

Welcome to the Integrated Care Partnership Workforce Event!

Please grab yourself a drink and we will start at 10.15

*Delivered in partnership between the Integrated Care Partnership
and South London Partnership*

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Welcome and housekeeping



Your host for the day

**Polly Persechino,
Head of Economy,
Skills and
Employment.
South London
Partnership**



Voluntary partnership of 5/6 boroughs

£28m+ of projects over the last 5 years

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10.15

Welcome

Polly Persechino, Head of Economy, Skills and Growth, South London Partnership

10.30

Presenting the strategy and workforce challenge.

Lorissa Page, Integrated Care Partnership

10.45

A Local Authority Perspective, improving health, well-being and economic resilience.

Sarah Ireland, Royal Borough of Kingston Upon Thames.

11.00

Elevator Pitches: Introducing the ICP Programmes

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12.30

LUNCH

13.30

Marketplace and networking – get to know the projects

14.30

WORKSHOP: Maximising Impact;
Resident journey and unlocking
barriers and challenges to success

15.30

Round up and next steps

Agenda

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The ICB Strategy and Workforce Challenge

Lorissa Page, Director of Workforce

South-West London Integrated Care System



Integrated Care Partnership

Developing our ICP strategy



Jan



We published the discussion document for our shared priorities in January 2023.

May



On Wednesday 24 May 2023, we held an Action Workshop to identify the collective actions we need to prioritise as a system-wide partnership.

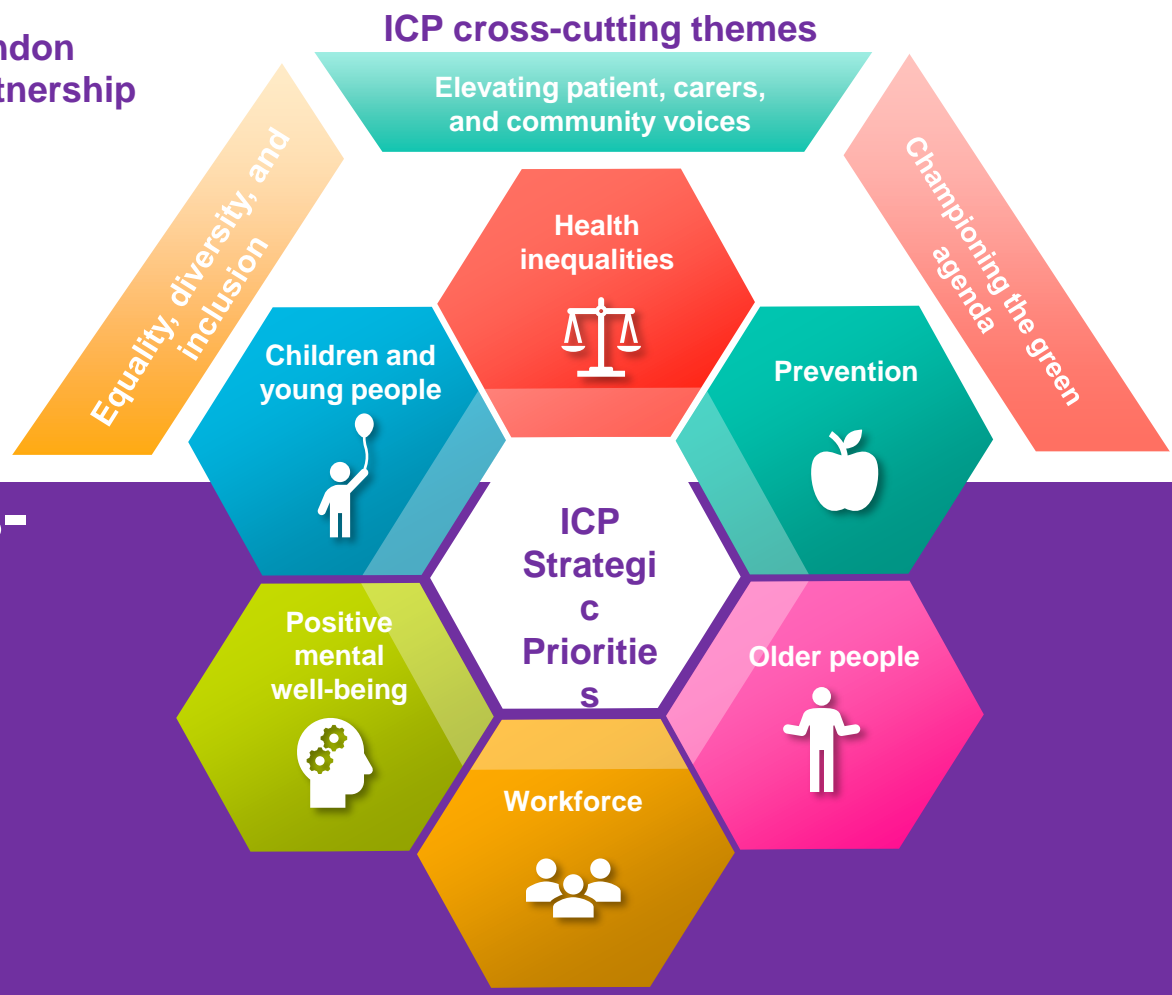
Sept



We have now developed our Integrated Care Partnership Strategy
A shared strategy for health and care – the NHS, local authorities, the voluntary and community sector and Healthwatch partners.

