

BUILT ON TRUST

Welcome to the very first edition of Built On Trust!

What better way to launch our new newsletter than alongside our first NHS Employer Forum, bringing together employer partners from across the region to share best practice, exchange ideas and strengthen collaboration, with a shared commitment to delivering the very best for our local communities.

It is an exciting time for Derwentside College as we continue to strengthen our relationships with NHS partners and expand the opportunities available to healthcare professionals and the wider NHS workforce across our region.

Our focus is simple: to listen to our partners, understand their workforce challenges and work collaboratively to develop training solutions that make a genuine difference.

With experienced staff, strong clinical expertise and an ambitious approach to partnership working, we are proud to support the NHS workforce of today while helping to develop the skills and talent of tomorrow.

Ground Breaking Success!

Derwentside College would like to congratulate Robert Storey on securing our very first Groundworker Apprenticeship with **Newcastle Hospitals**.



Robert will be working with the Estates and Facilities team, developing valuable skills while helping to maintain and improve the external infrastructure across the hospital estate.

Throughout his apprenticeship, Robert will gain experience in areas including ground preparation, excavation, drainage and ducting, concreting, paving, kerbing, pathways and hard landscaping, alongside supporting wider building and infrastructure projects.

Robert's appointment is a fantastic example of how apprenticeships can support all areas of an NHS organisation, not just clinical and healthcare roles.

At Derwentside College, we are proud to work with our NHS partners to identify apprenticeship opportunities across their entire workforce.

So, what could be next for your organisation?

Why not have a conversation with us about the roles, departments or skills gaps where an apprentice could make a real difference?

Growing Our Own: Large-Scale Recruitment Success with Gateshead Health

A fantastic example of partnership working in action, Derwentside College has joined forces with **Gateshead Health NHS Foundation Trust** to recruit and develop a new generation of Senior Healthcare Support Workers.

Following several months of collaborative planning, the first cohort of 15 new recruits joined the College on 22 September 2026, with a second cohort due to follow on 5 October. The response from the local community has been exceptional. Within just two weeks of the vacancy going live, more than 120 applications were received, with 45 candidates shortlisted for a bespoke recruitment event at Queen Elizabeth Hospital and 25 people successfully securing roles within healthcare.



The initiative demonstrates the impact that further education and NHS employers can achieve when recruitment and workforce development are considered together. For local people, it has created accessible routes into meaningful NHS careers, while supporting the Trust to develop its future workforce and invest directly in the communities it serves.

A bespoke face-to-face delivery model has been developed by the College's curriculum team alongside the Trust's healthcare professionals, combining specialist teaching with current industry expertise and live workplace experience. Apprentices are gaining experience across a diverse range of clinical settings, including mental health, gastroenterology, critical care, A&E and elderly care.



The commitment shown by colleagues across both organisations has been central to the project's success, with considerable time and care invested in ensuring every apprentice has the support needed to thrive.

And this is only the beginning. Further recruitment campaigns are already being planned for January and April, led by Derwentside College's Business Development team, providing even more local people with the opportunity to begin a rewarding career within the NHS.

A brilliant example of how strong employer partnerships can create opportunities, strengthen the NHS workforce and make a lasting difference within our local communities.

Exploring Careers at Newcastle Upon Tyne Hospitals NHS Foundation Trust

A huge thank you to Sarah Wales and the team at **The Newcastle upon Tyne Hospitals NHS Foundation Trust** for welcoming Derwentside College to their Careers Day at the RVI this September.

With more than 340 career pathways across the Trust, the event was a great opportunity to showcase the incredible variety of roles available within the NHS.

Derwentside College was proud to highlight how we support the Trust through our apprenticeship provision, alongside the fully funded online learning opportunities available to help people across our local communities develop their skills.

A fantastic day of careers, learning and partnership working - we look forward to doing it all again in April 2027!



Developing Confident Leaders at Gateshead Health

Derwentside College is proud to be working in partnership with **Gateshead Health NHS Foundation Trust** to deliver a bespoke leadership and management development programme, tailored specifically to the needs of the Trust and its workforce.

Developed collaboratively with Gateshead Health, the programme has been designed to strengthen leadership capability, build confidence and equip managers with practical skills that can be applied immediately within their roles. Covering a range of key management and people-focused topics, the programme supports staff at different stages of their leadership journey, including:

- Aspiring First-Time People Managers
- Introduction to Coaching Conversations
- Developing Effective Teams
- Managing Conflict and Difficult Conversations
- Interview Skills and Training Techniques

Through a highly practical approach, participants have gained valuable tools and techniques to help them lead with confidence, manage performance effectively and foster positive team cultures. From developing coaching conversations to handling challenging workplace



situations, the programme has focused on real-world skills that support both individual and organisational success.

