

# Local Workforce Action Boards

## Case studies: south and south west of England



All across the country Local Workforce Action Boards (LWABs) are making a real difference to the planning, delivery and transformation of health and social care services through their work. We will be showcasing examples online. The first of these, a few from the south and south west of England are set out below.

## **New nursing degree addresses LWAB recruitment concerns**

A new adult nursing degree, designed by HEE in Wessex in partnership with HEE in Kent, Surrey and Sussex, working with Portsmouth University, is helping to increase the number of people entering the nursing profession. This is a key recruitment priority identified by the [Hampshire and Isle of Wight LWAB](#).

The course aims to provide an additional supply of nurses with the skills and expertise to make safe, evidence-based decisions about patient care. It is also helping to meet the health challenges of an ageing and growing population – challenges identified by the LWAB in their Sustainable Transformation Plan *Case for Change*.

Based in Portsmouth University's new Centre for Simulation in Health and Care, the first cohort of 118 students have begun their three-year degree.

The partnership approach means students will not only spend time at the university, they also complete a range of clinical placements in health and care settings across Hampshire, the IoW and West Sussex/Surrey borders.

HEE Wessex Local Director, Ruth Monger, co-chair of the Hampshire and IOW Local Workforce Action Board, said:

*"This is a great example of the collaborative working that is taking place across our region. Working in partnership with Portsmouth University and local health and care organisations, we have informed the curriculum and training on offer to student nurses. It is helping to address key recruitment concerns identified by the LWAB and as a result 'future-proofing' the NHS for the challenging years ahead."*

# Sector-based work academies in Thames Valley

The first Thames Valley NHS sector-based work academy (SBWA) has just drawn to a close in Oxford.

Sector-based work academies are pre-employment programmes which have three key components:

- Pre-employment training (relevant to the needs of the business or sector)
- A work experience placement
- A guaranteed job interview.

The academy was developed in partnership with the Job Centre Plus (JCP), City of Oxford College and two employers (Oxford University Hospitals NHS Foundation Trust and Kcare health, a social care agency).

The scheme provided job seekers with the opportunity to undertake a period of classroom-based learning plus a period of work experience, with a guaranteed job interview at the end of the process.

The integrated approach to recruitment for both health and social care, which was identified by the LWAB, gave candidates the chance to choose which sector they would like to have their work experience in, with each sector bringing different benefits.

Some 21 job seekers attended the enrolment day, exceeding expectations and all achieved a Level 1 qualification in personal development and had the opportunity to develop CVs and prepare for interviews.

Kcare have now recruited three candidates who are now undergoing their induction training with the company. Due to various recruitment issues within the trust, the candidates have not yet undergone their interviews but are being given robust support and guidance to access vacancies, complete job applications and prepare for interviews.

Planning is now underway for a second integrated academy in the autumn.

# Gloucestershire Sustainability Transformation Plan (STP) quality improvement academy

Through their STP and support from One Gloucestershire Improvement Academy, health and social care partners in the Gloucestershire are developing a system-wide approach to quality and service improvement. To do this they have created a countywide quality academy.

Gloucestershire STP partners already have a good foundation in service redesign, quality improvement and innovation to build upon. Working with the West of England Academic Health Science Network, Health Education South West and the national NHS Quality Service Improvement & Redesign (QSIR) College they are now ensuring the latest thinking and application in practices and education materials goes into their county-wide academy.

Introducing system-wide learning programmes in 2016, the Academy is now rolling out further training cohorts in the QSIR methodology. Participants in the Improvement Academy can access a range of support including coaching, access to on-line resources and action learning sets.

The investment in a system wide approach is designed to help deliver Gloucestershire's transformational goals.

By the end of 2017 they aim to have:

- Developed and launched a collaborative system-wide academy with a curriculum to meet future needs for transformation and quality improvement
- Scheduled programmes to meet the needs of teams responsible for the delivery of STP strategic priorities
- Trained approximately 200 key service improvers, with a further 200 trained each year
- Built on case reviews to inform improvements in pathways and discharge.

By 2021 they aim to have embedded the approach to enable exceptional joined up working across partner organisations and the effective delivery of transformation goals.