The South West London
Integrated Care Partnership

**strategic
priorities
and cross-
cutting
themes**



HEALTH INEQUALITIES



- Addressing the wider determinants of health and wellbeing
- Scaling up innovation to improve outcomes for people in our most deprived areas and our most vulnerable people
- Empowering our communities to improve their health and wellbeing

PREVENTION



- Developing a whole-system approach to healthy weight and reducing obesity
- Maximising the ability of the voluntary and community sector to support people to lead healthier lifestyles
- Developing personalised self-care for people with long-term conditions

OLDER PEOPLE



- Making South West London dementia friendly
- Reducing and preventing social isolation
- Working together to prevent older people having falls
- Supporting the wellbeing of unpaid carers

CHILDREN AND YOUNG PEOPLE



- Reducing health inequalities for CYP
- Improving the physical health of children and young people in South West London
- Taking a partnership approach to maternity care
- Working together to improve outcomes for children and young people with SEND

POSITIVE MENTAL WELL-BEING



- Improving the mental wellbeing children and young people (CYP)
- Enabling healthy environments that increase mental wellbeing
- Improving mental health literacy & reducing stigma
- Understanding complex needs

WORKFORCE



- Targeting difficult to recruit health and care roles
- Making South West London a great place to work
- Supporting local people into employment
- Designing our future workforce, including new or different roles

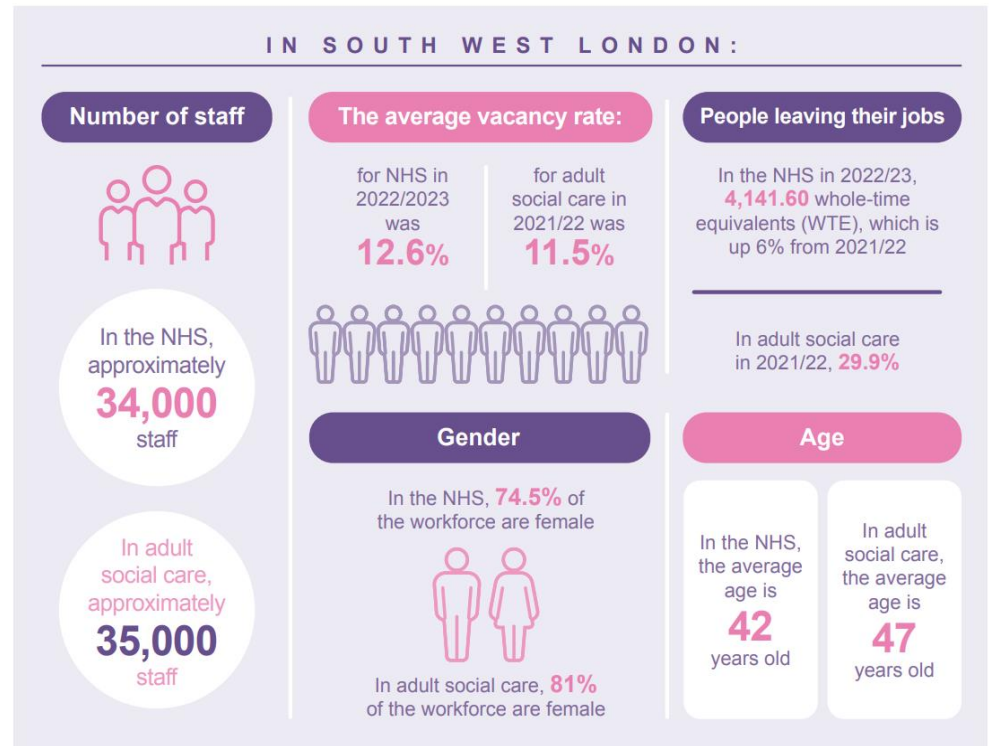
The Health and Social Care Workforce in SWL

Our workforce is our biggest asset

Approximately 80,000 people are employed in the health and care sector in South West London making it the third largest employment sector in South West London

Our population is also supported by a large number of volunteers, voluntary sector organisations and carers

There are significant challenges in recruiting and retaining a sustainable health and care workforce in SWL



Workforce Year One Priority – 4 areas of focus, 13 actions, 5 year one actions



Workforce Priority

Targeting difficult to recruit health and care roles – *to reduce vacancies and improve our services and care*

- Agree three most difficult to recruit roles and develop a plan to tackle this (**year one priority**)
- Reduce use of agency, targeted on three roles (**year one priority**)

Making South West London a great place to work – *to improve retention of our existing staff and attract new talent into SWL*

- Mayor's good work standard and London Living wage across the partnership
- Review SWL health and wellbeing offer
- Improve ease of movement between orgs
- Anti-racism framework

Supporting local people into employment - *to reduce health inequalities, support the cost of living, better reflect the communities we serve*

