

# STUDENT OUTREACH WORK

**AIREDALE NHS FOUNDATION TRUST**

**NORTH EAST AND YORKSHIRE, ACUTE**



**FOR INFORMATION ON THE  
INNOVATION PROGRAMME  
CLICK HERE**

# THE INNOVATORS

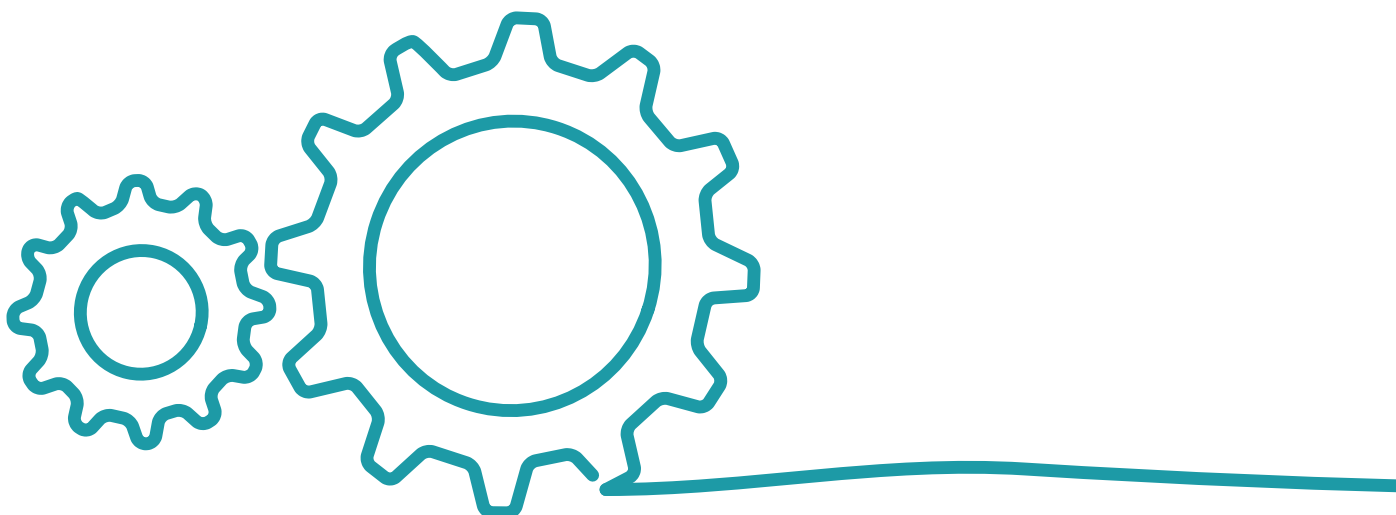
Amy Denning, Emma Kaye, Chris Callaghan, Izaaz Mohammed and Naheem Ahmed.

## THE PROBLEM

Due to Airedale NHS Foundation Trust being a small general district hospital we have had difficulty in the past with recruitment, with people preferring to apply to the bigger hospitals within our locality. To overcome this the finance team needs to continue to develop strong links with our local schools, to enhance our reputation and tap into the next generation of finance experts within our local community. Otherwise we risk being unable to strengthen our team while investing in young people from our local community. Missing the opportunity to demonstrate what NHS finance is about, and the opportunities within the team and wider organisation.

## THE CHALLENGE

**How might we work with our local schools so that we can strengthen our recruitment pipeline by improving our links and promoting NHS finance and the work we do to support the organisation and our patients?**



# THE INNOVATION

The seed was sown following a discussion at a team time out where we talked about young people and how hard it is to know what you want to do with your life at 16. This led to talking about people knowing about doctors and nursing posts within the NHS, but how many people know there is a finance department, an IT department, cleaners, porters etc. This NHS is much bigger than its front-line staff.

We got in touch with the careers team at our local secondary school and were invited to a year 11 assembly to talk about NHS finance. We spoke to the students about the different services within finance and the different routes you can take to get a role within the department. This then led to us being invited to take part in some mock interviews where we interviewed year 11 and 13 students and gave them feedback on their performance. This was really good preparation for their lives after education.

A careers week at the school saw another request come for us to talk about the opportunities at Airedale hospital, so we created a video of various corporate colleagues talking about their roles and how they got there. We have arranged to take several students on work experience over the summer to give them an insight and experience of NHS finance. Creating these links will benefit us when it comes to future recruitment as it has improved our reputation and visibility as a progressive and inclusive place to work.

