

Support Workforce Programme Bob STP

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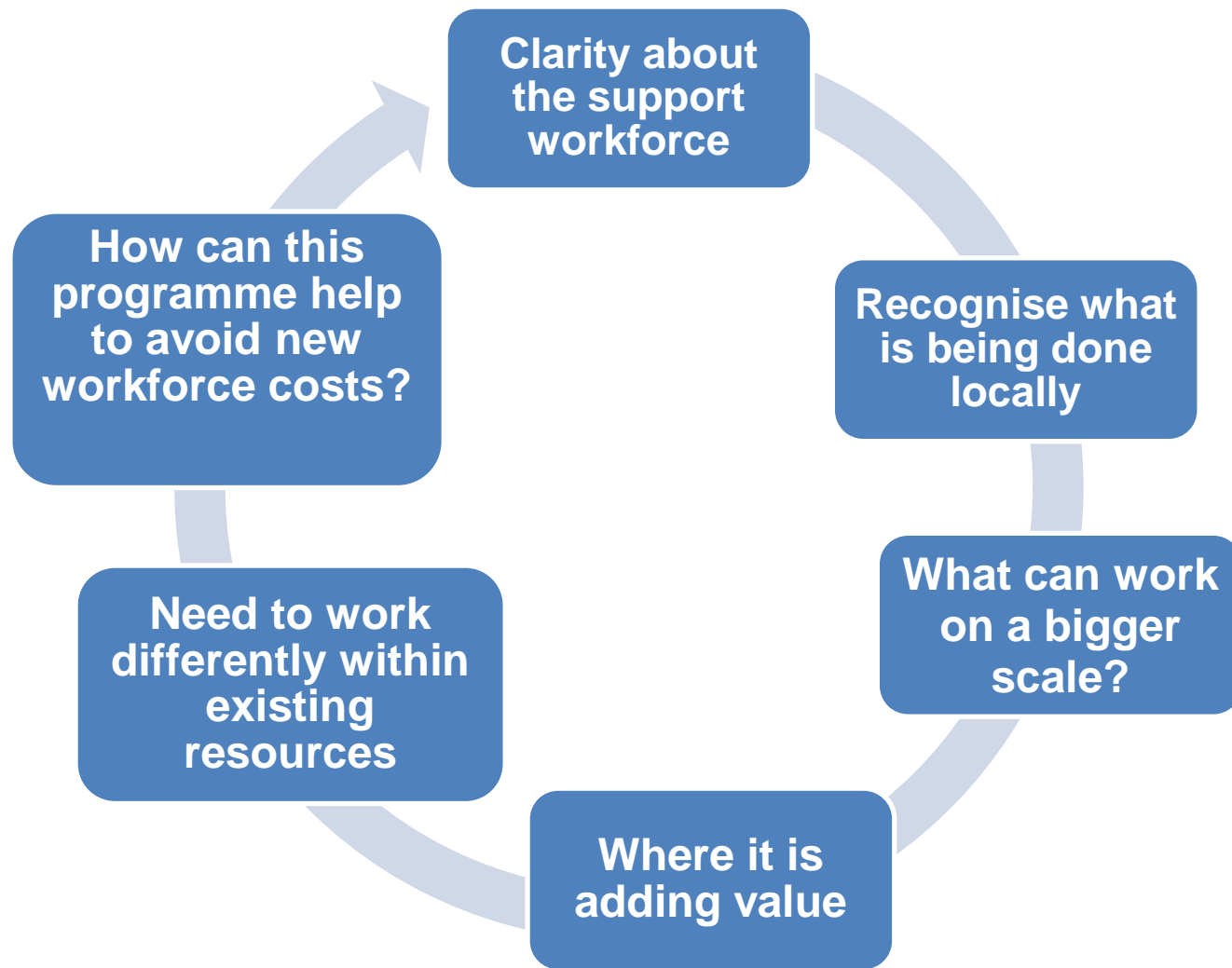
Workforce Lead – Widening Participation

