



**UNIVERSITY HOSPITALS OF  
DERBY AND BURTON NHS  
FOUNDATION TRUST (UHDB) and DCG**  
Working in partnership for excellence

# Partnership Embeds Future Talent Pipeline

Derby College Group (DCG) has worked with University Hospitals of Derby and Burton NHS Foundation Trust (UHDB) for more than 20 years with a wide range of programmes including developing and delivering a wide range of training programmes for staff. Hundreds of our Health and Social Care students have also benefited from work placements at the Trust over the years.

The partnership has now moved to the next level with a senior member of the Trust's team working to co-design and co-deliver our curriculum to support both full time students and adult learners into vital roles within the NHS.

Under the new collaboration, UHDB has partnered with DCG to support the Trust's administration and clerical workforce development plans.

The first stage has involved ten adult learners signposted to DCG from JobCentrePlus for a three-week short course designed to prepare them ahead of applying for Administration and Clerical roles at the Trust.

The programme has been delivered at the College and Royal Derby Hospital with modules including an introduction into the NHS, on-site work experience placements and accredited qualifications in Customer Service and Digital Skills.

Everyone who completed the course was guaranteed an interview for an administration role at the Trust and the whole of the first cohort were offered positions.

As well as further adult programmes, the second stage will involve DCG students who are interested in administration and clerical roles – ensuring they have the skills, knowledge and support to enable them to apply for full-time roles at the Trust and wider NHS.

This will include students enrolled on the new Management and Administration T-Level qualification – co-designed with UHDB.

All students enrolling on the new two-year T-Level will complete work placements at the Trust and everyone who passes the qualification successfully will be guaranteed a full time or part time job at the Trust.

Derby College Group's Director of Employer Partnerships Carol Dixon explained: "Our goal is to support the NHS's recruitment goals and to ensure that our students have the knowledge, skills, experience and behaviours to successfully transition into full time roles."

Head of Patient Access and Administration, Roger McBroom, who initiated this new strategy alongside Learning & Development and Workforce colleagues, added: "With some 700 entry level Administration and Clerical posts across our organisation and a turnover of about 40 staff per quarter, it became obvious that we had to find a new, more efficient approach to securing and training our future administrators and managers and thus this tie up with Derby College Group should go a long way to achieving this."

“I have been hugely impressed by the welcome and support provided by our Derby College Group colleagues as well as the quality of students who have already shown an interest in a future career in the NHS.”

Amanda Rawlings, University Hospital of Derby and Burton’s Chief People Officer, concluded: “This exciting programme to help the NHS to secure future Administration and Clerical workforce, who are critical to our ability to deliver safe patient care, has the potential to make a lasting impact across our organisation by attracting the best people to join #TeamUHDB and also to work in other parts of our NHS and social care services.”



Pictured (left to right): Carol Dixon, DCG Director of Employer Partnerships; Roger McBroom; Mel Palmer; and Donna Evans-Thomas, DCG Key Account Manager, pictured at The Roundhouse, Derby College Group.




**Employer Partnership Team:**

**01332 387 421**

[Businessenquiries@derby-college.ac.uk](mailto:Businessenquiries@derby-college.ac.uk)

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 [Twitter.com/derbycollege](https://twitter.com/derbycollege)

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