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Diverse Recruitment: How to ensure
EDI is embedded right up to hiring

Diverse recruitment: How to ensure EDI is embedded in hiring & beyond



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Talent for Care, Health Education England**

NHS apprenticeships

Largest employer in England **1.3m** employees*

Estimated to contribute over **£210m** of levy (21/22)
£202m committed

20/21 – 24,000 apprenticeship starts from **Level 2 to Level 7** during a pandemic and **86** different apprenticeships in use

Working with **UCAS** on **route neutral** apprenticeship applications

Huge increase in interest/applications for **degree apprenticeships**

Inclusive Recruitment



Health Education England

- Why? Understand the benefits – not just targets or lip service!
- Covers gender, race, socio-economic, religion & more
- Unconscious bias

What does inclusive recruitment look like?

- 1) Start early – schools engagement, mentoring
- 2) Work experience – accessible for all?
- 3) Application process – is it age appropriate?
- 4) Financial support – travel?
- 5) Interview process – is it really inclusive?

Inclusive Retention



Health Education England

- 6) Induction – buddy/mentor, socials with other new recruits, staff networks, celebrate all holidays
- 7) Challenge your company culture!
- 8) Offer flexible/remote working where possible
- 9) Inclusion in practice
- 10) Career progression, develop the next generation of ambassadors, repeat!

Embed the above into your early careers strategy and you will be on your way to building a sustainable and diverse workforce!

Healthcare Apprenticeships Standards Online



<https://haso.skillsforhealth.org.uk>