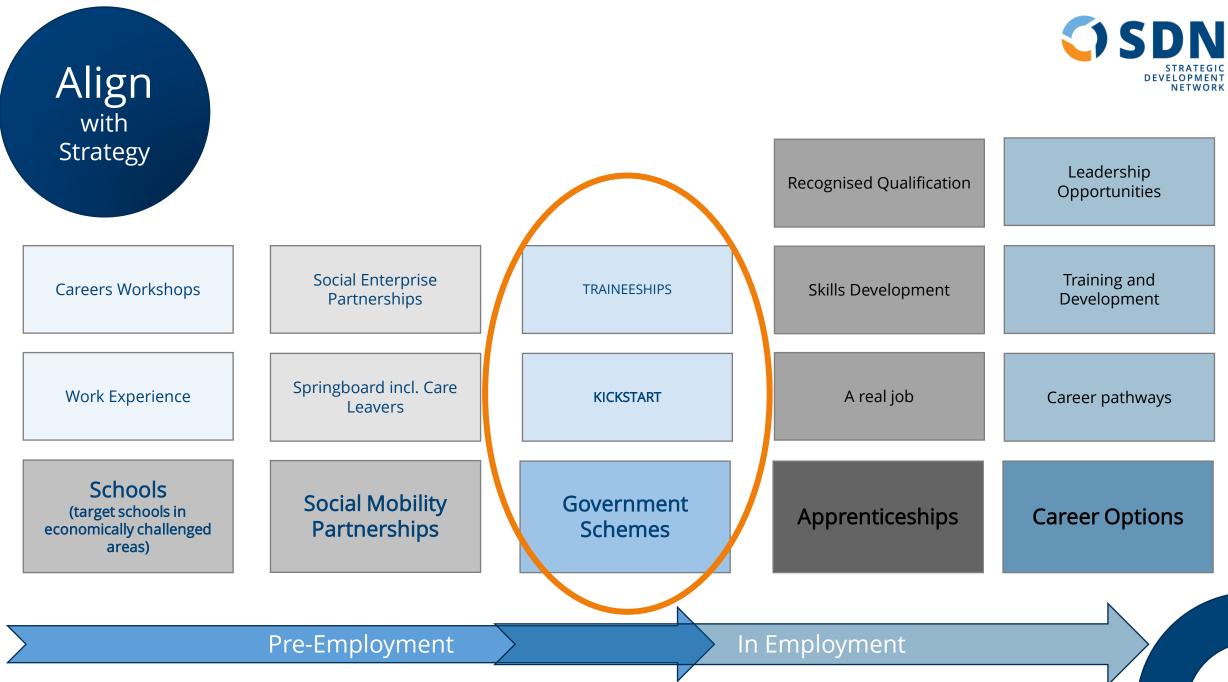
#### with Strategy With Experts with Leaders

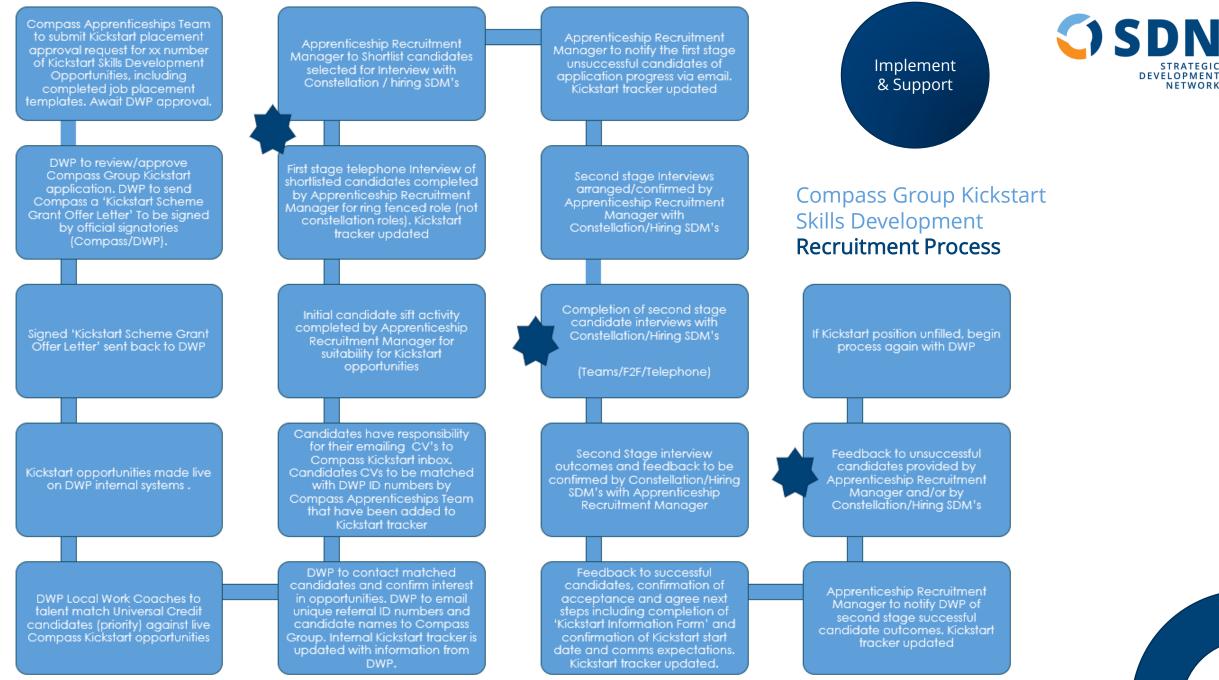
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## **Planning for Success**









