

SANDWELL AND WEST BIRMINGHAM NHS TRUST

Trust Board: Wednesday 13th March 2023

People/Service Story

Summary of the Story

Jake attended one of the new SWAP Programmes delivered by the Widening Participation Team at The Learning Works in conjunction with local partners, Department for Work and Pensions and Sandwell College. Jake completed the programme and in October 2023 was successful in gaining a Ward Service Officer job at SWBH. Jake is going from strength to strength, he has passed all of his competencies and is now looking at learning more about specialist cleaning roles such as working in Theatres.

Prior to coming on the programme, Jake had been a full-time Carer for his Mum. From the age of 13 Jake lived alone with his Mum in West Bromwich, he supported his Mum with personal care and general household chores. He missed a lot of school and social experiences and left school with 1 GCSE in Art. Jake continued to be a full-time Carer on Carers Allowance until his Mum sadly passed away in January 2023, Jake was unsure where to go and was struggling to heat his flat and pay his bills. Jake attended the Job Centre and was referred to the team at The Learning Works, he was supported to get help with his financial situation and attended the SWAP programme. Throughout the programme Jake lived our values, he was committed and passionate and wanted to transfer his lived experience to working for SWBH.

Jake feels proud of where he has got to and feels his Mum would be very proud of him, he is now financially stable and is looking at opportunities for accommodation on site.

What are the key lessons / themes to emerge from this story?

The importance of valuing lived experience in the recruitment process
Recruiting for values and training for skills
Providing innovative routes into employment and breaking down barriers
The impact made to Jake's life, both financially and his health and wellbeing
Providing opportunities through recruitment to reduce health inequalities
Providing opportunities through employability programmes to improve the life chance and health outcomes of our local population.