Leeds Health and Care Academy

AMI-ROSE CONNOR

ASSISTANT BUSINESS SUPPORT MANAGER AT LEEDS TEACHING HOSPITALS NHS TRUST

Ami-Rose Connor, Assistant Business Support Manager at Leeds Teaching Hospitals Trust, shares her experience of recruiting and supporting Munashe Makoni who successfully secured a Business Administration Apprentice role through the Connecting Communities with Health and Care Careers project.

Munashe has just been successful in winning an apprenticeship award for demonstrating accountability in the workplace.

"Before getting involved in this project we were struggling to find candidates through the usual recruitment processes. We found out about the Connecting Communities (with Health and Care Careers) project and we were delighted that the Trust were working with local communities to promote employment opportunities, as well as opportunities to learn and earn qualifications at the same time.

The Connecting Communities recruitment model looks to remove the barriers that often come with the completion of application forms. It puts the power back into the applicant's hands and ensures they can find an employment opportunity that suits their needs. We were able to select candidates based on how they apply the skills they have, rather than if they have the required qualifications on paper.

This project is beneficial as it works with local communities to showcase not only what we can offer as an employer, but also gain feedback on what types of job opportunities people are looking for. Individuals trained via the apprenticeship scheme are also able to apply that training directly to their workplace, which will lead to a more skilled staff base overall through practical application of learning.

The candidate (Munashe) we recruited as part of this project has been fantastic, they have absolutely hit the ground running and are always eager to learn new things. They have become the person in the team who is the first to volunteer to assist other colleagues, and goes above and beyond to do so. Munashe has just won an apprenticeship award for demonstrating accountability, which is in line with our Values. They have also brought a fresh perspective into our team, having already identified some ways in which improvements can be made, or how additional processes and supports can be put in place, which have been beneficial to the way our team deliver its service.

I would highly recommend this programme to other managers, I think it's a fantastic way to tap into talent in the community and successfully recruit to posts. It not only benefits the Trust to increase its staff body but also benefits the individual as they can be given opportunities to learn and progress in their careers at the same time."

To **find out more** about the Connecting Communities with Health and Care Careers programme **please scan the QR Code**