University Hospitals Birmingham
NHS Foundation Trust

Unlocking local potential, Empowering Communities to grow our Future NHS Workforce

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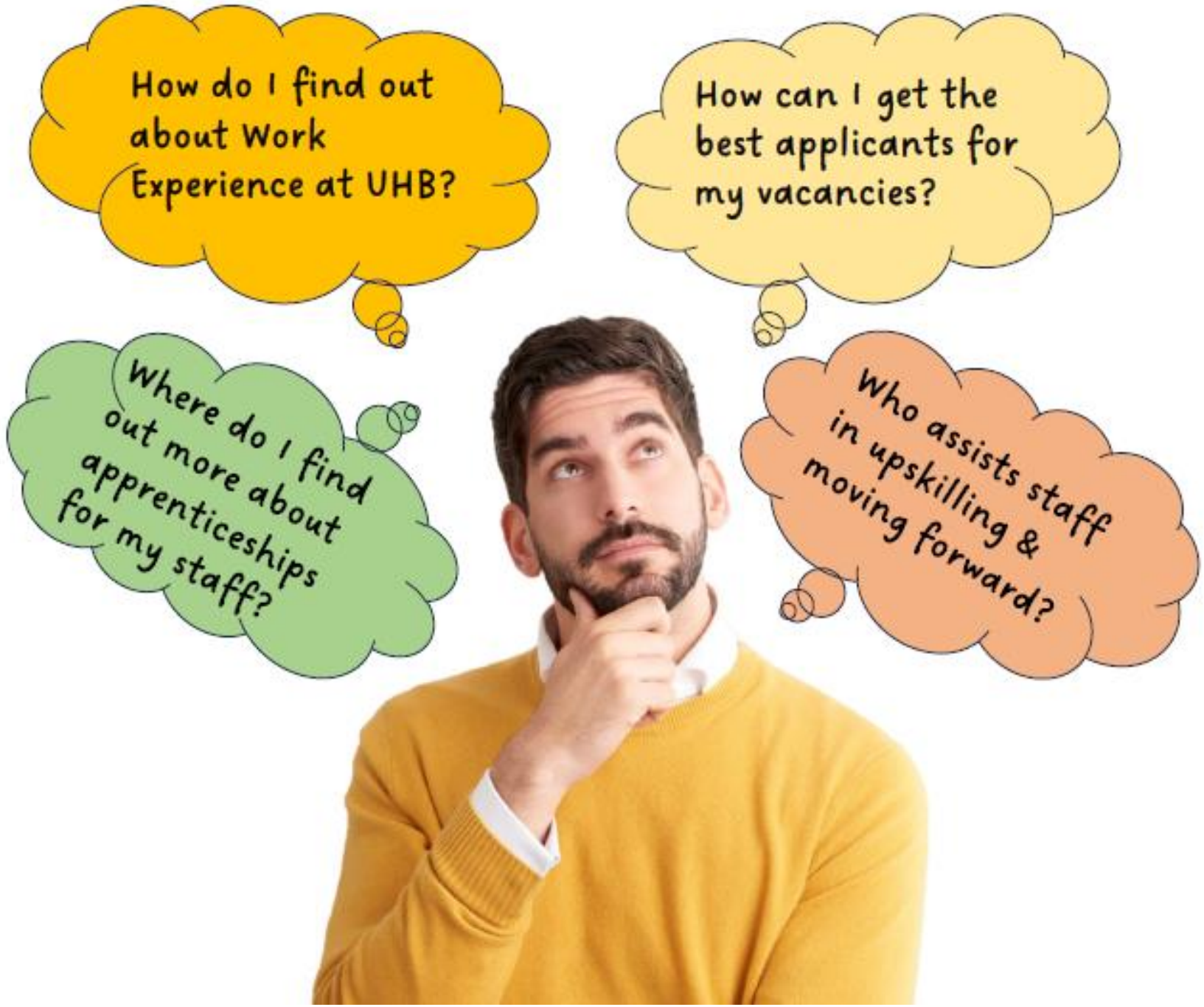
How do I find out about Work Experience at UHB?
How can I get the best applicants for my vacancies?
Where do I find out more about apprenticeships for my staff?
Who assists staff in upskilling & moving forward?

