

SKILLS FOR HEALTH ACADEMY NORTH WEST

ROLE OF THE ACADEMY

The [Skills for Health Academy North West \(Academy\)](#) works with a range of partners to deliver education and learning programmes for people who wish to work, or who are currently working in the healthcare sector.

With the support of NHS organisations the Academy coordinates and delivers programmes aimed at promoting the NHS as a career of choice for young people and supporting pre-employment programmes aimed at getting people on working age benefits back into work. It also supports the delivery of a range of workforce activities to widen participation and the development of staff currently employed at Bands 1-4.

The strategic management of the Academy lies with Skills for Health, the Sector Skills Council for the health sector in the UK. However, the programme of activities provided by the Academy is commissioned and funded by the North West Strategic Health Authority, known as NHS North West.

The mission of the Academy is: "through partnership working, to contribute to the development of a highly skilled healthcare workforce in the North West by providing opportunities for individuals seeking a career in health to realise their potential through learning, access to quality assured training, and support for their development and progression."

KEY OBJECTIVES

A key aspect of the mission of the Academy is that it works in partnership with a variety of public and private sector organisations to:

- Develop and coordinate the delivery of employer demand-led programmes
- Promote and deliver activities which enable participants to acquire essential, transferable skills and competences
- Promote the personal development, confidence and work skills of participants undertaking programmes of learning
- Support developments which help to widen access and equality of opportunity and remove barriers to learning and employment
- Innovate and test new workforce solutions, which help to prepare a healthcare workforce capable of delivering high quality and safe patient care





STRANDS OF WORK

Pre-Employment Programmes

The Academy works with a range of partners to support pre-employment programmes which aim to help unemployed and disadvantaged adults move into employment by giving them the opportunity to study for nationally recognised qualifications and gain valuable work experience within the Health and Social care sector. In 2011/12 over 72% of participants undertaking a programme completed their programme of learning. Involvement in pre-employment programmes also enables employers to meet their public health and citizenship agenda targets as participants often live in the communities they serve. This drive to remove barriers to learning and employment helps to tackle inequality and poverty in some of the most deprived areas of the UK.

The Employment Progression Pathway (EPP)

This pathway is designed to provide six months support to participants who have successfully completed Academy training programmes and who are seeking work in the health and social care sector. Between April 2011 and March 2012 252 successful job outcomes were secured through the Employment Progression Programme, resulting in an overall economic impact of £2,633,652 (based on a mean average salary of £10,451)

Cadet/Apprenticeship Programmes

The Academy's cadet programmes provide young people aged 16-19 with a route into healthcare careers, by enabling them to gain valuable work experience and recognised qualifications over a one to two year period. The cadet programmes are employer "demand-led" which means that their design and content is based on current recruitment requirements of healthcare employers. This results in a high number of potential recruits in areas where there are skills shortages, ensuring that the sector has the skilled and professional workforce for the future.

The Academy currently offers cadet programmes in the following disciplines:

- Healthcare
- Health Informatics (pending development work ongoing)
- Finance
- Dental Nursing.
- Business Administration

Some of the Cadet Programmes are offered as an apprenticeship and successful and offered as a fixed-term training contract with Skills for Health Apprenticeship Training Association

Invest in Health (IIH)

This is a programme of activity which supports the deployment of available funding to help staff gain qualifications that help them deliver improved patient care and more effective services. Staff training opportunities on offer through Invest in Health (IIH) include Functional Skills, Apprenticeships, and a wide range of qualifications which form part of the Qualification and Credit Framework. The Academy provides a 'one stop' brokerage service to ensure that local NHS organisations are able to make the most of the funding and support available.

Information, Advice and Guidance (IAG)

The Academy provides up-to-date and comprehensive information, advice and guidance on learning and work to programme participants and employers. It works in close partnership with Trusts, Connexions, Job Centre Plus, Further Education and Higher Education partners plus a range of additional key organisations to ensure an effective IAG service. A range of services from programme induction through to programme exit are offered

KEY ACHIEVEMENTS 2011/12

In the last financial year, 2011/12, the Academy together with NHS Organisations in the North West achieved the following results:

- 220 people aged 18+ ,who were currently in receipt of working age benefits, commenced pre-employment programmes
- Pre-employment programmes demonstrated 72% retention and 74% successful progression





