

GRADUATES TRAIN FOR TOMORROW

Graduate training scheme is growing leaders for the future

The graduate management trainee scheme is designed to attract graduates and existing staff working in the NHS. NHSGGC has supported the scheme since its launch in 2006 with our trainees taking on a variety of roles around the organisation.

The scheme offers graduates or current employees the opportunity to experience working in the NHS for two years. During that time, they work in various parts of the organisation completing two nine-month placements as well as a three-month elective. As part of the scheme, they are also guaranteed a job for their third year.

Senior organisational development adviser at Inverclyde and East Renfrewshire CHCP Linda Tindall explained: "As an organisation we need to attract the best graduates of today to deliver improved services for tomorrow. We need individuals who seek more than just a job but who are committed to a career in the NHS.

"We really take time to work with our trainees and develop them to become the leaders we require to drive excellence in our services forward."

During the scheme, the trainees study and work towards achieving a Masters in Health Care Leadership from Stirling University.

To date, NHSGGC's three trainees have found jobs within the NHS after they completed the scheme, three trainees are currently in their second year placement, two are in the first year and one more will join the scheme in September.

Linda added: "We couldn't operate this scheme without the support from our managers, clinicians and all the people who work for NHSGGC. I would like to take this opportunity to thank everyone for their contribution to making this scheme work so well."



Jennifer Hogg, second year

Where are you currently working?

I'm at South West CHCP, Health and Community Care, Older People's Mental Health based at Leverndale Hospital.

What attracted you to a career in the NHS?

As part of my undergraduate degree I studied health policy. My lecturer told me about the scheme and I was very

keen to apply. I love all the different challenges of working for such a complex system, as well as working with a variety of professions. Most importantly, I am hugely motivated by doing my part in trying to make services better for patients.

Do you think you'll still be working for the NHS in ten years?

Yes! This is a career for life and I'm excited about my future within the NHS.



Liane McGrath, second year

Where are you currently working?

I am working as a Service Improvement Manager within the 18-Week Referral to Treatment Programme.

What attracted you to a career in the NHS?

I wanted to work within an organisation that had a real impact on our society. Added to that is the vast opportunity

the NHS offers to staff with so many alternative areas within the organisation I knew that I would find an area that I enjoyed working as part of.

Do you think you'll still be working for the NHS in ten years?

Definitely. No other organisation offers the scope and opportunity the NHS does. Working as part of an organisation that makes such a difference to people's lives is a real privilege.



Claire McKeen, first year

Where are you currently working?

I am currently working in my first placement, which is within the Facilities Directorate based at Glasgow Royal Infirmary.

What attracted you to a career in the NHS?

Having worked in 'hard sales'

environments, I really enjoyed moving into the charitable sector, which made me look at a wider range of jobs.

I met with the Scheme Manager at the Scottish Graduate Fair and, after talking to her, I was very keen to apply!

Do you think you'll still be working for the NHS in ten years?

I hope so!



Karen Beattie, first year

Where are you currently working?

I am currently on placement with the Directorate of Forensic Mental Health and am based at the Rowanbank Clinic, Stobhill.

What attracted you to a career in the NHS?

I never considered a career in the NHS until I came across an advert for the

Graduate Training Scheme online. Previous to that, my understanding of the NHS was that it offered few career prospects to those not clinically trained. I quickly realised the variety of careers that the NHS has to offer as well as the multitude of services that you can get involved with.

Do you think you'll still be working for the NHS in ten years?

That is the plan, fingers crossed!



Craig Broadfoot, second year

Where are you currently working?

I'm currently at North Glasgow CHCP in RES Management - mostly focusing on Older People's Mental Health Services.

What attracted you to a career in the NHS?

After working in the private sector, I wanted a change of pace and more

opportunities. I felt an opportunity such as the MTS would provide me with a distinct graduate training scheme experience which I felt I was lacking in the role I previously worked in, as well as giving me sufficient on-the-job training in the public sector arena.

Do you think you'll still be working for the NHS in ten years?

Yes, I hope so.