



England

www.Pathways2NHSEstates.Com



NHS Estates Graduate Scheme (Engineering)

A new Graduate scheme jointly developed by the Yorkshire and Humber Skills Development Team and NHS England.

Allowing your NHS Trust to develop a flow of trained and motivated engineers to assist with the operation of your NHS Estate



About the Scheme



We have developed this programme in conjunction with NHS England, to mirror the methodologies from our hugely popular and successful “Pathways 2 Procurement” graduate scheme which has been in operation and grown year on year since 2020.

Our new “Estates Engineering” programme will offer Graduates a 3 year full time contract based at Band 5 on the Agenda for Change pay scale, the Graduates will receive the same benefits package as all other NHS Employees and allow your Trust to self develop the NHS Engineers with the skillset tailored to the requirements of your Trust.

Graduates will be required to have achieved a minimum of a 2.2 Engineering Degree.



What will the Graduate gain?



Quite simply, this scheme is all about Career Development from Day 1

The scheme will focus on the delivery of Engineering Services within a “hospital” environment, utilising the individuals existing engineering knowledge and skills to deliver services across multiple areas including;

- Building Services. overseeing the installation and maintenance of systems within buildings, including lighting, lifts, communications, and security
- Medical Plant & Equipment, maintaining and managing medical equipment in operating theatres, intensive care, neonatal units, accident & emergency, or radiology.
- Mechanical, Electrical and Plumbing (MEP), making sure that water supplies and drainage, electrical systems, boilers and alarms are working well within NHS buildings.
- Heating, Ventilation and Air Conditioning (HVAC), making sure all hospital areas are safe to use and kept at the right temperature, for example to keep patients warm, or vital supplies cool.

Qualifications and Development

The graduate will gain a Level 7 Post Graduate Diploma in Engineering Competence.

This Apprenticeship Standard aligns with the current edition of the UK Standard for Professional Engineering Competence (UK-SPEC) at Chartered Engineer (CEng) level. The experience gained and responsibility held by the apprentice on completion of the apprenticeship will either wholly or partially satisfy the requirements to CEng.

See here for further details [Post graduate engineer / Institute for Apprenticeships and Technical Education](#)

They will also have **Personal development** opportunities through the range of training we at the NHS Skills Development Network offer.

Pastoral support will be supplied through our mentoring programme, **Peer support** will be available via networking with colleagues also registered to the scheme

How the SDN Team facilitate the scheme

The SDN team deliver comprehensive support throughout the scheme.

We will produce material to aid with the creation of the graduate role.

The scheme will be widely advertised, the SDN Team will schedule and conduct application reviews and initial interviews as well as organising regional assessment centres, as well as facilitating the on boarding process plus all associated administration.

To ensure a suitable candidate is selected and a smooth on-boarding process is conducted, the support items detailed below are required from the Hiring Manager and Organisation offering the placement.



- Confirm commitment & placement(s)
- Prepare Job Description & meet with SDN
- Confirm contacts for HR & Apprenticeship Levy Lead
- Meet with SDN, HR & Apprenticeship Levy Lead
- Attend Assessment Centres
- Follow up with HR to ensure on boarding is moving forward
- Attend Graduate Lunch
- Meet with Engineer Management Apprenticeship provider for overview
- Confirm Mentor prior to Graduate starting in September

Planning Timeline

Oct

SDN Advertise the Scheme to NHS Trusts

Oct

NHS Trusts supply there expressions of interest

Nov

SDN Host a Q&A Session for all NHS Trusts who have expressed an interest in hosting a Graduate

Nov

NHS Trust to supply SDN with final Job Descriptions

Dec

SDN Commence the process to advertise the scheme to Graduates

Feb

Deadline for Graduates to submit their application

Apr

SDN and NHS Trusts to complete Assessment Centres with Candidates

May

Placements confirmed with candidates
On-boarding commences

Jul

SDN & NHS Trusts attend
celebration lunch with their
new team member(s)

Sep

Graduate
commences their
employment



Financial Commitment

- 3 year band 5 salary (including on costs)
- Apprenticeship levy for training.
- £7k fee to SDN per graduate to cover scheme operating costs for the duration of the scheme. This covers:
 - **Organisation requirement gathering:** Number of graduate roles available and type of roles.
 - **Organisation wider team engagement:** HR Directors, Recruitment Leads and Apprenticeship Levy Leads for advertising the scheme, on boarding and apprenticeship levy funding.
 - **Recruitment and selection of graduates:** National graduate recruitment campaign over 3 months, advertising through 80% of Universities across England, applicants assessed through CV applications, online tests, online interviews and arranging assessment centres.
 - **On programme training and support:** Apprenticeship pathway sourcing, mentor support, developmental workshops, 2 - 3 rotations, manager and graduate progress reviews.

Where graduates are 'shared' between organisations these costs will also be shared.

Are you interested in hosting a Graduate?

Expressions of interest are required immediately

To register your interest in hosting a Graduate for the 3 year period of the scheme, please complete the attached form and return it to **n.booth@nhs.net**.

As this is a pilot and the number of graduate places is limited, priority will be given to those Organisations returning their forms promptly.

We look forward to hearing from you and receiving your interest



Thank You!

Hopefully, we can work together and mutually develop future NHS Engineers for your Trust.



Get In Touch with us...

Contact Us Via E-mail

N.Booth@NHS.net

www.Pathways2NHSEstates.Com