

WORKING WITH SCHOOLS AND COLLEGES TO PROMOTE NHS FINANCE CAREERS

Sarah Brisbane
Daryl Cockman



AGENDA

- P,R&R Strategy Overview
- How to get involved
- Tools
- Survey results



NHS FINANCE Promotion, recruitment & retention Strategy

[Promotion-recruitment-retention-strategy-action-plan.pdf](#)

- Strengthen relationships with HR, fostering collaboration and knowledge sharing
- Senior finance representation and influence in the NHS Long Term Workforce Plan proposal to overhaul national recruitment practices and systems, and implementing the agreed changes
- Improved communication between organisations and systems to facilitate talent pipeline discussions, movement of staff, secondments, and stretch opportunities
- More engagement from the finance community with One NHS Finance and its opportunities.
- Improved working between national and regional programmes / teams to avoid duplication and confusion
- Organisations to utilise ways to use the apprenticeship levy to help fund further staff training and development
- Rotational development roles / secondment opportunities made available within systems
- Achievement of Towards Excellence Accreditation from all organisations to show commitment to having the right skills development culture in place
- Enhance links with accountancy bodies, promoting the different available professional qualification routes
- Promotion of the Employee Value Proposition (EVP)
- Provide more training, and sharing good practice of, connecting with local schools and communities to promote job opportunities in NHS finance



‘From recruitment to retirement, NHS finance is the number one employer for finance careers, attracting diverse and talented individuals from within and external to the NHS family.’

How to get involved

- Career carousel
- Apprenticeship in schools
- Interviewing
- Careers fairs



HOW TO DO THIS YOURSELF

- Widening Participation Lead
- Become a volunteer ambassador



[Home - Form the Future CIC](#)



[Home - Inspiring The Future](#)

**EMPOWER YOUNG PEOPLE TO DREAM
BIG AND FULFIL THEIR POTENTIAL**

Tools

- ONF tools Demo
- Higher/lower
- MRI decision making
- Careers websites



ONE NHS FINANCE TOOLS

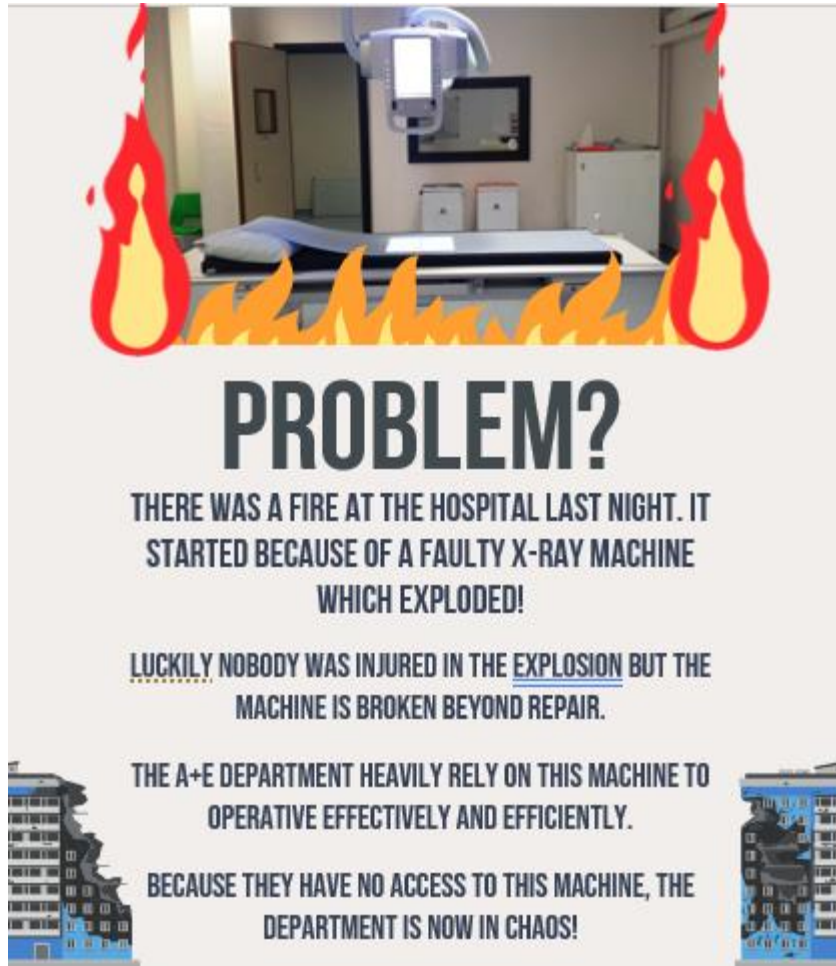
Interactive Resources for Schools on Careers in NHS finance

