

## Health Sector Pre-employment Programme Information for Employers

Skills for Health's Sector Skills Assessment for 2011 suggests that the sector is entering a challenging period of unprecedented change.

Current information suggests that there will be limited growth in the sector over the short to medium term; however it is very important to recognise that the sector currently has large numbers of employees, across all occupations, that are due to retire. The number of people retiring across the UK between 2007 and 2017 is estimated at 900,000 people.

It is envisaged that these retirements will create 'demand' for new employees and will include those in the caring personal services. It is also likely that the health sector will develop staff internally, which will in turn; create a further increase in entry level opportunities.

In order to ensure that services continue to meet the needs of individuals and communities, employers need to secure access to suitably trained and prepared applicants for the diverse range of roles at entry level.

### Responding to the Challenge

In partnership with employers, and Jobcentre Plus, Skills for Health has developed a pre-employment programme designed to meet the needs of employers in the health sector. The programme has been written in line with the Core Dimensions of the NHS Knowledge and Skills Framework (KSF) and mapped to the Health Sector Occupational Standards.

This 5-8 week flexible, modular programme, with the option for including a work placement, has been developed for unemployed people seeking work in the health sector in entry level roles such as domestic and laundry assistants, catering staff and porters.

Working in partnership with Jobcentre Plus and training providers, employers can select from 24 units based on the KSF Core Dimensions, plus 12 optional units which have been developed to facilitate tailored programmes to meet local requirements.

### What are the benefits?

The programme can help employers to reduce recruitment costs for hard-to-fill posts, improve retention rates and reduce reliance on bank and agency staff. Employers can adapt the programme to suit their needs and recruit job ready employees who are well prepared for work in the sector.

For further information contact us through [pre-employment@skillsforhealth.org.uk](mailto:pre-employment@skillsforhealth.org.uk)