

Central and North West London (CNWL) NHS Trust

Volunteer to Career (VtC) Programme



Aim

To support volunteers into NHS jobs through practical experience, mentoring and tailored career guidance.

Approach

- 30+ hours volunteering to access support
- An offer of career coaching and mentoring: CV, PS, interview prep, job matching
- Access to training and mentoring
- Targeted recruitment from local communities and unemployed individuals



Outcomes

- 96 volunteers have accessed the VtC programme
- 64 secured NHS jobs, including Trainee Peer Support Worker, Healthcare Support Workers, Admin, and Assistant Psychologist

What went well

- Volunteers report increased confidence and professional clarity
- Services benefit from enhanced patient experience and increased staff morale and support
- Success stories, including 'Day in the Life' and 'Where Are They Now?' series, showcasing volunteer journeys to boost engagement and services buy-in.

Learnings

- Co-producing roles with clinical teams and service users leads to better integration and outcomes
- Flexibility and emotional support matter to volunteers
- Inclusion drives lasting change.

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