Apprenticeships

Career Zone

Employability Programmes

Schools Outreach

T-Levels

Work Experience

Pipeline for local talent into our workforce

External Engagement

- Support unemployed in BSOL
- Free for attendees
- Entry-level focus
- Bespoke courses for job roles
- Signposting additional support

- Attends jobs and career fairs
- Advice for job seekers about NHS
- Engage with UHB managers
- Develop links to harder-to-reach communities within BSOL

- I Can project
- Health Inequalities project
- Cornerstone employer
- Sharing best practices

- Administer WEX placements
- Engage with schools and FE
- Career events within UHB
- T-Levels
- Supported Internships
- Career Carousels

Staff Support

- Career advice
- Application form support
- Interview preparation
- Setting targets
- Confidence building

- Over 1,000 staff on programme
- Top 100 Employer list – 2025 (63)
- Role specific
- Functional Skills support

- Career Zone
- Cross-promote training opportunities and pathways
- Admin Week
- Talks to staff groups

- Basic Digital Skills 2>4
- Excel
- Word
- PowerPoint
- Teams

Employability / I-Can Programme

- Supporting unemployed people into NHS job roles.
- Since November 2021, over 955 job offers received.
- Courses tailored to the job role/working with Managers.
- Engagement team visit Job Centres and Career Fairs and provide information sessions.
- Supports the Health Inequalities agenda.
- New programme to support 18>21 year olds to include 4 week placement.
- Retention is over 95% for those still in post after 6 months.

I Can Job Offers Demographics

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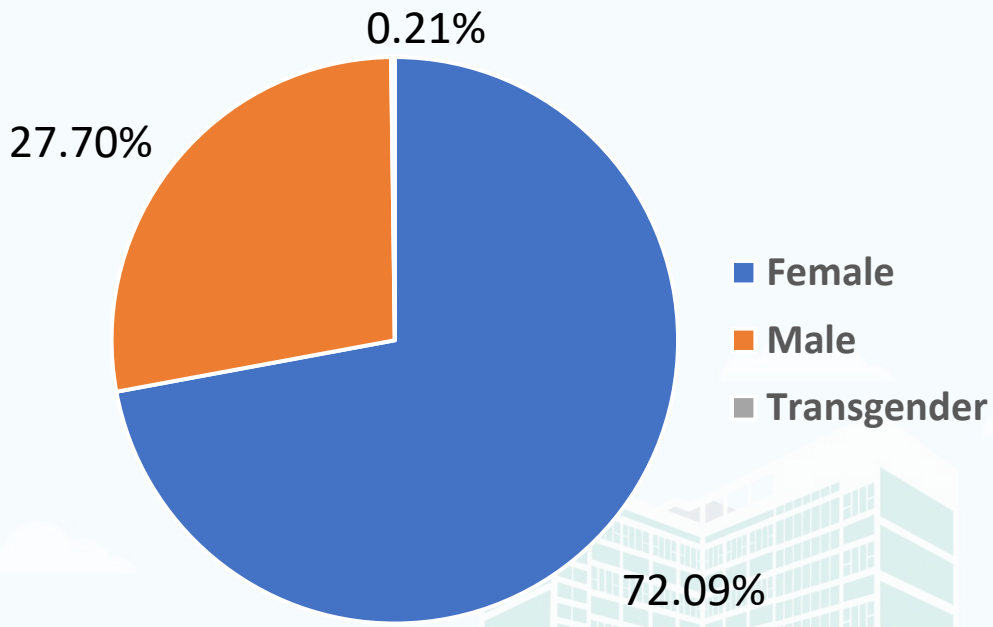
Ethnicity	% Breakdown
African	11.06%
Any other Asian Background	5.31%
Any other Black, African / Caribbean Background	5.09%
Any Other Ethnic Group	2.10%
Any Other mixed or multiple ethnic background	1.44%
Any Other White Background	3.54%
Arab	1.11%
Bangladeshi	3.65%
Black African	6.64%
Caribbean	4.65%
Chinese	5.20%
English, Welsh, Scottish, Northern Irish or British Irish	22.68%
Indian	6.64%
Pakistani	16.04%
White and African	0.77%
White and Asian	1.44%
White and Black Caribbean	2.65%
Grand Total	100.00%



I Can Job Offers by Age

(where recorded)

