

Public Health Directorate response to the Education, Children and Young People Scrutiny Panel request work experience opportunities for young people / young adults (aged 14 to 25)

Question	Response
<p>What you are currently doing with regard to work experience opportunities and other related opportunities for young people / young adults;</p>	<ol style="list-style-type: none"> 1. Over the past three years our directorate has looked at social mobility and barriers to employment in public health at both a local and system level. The research we have undertaken with Health Education England funding looked at 'how' a young person could get into a public health career. As a directorate we are working to implement the research findings across our team in recent and future recruitment. We will be attending future careers fayres in the City to highlight a career in public health as a potential option as one of the recommendations was to improve the public health profile locally with further and adult educators in the City. 2. Nationally there is a now a clear pathway into a public health career with the recent implementation of a level 6 integrated degree apprenticeship to support traditional registration with the United Kingdom Public Health Register (UKPHR), at an earlier entry point in careers (college leavers). 3. Historically registration at practitioner level is a retrospective process which lends itself to development - many members of our team, and other teams in the council, have worked to achieve registration, several of these individuals have come from apprentices employed by the Wellbeing Service in PH. We have members of the team who started with us in training roles as their first employment at 18/19, who are now in permanent roles with the opportunity to develop further skills and knowledge. 4. At present we have three Community Health and Wellbeing Worker Apprentices (Level 3 - 18 month) these roles are a great opportunity for young people with limited experience within the PH field. We actively look for key traits/attributes and not experience. We develop the level 3 apprentices providing them opportunities to study, gain skills and knowledge and prepare for practitioner registration with the UKPHR 5. Our Band 5 Tobacco Dependency Advisor roles and Band 6 Practitioner role job descriptions are open to those with customer service experience and not solely 3 years' experience of working within the public health field which is commonplace for such roles. We also cater to shadowing days to students, in particular student midwives. 6. Every 2 years we run the Community Safety Survey, a face to face survey of around 1,000 Portsmouth residents. We recruit (predominantly) students from UoP to carry out the fieldwork. This is a paid role but gives them valuable work experience. 7. In 2024 we have supported students from South Downs College doing their T levels in health & social care, providing opportunities to support community groups and activities attended by our Wellbeing Service and Community Champions in the city. The students were with members of the team for a week. The students were able to gain experience in this essential area of health and care - this is something we are working with both Portsmouth College and Havant & Southdown's Colleges in 2025 further highlighting a path into public health careers

	<p>8. Through our Health Determinants Research Collaboration (HDRC) starting Jan 2025 we have included funding for 6 undergraduate placements (2 per year for 3 years). These will be paid roles for 9 months for students undertaking a relevant degree at the University of Portsmouth to get involved in local research addressing health inequalities. This will give them valuable experience for a future career in research, hopefully within the local system. It will also provide us with learning about how we can support similar opportunities for young people in future. We are also exploring how we can support young people to take advantage of the 'community researcher' roles we are planning through the HDRC.</p>
<p>How many placements have been offered over the last two years and in what type of roles;</p>	<ol style="list-style-type: none"> 1. As mentioned above we have three Community Health and Wellbeing Worker Apprentices (Level 3 - 18 month) these roles are a great opportunity for young people with limited experience within the PH field and are recruited from the Portsmouth area. 2. With funding from the Wessex School of Public Health, we have recruited two Public Health Graduate Trainees, who started in September 2023. The posts were highly sought after, with 120 applicants. We were able to recruit two young graduates from the local area each with a Masters degree in a subject relevant to public health. Over 2 and a half years, these post holders will complete public health projects and a learning portfolio enabling them to register as Public Health Practitioners with the UKPHR, a nationally recognised qualification/registration. Public Health Graduate Trainee candidates were deliberately recruited from the local area, they offer great opportunities for individuals interested in developing their technical public health skills but were not experienced in the work place. Through these early career posts we hope to develop a strong skill base and career development opportunities for local young adults in the public health team in Portsmouth. 3. Public Health also host between 6 to 9 Foundation Year 2 doctors every year, doctors who have completed their medical degree and are in the second year of work. Placements are linked to Portsmouth University Hospital Trust, are 4 months long, and tend to be split with general practice training (GPs) . It gives junior doctors a great foundation and insight into public health principles and practice, that informs their understanding of prevention, tackling health inequalities and good quality community medicine. 4. Public Health have worked in partnership with the University of Portsmouth (UoP) and the integrated Care Board (ICB) in the last year with pharmacy undergraduate students. We worked with over 70 students in 2023 to prepare them for working in pharmacy or community settings. Public health do not host the placements but we have had a substantial role in creating the opportunity. The work is directly linked to inspiring the future pharmacy workforce which is a priority for Health and Care Portsmouth. We have trained all the students in Making Every Contact Count (MECC) and how to undertake blood pressure checks which they have done in community settings (food bank, sparks etc) as well as in the Civic Offices for staff. There will be another cohort of students repeating the project later this year. While some of these young people are unlikely to be from Portsmouth, we hope that this inspires the future pharmacy workforce to view Portsmouth as a good place to work when they finish their training.

<p>What you perceive to be the barriers and opportunities of having a young person / young adult in your directorate doing work experience or other related opportunities.</p>	<ol style="list-style-type: none">1. Apprentice roles require large investment in training and mentoring however the return on investment is worth it, enabling younger people to learn and develop and build a passion in helping people within health and care related areas of work is very rewarding for them and us. This impact could have a long-lasting positive effect throughout the healthcare system in Portsmouth if everyone provided these opportunities.2. In the case of training posts, these roles require substantial support and guidance from more senior members of the team. For doctors in training, this requires us to have qualified and registered educational supervisors who are our Consultants/Assistant Directors in PH.3. The main barrier to offering work experience or placements in the Intelligence team in PH is that alot of the work is technically challenging and difficult to get someone to do in a meaningful way without considerable investment of time and training.