

# Report

Report to:	<b>Social Work Resources Committee</b>
Date of Meeting:	<b>6 December 2023</b>
Report by:	<b>Director, Health and Social Care</b>

Subject:	<b>Lanarkshire Care Academy Update</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on the Lanarkshire Care Academy

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted; and
- (2) that the work continues to establish the Care Academy across Lanarkshire.

## 3. Background

- 3.1. The Social Work Resources workforce plan outlines the key workforce challenges across health and social care and the actions required to address these.
- 3.2. A key action is to establish a Care Academy in South Lanarkshire, to promote social care as vocation, establish routes into a career in social care and provide a framework to enables the Council to 'grow their own' workforce to address workforce requirements.
- 3.3. North Lanarkshire Care Academy operates across the North Lanarkshire Health and Social Care Partnership (NLHSCP) and the Council agreed to link into to existing framework to create a pan Lanarkshire approach.
- 3.4. The Care Academy work contributes to the existing plans for Anchor Institutions NHS Lanarkshire (NHSL) and Community Wealth Building (South Lanarkshire Council (SLC) and North Lanarkshire Council (NLC)). These approaches share the aim of using their permanent position in the local communities to support the wellbeing of the population. All three organisations are linking closely as these approaches develop to ensure their plans are synergistic.
- 3.5. NHSL recently approved a 3 year anchor action plan which includes actions to build on previous work to identify target groups for employability programmes and apprenticeships, and refine strategies to reach and recruit candidates from less represented groups. For example, the Demonstrator programme, supporting parents trying to get back into work, launched phase 2 in September 2023 with placements across NHSL services. The initial cohort reported a high success rate of participants going on to secure longer term employment.

#### **4. Terms of Reference**

- 4.1. South Lanarkshire, North Lanarkshire and NHS Lanarkshire representatives working together have revised the terms of reference for the Care Academy. These will be endorsed at the steering group meeting in December.
- 4.2. The vision aims and objects of the Care Academy are set out in Appendix 1. The following workstreams will support the vision, aims and objectives of the Care Academy:
- Workstream 1: Attraction, recruitment and retention
  - Workstream 2: Pathways to care for young people, including all target groups
  - Workstream 3: Adult pathways to care, including all target groups
  - Workstream 4: Funding and procurement
- 4.4. The steering group membership consists of Chief Officer representatives from SLC, NLC and NHSL. There are also members from colleges and Skills Development Scotland.

#### **5. Current Activity**

- 5.1. Across Social Work Resources and NHSL there are a range of activities and programmes that will be captured under the Care Academy, which are summarised below.
- 5.2. The South Lanarkshire HSCP Learning and Development Group focus on supporting those already in the social care employment or learning pathway and activities include:
- Provision of placements in social care settings to South Lanarkshire College students.
  - Support for newly qualified social workers through a robust induction programme.
  - Social working students provided with practice learning placements.
  - Supporting SVQ provision for existing employees.
  - Leading on Trauma Informed practice initiative.
- 5.3. The Council's Developing the Young Workforce programmes – GradU8 and foundation apprenticeships both include social care options. In August 2023, 72 young people commenced in health and social care GradU8 programme.
- 5.4. The employability team support routes to employment for a range of groups and this includes pathways into health and social care. The Council are currently supporting 41 modern apprentices in social care. There is a commitment from the Care Academy to collaborate Modern Apprenticeships in the New Year, candidates will spend time in both social care and health.
- 5.5. NHSL have engaged with local schools across Lanarkshire to promote routes into health as a career, this included foundation apprenticeships, NextGen supporting S6 pupils applying for medicine and in house skills tasters. Also, the employability hub careers activity provide coaching and monthly sessions on careers in NHS, employability skills and help with applications.

- 5.6. In addition, NHSL have increased the number of Allied Health Professional placements in partnership with University of West of Scotland, this assists students when looking for employment and is the beginning of a successful collaboration with the university.
- 5.7. All of the examples demonstrate the work underway across Social Work and NHSL to promote, attract and retain health and social care staff. Consolidation of this under the Care Academy banner will increase awareness, build on the success across Lanarkshire and improve the services delivered to the people of Lanarkshire.
- 5.8. At a national level, the NHS Scotland Academy is a partnership between the NHS Golden Jubilee and NHS Education for Scotland (NES) to offer accelerated training to a wide range of health and social care roles and professions. Early discussions have taken place with NES to access materials and share work from the national academy with the Lanarkshire Care Academy. This includes online induction material on an introduction to health and social care and training modules on aspects of care.