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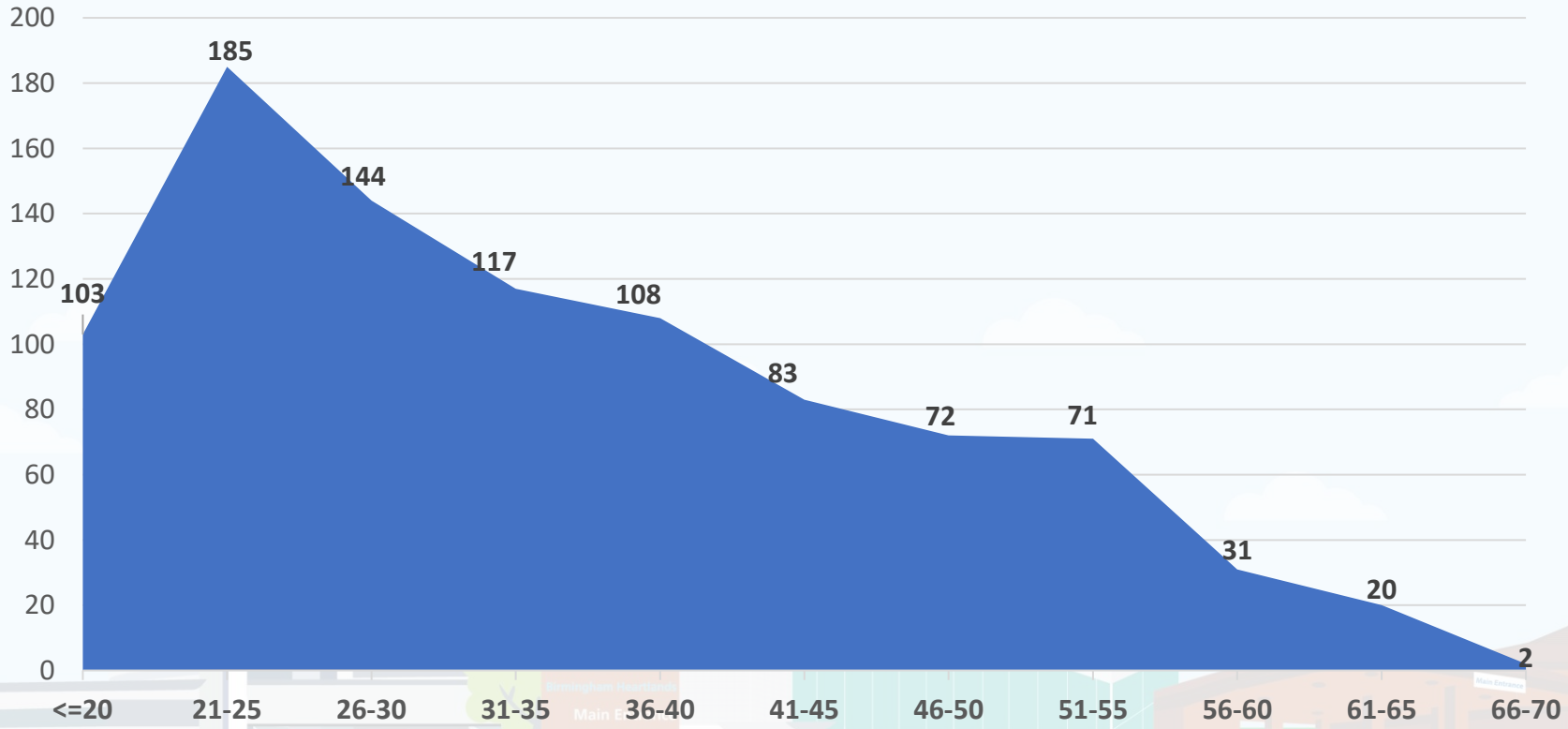

Age	Client
<=20	11.00%
21-25	19.76%
26-30	15.38%
31-35	12.50%
36-40	11.54%
41-45	8.87%
46-50	7.69%
51-55	7.59%
56-60	3.31%
61-65	2.14%
66-70	0.21%
Total	**100.00%**

I Can Job Offers by Destination

NHS
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Top	Role	#	%
1	Healthcare Assistant	482	50.47%
2	Administration Bank Post	93	9.74%
3	Theatre Support Worker	85	8.90%
4	Administration Substantive	68	7.12%
5	Outside NHS	62	6.49%
6	Housekeeping	57	5.97%
7	Porter	22	2.30%
8	Pharmacy	17	1.78%
9	Healthcare Assistant Bank	12	1.26%
10	Imaging Department Assistant	9	0.94%

Career Zone at Heartlands Hospital

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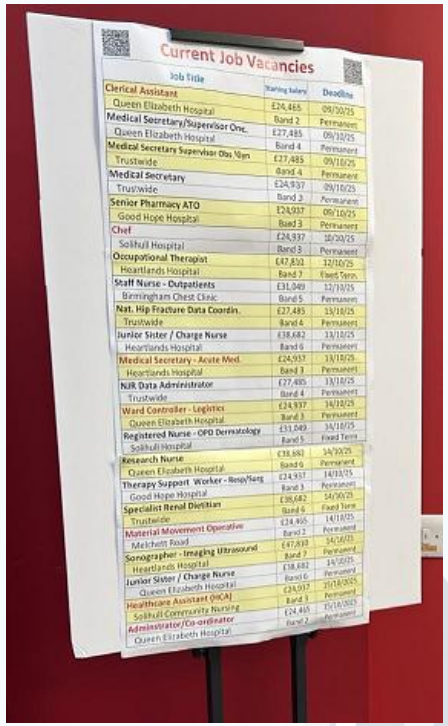
Job Vacancy Board



Situated near main entrance

Staff Training Board

Information, Advice and Guidance covering Career Pathways, Employability courses, Career Coaching, Apprenticeships, Leadership, HR and Corporate Education courses. One Planned on QE site early next year.