Selected Compass Group kickstart candidates complete 2-week AEB funded hospitality pre- employment programme prior to joining Compass Group (HIT Training)	End of week three, Compass Apprenticeship Team to complete a 'wellbeing checkpoint' call with Kickstart candidates	Week Four, Progress Review 1 (part 2) to be completed between SDM and Kickstart candidate. (Allows for starting point progress and KPIs to be reviewed)	End of week 24, Kickstart candidates celebration of completion and next steps confirmed.	S S D N S S D N S S T R A T E G I C D E V E L O P M E N T N E T W O R K
Kickstart candidates start at Compass Group, complete induction and HR/Payroll paperwork etc DWP Require Notifying at this stage	Kickstart candidate to manage weekty profile journal which will be reviewed by SDM at progress reviews	Week Four Apprenticeship Administrator to request copies of completed progress reviews from SDMs This applies to weeks 10, 17 and 24	Week 24, Final progress review which involves SDM, Compass Apprenticeships Team and Kickstart candidate (Overall progress / performance review and next steps confirmation)	
Kickstart candidates to receive a 6 month progress plan and a weekly profile journal	Week Two, Progress Review 1 (part 1) to be completed between SDM and Kickstart candidate (Allows for starting points and KPIs to be recorded)	End of month one, Compass Apprenticeship Team to send email update to DWP confirming Kickstart candidates completion of month one and progress/wellbeing summary	Week 18, Compass Apprenticeships Team, SDMs and Constellation Team to discuss/plan/agree next steps for Kickstart candidates	Implement & Support
6 month plan to contain a 'journey map' which indicates key training, progress reviews, on the job development and IAG including end point next steps	End of week one, Compass Apprenticeship Team to send email update to DWP confirming Kickstart candidates completion of induction	Months 2-6 Kickstart candidates follow 6 month progress plan activities and agreed progress review KPIs	Weeks 6, 12, 18 and 22 , Compass Apprenticeship Team to send email update to DWP confirming Kickstart candidates completion of monthly targets and progress/wellbeing summary	
Compass Apprenticeship Team to confirm with Hiring SDM that Kickstart candidates have arrived (day 1) and completed induction (day 5)	End of week one, Compass Apprenticeship Team to complete a 'wellbeing checkpoint' call with Kickstart candidates	Weeks 6, 12, 18 and 22 Compass Apprenticeship Team to complete a 'wellbeing checkpoint' call with Kickstart candidates	Weeks 10 and 17 Progress Review to be completed between SDM and Kickstart candidate. (Allows for new targets and for KPI progress to be reviewed)	



# Which of the schemes we've covered today can you see value in over the next 3-12 months?

# **SDN**

### We help you to:

- Explore the current and future needs of your workforce (skills audits)
- Explore how government initiatives can contribute to your workforce and CSR plans
- Map training to your organisation's needs
- Establish links with quality training providers
- Prepare to host young people in the workplace
- Improve and maximise your government-funded training and talent pipelines
- Set-up as an approved 'employer-provider' so you can self-deliver training





# **Questions & Answers**

Type your questions into the Q&A panel



🔿 SDN





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# **After This Session**

### THANK YOU FOR JOINING US

#### You will receive:

Access to the webinar recording

Webinar slides

Looking for support, or want to chat with the team? e: mandeep@strategicdevelopmentnetwork.co.uk t: 01622 962 411

w: strategicdevelopmentnetwork.co.uk/employers