- The Employment Progression Programme managed 420 referrals and supported 252 previously unemployed participants into work. This move into employment demonstrated a total economic benefit of £2,654,520 -based on an average salary of £10,451
- 2,399 band 1-4 staff gained qualifications, with success rates running at 80% and retention rates of 94%
- Quality monitoring and partnership arrangements are in place with all Accredited Centres in order to support in house delivery of training for bands 1-4
- Information, Advice and Guidance is on-going and in 2011, the Academy gained Matrix Accreditation indicating that the service met best practice standards for the provision of IAG services.
- The IAG Toolkit was developed and shared with all Trusts
- 479 young people (16 to 19 year olds) started on Cadet programmes across Cheshire, Merseyside and Greater Manchester
- Cadet programmes demonstrated an average of 91% retention and 85% successful progression
- 102 young people on the Cadet programmes undertook their Bronze Duke of Edinburgh Award and six achieved their Gold Award
- Apprenticeship Readiness Assessments were undertaken, meaning that some Accredited Centres are now supported to access external funding in order to deliver Full Framework Apprenticeships
- Skills for Health through the North West Academy piloted an Apprenticeship Training Agency to further support organisations in their work with young people
- To further support participants on programmes a Confidential Listening Service has been developed and is available to anyone who wishes to access it
- Increased activity around motivational and team building workshops for participants have been undertaken
- A successful OFSTED monitoring visit was facilitated by the Academy

TOOLKITS

The Academy is committed to exploring how it can develop and promote new ways of learning. This includes developing computer-based learning programmes (also known as "e-learning" packages) and applying the use of tools developed by Skills for Health to ensure health professionals of all levels are carrying out their job roles to consistent and effective national standards.

Click on the links below to access toolkits and case studies or email the named contact for more information:

- **Appendix 1** - Skills for Life Toolkit and case studies - gill.cunnah@skillsforhealth.org.uk
- **Appendix 2** - Apprenticeship Promise certificate and case studies - Sandra.capper@skillsforhealth.org.uk
- **Appendix 3** - Apprenticeship School Resource Pack- Sandra.capper@skillsforhealth.org.uk
- **Appendix 4** -Community Engagement Toolkit IAG Toolkit for use with Schools - joan.holcroft@skillsforhealth.org.uk
- **Appendix 5** -Workforce Scoping Exercise for Youth and Welfare to Work
- eLearning resources (a further hot topic is planned in 2013 which will give an outline of all of these tools)

FURTHER LINKS

Skills for Health Academy <http://www.skillsacademyforhealth.org.uk/content/north-west>

Skills for Care – Core Learning <http://corelearning.skillsforhealth.org.uk/local/sfadmin/login/>

SCOPING SURVEY

Whilst acknowledging the current workforce recruitment challenges faced by the sector, given the specific issues of youth unemployment in the North West and the recognised health benefits of supporting people back into work, there remains a commitment by the NHS to demonstrate its corporate social commitment to directly engage with the community and ensure it recruits a workforce that is representative of the community it seeks to serve. A number of healthcare organisations are interested in supporting local initiatives as part of their community engagement activities.

In order to help organisations with any potential planning and support around

these areas, the Skills Academy would be grateful if organisations could complete a short scoping survey which can be accessed from this link [Survey Link](#)

Prior to completing the survey, and to enable a comprehensive return, organisations should ensure that HR managers with responsibility for strategic community engagement, learning and development and those supporting practice placements have contributed towards a shared return.

The Academy recently undertook a scoping exercise across the region in order to determine the level of interest within trusts around supporting/further supporting youth and pre-employment activities, as part of their local community engagement activities. The findings of this scoping exercise (Appendix 5) in summary reflect:

- the type of activity already being supported
- significant levels of interest in pursuing further potential youth and pre-employment developments
- an understanding of some of the barriers which will need to be addressed if organisations are to be able to follow up on activities.

The Academy will use this information to guide priorities for its operational plan 2013-14, and will share it with regional workforce and education commissioners. In addition, it will contact all those trusts who completed the survey to follow up on any areas where they required further information or discussion. Furthermore, the Academy will, in due course, send each trust who completed the survey an LMI report which will highlight particular demographic data in relation to youth and welfare to work issues.

CONTACT FOR FURTHER INFORMATION

If you need any further information about this scoping request or any additional information on the Academy and how you can get involved please do not hesitate to contact us.

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Want to submit your own? Contact christine.stewart7@nhs.net