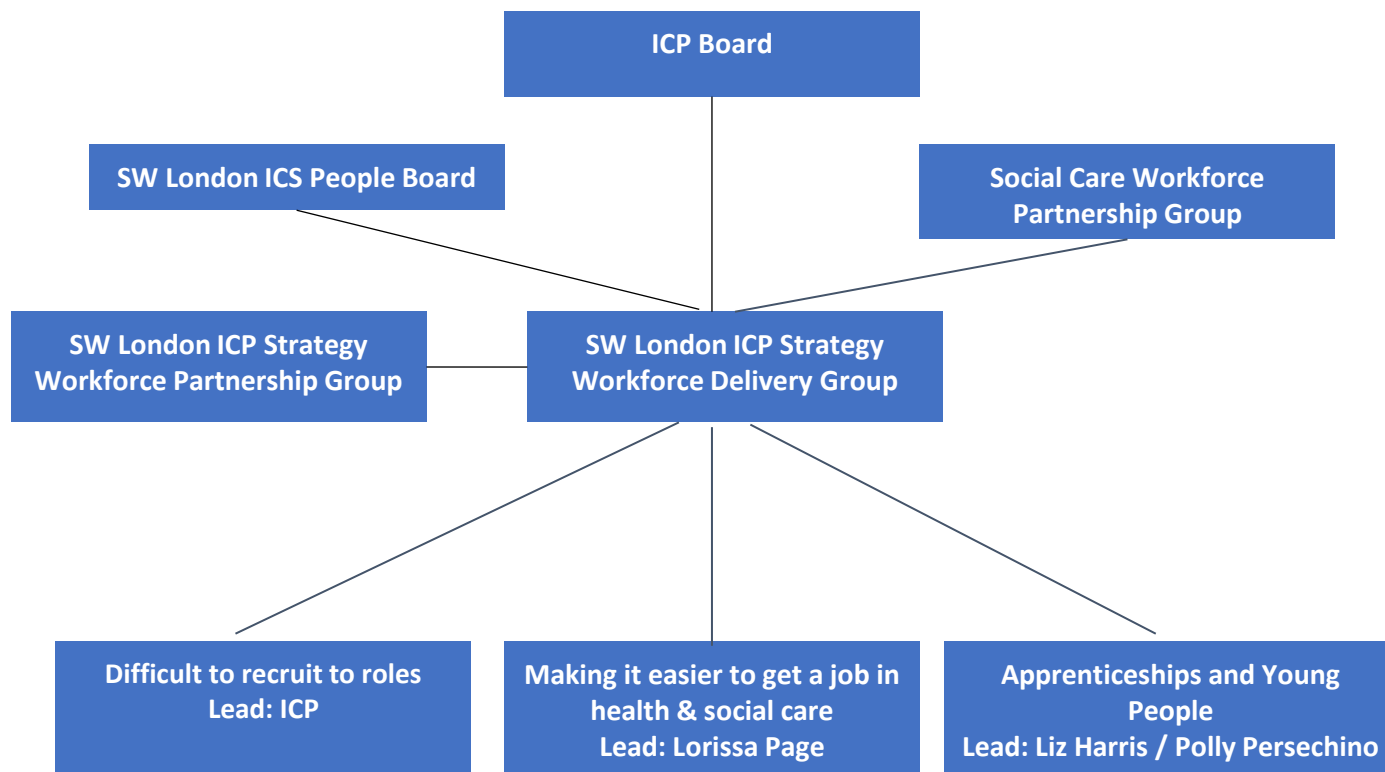
- Increase apprenticeships and work experience (**year one priority**)
- Employ 100 young people into health and care (**year one priority**)
- Making it easier to get a job in health and care in SWL (**year one priority**)
- Develop integrated Health and Care Workforce Academy

Designing our future workforce – *identifying new or different roles that will be needed to support health and care in the future*

- Review the vision for health and care organisations and the workforce needed to deliver it
- Consider growth, workforce data, staff feedback, impact of technology
- Identify critical skills and capabilities for new roles and the training and development needed



Governance



Detailed Delivery Plan for Year One (to March 25) Developed and Agreed by ICP Board Jan 24



3. Supporting Local People into Work System-wide deliverables	Timeframe for delivery	Lead	Related action / area of focus in strategy	How does this support EDI/Green/resident voice	How will we know we've been successful	
					Outputs	Outcomes
Establish a SWL Apprenticeship Hub to bring together existing resources in system to: increase number of new apprenticeships available in health and social care, create clear pathways to these and promote vacancies to SWL residents, and work with higher education and training providers to improve the number of applications to apprenticeships for 16-24 year olds	Jan 24 - March 25	Una Dalton /Polly Persechino	Increase apprenticeships and work experience	Recruitment of a more diverse and locally representative workforce	New apprenticeships created	SWL residents starting new apprenticeships, more key vacancies filled with people with right skills
Develop and deliver a consistent and high quality work experience programme across the ICS, including a focus on underrepresented groups	Jan 24 - March 25	Lorissa Page / Polly Persechino	Increase apprenticeships and work experience	Inclusive approaches are central to this process, thereby ensuring EDI is considered and supports our aim to improve health inequalities.	New high quality work experience placements offered and taken up by under-represented groups	Increased number of people undertaking work experience placements securing permanent jobs in health and social care
Supporting health and care employer encounters and careers advice to secondary school and FE college pupils including; SL Careers Hub being the central point of contact and brokerage between employers and all secondary schools and FE colleges in South London; promoting and strengthening the Jobs That Care programme; and CPD for existing teaching/careers staff and working with managers to support them to develop good employer encounters	By March 25	Polly Persechino	Increase apprenticeships and work experience	Focus on supporting schools with highest numbers of pupils receiving free school meals	100 students having exposure to employers 100 students engaging in activities to understand range of roles in the sector	More younger people taking up jobs and careers in NHS and social care, greater awareness amongst young people and their families of the range of jobs and careers in NHS and social care
Offer paid placements in social care through the social care hub to support recruitment to hard to fill roles	By March 25	Sam Mason	Increase apprenticeships and work experience	Placements will be targeted at unemployed & under- represented groups	50 work placements delivered	Reduced hard to fill vacancies in social care



ICP Priorities Fund



- £3.8m made available through the ICP Priorities Fund to support schemes to help deliver the workforce priority to end of March 2025. A large number of applications were submitted from a wide range of partners
- 12 Successful bids, drawn from across the areas of action
- These projects now form part of the ICP Workforce Programme with the project leads and delivery group helping to ensure their delivery and that they contribute to the delivery of the workforce priorities.



The 12 Projects

Project Title	Organisation Lead
I-CAN - Initiating and supporting Care leavers in Apprenticeship in Nursing	University of Roehampton
Supporting Care Leavers to obtain employment into Local Health and Social Care Roles	SWL Training Hub
Supported Work Placements in Social Care	SLP – Social Care Hub
Community Upskilling & Job Readiness	Integrated Care Support Services
Targeting difficult to recruit roles in SWL London	SWL ICB
Health and Care Work Experience and Employer Encounters	SLP – South London Careers Hub
SWL Apprenticeship Hub	SWL ICB
Local Jobs for Local People	Kingston Hospital NHS Foundation Trust / Acute Providers Recruitment Hub
Developing the Occupational Therapy Workforce: Strengthening the Trusted Assessor Pathway	SWL Local Authorities
Practice Education for Nursing Associates Apprenticeships	Royal Marsden Partners
Making it Easier to get a Job in health and care in SWL	SWL ICB
SWL Health & Wellbeing Programme	SWL ICB

Facilitating existing programmes to work together



**NHS SWL
Health Hub**



A Local Authority Perspective: Improving health, well-being and economic resilience

Sarah Ireland

Chief Executive Royal Borough of Kingston Upon Thames

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Key Points

Integration

We need to ensure that these new programme collaborate and integrate with existing programmes to maximise their effectiveness and find a new talent pipeline into jobs in health and care.

