

# HEALTH AND ADULT SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE

Workforce Review



## CONTEXT

The coronavirus pandemic has created unprecedented challenges over the past months with the Health and Wellbeing system. The current and potential impact on our health and social care workforce is self-evident. Whilst some efforts have been made during the pandemic to increase the recognition of people working in health and social care, access to career opportunities and training and development remains integral to achieving a long-term sustainable workforce.

### Challenges

The recruitment and retention of skilled care workers has never been more critical – given the pressures on the social care sector. The key challenges to confront are:

- High number of job vacancies in the city, opportunities for people to move across organisations, which creates high attrition rates and retention issues for providers
- Advertised vacancies without experience poses skills and quality risks
- Progression paths are limited so that good people often move away to find promotion or new opportunities
- Working in social care is sometimes not seen as an attractive career path. Salaries and perception of care work, means that care providers struggle to compete with other sectors – such as retail
- A need to attract young people (16-25) into careers in care with a focused campaign which understands generational perspectives on employment opportunities and makes pathways evident and accessible to widen participation.

As part of the plan to address these challenges, this report sets out a number of city wide initiatives on how we will respond using real time information to understand what is needed and a skills campaign to attract new entrants in Plymouth.

## CITY WIDE INITIATIVES TO ADDRESS WORKFORCE CHALLENGES

### Joint approach with Partners

- Identified direct from employers over 2,700 job opportunities, with over 550 Health Care Assistants and Support Workers required in the next 18 months across NHS and care providers.
- All partners are working with DWP, Job Centre Plus, On Course SW, City College Plymouth and Prince's Trust, designing a fast track introduction/ access to care training programme to develop entrant requirements  
Including the support of transferable skills, work readiness/preparation for interviews in joining the care sector
- Exploring opportunities for Kickstart, apprenticeships and traineeships as routes for new entrants into Care ensuring the right skills wraparound support.
- Resurgam Health sector lead developing business case to establish a fast track Health Skills Academy at PSP, part of to re-create a care home environment to enable competency based training for new entrants
- Local city wide campaign “Caring for Plymouth” messages promoted through Skills Launchpad Plymouth, DWP and providers, and host virtual career events.

- Understand local supply of Covid-19 UC customers - match supply with right skills to meet demand, inform re-training and up-skilling opportunities
- Maximise Proud to Care campaign for Plymouth and utilise the website and matching service [www.proudtocaredevon.org.uk/](http://www.proudtocaredevon.org.uk/) - link into “Caring for Plymouth” style recruitment campaign (PCC, Livewell and UHP). UHP and Livewell Southwest are ensuring all vacancies are advertised on Proud to Care website, and that any unsuccessful candidates for roles advertised on NHS Jobs are routinely directed there.
- Partners are working together to lead a citywide recruitment drive to support Plymouth’s response to the COVID-19 pandemic. All recruits will be offered a clear pathway to a longer term career across a range of disciplines and settings including hospital wards and people’s own homes.
- UHP are proactively marketing employment opportunities to support Plymouth’s response to COVID-19, including through virtual Open Days, Local Plymouth Jobs Fair events and a range of University of Plymouth events to promote careers at UHP. First virtual UHP Nursing Open Day taking place on 21<sup>st</sup> November with further Open Days scheduled for January and March 2021.
- We are optimising Values Based Recruitment processes to attract the right candidates, coupled with a fast track training process to enable people to enter the workplace quickly and effectively
- Partners are scoping opportunities to gift apprenticeship levy to care homes/care home providers to support career development pathways
- Partners are working with city employers, to help identify suitable opportunities for people directly with their organisation or via a locum bank.
- We are working with the Devon Health and Social Care system to procure clinical apprenticeship programmes at scale, to meet future need.
- UHP are working with HEE to try to secure funding for Health Internship programme to support routes into health for 16-25 year olds.
- From 21/22 , UHP will be offering and advertising direct entry for school leavers onto the Nurse Degree Apprenticeship Programme

### **Key next steps for co-development**

As well as amplifying national Government initiatives to support recruitment into the care sector, we have outlined below our key next steps for co-development:

1. Develop, pilot fast track induction programme (2 x pilots planned in Nov/Dec DWP/OCSW)
2. Launch Proud to Care Programme with a Caring for Plymouth focus (planned Nov – Jan)
3. Develop Fast Track Health Academy Business Case and secure funding
4. Partnership to consider other redeployment/business case/co-development solutions