

**Project: Jobnet**

	Milestones en route to delivering key project actions	Progress to date	Learning points to share
<p><b>April – September 2003</b></p>	<ul style="list-style-type: none"> <li>• Orientation and familiarisation of the Jobnet network.</li> <li>• Make contact with Jobnet local outlets</li> <li>• Raising the profile of the NHS as an employer within the network</li>   <li>• All the Jobnet local sites to receive a copy of the STH weekly bulletin by email on the day it is released.</li> <li>• Use of email to Jobnet sites by Trusts to promote their vacancies</li> <li>• Trusts to put their vacancies on a website which allowed applicants to download an application pack.</li>   <li>• Working on redesign of Hanlon in order to improve the matching process.</li>   <li>• Develop paper on potential role of NHS and Jobnet</li> <li>• Develop promotional material specific to NHS</li> </ul>	<p>Familiarised – have visited 10 of the 14 sites (and all the main sites) in order to raise awareness of the employment opportunities available in the NHS in Sheffield. Attendance scheduled at a number of local community ‘events’ in order to further raise the NHS profile.</p> <p>STH and Sheffield Care Trust now using use e-mail to promote vacancies. PCT’s and Childrens Hospital Trust not yet on board.</p> <p>Not all websites have the facility to download an application pack. Sheffield Care Trust do not have a website for jobs.</p> <p>New system of matching to be introduced - working with Hanlon Computer systems to populate the Health Care sector of database. It is envisaged that the new system will reduce the number of inappropriate matches. There may be potential to link the system with the NHS Skills escalator concept.</p> <p>Paper ‘ Tackling the Wider Determinants of Health– The Jobnet Project’ produced. A summary of progress to date on the production of an employment plan between local labour agencies and the NHS.</p>	<p>The number of local Jobnet offices and their location in local communities is invaluable in the work needed to be done to raise the awareness of working in the NHS.</p> <p>There is duplication which promotes confusion and delay. There is scope for improvement and cost saving by achieving an effective and streamlined method of advertising NHS jobs via Jobnet at local community level. If achieved this will be invaluable in promoting the NHS as an employer of choice. The NHS website/e recruitment process may start to improve matters.</p> <p>There is a need to re educate NHS managers for them to; Address their recruitment needs in terms of skills and competencies rather than qualifications and experience; to address the problem of gobbledeygook in advertisements and job descriptions and to make them aware of the barriers to employment faced by certain potential applicants. This project has highlighted that little / no attention is being paid to this within the NHS.</p> <p>This project has highlighted the need for a robust workforce development link to be established with the NHS and appropriate local communities in order to target ‘hard to recruit areas’. A mapping exercise should</p>

	<ul style="list-style-type: none"> <li>• Developing a series of job templates for basic grade NHS jobs (approx 26) and if achievable, reflecting the new NHS Knowledge and Skills register.</li> <li>• Support development of job deconstruction in identified areas, e.g. radiographers</li> </ul>	<p>Working on promotional material specific to the NHS and targeting those disengaged members of local communities.</p> <p>Working with Hanlon Computer systems on the redesign of the Skills Register in order to more effectively.</p> <p>Areas still to be identified.</p>	<p>take place across the city to determine the number of opportunities or 'stepping stones' into employment. The information should be promoted on a central website (to which the Jobnet website should be linked) in order to provide a central information and reference point for members of the public, career guidance officers, Jobcentre+ staff and Jobnet advice and guidance workers.</p> <p>Networking with HR colleagues achieved at the SYWDC – Career Development Group.</p>
<p><b>October 2003 – March 2004</b></p>	<ul style="list-style-type: none"> <li>• Continuing to develop links between Jobnet and with NHS recruitment in PCTs, health centres and GP Practice as well as hospital</li> <li>• To continue to raise the profile of the issues facing employment in NHS including specifically BME groups in order to satisfy the NHS Diversity Agenda.</li> <li>• Develop links between recruitment and ILM programme</li> </ul>	<p>Paper produced 'Barriers to Employment in the NHS' highlighting the 7 main barriers facing potential applicants. How the NHS can work with local communities through Jobnet in order to address these barriers.</p> <p>Attendance at the SYWDC – Career Development Group provides a further arena in which such issues can be raised.</p>	<p>There does not appear to be a coherent and joined up approach by Trust HR Departments SYWDC/NHSU/JobCentre+ in Sheffield in order to address the problems of raising the profile of the job opportunities available in the NHS in Sheffield. A joined-up approach involving the Jobnet project would link recruitment issues/the diversity agenda/develop links with local communities and raising the profile of working for the NHS through the Skills Escalator concept, (and with reduced advertising costs), with the Tackling the Wider Determinants of Health Inequalities agenda.</p>