Strategic Importance

Health and Care workforce is of strategic importance to SLP, not just to enable improved health and well-being but as an economic driver

Future Planning

The sectors importance has been identified in the south London LSIP, seeking investment to develop the workforce.

Job Growth

Investment in the Health and Care workforce is vital as job growth is predicted over next 20 years

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Workforce

The South London Local Skills Improvement Plan identified health and social care as a sector of significant importance – and accounts for a higher proportion of employment in SLP compared to London and Great Britain. Health and care **employs** around **80,000** people in the south London area, over **17%** of all jobs.

Therefore, recruitment and retention of staff in health and care is not only vital to strengthen the health and well-being of our residents and ensure our residents can access the care they need but the sector plays a **vital** roles in our **economy**, providing access to local, high quality, good jobs and support local economies to thrive.

Workforce Stats

- Third biggest employment sector
- Three quarters of employees are women, compared to just under half of all employees
- 56% were from ethnic minority backgrounds, compared to 39% of all workers.
- 25% of the workforce is over 55, compared to 20% across all sectors
- There is projected to be a 10% increase in the health sector and 30% increase in the care sector to 2035

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Integration

Investing in the recruitment and retention of the health and care workforce is pivotal to ensuring we have a skilled talent pipeline to fill existing vacancies gaps, and projected job growth over the next 20 years.

We are very excited to be supporting the ICP and have welcomed their commitment to strengthening the health and care workforce for southwest London.

We will be supporting these new initiative to integrate with our existing employment support programmes, such as Work and Health Programme, the **Mayors Health Academy, the Mayors Care Academy** and the soon to launch **UK Shared Prosperity People and Skills Programme**. We want to maximise the positive impact of all these programmes by working together to provide the right support to move more people into jobs in health and care.

Everyone here today, we hope, can be beneficiaries of these new programmes; providing support to your clients by creating new routes and pathways into good jobs.

We will all need to work in partnership to amplify the opportunities and ensure all of our residents, but particularly those who might need a bit of extra help, benefit from these programmes and being supported into good quality sustainable careers.

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Good News

Health and Care Workforce

Social Care Academy Hub

SLP secured investment to create the **Southwest London Social Care Academy Hub** supporting local residents into good jobs through coordinating skills and employment services to create pathways into good work. One of the great examples how they **drive collaboration** is supporting the Work and Health Programme participants - the SWL Social Care Academy Hub are helping to **improve access to roles within the sector** and are enhancing the fully funded recruitment service for local employers, **by promoting and facilitating access to good jobs**, making social care a sector of choice for WHP participants.

Local Skills Improvement Fund

Identifying Health and Care as a strategic importance has leveraged investment from Department for Education to fund the building of a **new simulation suite** to help students, studying health and care related courses, to **experience what work in a health and care setting might be like**.

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Introducing the ICP Workforce Programmes

5 Minutes for each project

Opportunity for Q&A at the marketplace





Practice Education for Nursing Associate Apprentices

Joanna Lysenko

Catherine Bridge

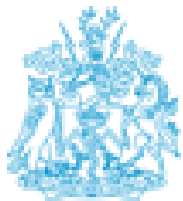
Royal Marsden NHS Trust

Practice Educator for Nurse Associates



A Nurse Associate is a new role that was introduced into the Health and Care workforce in England from 2019.

Nurse Associates are intended to bridge a gap between healthcare support workers and registered nurses.



The ROYAL MARSDEN
NHS Foundation Trust



Practice Educator for Nurse Associates



Nursing associate	Registered nurse
6 platforms	7 platforms
Be an accountable professional	Be an accountable professional
Promoting health and preventing ill health	Promoting health and preventing ill health
Provide and monitor care	Provide and evaluate care
Working in teams	Leading and managing nursing care and working in teams
Improving safety and quality of care	Improving safety and quality of care
Contributing to integrated care	Coordinating care
	Assessing needs and planning care

The purpose of the project is to develop a pipeline of cancer experienced Nurse Associates through an apprenticeship funded academic pathway.

The project aims to train 18 Healthcare Support Workers to become Nurse Associates.

Nurse Associates are required to complete at least 2300 programme hours of which 1150 hours are practice learning hours.

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The ROYAL MARSDEN
NHS Foundation Trust





Community Upskilling & Job Readiness

Urooj Khan

Melanie Ashdown

Integrated Care Support Services





Community Upskilling and Job Readiness Training

Integrated Care Support Services

Project Lead: Urooj Khan – urooj.khan2@nhs.net





Target Audience:

Marginalised groups and individuals from underrepresented backgrounds, including women, young carers, those returning to work after a break, ethnic minorities, older people.

Aims & Objectives:

- Raising awareness of roles in Health & Social Care
- Promoting local employment for local people
- Reducing barriers to entry through job-readiness training - skills development support for those looking to secure stable jobs.

Project Delivery:

- Part 1 – ‘Working in SWL Health & Social Care’ community sessions: 6 x Place-based online sessions delivered in partnership with Place VCSE and Social Care Academy Hub. Topic will cover: SWL Health & Social Care landscape, roles, how the VCSE sector can support, where to find roles, volunteering, and work experience opportunities.
- Part 2 - Job Readiness Training Courses: 9 training courses (32 sessions) across SWL.

Working in SWL Health & Social Care

Are you interested in working in South West London Primary or Social Care?

Would you like to find out more about the type of entry-level jobs that are available?

