



How can government initiatives support the short and long-term development of your workforce?

Part 1 of 4

**Emerging from the pandemic:
short-term workforce planning**

The series

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

Introduction



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Development
SDN



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Strategic Associate
SDN



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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

I'm focused on bringing our staff back from furlough

I'm concerned about the wellbeing of our team

We need to restart our apprenticeship pipeline

There's too much noise in the skills system for me to engage with it

We're going to change the way we work. I need to support staff to do this

We don't have enough staff to deal with the rise in demand

Stability. That's what we all need desperately.

Hearing from you...

Your short term challenges

Short Term Challenges

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Kickstart

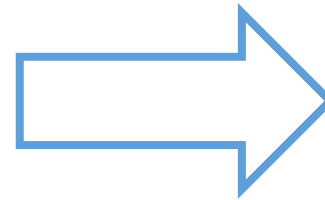
Traineeships

Industry Placements

Internships

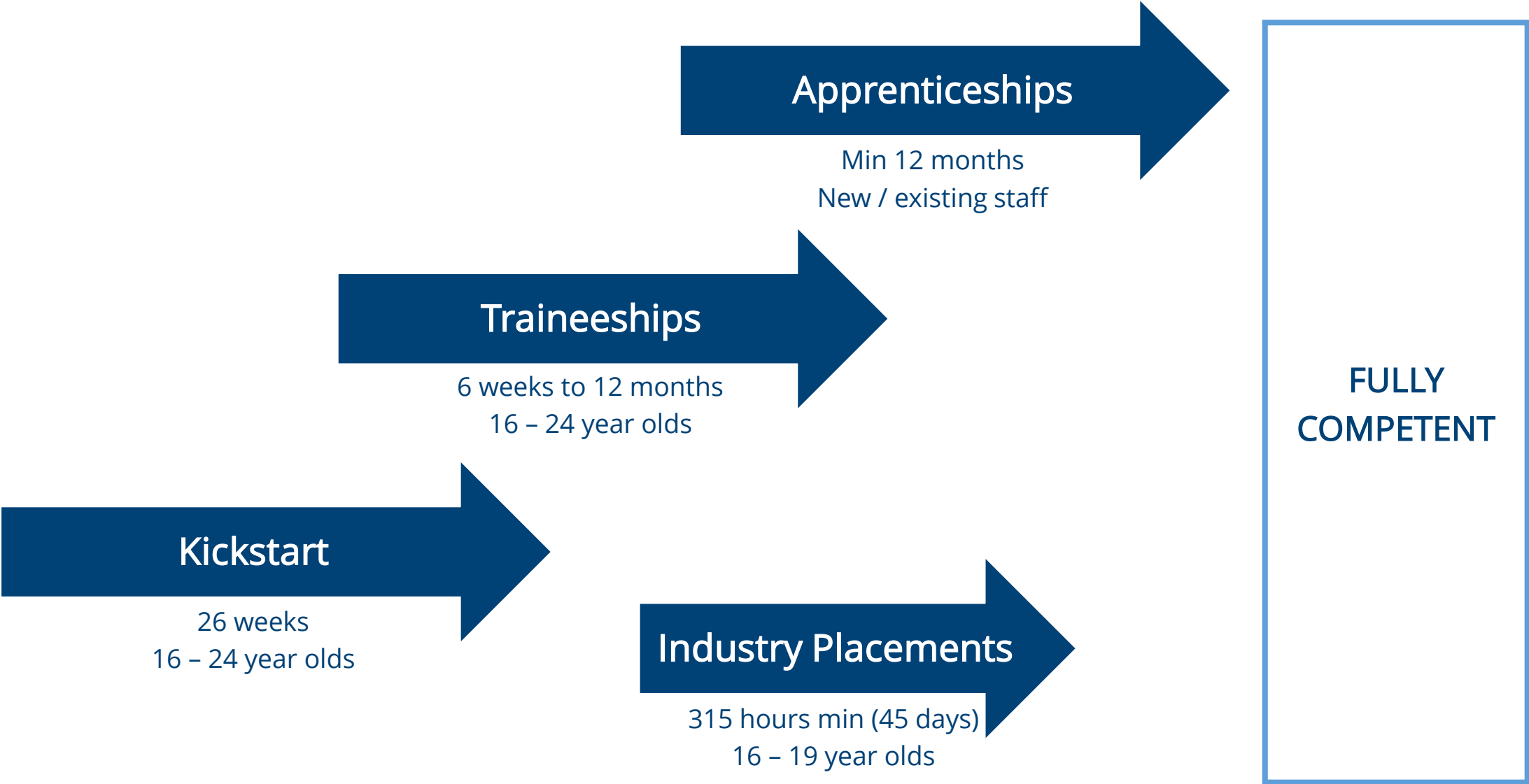
Graduate Placements

Apprenticeships



- 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

Short Term Opportunities to Engage



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

Case Study

Hearing from an employer

Nicola Morgan
Learning & Development Manager



Frimley Health
NHS Foundation Trust

Kickstart example

Kindly shared by...



