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College Development Network

**#CDNCare**

# **NHS and College Partnership Working**

Everyone Needs to Care Conference  
College Development Network  
27 September 2017

# Workforce and Education Partnership Working

- ▶ College Development Network provides a national overview through the Care Strategy Steering Group as a platform to quality assure, prevent duplication and ensure best use of public funding
- ▶ College Sector supporting Industry led qualification and Learning Framework
- ▶ Scotland wide work of CDN led to funding from SFC through articulation hubs to develop the HNC Care and Administrative Practice Award mapped to all Nursing and other degree programmes.
- ▶ Development of a cluster of PDAs making up the HND allowed a pick and mix approach to respond to local and regional workforce demands.

# NHS Greater Glasgow and Clyde Strategic Education Partnership

Lyndsay Lauder  
Head of Organisational Effectiveness  
Human Resources and Organisational Development

# Workforce Priorities

20/20 Workforce Vision – 5 priorities:

1. Creating a healthy organisational culture
2. Establishing a sustainable workforce
3. Maintaining a capable workforce
4. Developing an integrated workforce
5. Effective leadership and management

# Our Workforce

<b>Job Family</b>	<b>WTE</b>	<b>% of Total Workforce</b>
Administrative Services	5,277	15%
Allied Health Professions	2,739	8%
Healthcare Sciences	1,761	5%
Medical and Dental	3,549	10%
Nursing and Midwifery	15,500	46%
Other Therapeutic	1,100	3%
Support Services	3,600	11%

# Strategic Context

- ▶ Ageing population – health and dependency
- ▶ Improving health and reducing health inequalities
- ▶ Health and Social Care Partnerships integrated service delivery
- ▶ National and regional service and workforce planning
- ▶ Financial challenges across public sector

# Main Themes – 2017/18

- ▶ Promoting a culture of person centred care in all our services
- ▶ New roles which reflect the shift in the balance of care
- ▶ Investment and development in the primary care workforce
- ▶ Changing work patterns (24/7)
- ▶ Recruitment challenges in key specialties and job families
- ▶ Sustainability of the medical workforce
- ▶ Increasing the number of young people in NHSGGC workforce
- ▶ Increasing access to jobs for people who face barriers to employment
- ▶ Ongoing review of administrative and support services

# The National Health and Social Care Workforce Plan

- ▶ Encompasses upwards of the 360,000 people who deliver health and social care services across Scotland also takes cognisance of the third and independent sectors
- ▶ Purpose is to ensure the delivery of a workforce which is deployed in the right places, in the right numbers, doing the right things
- ▶ Is a strategic document setting out the workforce vision for health and social care services including the priorities, assessment of current resources and actions to be taken

# Achievements and Partnership Working

# The NHS GGC Strategic Education Partnership

- ▶ Formed to create a strategic partnership of Education stakeholders in the West of Scotland (2007/08).
- ▶ To work together to find innovative educational solutions to the workforce challenges of the health sector.
- ▶ Board membership from the Health Board, College Sector, Scottish Qualifications Authority, Skills Development Scotland, Glasgow City Education Department, Colleges Scotland, University Sector (on occasion), NHS Education (NES).
- ▶ June event with College Principals and Senior Leads

# Workforce Development

- ▶ Raising awareness of jobs and careers
- ▶ New entry routes to NHS employment
- ▶ Modern Apprenticeships



# Partnership Working in action ..

- ▶ Examples:
  - Modern Apprenticeship programme
  - Project Search
  - West Dunbartonshire HSCP Care Academy
  - Support for Foundation Apprenticeship pilot in social services and healthcare

# Developing Education Pathways

- ▶ Examples:
  - Estates and Facilities
  - Pharmacy
  - Medical Equipment Management
  - Inpatient Administration

# Looking ahead:

- ▶ Emerging workforce themes – NHSGGC Workforce Plan 2017/ 2018
- ▶ Adult and graduate apprenticeships, flexible workforce development fund
- ▶ Digital Skills and Technology Enabled Workforce
- ▶ Expand college links with wider NHSGGC service
- ▶ Continue development of HCSW Roles

