



# SUPPORTING APPRENTICES, INTERNS AND TRAINEES IN YOUR WORKPLACE



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# Session Plan

Setting some context

Supportive workplaces

What can help?



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NHS Scotland?**

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# SETTING SOME CONTEXT

Young people entering our workforce



# Young people and work

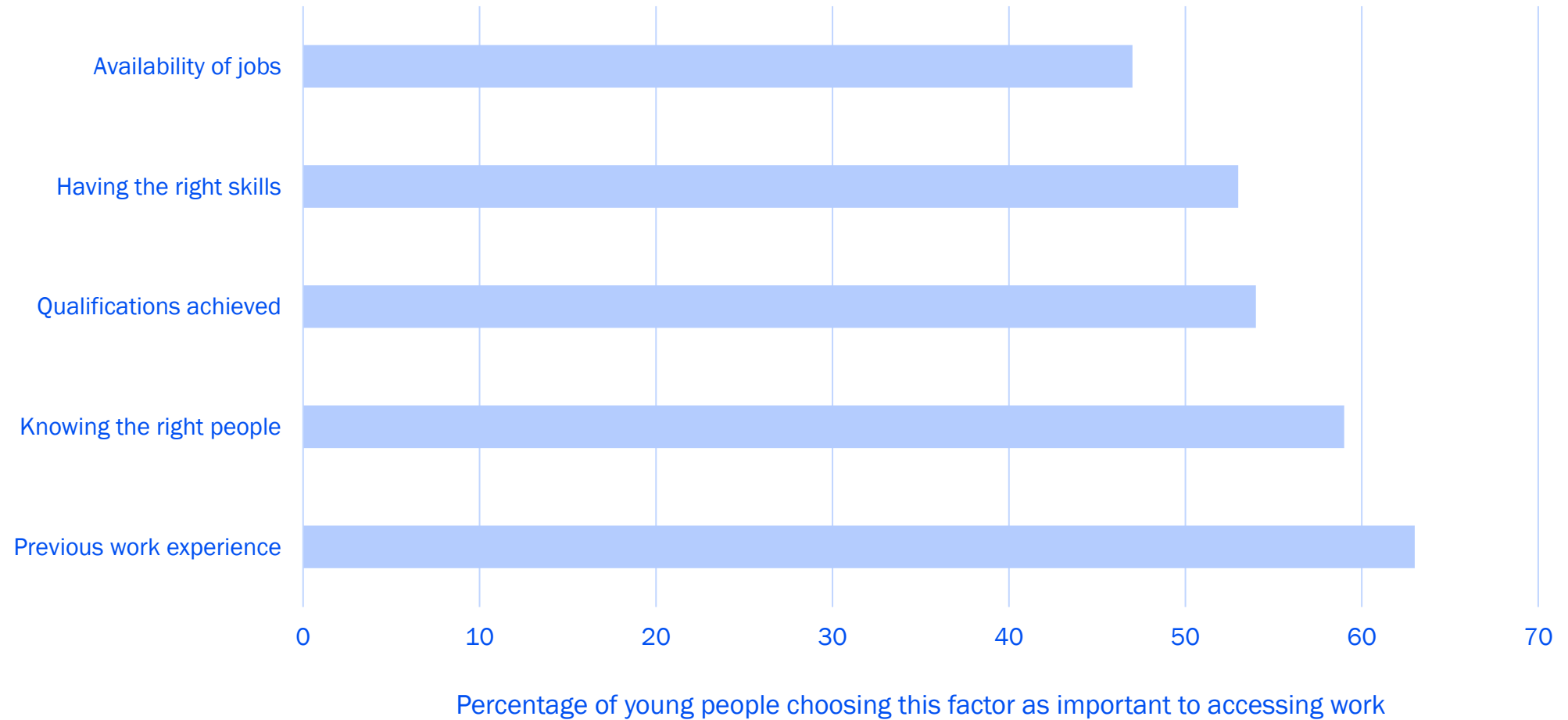
- The impact of the pandemic on young people is systematic, deep and disproportionate
- The pandemic has amplified inequalities
- Periods of unemployment or underemployment have a scarring effect on young people
- 48% of young people feel anxious about the future and concerned about having the right skills to succeed\*
  - *Levels of attainment affected*
  - *Little or no work experience available through education during the pandemic*
  - *Limited access to careers guidance through virtual services*

\*SMRS 2021 (Student Market Research company)

# Skills for work

- 52% agree they've "lost confidence in themselves" as a result of the pandemic
- Rises to 60% among those from lower income backgrounds
- 24% of young people worry they do not have the skills for the jobs available
- 44% have lost confidence in their ability "to do the job they are trained for"
  
- 45% agree that opportunities to retrain & gain new skills makes them feel more optimistic about the future

# Young people accessing work



Source: Institute for Employment Studies 2021





WHAT CAN WE  
DO TO HELP?

# Benefits for you

## Supporting your development

- *Leadership*
- *Interpersonal skills*

## Interview preparation

- *Values in action*
- *Difficult conversations*
- *Example of your attributes*

## Growing your network

- *Be remembered*
- *Stay connected*





- Be a good listener
- Ask good questions
- Show empathy
- Encourage
- Offer honesty

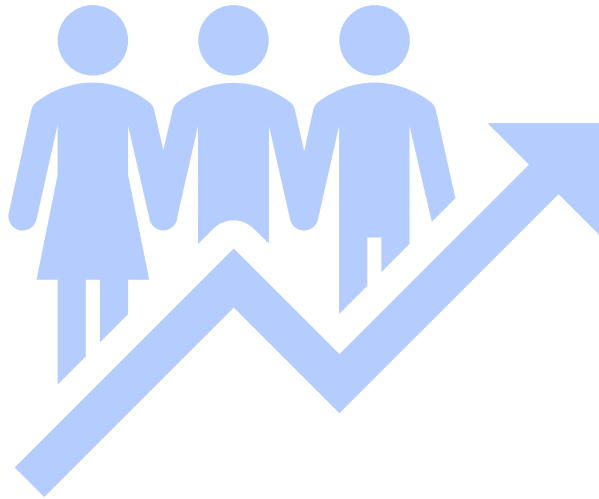


# Encouraging reflection

## Some questions you could ask:

- How do you think that went?
- How did you find the experience?
- What did you find challenging?
- What would you do differently next time?
- Is there anything you need clarifying?
- What do you need to do next?

# Encouraging progression



Useful conversations about progress help to identify

- Knowledge to gain
- Skills to develop
- Experience to get
- Behaviours to demonstrate
- Networks to grow

A silhouette of a person with their arms outstretched, standing against a dark blue night sky. The sky is filled with numerous bright, star-like points of light, some of which are connected by thin lines to form constellations. The overall scene is serene and evocative, suggesting a sense of wonder and connection to the universe.

“Confidence isn’t something you always have –  
it’s something you can gain and lose”



**What one thing can the organisation do to support young people to thrive in our workplace?**

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**What one word describes what YOU could do to support settling in and development?**

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What would you like to learn, re-learn or explore further to better support young people?

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