Investing in leadership development is vital to building resilient and high-performing teams. By supporting staff to develop their management and leadership capabilities, Gateshead Health continues to demonstrate its commitment to nurturing talent, enhancing workforce development and creating opportunities for career progression.

We are delighted to support Gateshead Health in this important initiative and look forward to continuing our partnership to help develop the next generation of confident, capable leaders across the Trust.

Professional Business Services in Focus

Derwentside College is pleased to share that our achievement rate across our range of Professional Business Services (PBS) Apprenticeship Standards during 2025/26 was an outstanding 84.8%, 14.8 percentage points above the national average.

During this period of achievement, **Cumbria, Northumberland, Tyne & Wear NHS Foundation Trust** supported 16 apprentices, demonstrating its continued commitment to developing its workforce through apprenticeships and making effective use of its Growth and Skills Levy.

Through our partnership, the Trust has supported existing members of staff to upskill and work towards nationally recognised qualifications, while also recruiting new apprentices to develop their skills and careers within the NHS. Apprentices have undertaken a range of standards including Customer Service, Business Administration, Team Leader and Operations/Departmental Manager.

A huge thank you to Connor Massey, Apprenticeships and Career Development Lead, for his continued collaboration, commitment and support in developing apprenticeship opportunities across the Trust.

We would also like to recognise our wonderful Training Consultants, Julie Welsh and Alun Robertson, whose dedication, expertise and ongoing support have played an important role in the success of this partnership and, most importantly, the achievements of our apprentices.

We look forward to continuing this fantastic partnership and creating even more opportunities for NHS colleagues to develop, progress and achieve through apprenticeships.



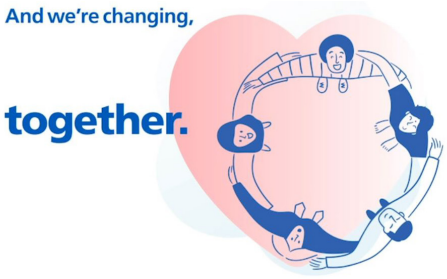
Supporting NHS Recruitment Through Apprenticeships

The Business Development Team at Derwentside College was proud to support **Tees, Esk and Wear Valleys NHS Foundation Trust** at recruitment events held at Middlesbrough Football Club in July and October 2026.

Working alongside the Trust, our team provided on-the-day support to ensure potential candidates met both visa requirements and apprenticeship eligibility criteria, helping the recruitment process run smoothly and efficiently.

The events generated significant interest from aspiring healthcare professionals, with 65 candidates interviewed in July and a further 20 candidates interviewed in October. These recruitment activities will help create a strong pipeline of talent for future apprenticeship opportunities across the Trust.

Our continued partnership demonstrates the value of collaboration between education and healthcare providers, supporting workforce development while creating meaningful career pathways for local people. We are delighted to play our part in helping the NHS attract, recruit and develop the next generation of skilled professionals through apprenticeships.



Meet the Team Profiles

Becky Taylor



"I bring over a decade of NHS experience across a variety of physical and mental health settings, including urgent care, maternity, chemotherapy, community nursing and CAMHS. Having completed my own apprenticeship while working within the NHS, I understand the challenges of balancing work and learning. I am passionate about using my clinical experience to support apprentices to develop their knowledge, skills and confidence, while helping to shape the next generation of healthcare professionals."

Fiona Prosho



"I have over 20 years' experience as an Operating Department Practitioner, with a background in Anaesthetics and PACU across the NHS and private sector. I hold a BSc in Healthcare and am passionate about patient advocacy, teaching and mentoring."

Did you know - Myth Busting

Myth:
You cannot undertake an apprenticeship if you work part-time hours.

Fact:
Apprenticeships can be completed on a part-time basis. However, as apprentices must still achieve the required learning outcomes and training hours, the overall apprenticeship duration is usually extended to accommodate reduced working hours.

Myth:
Shadowing does not count towards off-the-job training hours.

Fact:
Shadowing can count towards off-the-job training where it involves learning new knowledge, skills or behaviours relevant to the apprenticeship. Any structured activity that supports the apprentice's development and helps them gain new skills may contribute towards their off-the-job training hours.

Apprenticeship Myth Buster:
Don't let common misconceptions hold you back. Flexible working patterns and a wide range of workplace learning activities can be incorporated into a successful apprenticeship programme.

Save the Date – Annual Health Employer Forum
Thursday 18th March 2027