County Durham and Darlington NHS Foundation Trust, North East and Yorkshire, Acute

Innovation Showcase Session [Interactive Resources
for Schools on Careers in NHS finance](#)

MRI DECISION MAKING EXERCISE

Promotes
discussion
and
decision
making



PROBLEM?

THERE WAS A FIRE AT THE HOSPITAL LAST NIGHT. IT STARTED BECAUSE OF A FAULTY X-RAY MACHINE WHICH EXPLODED!

LUCKILY NOBODY WAS INJURED IN THE EXPLOSION BUT THE MACHINE IS BROKEN BEYOND REPAIR.

THE A+E DEPARTMENT HEAVILY RELY ON THIS MACHINE TO OPERATIVE EFFECTIVELY AND EFFICIENTLY.

BECAUSE THEY HAVE NO ACCESS TO THIS MACHINE, THE DEPARTMENT IS NOW IN CHAOS!



SOLUTION?

TO BUY A REPLACEMENT X-RAY MACHINE
YOU HAVE £1.5 MILLION TO SPEND ON A NEW X-RAY MACHINE

YOUR TASK IS TO DECIDE WHICH REPLACEMENT MACHINE THE ORGANISATION SHOULD PURCHASE.

BEFORE MAKING YOUR DECISION, YOU NEED TO CONSIDER:

- THE DELIVERY AND INSTALLATION COST AND TIMEFRAME
- DOES THE MACHINE HAVE GOOD REVIEWS?
- ARE YOU BUYING IT FROM A RELIABLE SOURCE?
- THE MACHINE'S RUNNING COSTS *
- REQUIRE ANY ADDITIONAL TRAINING?
- LIFESPAN AND WARRANTY.

* YOU DON'T NEED TO INCLUDE THESE FIGURES IN THE COST OF PURCHASING THE MACHINE*

UP FOR A CHALLENGE?
HOW WOULD YOU TRY TO NEGOTIATE ON THE PRICE THEY ARE CHARGING FOR THE MACHINE YOU ARE WANTING TO PURCHASE?