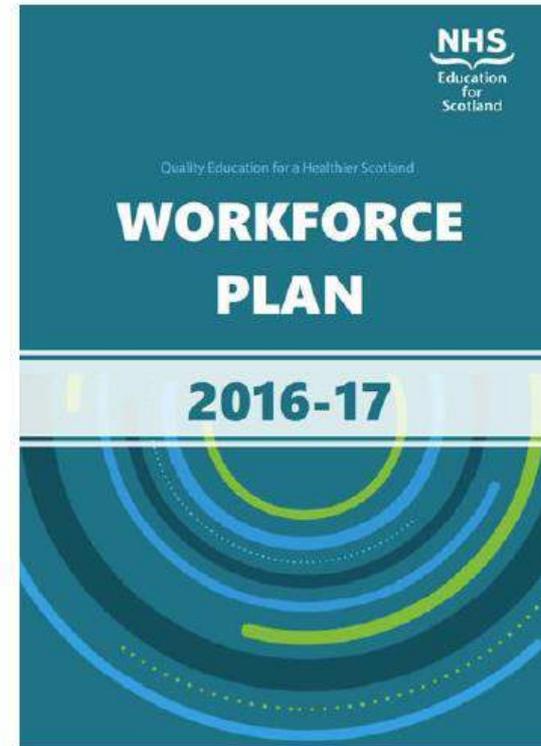
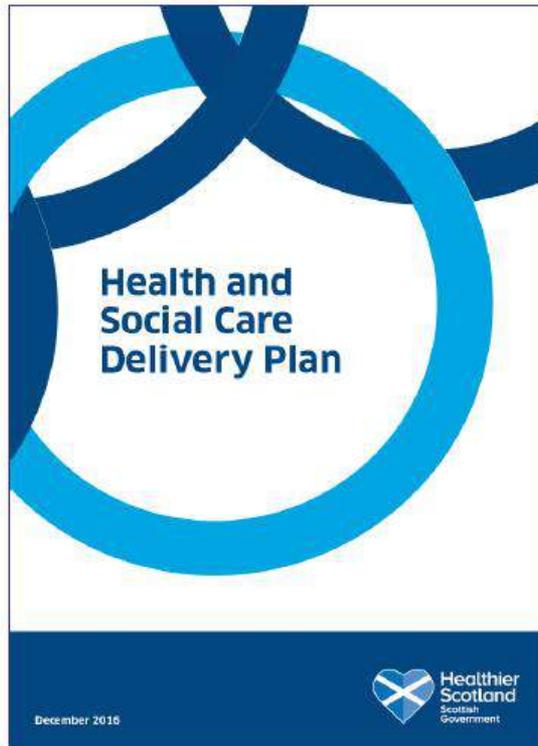
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**Sybil Lang**

**Health Education Development  
Officer, College Development  
Network**

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# Government Policy Documents



# Government Policy Documents

## A BLUEPRINT FOR 2020: THE EXPANSION OF EARLY LEARNING AND CHILDCARE IN SCOTLAND

2017-18 ACTION PLAN

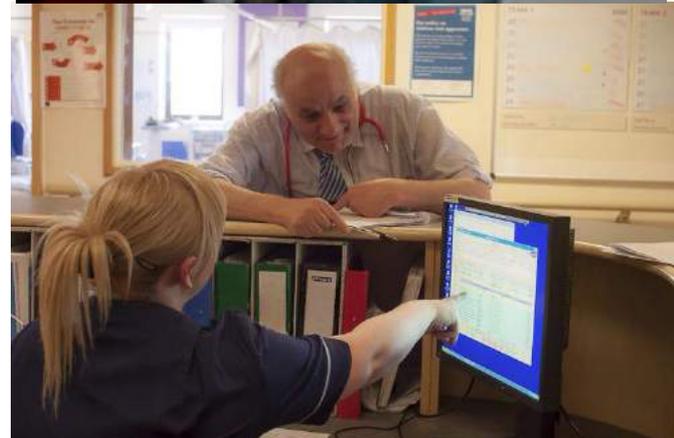
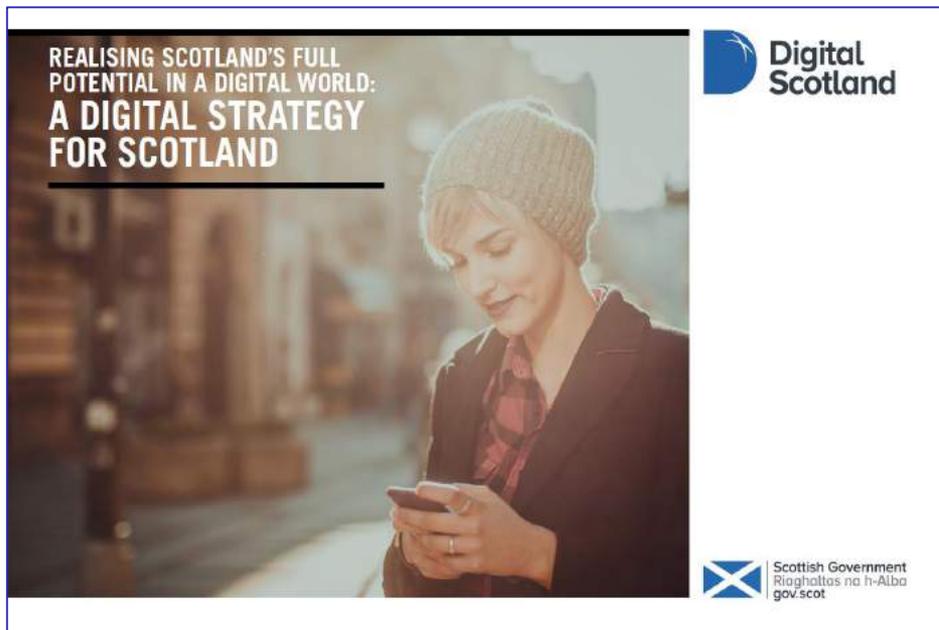