The 1.5-hour virtual session will provide you with an introduction to the South West London Health & Social Care landscape.

You will gain insights into various entry-level roles, including:

- Administrator / Receptionist
- Care / Support Worker
- Care Coordinator
- Social Prescriber

Guest speakers will share their experiences of how they entered these roles and what their day-to-day responsibilities entail.



Don't miss this opportunity to learn about entry routes into Health & Social Care!

📅 **Thurs, 9th May 2024**
6:00pm - 7:30pm

[Book here](#)



For queries, please email:
hello@integratedcaresupport.com



COMMUNITY UPSKILLING & JOB READINESS

Upcoming Courses

2024

Communication, Interpersonal Skills & Team working online XXX hours multiple dates	FREE
CV Preparation online XXX hours multiple dates	FREE
Preparing for Interview online XXX hours multiple dates	FREE
Time Management online XXX hours multiple dates	FREE
Medical Terminology Awareness online XXX hours multiple dates	FREE
Unconscious Bias online XXX hours multiple dates	FREE
Health Literacy online XXX hours multiple dates	FREE
Mental Health First Aid Awareness online XXX hours multiple dates	FREE
Care Certificate Awareness online XXX hours multiple dates	FREE



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To book, visit www.integratedcaresupport.com

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hello@integratedcaresupport.com



Community Action Sutton
Building Stronger Communities





Local Jobs for Local People
Lisa Childs & Linda Dyson
SWL Recruitment Hub



LOCAL JOBS FOR LOCAL PEOPLE



SWL Priorities Fund





South West London

Acute Provider Collaborative



OUR AIM: To enable and encourage our local population in SWL into good work in the partner organisations of the SWL Recruitment Hub ensuring a stable, substantive workforce and creating a talent pipeline for our future workforce needs.

New intuitive ATS for the 5 Trusts of the Recruitment Hub, that is easier for candidates to use and refocuses how we recruit.

Mobile recruitment hub in SWL to become a 'one stop shop' for recruitment. Leave with an offer of employment on the day.

Recruitment Hub – Single point of entry into the largest NHS employers in SWL

Outreach programme developed by the Community Recruitment Engagement Lead

Continue to work with partners and community groups to improve access to jobs e.g. SWL Mayors Academy, Apprenticeship Hub, Prince's Trust and South London Careers Hub



Tackling System Wide Workforce Challenges



Benefits of Local Jobs for Local People



South West London

Acute Provider Collaborative



SWL

- ▶ Reduction in the number of the local population, particularly young people claiming out of work benefits.
- ▶ Increase in the number of people from within the community working in the 5 Trusts from 51% to 56% (This is a target of 5% increase which equates to 735 people across the 5 Trusts).
- ▶ Good work with fair pay and conditions for more local people, improves physical and mental health and supports quality of life for residents.

Local people

- ▶ A new, intuitive ATS that acts as an enabler for more local people to be in employment - Implementation Steering Group and discovery work has begun.
- ▶ Tailored support to enable people to be successful in gaining employment in the NHS.
- ▶ Increase in the overall wellbeing of our local community.

Organisations

Reduction in the vacancy rate to 10% (314 additional posts filled) in the 5 organisations that are part of the SWL Recruitment Hub.

Supports the Trusts in developing a talent pipeline for their future workforce needs by putting the local community at the heart of this work.

Support the organisations intent of employing a diverse and inclusive workforce that reflects the communities it serves.

Engagement method

Community Recruitment Engagement Lead

This new role will:

- ▶ Link and work closely with the South London Careers Hub to ensure that we are reaching out to as many young people as possible by improving links between the SWL Recruitment Hub and the Schools and colleges in SWL. Improving access to Work experience for young students in to the 5 Trusts and facilitate discussions with hub partners and schools and colleges.
- ▶ Maintain and extend relationships with voluntary, community, and social enterprise groups and other partners, such as DWP, SWL Careers Hub, SWL Apprenticeship Hub, and other local organisations that support people in to employment.
- ▶ Develop and implement the mobile recruitment hub that will become as 'one stop shop' for recruiting. Planning recruitment and career information and engagement sessions all over SWL.

Develop merchandise and leaflets that enable information to be taken away at various sessions and community centres and groups.

Promote the NHS in SWL as a good place to work.



Voluntary, Community and Social Enterprise Partners



We anticipate that once recruited the SWL Community Recruitment Engagement Lead will lead the work in linking in with VCSE's across SWL who support local people in to work.



South West London

Acute Provider Collaborative



The partners we have already identified are:

- ▶ The Department for Work and Pensions
- ▶ South London Partnership Careers Hub
- ▶ The Prince's Trust
- ▶ ICS Led Apprenticeship Hub, Mayors Skills Academy



The Recruitment Engagement Lead will work collaboratively with other Project Leads to identify other VCSE Partners, to maximize the benefits for our local communities and employers and ensure best value for money in delivering the project objectives.





Lisa Childs & Linda Dyson



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Health and Care Work Experience and Employer Encounters Programme

Rachel Bennett

South London Careers Hub



South London Careers Hub Health and Care Work Experience Project



Working in collaboration with all other projects, to maximise impact of this and other programmes

Overview/Aim

- Increase awareness of H & C Careers and Pathways to local young Londoners
- Broker real-world experience with local partners
- Develop resources for managers and young people
- Deliver a series of high-profile events to promote H&C careers
- Facilitate 100 work experience opportunities
- Increase educators' awareness of H&C pathways



Engagement and audience

- Network of over 100 schools and college across 6 boroughs
- Network of employers to facilitate WEX opps
- Partnerships with HEI for stimulation suite opps
- Collaboration with Acute Provider Collaborative and Mayor Academies
- LAs routes and pathways
- Local H&C employers
- Parents/carers and wider community networks



VCSE Collaboration

- Collaboration with local VSCE
- LA led voluntary organisations
- Community grassroots offering opportunities
- Local charities offering H&C opps
- Voluntary sector employers



Project Targets

- 100 Work experience opportunities for young People
- Deliver a range of career insights and interventions
- Provide resources for manager to develop and deliver innovative career activities
- Create resources to amplify opportunities within the sector
- Creating a single point of contact for schools and colleges into H&C pathways



Project Staff – Operational Lead, School Engagement Officer, Project Officer



SWL Health and Wellbeing Programme

Lorissa Page & Anisha Patel
Integrated Care Partnership



SWL Health and Wellbeing Programme

Overview/Aim

System wide holistic and comprehensive approach to employee well-being, addressing the diverse health needs within our workforce that account for the majority of absenteeism.

