

Volunteer to Career

Cheshire and Wirral Partnership
NHS Foundation Trust

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Donna Cain

Volunteer to Career Coordinator



Volunteer to Career

Helping to improve the lives of
everyone in our communities

Volunteer to Career



Susan Walker

Volunteer and Work
Experience Lead



Donna Cain

Volunteer to Career
Coordinator



Catherine de Zwaan

Head of Patient and
Carer Experience



Rachel Carter

Learning and
Development Manager

- In October 2022, Cheshire and Wirral Partnership (CWP) received a Health Education England grant to pilot the Volunteer to Career (VtC) programme at Bowmere Hospital which started in January 2023
- In collaboration and support from Helpforce, CWP set up and implemented the Volunteer to Career Pathway, programme management and an Insight & Impact evaluation.
- The strategic aim of the programme is to positively impact Health & Care workforce recruitment needs at a local level through the design of Volunteer to Career VtC initiatives.
- The key measure was for volunteers who have taken part in the programme showing interest in pursuing a career in health and care after their volunteering experience.

[My Volunteer to Career Journey](#)



Volunteer to career supports people to gain hands on work experience in an NHS setting. This experience supports volunteers to apply for suitable jobs in health and social care or pursue further training as a health care professional.

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- We engaged with key clinical staff to create strategic & meaningful volunteering opportunities in clinical & nonclinical settings
- We support applicants to identify the most suitable volunteering opportunity for them from the available opportunities
- Each role is for a set period of 6 months
- With an ask for a minimum of 2-3 hours a week
- We ask volunteers to record their hours on assemble online volunteer management platform

The screenshot shows the 'My activities' page on the Assemble platform. The header includes the Cheshire and Wirral Partnership NHS logo and a search bar. A sidebar on the left lists navigation options: Home, Dashboard, News, Activities, Rotas, Volunteers, My calendar, Recruitment, Expenses, Document hub, Reports, Directory, and Contact us. The main content area displays 'My activities' with an 'Add activity' button and a search bar. Below this, a section titled 'Your activity highlights (You / Your team)' shows four time-based summaries: '0:00/50:00 Hours (All time)', '0:00/43:00 Hours (This year)', '0:00/2:15 Hours (Last 30 days)', and '0:00/6:15 Hours (Monthly average)'. Further down, the 'Activity' form is visible, featuring an 'Activity Description' field with the text 'helped in the activities room', a 'Category' dropdown set to 'Inpatient Support', a 'Role' dropdown set to 'Admin (Cheshire & Wirral)', and a 'Start' date picker for May 2025. An 'Add activity' button is at the bottom right of the form.

Volunteer to Career Pathway

Impactful
volunteer
roles

Volunteer
induction and
training
resource

Career goal
discussions

Ongoing
career
support

Experience
through
volunteering

Employability
support or
Education



Having a dedicated person managing the programme who can:-



Manage the onboarding



Regular contact with volunteers and departments



Understanding of volunteer expectations



Understanding of recruitment process and steps



Provide a personal approach

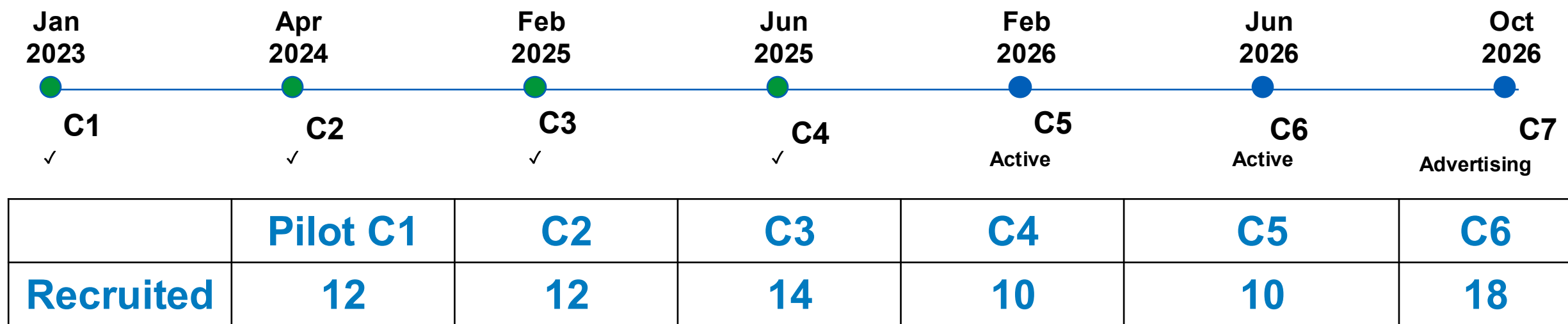


Monitor and evaluate



Volunteer to Career Programme - Impact & Cohort Timeline

Cohort Timeline



Over the first 4 cohorts

76
Volunteers

37
Paid Employment

27
Healthcare Roles

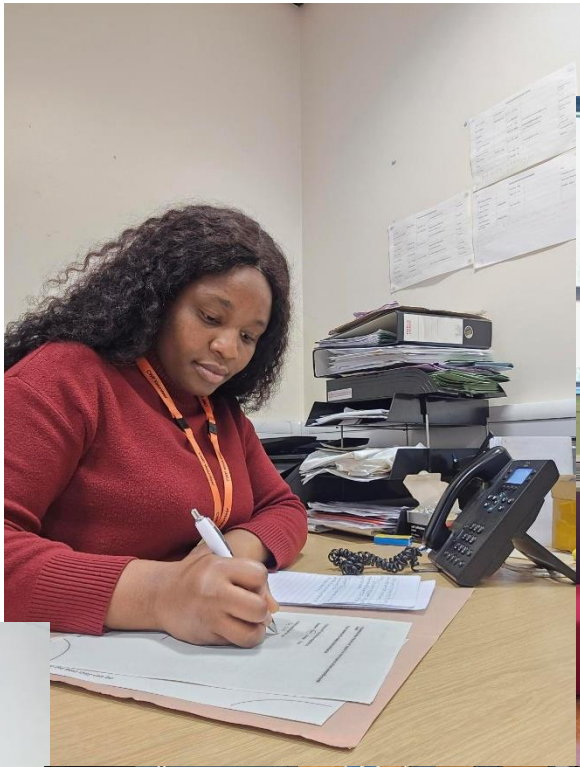
2,100+
Hours

1,800+
Patients

3,000+
Interactions

1,000+
Staff

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Questions?

Donna Cain

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donna.cain@nhs.net