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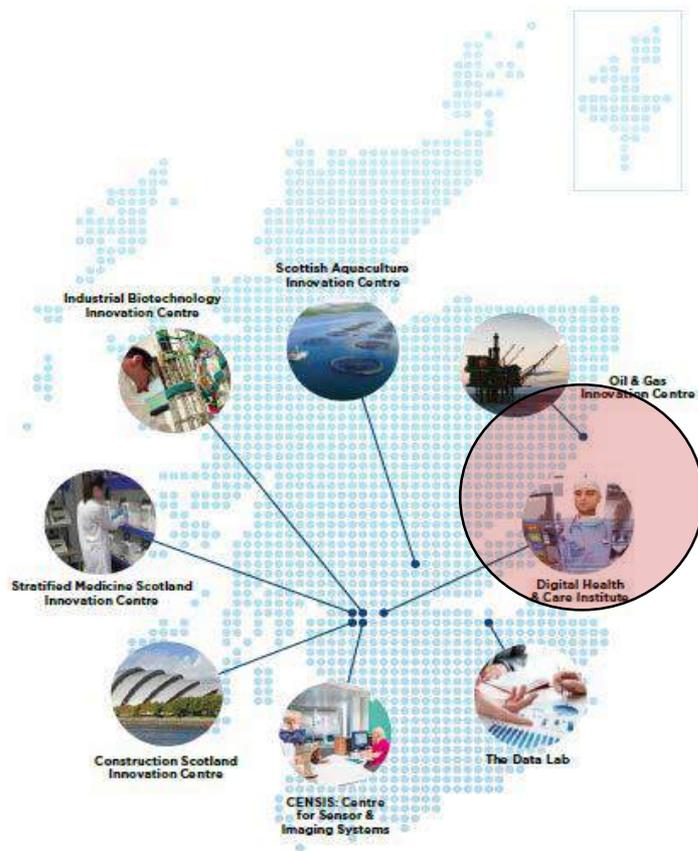
- Launched on 15 October 2016.
- It sets out Scottish Government vision for an expansion that will almost double entitlement to free early learning and childcare (ELC) to 1140 hours per year by 2020 for all 3 and 4 year olds and eligible 2 year olds.

# Digital Health and Social Care Strategy 2017–22



# Independent Review of Innovation Centre Programmes(ICP)

## Professor Graeme Reid — September 2016



### Recommendation 7

- SFC explores FE college participation in Innovation Centres Programme.
- SFC challenges the college sector to enhance their involvement in the IC programme and work with ICs to support innovation in local business for example responding to business demands for skilled people.
- SFC should consider how best to overcome any administrative boundary between college and university funding that currently exists.

# Colleges' Role and Involvement in the Project

- Response to Professor Graeme Reid report and Government drivers for Health and Social Care integration and Digital Health and Care Strategy
- College Innovation Working Group
- Identified opportunities to build on existing and new qualifications to ensure learners and exiting workforce are best equipped to deliver in partnership digital care both now and in the future in Health and Social Care.
- Care continues to have the largest number of enrolments linked to industry.\*

