

# PRE EMPLOYMENT PROGRAMME



## GROWING OUR OWN



Finding the right people from our local communities for our workforce

The pre-employment programme at MFT supports people from all ages and backgrounds to get their first foot on the ladder for their future career on Health & Social care.

## IMPROVING LIVES

Our programmes help learners to gain new qualifications, skills, knowledge and confidence



## WHAT OUR LEARNERS SAY?

" I feel the programme helped me gain valuable knowledge and skills and has prepared me for the world of work again. It was good to be a part of a team again whilst in college and on placement. It helped me gain some confidence again having not worked for a time."

*75% of learners gain employment through the programme*

## WHAT OUR COLLEAGUES SAY?

" We've had such a great experience hosting trainees, they're so enthusiastic and its great to see them grow and develop with us."

*Placement hosts get to know learners over the 5 weeks and assess whether they are right for the job*





## HOW OUR PROGRAMME WORKS



4 weeks in the classroom with TMC



5 week work placement in an MFT department



On to interview and employment

## WHO WE WORK WITH

Our team work closely with the DWP, local authority, housing associations and a variety of employment support and carers guidance organisations to get the word out to potential candidates for the programme. The programme is open to learners of all ages and backgrounds provided they are not currently in work or full time education.

## ENROLMENT AND REGISTRATION

The programme has an initial open day, joint delivered by MFT and TMC staff explaining what the programme is about and giving learners the opportunity to see if its for them before they enrol.



## KNOWING OUR LEARNERS TO SUPPORT THEM BETTER

Our programme is delivered by a dedicated team of professionals who work with our learners from the beginning to end of the programme. We get to know about them and their lives outside of work which helps our team to support them in the classroom and the workplace.



## WHAT'S IN IT FOR OUR LEARNERS?

### Employability Skills

- Level 1 City & Guilds in Employability Skills
- Values based training
- Experienced trainers providing both educational and pastoral support

### Workplace Experience & Training

- Practiced in key procedures
- Proven work ethic and attendance record
- References from MFT staff
- Care certificate online and observed
- Make new connections and friends

### Support With Job Applications

- Support to apply for roles and successfully gain interviews
- Interview skills training
- No guarantees - we empower our learners with the skills to succeed



## WHAT OUR LEARNERS SAY?

*"I enjoyed the whole experience and meet many wonderful people. Therefore I wouldn't change anything. I'm very much thankful for the opportunity given to me and forever be grateful."*



## WHAT'S IN IT FOR MFT?

### Helping us recruit

Our learners are 'ready to go' post interview

- Already registered in key systems (TRAC/ESR)
- Completed DBS/Health screening
- Completed mandatory training (eLearning and practical)
- Hiring managers get to know candidates during placement

### Building a stronger workforce

An independent study by Accenture highlighted compelling evidence about the benefits of recruitment through pre-employment when compared to direct hires:

- Up to 12% reduction in staff turnover
- Up to 3% reduction in staff absence
- Managers indicated that staff are more motivated than direct hires in comparable roles.

**Contact:** [employability@mft.nhs.uk](mailto:employability@mft.nhs.uk)  
to find out more



### MANAGER PERSPECTIVE: LINDA CROSS - WARD L4

// Trainee came to us with an excellent work ethic, she was willing to learn, and participated in all activities. She was kind to patients and treated them well. Staff loved being on shift with her as they could rely on her to be always ready, willing and able. She finished her tasks in a very positive and enthusiastic way. Staff and patients looked forward to seeing her on the ward. She always gave 100%. //