## **6. Next Steps**

- 6.1. The Care Academy Steering Group will provide direction on all pan - Lanarkshire activity under the remit of the Care Academy, to increase collaboration and overall effectiveness.
- 6.2. The workstreams will consolidate existing activities in each of the areas, identify common threads and future collaboration. The steering group will capture activity related to the workstreams and co-ordinate a launch event to promote the Lanarkshire Care Academy.

## **7. Employee Implications**

- 7.1 The Lanarkshire Care Academy will provide a proactive approach to promoting pathways to careers in social care. This compliments the workforce planning process in place to ensure an effective workforce is in place to deliver our services.
- 7.2. Building on the existing work and growing the Lanarkshire Care academy, addresses medium to long term recruitment, retention and progression issues and increases the awareness of the value of health and social care careers.

## **8. Financial Implications**

- 8.1. Any financial implications will be met within existing resources.

## **9. Climate Change, Sustainability and Environmental Implications**

- 9.1. There are no implications for Climate Change, sustainability or the environment in terms of the information contained in this report.

## **10. Other Implications**

- 10.1. There are risks that if the Care Academy is not progressed that there will not be the workforce availability and capacity to deliver services, as detailed in the Social Work Resources risk register.

## **11. Equality Impact Assessment and Consultation Arrangements**

- 11.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

11.2. There is also no requirement to undertake any additional consultation in terms of the information contained in this report.

**Professor Soumen Sengupta**  
**Director, Health and Social Care**

17 November 2023

**Link(s) to Council Values/Priorities/Outcomes**

- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self-aware and improving
- ◆ Fair, open and sustainable
- ◆ Excellent employer

**Previous References**

- ◆ Social Work Resources Committee, 27 September 2023
- ◆ Social Work Resources Committee, 6 September 2022

**List of Background Papers**

- ◆ The Scottish Government Workforce Challenges, Audit Scotland, October 2023

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

Eileen McPake, HR Business Manager

Ext: 845 4668 (Phone: 01698 454668)

Email: [eileen.mcpake@southlanarkshire.gov.uk](mailto:eileen.mcpake@southlanarkshire.gov.uk)

### Vision

The overall vision for the Care Academy is to:

*“Develop a robust, sustained, vibrant Care Academy attracting and developing a diverse workforce for health and care services in Lanarkshire and promoting the sector as a rewarding choice for careers.*

*Increasing awareness and engagement about the Care Academy across all partners and organisations to support people from our communities working in our communities.”*

### Aims

The aims of the Care Academy are to:

1. Create the health and social care workforce for the future that best services the needs of people living in Lanarkshire.
2. Contribute to addressing deprivation and inequalities across Lanarkshire to help people live their lives to the fullest.
3. Provide pathways to fair work, meaningful employment, and progression across the breadth of health and social care.
4. Build a strong talent pipeline to meet future demand and reduce skills shortages within the health and social care sector across Lanarkshire.

### Objectives

<b>Evidence</b>	Take an evidence-based approach to identify the short, medium- and long-term supply and demand profile for the sector in Lanarkshire.
<b>Recruitment</b>	Further develop recruitment strategies with university and college campuses to discover and inspire upcoming talent and generate more candidates to fulfil current and future demand needs.
<b>Reach</b>	Develop a plan to reach and inspire passive candidates or potential career changers and returners, with the right values, to take their first steps towards exploring a career in social care. Ensuring an inclusive approach to reaching those who are furthest removed.
<b>Retain</b>	Develop, implement and monitor retention and wellbeing strategies to enhance retention across all relevant job roles to support the workforce.
<b>Identity</b>	Build the Health and Social Care partnership identity and improve how the entire reward and compensation package is marketed for all roles.
<b>Presence</b>	Create a social media strategy to build a stronger online presence around the Care Academy, breaking down any misconceptions around the sector and providing practical tools and resources for people to discover potential future roles.
<b>Next gen</b>	Inspire the next generation by taking the in-school academy education to the next phase, creating pathways from school to employment and looking at new digital delivery models to inspire young people with the right values to pursue a career in the sector.
<b>Pathways</b>	Establish career pathways and underpin these with qualification and development routes, influencing further and higher education strategies to secure and maximise available funding.