# THE LESSONS LEARNT

**We learnt that developing strong links with our local student community would really open their eyes to opportunities within the NHS outside of nursing and medical professions leading them to consider careers that they weren't even aware existed prior to us visiting them. Through attending the assembly and creating the video for their careers week we have increased awareness and created links that will benefit our department and the organisation with future workforce planning.**

## THE OUTPUTS

- Interested and engaged students.
- Students who felt ready to take on a real interview using the feedback they had received from us.

## THE OUTCOMES

- Future recruitment pipeline
- Increased visibility and reputation

## THE QUICK WINS

Get in touch with the careers team at your local schools. Outreach work like this will benefit everyone, it would be really good to roll it out further.

Speak to other corporate colleagues and get them involved, it is nice for students to hear about other roles within the NHS as well as finance. It's also a really good way to help you get a better understanding of what colleagues in different departments do when you hear their videos.

# THE REVIEWERS SAID

**“I LOVE THIS IDEA, I ALSO WORK IN A SMALLER TRUST WHERE WE SOMETIMES FIND RECRUITMENT DIFFICULT AND TAPPING INTO A FUTURE POSSIBLE WORKFORCE WOULD BE VERY INTERESTING, IT IS A SCHEME I WOULD LIKE TO RECOMMEND WITHIN OUR TRUST.”**

**“INFLUENCING THE NEXT GENERATION OF POTENTIAL NHS WORKERS AND ESTABLISHING TRUST AS PART OF WIDER RELATIONSHIP BUILDING WITH THE COMMUNITY.”**

**“THIS IS A GREAT WAY TO INVOLVE THE LOCAL COMMUNITY AND CAPTURE NEW TALENT.”**



# WHAT YOU CAN DO NOW

## SUBMIT INNOVATION

**If you recognise the problem stated and have implemented your own innovation** to overcome it please submit this innovation to the programme and give others more examples to learn from.

## REGISTER INTEREST

**If you recognise the problem stated and would like to know more details about this innovation in particular,** we will be hosting showcase and workshop sessions throughout the year, so all interested staff can gain ideas and inspiration from innovators in a manageable one-to-many format.

## SUBMIT PROBLEM

**If you have a problem but don't currently know of a solution to it,** then please submit it here and in 2022 the Forum intends to crowdsource solutions to problems that don't currently have known innovations.

## LEARN MORE

**If you would like to learn more about about the innovation programme** please click for more details.



## IN SEPTEMBER 2021 THE FORUM LAUNCHED...

- A national Innovation Programme for NHS Finance staff to submit their innovations for peer review. Successful innovations will be published and accessible to all on the One NHS Finance website
- A 'Software Skills For Finance Staff' event series taught by NHS Finance for NHS Finance including MS Excel, PowerBI, SQL etc.
- An 'Art of the Possible' briefing which explains two new technologies AI & Blockchain and discusses the opportunity for NHS Finance
- An Automation Group to review and improve the efficiency of existing national processes and returns

## WHAT YOU CAN DO NOW

- Submit your innovations for peer review
- Sign up to be an innovation peer reviewer
- Read Art of the Possible
- Sign up for Software Skills for Finance
- Register your interest in automation and all things innovative

### Innovation Programme



### Software Skills



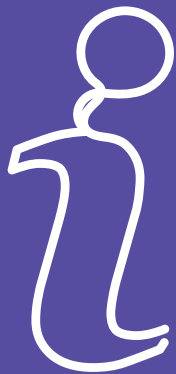
### Automation sign up



### Be a peer reviewer



### Art of the Possible



## FURTHER INFORMATION

Website: [FinanceInnovation.nhs.uk](https://FinanceInnovation.nhs.uk)

Email: [FinanceInnovation@nhs.uk](mailto:FinanceInnovation@nhs.uk)

LinkedIn: [One NHS Finance](#)

Twitter: [@OneNHSFinance](#)



One NHS Finance brings together the Future-Focused Finance, National Finance Academy, and the Finance Innovation Forum programmes and networks to make sure that everyone working in NHS Finance has access to skills, knowledge, methods, and opportunities to influence and enhance patient services.



An NHS Finance platform for the discovery and development of problems, ideas and innovations.