HIGHER LOWER GAME



Use an activity to engage with the students and get their attention

HIGHER LOWER GAME



Starts
them
looking at
costs of
equipment
used in the
NHS

HIGHER LOWER GAME



Brings a challenge and competitive edge to the discussion

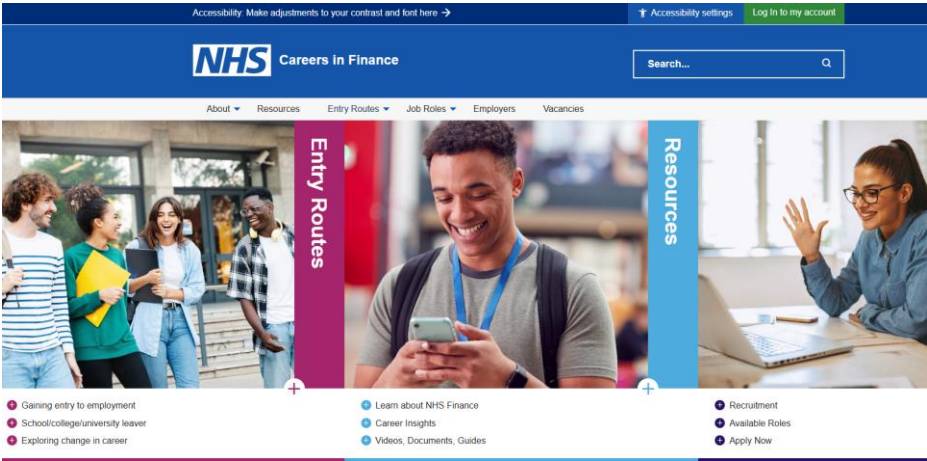
HIGHER LOWER GAME



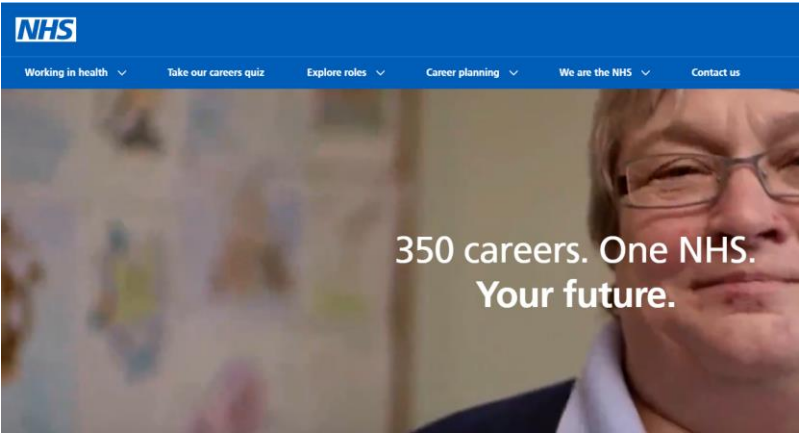
Whilst getting students to think about the financial side of the NHS

Careers website

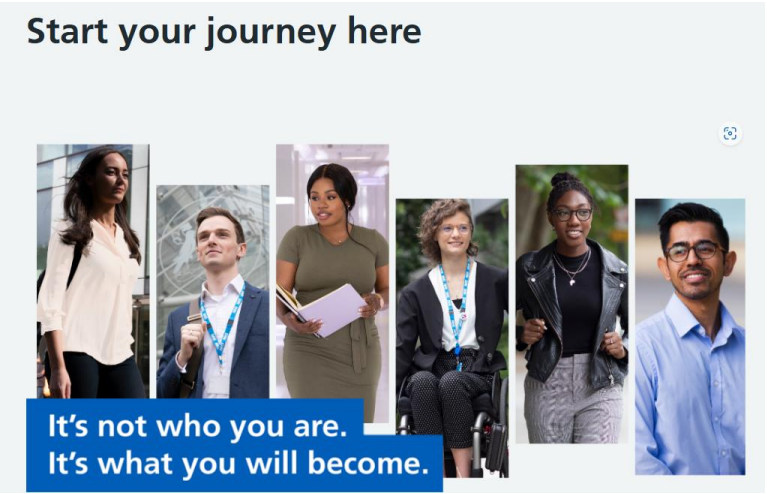
One NHS – Careers in Finance



Health Careers |



Graduate Management Training Scheme



Survey results

- Analysis



BASELINE SURVEY

To support the PR&R strategy in the East of England, a survey was developed and issued in January 2025, to enable the RFA to establish a baseline position in the areas of:

- Work experience schemes
- Apprenticeships
- Graduate / Undergraduate schemes
- Collaborative System working
- Development opportunities
- Flexible working
- Induction process



Thank you to all organisations who responded

HEADING

Which system is your organisation part of?



At the time of writing, 25 organisations have responded to the survey.

It's not too late for the following to submit their response.

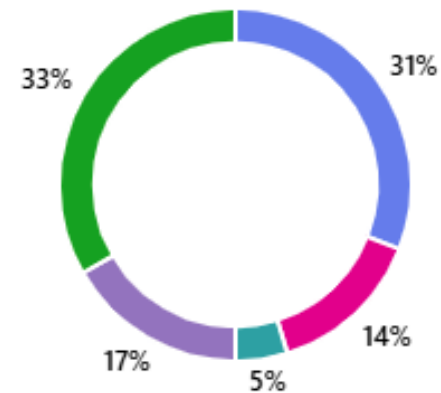
- CUH
- Herts Community
- Hertfordshire Partnership
- James Paget
- PAH

WORK EXPERIENCE

Does your finance department offer work experience?

7 organisations in the region do not currently participate in work experience schemes, 5 of which would consider in the future, when they are in a position to do so.

● Yes (please provide details of any age restrictions, locations, duration, frequency and any specific...)	13
● Yes as part of the access Accountancy Scheme (please provide details)	6
● No and do not wish to consider it	2
● No but would consider in future (please provide details of what would need to change)	7
● Other	14



3 organisations take part in T level placements and 2 are involved with the Insights scheme.

Barriers to offering of placements of any kind (work experience, apprenticeships, undergraduate/graduate)

80% indicated there are barriers to committing to these schemes.