\*Colleges Scotland Key Facts 2017

# Skilled and Successful Learners

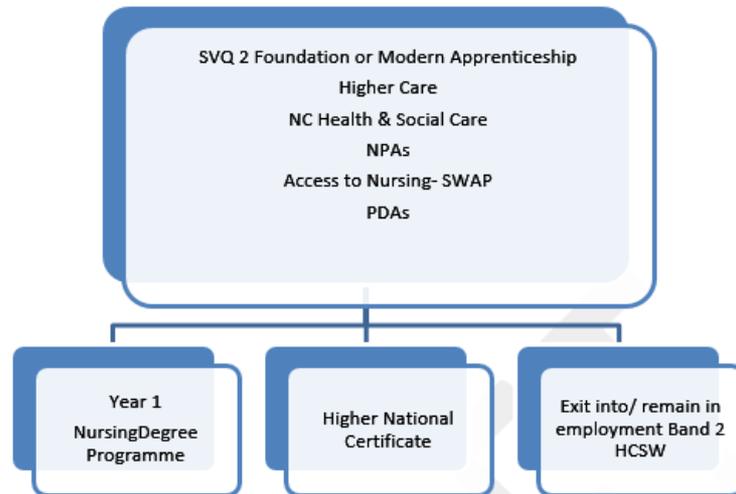
- Colleges enrol annually a truly diverse range of learners in terms of background, gender, ethnicity and age contributing to societal integration, widening access, interaction with communities, schools and universities.
- Colleges contribute to providing a skilled ambitious workforce with exit points into employment or the possibility of gaining advanced standing articulation into degree programmes.

## As a Citizen of the Scottish Health and Social Care Services I will have ...

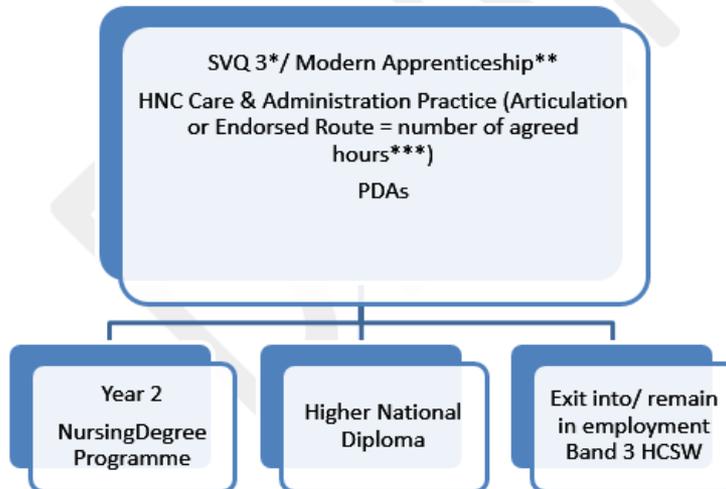


- access to the digital information, tools and services I need to help maintain and improve my health and wellbeing.
- Expect health and social care information to be captured electronically, integrated and shared securely to assist service staff and carers who need to see it
- and that digital technology and data will be used appropriately and innovatively to help plan and improve services, enable research and economic development and ultimately improve outcomes for everyone.

## SCQF Level 6 Equivalent Qualifications Programmes and Progression Routes



## SCQF Level 7 Equivalent Qualifications Programmes and Progression Routes



\*In employment as HCSW Band 2 or 3

\*\*Training post

\*\*\* Agreed extra hours to gain entry into year 2

# Project Idea

- To work with key areas of care, social care including housing and potentially construction to identify the skills required to equip learners with appropriate digital skills and competencies both now and in the future.
- This will require mapping out current and future digital skills and competencies in partnership with industry, education, Key stakeholders, the citizen and wider community.
- Identify areas that may need to be prioritised for development nationally with regional and local flexibility in terms of implementation strategy.

