

Oxleas foundation NHS trust: Seeking high level candidates for Health Practitioner roles

‘The CITE vacancy specific training course helped us to identify good enthusiastic candidates for the Occupational Therapy Technical Instructor posts as part of our commitment to Local Employer Partnerships (LEP).’

Catronia Toms, Trust Lead for Occupational Therapy & Social Inclusion, Oxleas Healthcare NHS Trust.



Working with CITE, Oxleas NHS Trust recently appointed 5 new Occupational Therapy Technical Instructors, using CITE's unique and highly customised vacancy specific training initiative.

Setting the scene

Oxleas Foundation NHS Trust provides mental health and learning disabilities services in south east London through its 2000 strong workforce

As a Local Employer Partnerships (LEP) employer, Oxleas decided to trial pre-employment training specifically linked to filling a tranche of Occupational Therapy Technical Instructor posts (starting at £18,529pa).

CITE was brought in by the Job Centre Plus to provide specialist recruitment and training support to source and prepare high level candidates to meet Oxleas' requirements.

Finding the right candidates

Oxleas vacancies were posted on the JobCentre Plus system and NHS jobs website. Suitable candidates were selected for a specialist vacancy specific training course following a skills-for-life assessment and an Oxleas in-house competency test.

Oxleas' training

CITE's vacancy specific training was designed to prepare candidates for working as Occupational Therapy Technical Instructors. Training included elements of the NHS Knowledge and Skills framework as well as job specific training such as: Mental Health Awareness; An Introduction to Occupational Therapy; and An Introduction to Adult Social Care.

Local recruitment: increasing diversity

Oxleas were especially happy that the programme let them recruit local people for local jobs, which they felt helped job retention levels. This approach enabled Oxleas to reach applicants that wouldn't normally apply through traditional routes, so increasing their staff diversity and particularly helped attract male recruits to the job role.

'...We now have a model that can be enhanced and adapted on an ongoing basis to suit future clusters of vacancies.'

Catronia Toms, Oxleas Healthcare NHS Trust.

CITE can help streamline your recruitment too

Communities into Training and Employment
THT Building
314-320 Gray's Inn Road
London WC1X 8DP

Tel: 0203 002 8149
Fax: 0207 278 8066

Email: info@cite4jobs.org
Web: www.cite4jobs.org

Our services are **FREE** to employers.