Where a barrier was indicated, funding was the overwhelming reason, particularly where there have been vacancy freezes, or reduction in establishments.

The timing of schemes and capacity required to train was also given as a barrier.

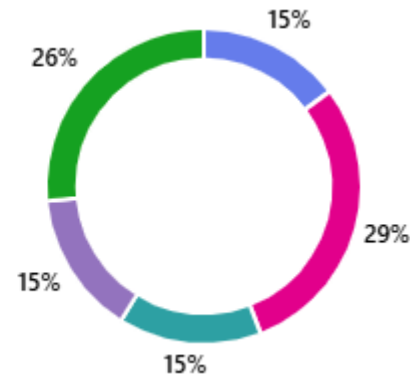
ACCESS ACCOUNTANCY

Does your finance department take part in Access Accountancy?

4 organisations in the region have taken part in the Access Accountancy scheme.

3 contribute to Access Accountancy programmes run by other partner organisations.

● Yes (please provide details - number of places, frequency)	5
● No	10
● No but planning to in the future (please provide details)	5
● I don't know what this is – please send me more information	5
● Other	9



APPRENTICESHIPS

15 organisations in the region offer apprenticeships. The majority of these are at Band 2.

2/3rds of the apprentices are supported in finding a substantive role within the employing organisation, where possible.

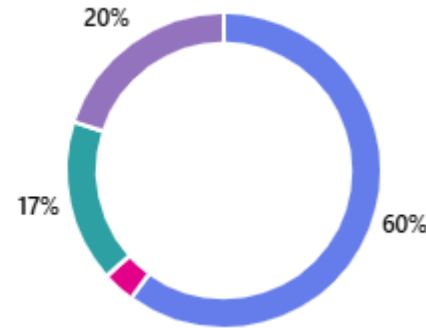
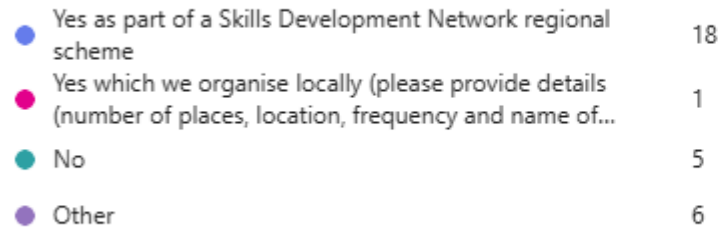
During 23/24 and 24/25, **17** apprentices have been retained within the employing organisations and **2** took a role in a different NHS organisation.

Number of Apprentices

- Band 2 x 17,
- Band 3 x 3,
- Band 4 x 4,
- Band 5 x 1,
- Band 6 x 2
- Band 8+ x 1

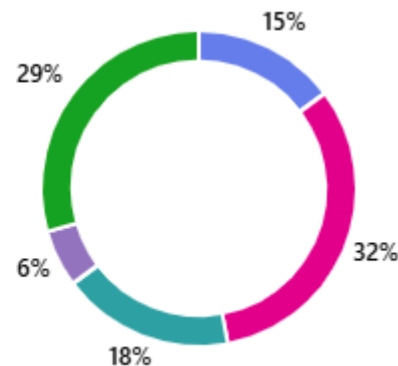
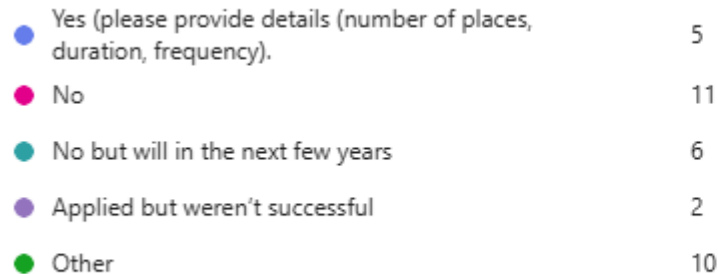
GRADUATE / UNDERGRADUATE

Does your finance department offer undergraduate gap/sandwich year placements?



Does your finance department currently have trainees from the national Graduate Management Training Scheme (finance)?

Responses noted that some had applied previously but had been unsuccessful.



Undergraduates

All except one placement is through the SDN.

A small number of undergraduate placements are on hold (2) and one organisation has replaced one of their undergraduate placements with an apprenticeship

QUESTIONS AND DISCUSSION