Developing people
for health and
healthcare

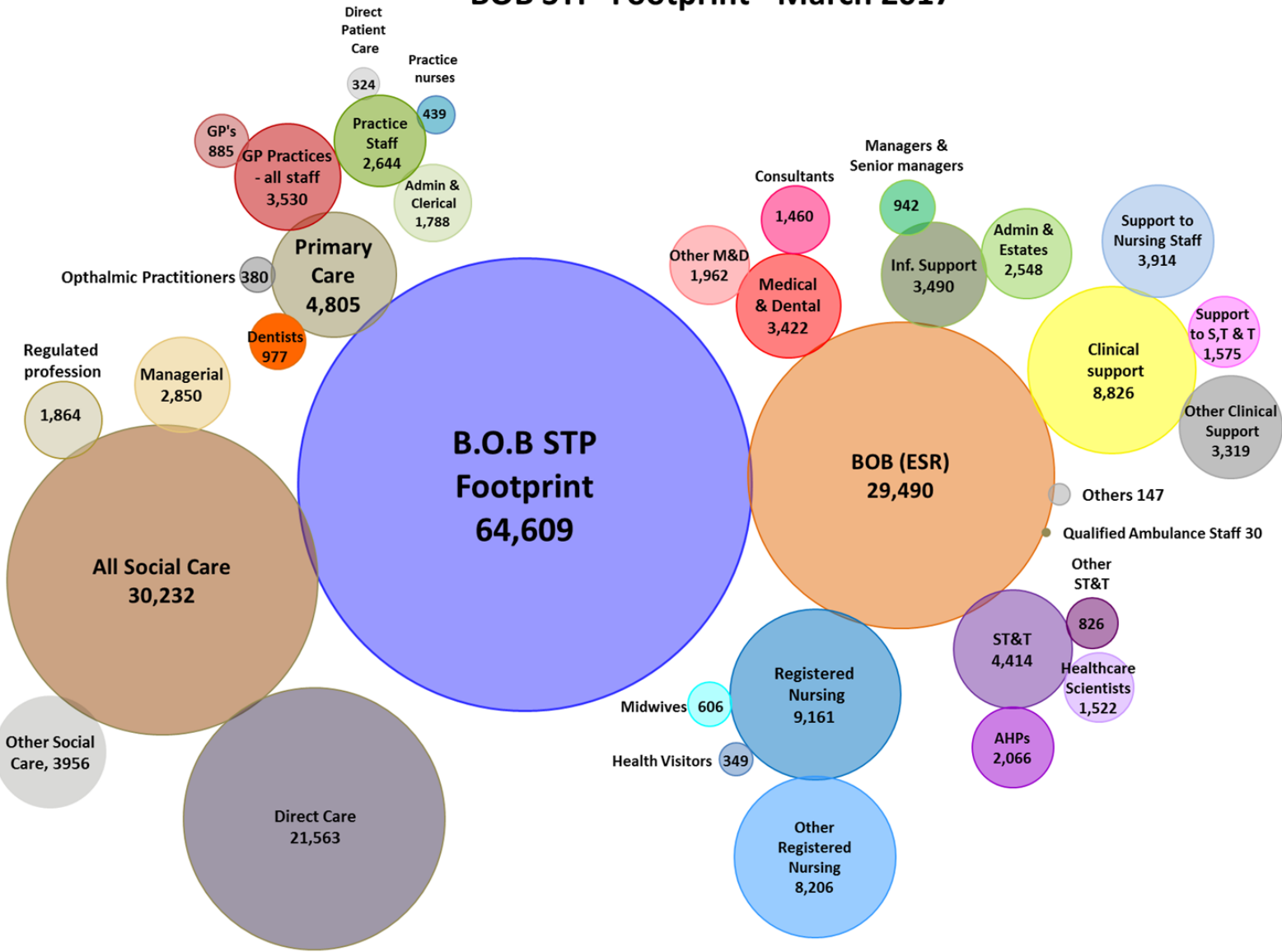
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Support Workforce Programme



BOB STP Footprint - March 2017



For Dentistry and Ophthalmic Practitioners, figures are given in Headcount as no Whole Time Equivalent data was available Social Care FTE is inferred from available data.

Programme

Required

**Develop Support Workers
across H&S care provide
integrated care meeting
needs of population**

Response

Workforce Data

Good practice

Upskilling

Result

**New ways of working &
new roles**

The WRaPT story – background & context

WRaPT was created because:

- Systems are working together to redesign their care model, with STPs, success regimes and vanguards. Workforce issues are at the heart of this redesign – public services don't have enough people or money to maintain the status quo and they want to improve quality and efficiency.
- The continued resource squeeze means organisations need to optimise their staffing models to meet demand.
- A WRaPT enabled process can:
 - Collect, hold and report on a clear baseline
 - Model changes in care to identify their impact on workforce and cost
 - Taking clients through the process of increasing capability and capacity for workforce planning

The project started in 2013, commissioned by HEE (NW) and delivered by a dedicated and diverse team through Lancashire Care NHS Foundation Trust in partnership with GE Healthcare Finnamore .

To date the project has engaged with over 135 organisations across health and social care, collected over 220,000 lines of workforce data and worked with 32 individual groups to analyse, plan and model their workforce.



Workstream 1 - Understanding the workforce to support new ways of working and a shared vision

- **Engagement strategy**
- **Baseline about the support workforce**
- **Modelling of current and future workforce**
- **Strategy with recommendations plan for scaling learning**

Workstream 2 Compiling examples and evidence into a repository

- **the usage and benefits** of accessible sustainable repositories
- **repository of resources** launched
- Identified **cost effective initiatives** for **scalability**
- a draft **recruitment and retention strategy**

Workstream 3 -Upskilling the workforce to provide integrated and high quality care

- **Excellence Centre** across BOB
- **Apprenticeships**
- **Agreed Competencies**
- **Community of learning**

What is an Excellence Centre?

Employer-led regional centres for the facilitation of learning and development for healthcare support workers

Benefits

- Central repository for best practice, education and training
- Increase standards of care – learning and competence
- NSAH Quality Mark for providers and training
- Opportunities for multi agency collaboration
- Design and broker training for support workers on behalf of partner organisations
- Reduce duplication, capture creativity and expertise
- Opportunities for staff development and national connectivity

Workstream 4 -Developing and testing new roles to support integrated care

- **Max of three initiatives:** eg Generic Support Worker, health coaches, care navigators
- **initial evaluation**
- **career progression routes**
- **full evaluations**

Contacts at HEE

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