Planning for Success

Align
with Strategy

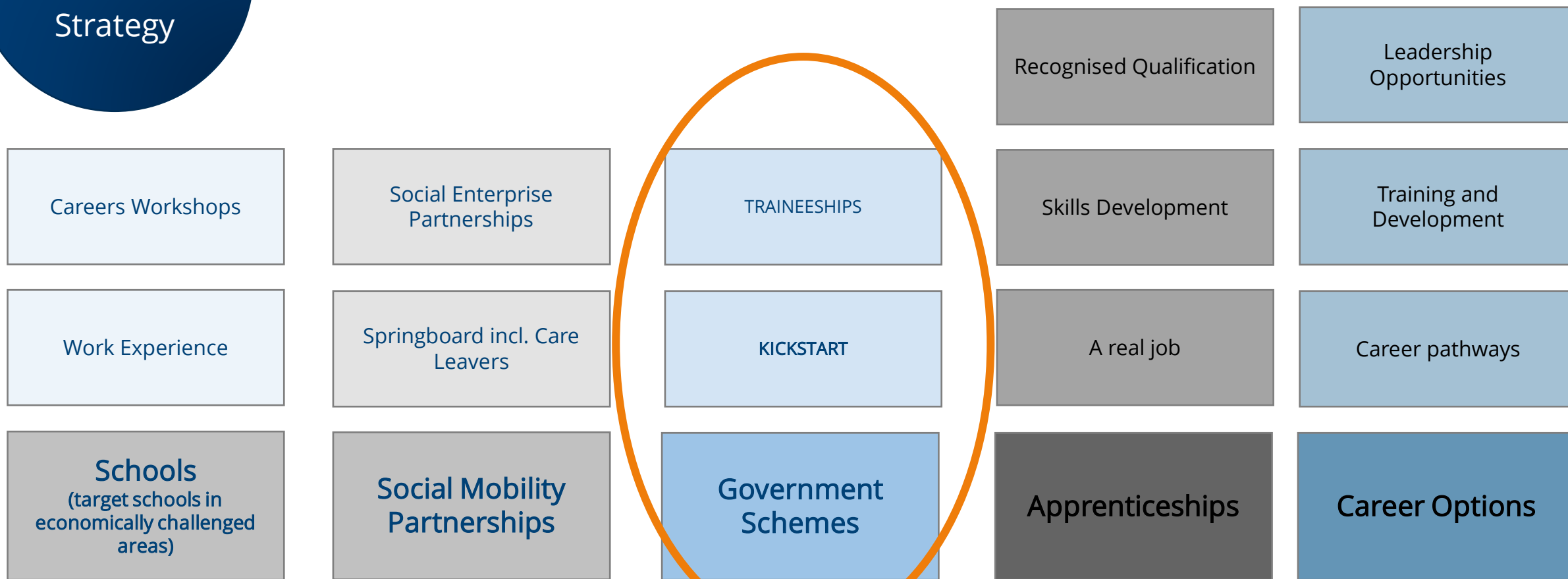
Partner
With Experts

Engage
with Leaders

Plan
Placements

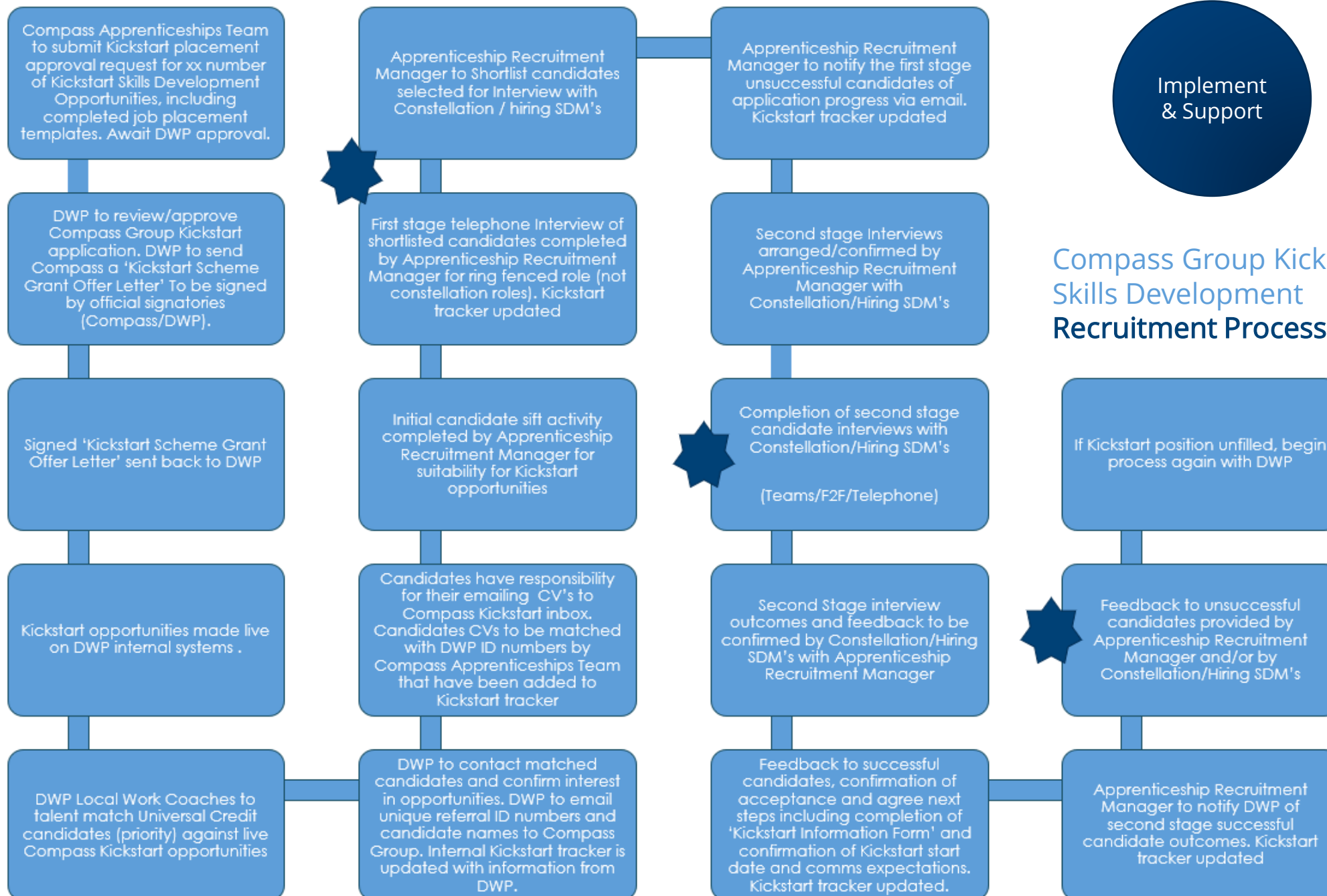
Implement
& Support

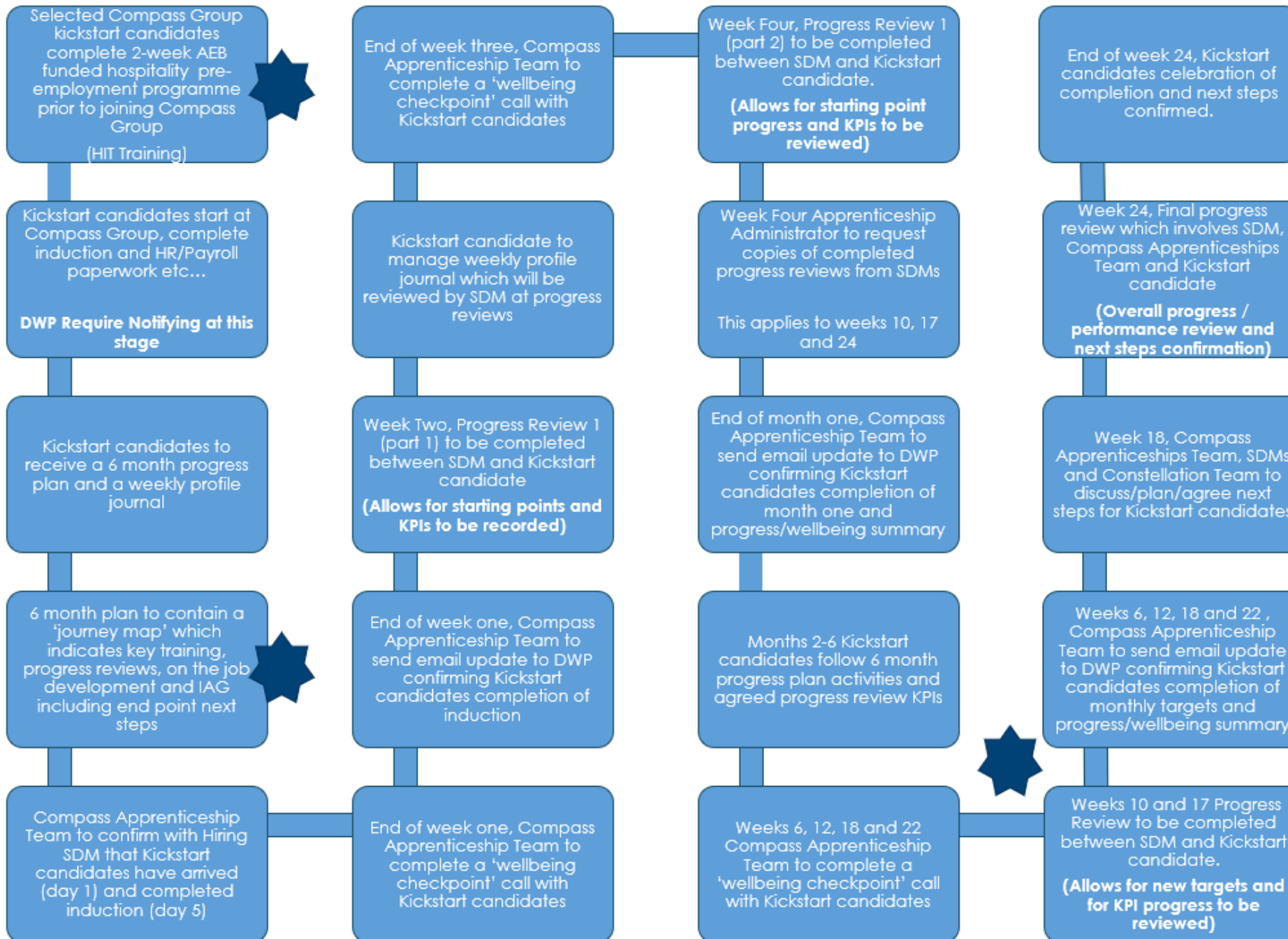
Align with Strategy





Compass Group Kickstart Skills Development Recruitment Process






Implement & Support

Hearing from you...

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

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

Next webinar...



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**THANK YOU
FOR JOINING US**

After This Session

You will receive:

Access to the webinar recording

Webinar slides

Looking for support, or want to chat with the team?

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