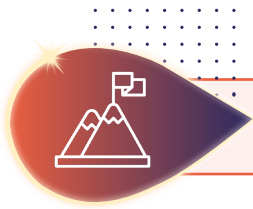


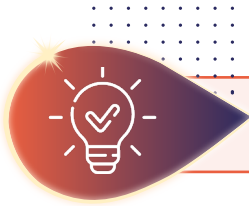
Unlocking Graduate Potential for Thriving NHS Careers with TalentPredix™



The Challenge

Barnet, Enfield, and Haringey Mental Health NHS Trust, part of the North London Mental Health Partnership (NLMHP), launched **Step Into Work**—a 12-week programme designed to help young adults aged 19+ who had been out of education and were entering the workforce. The programme aimed to provide real-world experience in NHS departments such as **Human Resources, IT, Finance, and Facilities** while developing essential employability skills.

To make the initiative a success, NLMHP needed a strengths-based assessment and training solution to equip participants with the skills and confidence required to secure NHS roles. TalentPredix™ was invited to support the programme by delivering practitioner training for NLMHP's Learning and Development Facilitator and facilitating an employability skills workshop for the graduates.



Our Solution

TalentPredix provided two key services:

1. TalentPredix™ Strengths Practitioner Training

We trained NLMHP's Learning and Development Facilitator, certifying them as a TalentPredix™ practitioner. This enabled them to use the TalentPredix™ psychometric assessment during the recruitment process to identify participants' strengths and align them with NHS roles suited to their natural talents.

2. Employability Skills Workshop

We designed and delivered an interactive workshop focused on:

- ∞ Essential strengths-based interview techniques
- ∞ Strengths-based career planning and development
- ∞ Personalised feedback on CVs and interview performance



The TalentPredix™ tool has been incredibly useful in uncovering the strengths and motivations of our early talent, equipping them with valuable employability skills to map out their successful career paths and fuelling our coaching conversations.



Isi Ojobo
Organisational Development
Manager, NHS



Outcome

The collaboration between NLMHP and TalentPredix resulted in several impactful outcomes:

✓ Successful Recruitment

The Step Into Work programme recruited **11 delegates** for its first cohort. After completing the programme, participants were awarded employability skills certifications, increasing their readiness for NHS roles through apprenticeships and other employment opportunities.

Enhanced Employability

Participants praised the TalentPredix sessions for improving their CVs, applications, and interview skills:

“The TalentPredix session helped me improve my CV and interview techniques.”

“It gave me an incredible opportunity to discover my talents, drives, and values, which will help me find the right environment to thrive.”

Improved Interview Performance

Many participants highlighted the value of interview practice, with one remarking:

“It illustrated where I need to improve and what my interview strengths are.”

Confidence in Career Planning

The workshop's focus on career ownership and self-awareness boosted participants' confidence in planning their career paths within the NHS:

“The skills and knowledge I gained will help me in my future career.”

“It was motivational and helped clarify what we should focus on for sustainable employment.”

Graduation and Certification

At the graduation event, participants reflected on their personal and professional growth:

“The experience has provided me with valuable skills that will undoubtedly help me in my future career.”

Overall Effectiveness

The training was well-received, with most participants rating the facilitator as “extremely effective” and praising the interactive format. One participant summed it up:

“The TalentPredixTM assessment was very useful and accurate.”

Conclusion

The Step Into Work programme, supported by TalentPredixTM, empowered participants with real-world experience and personal development as they entered the NHS workforce. Through tailored strengths-based assessments and practical employability training, participants **gained the confidence and tools needed to thrive in NHS careers.**

The success of the first cohort sets a strong foundation for future programmes, **enhancing career pathways within the NHS and equipping the next generation of talent with the skills and confidence to succeed.**

Ready to unlock your team's full potential?

Discover how TalentPredixTM can help drive positive change and high performance within your organisation. [Get in touch today](#) to learn more about how our strengths-based approach can transform your workplace, or email us at info@talentpredix.com.