

NHS Oxford University Hospitals



Oxford University Hospitals
NHS Foundation Trust

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Oxford University Hospitals (OUH) is a world renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. The Trust is made up of four hospitals - the John Radcliffe Hospital, the Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in Banbury, north Oxfordshire. They provide a wide range of clinical services, specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation) medical education, training and research.

We spoke to Jane Pyatt, Practitioner Development Technician about their recruitment strategy and how BTEC fits into it.

‘Our apprenticeship programme is absolutely integral in developing our future talent force. We really struggle to recruit lower band posts and the apprenticeship scheme really plugs that gap. Apprentices are invaluable as they have learnt all the skills on the job so when they qualify, they’re ready to hit the ground running. They come in as an assistant and then apply for a technician role and then on to assistant line manager. Apprenticeships across the business often work together as a group and so they have a better knowledge of the whole business rather than just their specific department.’

‘We have been doing apprenticeships for a while now and they are great at bringing all the skills, knowledge and behaviours of working in the workplace. It gives people from many different backgrounds the opportunity to climb the career ladder. With apprenticeships, you can get all the training and it’s a great way to enter into the workplace. Employers need to be looking for those members of staff who have developed through these programmes and honed their soft skills.’