The mental health aspect spans a spectrum from low level prevention to specialist interventions, ensuring efficient and varied support.

There will be a focus on women's health, we aim to tackle musculoskeletal issues, gynaecological problems and menopause.

Simultaneously, there will be tailored support for male employees, addressing suicide prevention, prostate health, musculoskeletal problems, and obesity.

Our aim is to create an inclusive well-being strategy whilst targeting the needs of our workforce in a way that values and supports every staff member, regardless of gender or health condition.

Audience:

The cross section of the 3 aspects of this project caters for just about all staff in SWL, however there is an emphasis on the following groups:

- Female staff members age 41- 55
- Female staff members of ethnic origin
- Male staff members over 40
- Economically challenged staff members typically band 5 and below
- Patient facing staff

Engagement:

Robust comms plan incorporating both physical and digital promotional strategies

Existing networks through the health and wellbeing leads at the various organisations in SWL

Occupational health led interventions

Auto generated referrals via ESR absentee data

Partners:

Croydon University Hospital NHS Trust, Epsom & St Helier University Hospital NHS Trust, Kingston Hospital NHS Foundation Trust, The Royal Marsden Hospital NHS Trust, South West London & St. George's Mental Health NHS Trust, St. George's Hospital NHS Trust, South West London Training Hub, Your Healthcare, Hounslow & Richmond Community Healthcare

Summary

Our new health and wellbeing offers will promote a workplace that values and supports our staff members. Our main focus areas will be mental health, women's health and men's health. Within these areas we will provide a range of support for the main issues causing staff absenteeism.

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Anthony.Deluola@swlondon.nhs.uk





Making it easier to find a job in SWL

Anisha Patel & Lorissa Page
Integrated Care Partnership





Making it easier to get a job

Target Audience

- Local community,
- NHS recruitment teams,
- Managers

Project aims

- **Continuous Community Engagement:** Sustain engagement with underrepresented communities.
- **Inclusive Recruitment Materials:** Develop inclusive recruitment and promotional materials such as revised Job Descriptions and adverts with clear instructions and alignment to support services, services including online resources and in-person workshops.
- **Streamlined Application Process:** Create a user-friendly and accessible job application process.
- **Redesigned Interview Process:** Implement an inclusive interview framework i.e., based on the recent SWL ICB and SWL and St Georges Mental Health Trust initiative.
- **Management Development:** Designing and delivering management training in inclusion, cultural sensitivity, and competence, along with education in accessible communication and support methods for underrepresented applicants.

Engagement method

- Outreach activity with VCSE, Education Providers, employers
- Hard copy content promotion
- Promotion via Social media and email

Anisha.Patel@swlondon.nhs.uk





Centralised Apprenticeship Hub

Blu Reynolds

South West London ICP



SWL ICP Apprenticeship Hub | *Transforming Health and Social Care through Apprenticeships*

Overview

The South West London ICP Centralised Apprenticeship Hub **strategically enhances and manages apprenticeships within health and social care**, aiming to **improve job satisfaction, reduce turnover, and ensure efficient use of the apprenticeship levy**.

Beneficiaries: Hospitals, local authorities, voluntary services, universities, community healthcare, and further education colleges within SWL.

OUR GOAL

Aims to engage 1,000-1,500 individuals annually from the 80,000 workforce across health and social care in SWL, potentially supporting an increase in apprenticeship uptake by **a minimum of 5% in year one**.

WHAT & HOW



Expected Outcomes

Increased skilled workforce, sustainable apprenticeship models, and financial efficiency, with a focus on leveraging unused levies for additional apprenticeships. The initiative aligns with the NHS Long Term Workforce Plan, & SWL Joint Forward Plan.



Approach to achieving outcomes

Streamlining apprenticeship pathways, fostering a supportive culture, enhancing educational offerings, and trialling rotational placements.



Key actions to achieve outcomes

Simplifying apprenticeships for new and existing staff, streamlining & standardising application processes, providing crucial support for applicants, equipping managers, and forging strong educational institution relationships.



How can partners help

Seeking referrals, spreading the word about the SWL ICP Apprenticeship Hub, and making connections within specific communities.



SWL ICP Apprenticeship Hub | *Transforming Health and Social Care through Apprenticeships*



How can partners help

Seeking referrals, spreading the word about the SWL ICP Apprenticeship Hub, and making connections within specific communities.

Please reach out to

Blu Reynolds
Apprenticeships & Workforce Programme Manager

blu.reynolds@swlondon.nhs.uk



Targeting difficult to recruit to roles in SW London

Wendy Majewska
South West London ICP



Targeting difficult to recruit roles

Target Audience:

- Registered and non-qualified nursing staff working across health and care settings focusing on Primary Care, Care Homes and Community services

1st Phase

- General Practice Nurses (GPNs)
- Health and Social Care Workers (HCSWs)
- Care Home Nurses

Project Aims 1st phase:

- Contribute to tackling system-wide workforce challenges by increasing numbers of nursing staff working in primary and social care in SW London and supporting the professional development of HCSWs across the same sectors
- Support the recruitment and development of nursing staff through the provision of additional training and recruitment initiatives
- Undertaking stakeholder engagement with Registered Nurses across primary care and Nursing Homes to better understand factors affecting retention of nursing staff in primary care and social care settings





Targeting difficult to recruit roles

Delivery:

- 100 new placement opportunities for pre-registration nurses during their final year of training in primary care across SWL
- 160 training places for HCSWs to include a comprehensive training package including 'Essential Skills Courses' for new staff and advanced HCSW training targeting more experienced HCSW's
- Support for 30 internationally qualified care home staff to register with the NMC
- Qualitative and quantitative research to be undertaken to engage 50 GPNs and Care Home Nurses to better understand the challenges utilising this insight to inform recruitment and retention of General Practice and Care Home nurses in the future.

