**NHFT Video Transcripts:**

**01\_OU\_NHFT\_Overview**

**Lisa Gammon:** Northamptonshire Healthcare Foundation Trust is a community trust and we provide a range of services across mental health, adults, children and for learning disability communities across Northamptonshire. It's a very rural county. Some of the workforce challenges are based upon those areas and the transport system. However, when we look at Northamptonshire from an educational perspective, we do know from government research that Northamptonshire is an educational coldspot. We really need to look at the education of our future workforce right through from schools and then supporting people within the area to join the workforce. We have a very positive approach to learning and development. We work with a number of education providers, and part of that are apprenticeships to support our workforce to grow and develop.

**Natasha Wilson:** We predominantly work with The Open University over the four fields of nursing. So, that's mental health, adult, learning disability and children and young people. We also do the Nursing Associate apprenticeship.

**Leanne Holman:** We work in collaboration with the Trust and my role is to identify suitable people to come onto the programme. And then it's having that continued support, working together to ensure students are achieving what they need to in both the practice and the academic side of their Nursing and Nursing associate programmes.

**Lisa Gammon:** Flexibility is important for their work-life balance and commitments to the course, but flexibility is also important to the employer who have the commitments to the patients and the services to run.

**Leigh Green:** I never considered myself as an academic person. The first year eased you into it. It taught me a lot about academic writing. There was always someone available should I need to access that support. I had Practice Assessors and Practice Supervisors for each placement, as well as a supportive manager who gave me that time that I needed.

**Anthony Hammond:** I didn't do too well at school. I joined NHFT as a Healthcare Assistant and then since passing the degree apprenticeship, I think it's really important to give people the opportunity to upskill within their role, develop and grow and whatever I can do to support that I will do, moving forward.

**Leanne Holman:** I've been working with Leigh and Anthony who now act as Practice Assessors for some current OU learners and it's really encouraging to see that they've got this full cycle now where they are now encouraging their own colleagues to become OU student nurses and seeing them both develop and flourish and also remaining within the Trust.

**Lisa Gammon:** The strength of The Open University is across the country and how practice and learning can be shared to support organisations grow particularly with the apprenticeship model and how that is going to fit into the government's ambition for the long term. Overall, we have 90 nursing apprentices on stream going through the programme and the workforce plan just reinforces the model that we're already adopting that it is a viable workforce pipeline for growing our own staff.

**Leanne Holman:** I think the most rewarding thing is seeing students overcome any adversities and the difficulties that they have with balancing studying and working, but being very motivated and determined to succeed.

**Natasha Wilson:** And it's so lovely when they go from somebody who doesn't know how to study, doesn't know how to use evidence-based practice and then they get to the point where they're applying for their pin. It's just such a lovely thing to see.