# Small Isles, Biggest Changes



Eigg, Muck, Rum, Canna –

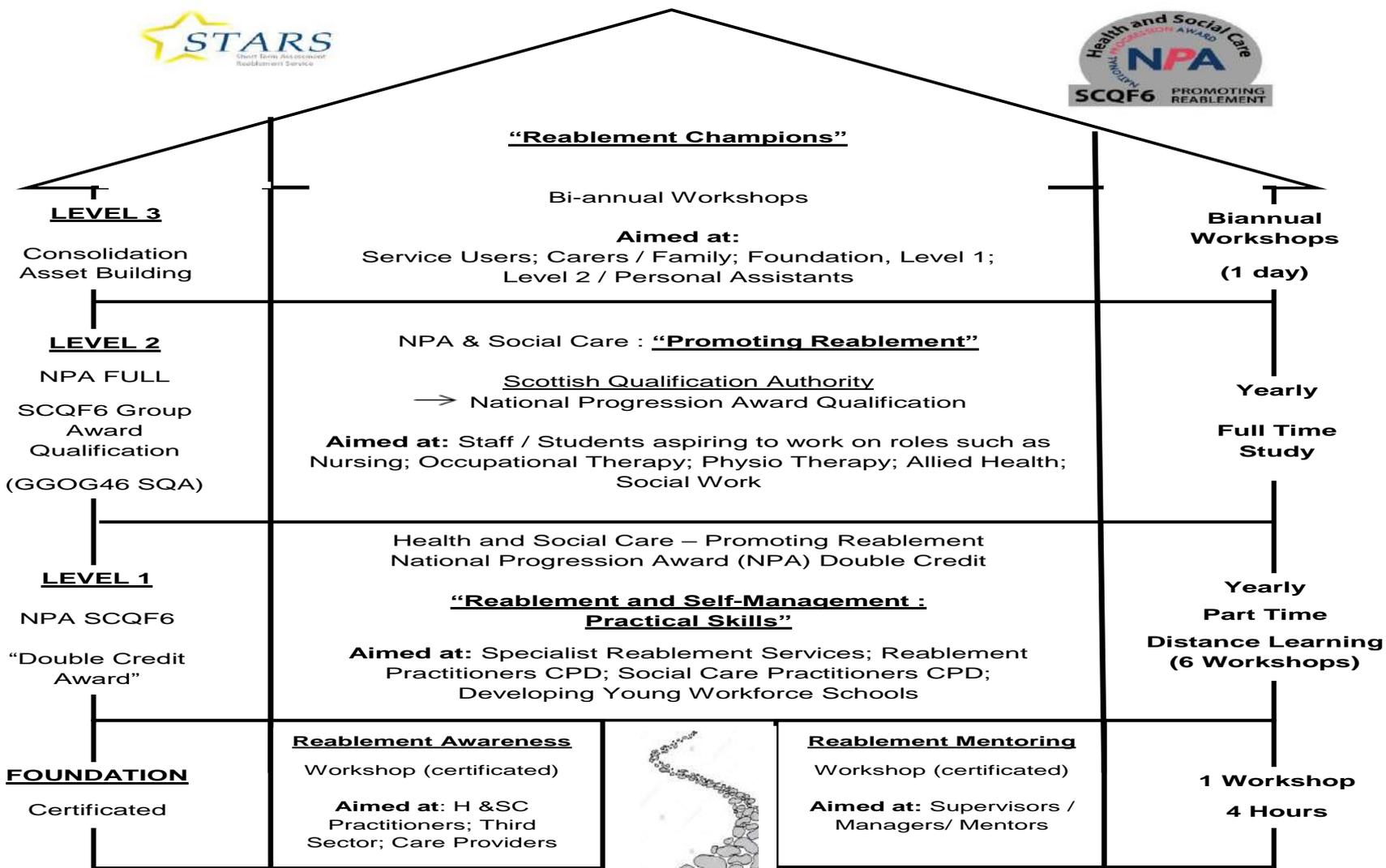
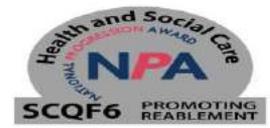
- services reshaped based on Nuka Alaska model
- 3 GPs from Skye – 2 x weekly charter boat visits
  - Visiting multi disciplinary services
- Tele consultations Integrated team Mallaig
  - *New Rural Health & Social Care Support Workers*



## The Reablement Journey



- Started as an informal partnership in 2008
- Became a validated award in 2013
- NPA is embedded in all relevant FT programmes and also the Reablement Management Unit is offered to Band 3 staff which is completed in 5 workshops
- Currently delivering Reablement awareness to upwards of 2000 staff across the Dumfries and Galloway Integrated Workforce
- About to deliver Reablement Mentor training workshops
- About to deliver Reablement to Service Participants, Champions and Carers



## Partnership working in Lothian

- SVQ Healthcare Support (clinical) awards
- SVQ Social Services & Healthcare
- National Progression Award Health & Social Care Skills for Practice (SCQF 6)



# Professional Development Awards

- PDA Developing Professional Practice in Health & Social Care (SCQF 7)
- PDA Perioperative Practice (SCQF 8)
- Currently scoping PDA at SCQF level 8 for Assistant Practitioners in District Nursing teams (SCQF 8)

## Additional partnerships

- HNC Care & Administrative Practice



- Module K101 – An Introduction to Health and Social Care



# Sybil Lang – Health Education Development Officer

## Contact details



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