2nd Phase

- *Community Nurses (band 5/6)*

Project aims:

- *Leadership and mentoring programme for community nurses*
- *Working with community providers across all SWL boroughs to understand if development programmes proposed will deliver the desired impact (initial feedback was received from 2 boroughs only).*

Contact details: sarah.rowan@swlondon.nhs.uk and w.majewska@nhs.net





Supporting Care Leavers to obtain employment into local Health and Social Care Roles.

Julie Hesketh & Wendy Majewska
SWL Training Hub



Supporting Care Leavers to obtain employment into local Health and Social Care Roles.



Target Audience:

The Project will be targeting young care leavers (age 18-25 years old) who are not in Education, Employment or Training in SWL. We will be working with partners to ensure the best way of engaging with care leavers. Target audience is care leavers, corporate parents and local employers/HEI's

Project Aim:

Supporting 25 care leavers to obtain training or employment into local Health and Social Care Roles by providing a 'targeted personalised programme'. Providing workshops to identify those who want to engage and working with local partners across the Health and Social Care system to ensure collaboration and promotion, including supporting local employers' awareness of the Care Leaver Covenant.

Engagement method:

Workshops for care leavers, workshop for local employers. Buddy for care leavers who are then on the programme (potential current PA). Close work with VCSE.

VCSE Partners:

Some local VS are specific in their support to care leavers for example Cocoon (care after care) I in Kingston and Richmond, CAYSH, Way2Work.





Supporting Care Leavers to obtain employment into local Health and Social Care Roles cont...

THANK YOU!

Julie Hesketh - Julie.Hesketh1@nhs.net

Or

Wendy Majewska - w.majewska@nhs.net



Supported Work Placements in Social Care

Sam Mason & Sheryl Brand
SWL Social Care Workforce Academy Hub



Overview

Aim is to support 50 unemployed people into social care jobs in South West London through:

- Paid 3 week placements
- Pre placement skills development and support
- In placement support and follow up support to help secure job
- A focus on under-represented groups and communities including young people, men, lone parents and those with caring responsibilities, disabled people
- Focus on 'difficult to recruit and retain' roles



Benefits

- **SWL residents / employees** – 48,000 unemployed residents in SWL
- **Employers** – fill (hard to recruit) roles, 10% vacancy rate and 30% turnover rate, relevant skills
- **Service Users** – more consistent carers, better trained carers
- **Service Commissioners**
- **Training providers**

- Reach and support communities that are underrepresented in the care sector
- Provide skills and wraparound support to improve health and well-being
- Improve routes into employment and ensure people are job ready and more likely to stay in employment
- Financial benefits – to providers



Overview of Delivery

- Delivery led by SWL Social Care Academy Hub
- Collaborative working between Social Care Academy Hub, training providers, employers, employment and skills partners
- Comms and engagement to promote programme and secure placements and participants
- Working with providers to identify placements
- Working with wide range of partners to identify and recruit participants - VCSE, employment and skills partners and programmes, training providers, local authorities,
- Matching recruits to the placements
- Working with training and employment support providers to ensure training and support meets needs



Timescale

- **Apr – June (Q1)** - Team in place, comms and engagement campaigns to promote the programme, Identify and broker work placements, develop package of vocational and employability skills support, first cohorts start, monitoring and evaluation framework
- **Jul – Sep (Q2)** – Recruit participants, delivery of placements, in work support, 1:1 follow ups
- **Oct- Dec (Q3)** – Recruit participants, delivery of placements, in work support, 1:1 follow ups
- **Jan-Mar (Q4)** – Recruit participants, delivery of placements, in work support, 1:1 follow ups, deliver toolkits, review against targets, evaluation



Contacts

For further information please contact:

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sheryl.brand@southlondonpartnership.co.uk



I-CAN: Initiating and supporting Care leavers into Apprenticeships in Nursing

Jo Rixon & Christele Elkhoury
University of Roehampton



I-CAN - Initiating and supporting Care leavers into Apprenticeships in Nursing



- **Target Audience:**

Care Leavers, charities working with care leavers and other at-risk groups, local councils

- **Project Aim:**

Recruiting and supporting the transition of 45 CLs into Nursing Associate roles, testing a model designed to simultaneously support and upskill an at-risk group and meet local and national healthcare workforce needs.

- **Engagement method:**

Engaging charities and local support services, such as Care Leavers Association, Wandsworth Adult Children's Services, and Centre Point, with materials covering the aim and scope of the project and with events to be organised in the following months.

Through these activities, we are also aiming to connect with practitioners and potential care experienced learners to provide more information on what the programme will entail and what support will be available to them.

- **VCSE Partners:**

First Star



Connections



Email - Jo.Rixon@roehampton.ac.uk

Jo Rixon - Director of Nurse Education, School of Life and Health Sciences

Christele Elkhoury – Recruitment Officer Research Department

THANK YOU!



Developing the Occupational Therapy Workforce for the Future: Strengthening the Trusted Assessor Pathway

Joyce Olasan

LB Sutton, RB Kingston and LB Croydon



Developing the Occupational Therapy Workforce for the Future: Strengthening the Trusted Assessor Pathway

Target Audience: The project aims to engage existing OT Trusted Assessors who have completed the Trusted Assessor Level 3 (or equivalent) training in the last 2 years and residents living in their homes in the community.

