



New Horizons

A Support and Development
Program for **International
Healthcare** Professionals

PROGRAM INFORMATION



Transforming wellbeing, engagement, and
retention for the health and social care
workforce

www.talentforcare.uk





Introduction



This support and development program for **recently recruited** international healthcare professionals offers **new thinking** and **supportive practices** within a **peer network**. Through experiential learning, participants will be supported to settle into their new roles and new organisations, with opportunities to **share**, be heard, **celebrated**, and **strengthen** their sense of **belonging**.

With **direct involvement** from their **line managers**, as well as other colleagues with an international background, participants will be recognised for the value they bring and supported in their **personal** and **professional growth** in the context of cultural integration.

WHAT TO EXPECT

- Mixed cohort
- CPD Certification
- Practice partners
- Interactive sessions
- Peer support networks
- Learning through practice
- Access to resource materials
- Line Manager relationship building
- A safe, compassionate, and inclusive space
- Time-efficient, online sessions on MS Teams





Beyond Retention

Despite almost half of nurses and midwives being trained outside the UK ([NMC data report, 2021-22](#)), there has been limited attention to supporting long term retention of internationally recruited healthcare professionals ([International Journal of Nursing Studies, 2022](#)).

Experiencing a sense of isolation, alienation, or feeling left out, is not uncommon in the first months upon arrival in the UK. In addition to possible language barriers, the cultural differences between colleagues and added challenge of settling into a new working environment can impact a person's **wellbeing** and sense of **belonging**.

It is vital to **welcome, support, and engage** all staff sufficiently, enabling them to stay and grow within their organisation.

By creating opportunities to **share challenges and solutions, be heard and acknowledged**, foster **peer networks**, and **develop skills** in a **compassionate** and **inclusive** space, individuals can build their confidence, learn to support their own and others wellbeing, and be able to thrive in their new environment.



Core Elements



WELLBEING AND PASTORAL SUPPORT

Facilitated by our team of wellbeing coaches, participants will have opportunities to share challenges and be heard, valued, and supported.



PEER SUPPORT

Within interactive sessions and dedicated practice partners, participants will share and listen, learning how to support themselves and each other.



CULTURAL INTEGRATION

Featuring co-lead guest sessions by healthcare professionals who were international recruits, participants feel less alone and can learn about the range of experiences.



LINE MANAGER SUPPORT

In conversation with their line managers, we encourage connections between participants and their colleagues, developing a sense of relatedness.



PERSONAL AND PROFESSIONAL DEVELOPMENT

Based in experiential learning (reflection, new thinking and practices), participants develop core skills and build confidence in their abilities and possibilities.



CELEBRATING DIVERSITY

The program supports participants to bring their passions, culture, and personality to their role, celebrating difference in a collaborative and inclusive space.



OUR METHODOLOGY

EXPERIENTIAL LEARNING



Experiential learning focuses on the process of learning rather than just on the learning outcomes. The measure of success for experiential learning goes beyond the acquisition of new knowledge, towards achieving behavioural change and transformation.

The Talent for Care journey is based upon **experiential learning** with **peer support** and **reflective practice**, all underpinned by **narrative transformation** as our core methodology.

With highly innovative content, based on the latest neuroscience, we develop **team relationship** and **communication skills** and inspire a **mindset of possibility**.

PEER SUPPORT

The inclusive and supportive environment is key to the participants' enjoyment and experience. They engage with the program by connecting with each other, sharing the support and development journey.



Program Overview

Session	Duration	Title	Content
on boarding	30 min	Welcome call & Set Up	1 to 1 call with TFC team for both line managers and participants; creating relatedness, program information, acknowledgement
pre-program	1 hour	Set up for line managers	Information and engagement for participant line managers, including managers information pack
1	2 hours	'Being on the program'	Welcome, structure, methodology, pathway, how it works, listening and reflective practices, creating peer groups for and beyond program, line manager engagement and relationship building
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
2	2 hours	'Culture, integration, and belonging'	Resilience, acceptance of the challenges, cultural norms, expectations, seeking support, being proactive, adopting the organisations values.
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
3	2 hours	'Personal and team effectiveness'	Developing a mindset of enquiry, listening and responding skills, from surviving to thriving – techniques and practices for every-day life.
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
4	2 hours	'Developing relationships'	Developing effective and productive relationships, beginning to identify critical relationships, creating relationships for support and learning. Part of session to include line managers attendance
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
5	2 hours	'Wellbeing, Inclusivity, and diversity'	Promoting wellbeing for self and others, how to be an active contributor to inclusivity and diversity, awareness of expectations and perceptions, practices.
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
6	2 hours	'Critical Relationships'	Review of all program content, connecting pathways, support structures, working with live examples, recognition and development of critical relationships
	>45 min	Peer group meeting	Weekly meeting with peer group for practices and bridging assignments
7	2 hours	'Beyond the program'	Creating sustainability, ongoing practices, connection, support, ongoing peer groups, line manager engagement. Part of session to include line manager attendance
Total time	>24 hours	Approximately 1.5 hours per week over 16-20 weeks	

Testimonials

from participants of Talent for Care programs

I've **really enjoyed this**. It has been an opportunity to properly meet people and **learn from others' experiences** as well as learning about myself'

Clinical Leads Program Participant, 2023

'I have become a better person. It has also helped me to be able to be a **better communicator** and to **handle difficult conversations'**

Leaders of the Future Program Participant, 2022

'I feel it has helped my **understanding of other people's way of listening** and also myself, it's given me **confidence to start conversations** which I wouldn't have done before and bring this into my workplace'

Developing Healthcare Talent Participant, 2022

"Very **supportive culture** amongst the group - **happy to listen** to your story"

Developing Healthcare Talent Participant, February 2024

"I have really enjoyed the program as it has been **different from anything I have ever done**. Everyone has engaged fully and the facilitators have been so **positive** and **encouraging**. It is lovely to have spent time with such a **diverse group of people**."

New to Care Participant, December 2023

In our experience, the most reliable outcome measures come from participant feedback and self-assessment, which we capture through a simple, robust and anonymous framework, via an end of program questionnaire on MS Teams. We ask all participants for their consent to share their anonymised feedback.

TO FIND OUT MORE ABOUT THE PROGRAM

CONTACT US

We would be delighted to hear from you

[Send an enquiry](#)

01494 702712

team@talentforcare.uk



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