

Report on NHS Lanarkshire's KICKSTART Employability Programme 2022

Employability is more than just finding a job. Employability is a combination of factors and processes that help a person to progress towards work, find work, remain in work and move on in the workplace. Supporting people into fair, sustainable jobs is central to delivering an inclusive, sustainable economy with inequalities and health and well-being at its core. Driving up the employment rate and promoting the health and social care sector as a great place to work in Lanarkshire, we must work in partnership to ensure employability support is available to all. This good practice is recognised as a major contributor to both local economic development and tackling poverty. The Kickstart Programme provided an opportunity for us to do this as part of our commitment and ambition as an anchor organisation.

KICKSTART



Kickstart is a Department of Work and Pension's (DWP) flagship programme providing funding to employers to create new jobs for young people (16–24yrs) for 6 months.

NHS Lanarkshire, as part of their **Anchor Organisation Ambitions** secured funding and **successfully appointed 16 young people** into clerical, domestic, housekeeping, medical records & health care support worker posts across Lanarkshire.

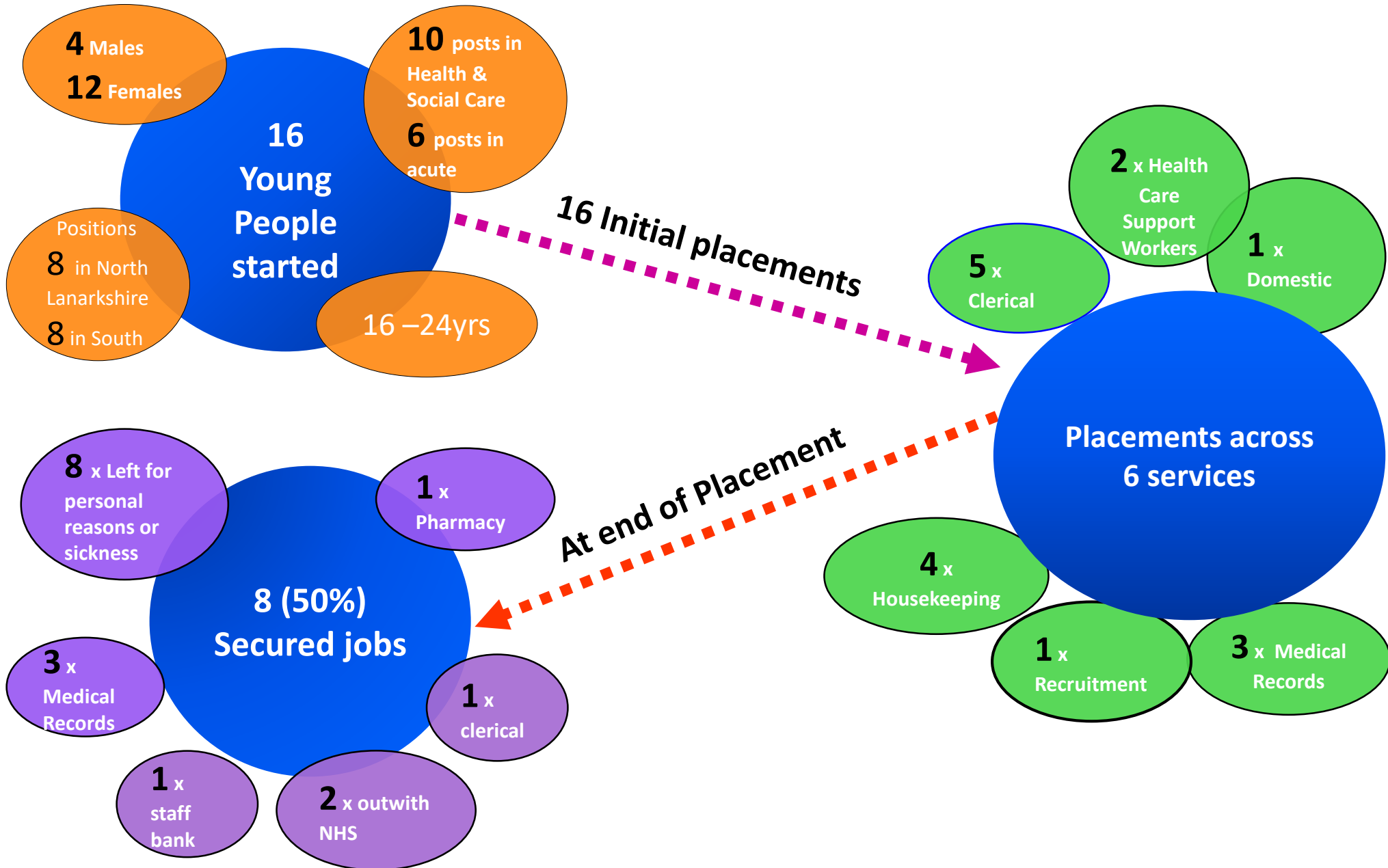
We know many young people lack confidence and self-esteem and those furthest from the labour market require additional support to stay in work. To ensure a positive, supportive experience, HR Employability worked in **partnership** with Health Improvement, Routes to work South and NHSL/H&SC managers to provide a **'gold standard' wrap-around support** through the following;

- Support from **Routes to Work South**, as the Gateway organisation provided regular meetings, goal setting, produce CV, good interview techniques, how to job search etc.
- Allocated each young person with a **'buddy'**
- Health Improvement support session for the managers/buddies of Kickstart placements using the **Health & Wellbeing Toolkit** & the offer of support from the **Health Improvement locality teams**.
- The Mental Health and Wellbeing of young people has been Identified post COVID 19 as an issue across the Community Planning Partnership. **Mental Health & Wellbeing Training** was delivered to the Kickstart placements by Health Improvement, to empower, improve their knowledge and connect them to local support services.

PARTNERS



Kickstart Participants, Placements and Outcomes



Evaluating Impact of 'Gold Standard' Wrap Around Support

A range of sources were used to evaluate the impact of the Kickstart programme including;

- Number of Kickstart employees going on to further employment, training or volunteering
8 (50%) Secured jobs (see diagram on page 2)
- **Case study**

Kirsten said **"It genuinely built my confidence and taught me new skills, as well as the fact I made new friendships. The entire team was amazing and nothing was ever too much to ask"**

- **Media Release** - Pulse article and local press release celebrating success of local people participating in Kickstart (inserted here)



- Feedback from Kickstart participants attending **Health & Well-Being Training**

Confidence in role increased from 3 (when they started) **to 8.2** after 4 months

Confidence in understanding health & wellbeing increased from 7.8 to 9.3

- Impact of **Support sessions and resources delivered to 12 participating managers**

New supportive relationships developed between managers & health improvement staff

- Feedback from the **managers/buddies**

"Robbie had such a positive impact on the team who were exceptionally busy and working at reduced levels due to Covid. He was initially shy but with the appropriate investment from his team and mentor, he was supported to develop his skills and confidence to take on more tasks".

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