**Earn, Learn and Progress - Careers not jobs**

- We aspire to place youth employment, apprenticeship opportunity and career progression as a core element of our workforce planning and development strategy.
- Robust education strategy runs through from pre-employment to career progression.
- We are widening our talent pool, access to employment and sustainable employment outcomes – early career strategy and attractive youth employment opportunity is a priority for workforce development needs in Health and Social Care.

Young people require tailored support to transition into employment successfully and access real career development pathways on offer.
- We are challenging existing practice and procedure, focusing delivery through innovative partnerships across sectors.
- We are promoting health, wellbeing and resilience for a capable workforce both in our young staff but also in our existing staff who are involved in innovative support models promoting their own leadership abilities.

**Our aims and approach**

- **Increase Youth Engagement**
  - ‘Get into’ employability academy
  - Six week programme delivered in partnership with the Prince’s Trust. Aims to give young people key skills and experience that position them for a post in NHS Lothian or that acts as a stepping stone on their development pathway

- **Increase Youth Employment**
  - Recognition of learning during Prince’s Trust Programme to achieve SQA award ‘Working with Others’ which is part of the core skill set for a Modern Apprentice

- **Widening access to Employment**
  - Widening access and reducing health inequalities

- **Collaborative 3rd Sector Partnerships**
  - Workplace mentors receive training from YMCA developing new skills in our existing workforce
  - 10 days free bus travel
  - Partner with local youth agencies
  - Remove barriers and address challenges

- **Supporting our workforce**
  - Recruiting for potential and substantive job offer for Modern Apprenticeships
  - Graduate Level Apprenticeships
  - Young persons network - developing early leadership skills and giving young people a voice in the organisation

**Impacts and Outcomes**

- **In order for NHS Scotland to sustain its current service delivery we need 1/2 of every 10 school leavers to choose a career in the NHS.**

- **64 young people have undertaken Modern Apprenticeships in NHS Lothian**
- **60 permanent MA posts in 2018 to young people aligned to priority workforce opportunity and key common threads in learning**
- **We will deliver 60 permanent MA posts in 2018 to young people aligned to priority workforce development need**
- **We will offer 4 Graduate Apprenticeships to existing staff in 2018**
- **Roll out of specific tailored induction to apprentices, run in partnership with the 3rd sector**
- **Roll out of an innovative 3 tier model of mentoring -**
  1. 1:1 with workplace staff trained in youth engagement
  2. Partnership - post employment support for apprentices from employability programmes and 3rd sector

**Next steps**

- **Aligned key employability programmes strategically to deliver planned apprenticeship opportunity and key common threads in learning**
- **We will deliver 60 permanent MA posts in 2018 to young people aligned to priority workforce development need**
- **We will offer 4 Graduate Apprenticeships to existing staff in 2018**
- **Roll out of specific tailored induction to apprentices, run in partnership with the 3rd sector**
- **Roll out of an innovative 3 tier model of mentoring -**
  1. 1:1 with workplace staff trained in youth engagement
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