Project Aim: To create a framework to strengthen the support for OT Trusted Assessors to ensure they can use, maintain, and continue to develop their skills in providing timely assessments and intervention to support residents to remain as safe and well as possible in their homes with a view to scaling this up across Health and Social Care within SWL.

Engagement method: Selection/Recruitment, Focus Groups with Trusted Assessors and Residents, Data Collection, Outcome Measures, KPIs, Evaluation, feedback from Residents and Trusted Assessors

VCSE Partners: AGE UK (Croydon); Lead Providers of Domiciliary Care (Sutton)

joyce.olasan@croydon.gov.uk



Lunch time!

**See you
back at**

13.30



Network and Marketplace



Now is the time to
find out more
about the projects
or hear from
other providers

Back at 14.15

MAXIMISING PROJECT IMPACT: CHALLENGES AND SOLUTIONS

1

Communication and Engagement

Who are you looking to attract?
How will you engage?
How and when can we work together?

2

Support

Obstacles to programme delivery or
participant success?
How will you support participants?
How and when can we work together?

3

Progression and Employment

How do participants find employment in health
and care?
How will you support participants leaving the
programme?
Which employers will connect with?

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Workshop: Maximising impact

- Reflecting on your programmes or provision, what are the barriers and solutions at each stage of the resident journey to employment.
- You will have 15 minutes to discuss each stage of the resident/participant journey
- Each table has a facilitator that will take notes on the table sheets
- Please check to ensure you have a range of organisations on your table.

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Your thoughts


Please join us on Menti using the QR code.



<https://www.menti.com/aluj4o2iu7gv>

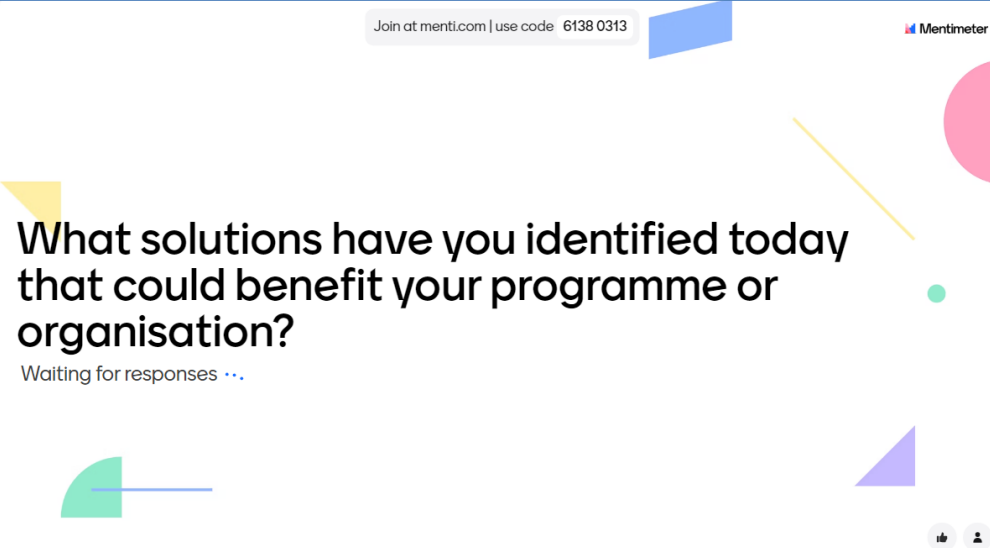
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Join at menti.com | use code 6138 0313 

What solutions have you identified today that could benefit your programme or organisation?

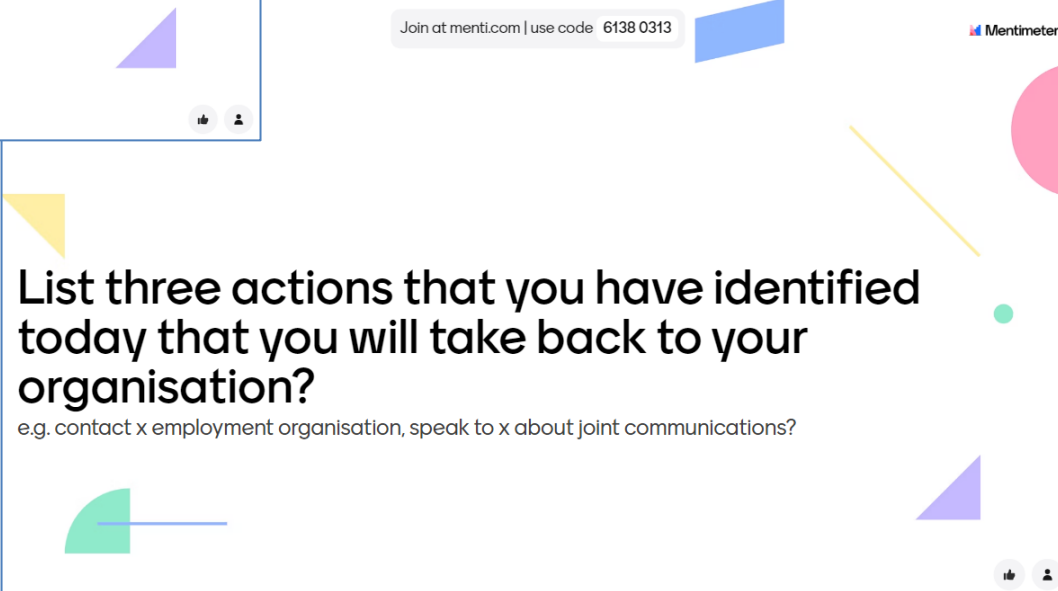
Waiting for responses ...



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List three actions that you have identified today that you will take back to your organisation?

e.g. contact x employment organisation, speak to x about joint communications?



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Top three things

Reflection

Feedback

Close

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Thank you for attending!

For further information or queries on the Integrated Care Partnership please contact:

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