

Using the Charityworks graduate scheme as part of a talent management strategy



Megan Andrews, Graduate Executive Assistant, Princess Alice Hospice, Esher

Background

High-performing organisations are over twice as likely as low-performing organisations (69% and 31%) to have programmes for the attraction, development, management and retention of talent aligned to organisational strategy¹. The NHS Leadership Academy acknowledges that competition for skilled staff in a more global, mobile, multi-generational, diverse workforce means that talent management is a driver for success in healthcare². Charityworks offer a one-year fixed-term graduate scheme that hospices can use to develop their non-clinical talent, which Princess Alice Hospice used to recruit two graduate trainees.

Aims

To offer a Charityworks Graduate placement aimed at:

1. Providing an opportunity for new initiatives to be supported in key departments
2. Provide a stepping stone for a future career.
3. Developing new talent.



Case Study

Name: Megan Andrews

Role: Graduate Executive Assistant

Department: Community Engagement

Key responsibilities:

- Admin and coordination of five programme boards as part of the hospice 5-year strategy
- Project coordination, including a volunteering project in which volunteers visit non-Hospice patients for 4-6 weeks to have advance care planning discussions
- Research, data analysis, data visualisation, scoping exercises and report writing.

"Charityworks gave me access to a role that provided both a breadth of experience and real responsibility which is exactly what I wanted to start my career. Stepping out of my Hospice role to participate in the programme each month meant I could put my work into the context of the UK Charity sector as a whole and learn skills and information to take back to the Hospice."

Megan Andrews, Graduate Executive Assistant

One Year Programme

The placement is a full-time role at the Hospice with access to the Charityworks leadership programme. Graduates spend one day a month participating in the programme and meet regularly with mentors from the Charity sector, undertake peer coaching and develop two pieces of Impact Research. This provides two-way opportunities for growth for the graduate's development and for their department's capacity to take on new projects.

"As part of our strategic objective of doing more to support our carers, Megan was able to combine literature and evidence and make a series of recommendations. Megan was proud that her work genuinely shaped the activity of the Hospice, and most significantly will lead to more support for families and carers."

Zoe Byrne, Deputy Director of Community Engagement

Impact and Value

1. The Hospice gained a promising team member, easing resource demands and supporting project development.
2. The graduate gained access to a competitive sector, a challenging role and professional development opportunities that hospices may not have the resource to provide internally.
3. The Charityworks graduate is continuing employment at the Hospice in a new role as a Project Development Officer and the Hospice would use Charityworks again.