Career Zone at Heartlands Hospital

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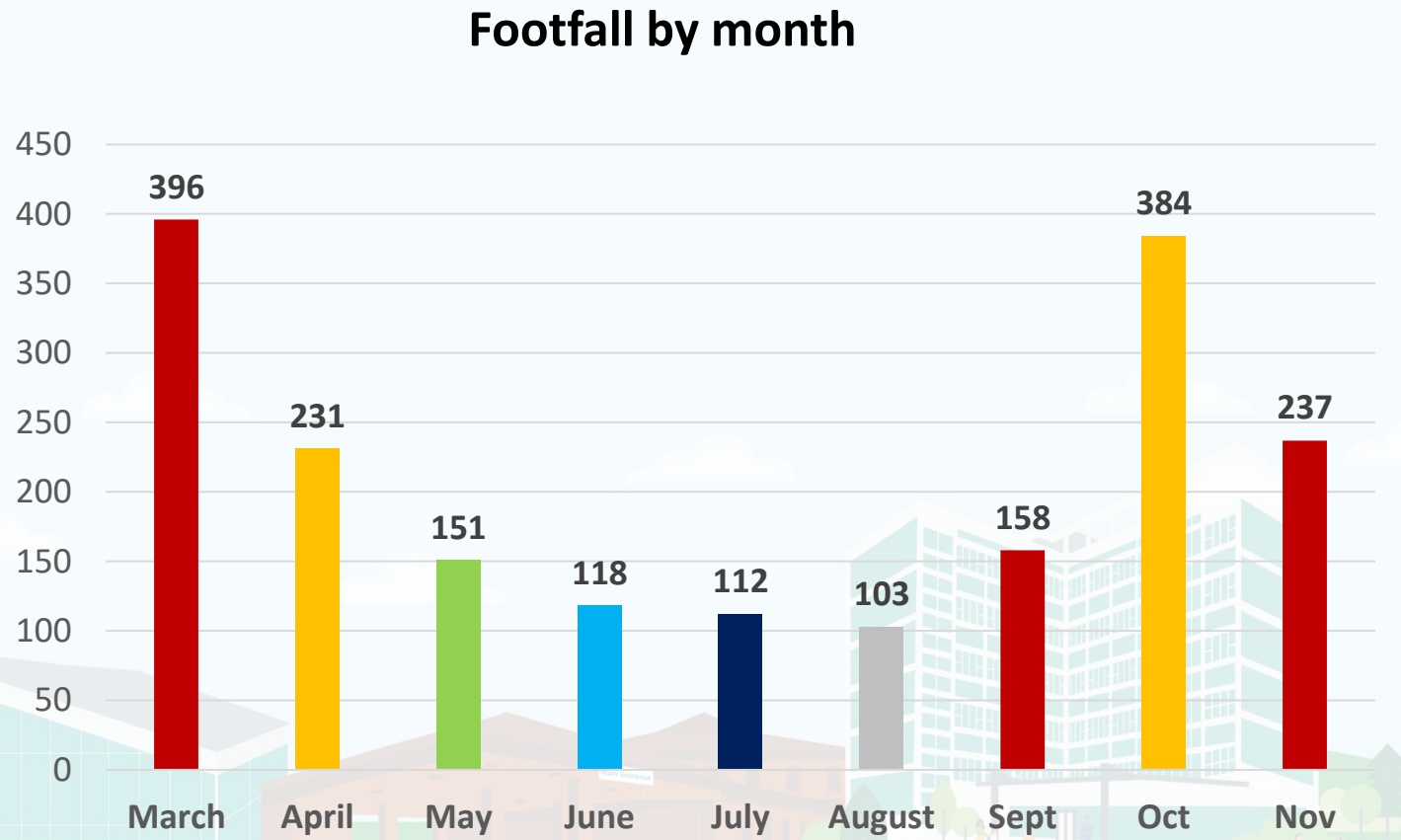
Total Footfall 1,890

By Month	Daily Average (when open)
March	18.9
April	11.6
May	10.8
June	9.1
July	8.6
August	7.4
Sept	11.3
Oct	18.3
Nov	14.8
Total	**12.8**



Impact of HCCD

955 Job Offers since launch of the I Can Programme since 2019
Retention over 95%

1,890 visitors to the Career Zone of both staff and community

290 staff received Career Coaching or IAG in 2025

1,011 active apprentices, both new & existing staff with 536 as Student Nurse Associates

341 staff trained in Microsoft Excel, Teams or OneDrive

Over 250 local school children attended our Insights Days in 2025

885 staff have successfully completed an apprenticeship since 2017

91% of Apprenticeship Levy spent in last 12 months

12 Employability courses offered since May 2025

Retention rate is 95% for those still in post after 6 months.

Employability video: https://vimeo.com/1077545772?share=copy&fl=sv&fe=ci