

Healthier Together



Improving health and care in Bristol,
North Somerset and South Gloucestershire

Bristol, North Somerset & South Gloucestershire Learning & Leadership Academy Annual Review 2022-2023



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Future Focus



The Healthier Together BNSSG Learning & Leadership Academy is a workforce transformation initiative to integrate the learning and development functions across health and social care. Our main objectives include:



Attracting young people into the future workforce by promoting the 350 different roles and professions



Developing the apprenticeship offer for a wide range of clinical and non-clinical roles



Supporting effective and quality placements, sharing resources and best practice



Reducing staff training costs and overheads by enabling passporting of training



Delivering a system approach to leadership development and coaching skills

A selection of partners we collaborate with:



Apprenticeships

We have seen a real growth in apprenticeships year on year. For the period March 2022 – April 2023 the biggest area of growth has been in Allied Health Professions including:



Podiatry



Physiotherapy



Occupational Therapy

We have been developing new apprenticeship routes, including Enhanced Clinical Practice, Medical Degree Doctor, Midwifery, Speech and Language Therapist – all due to launch in 2024.

The focus continues to be the growth of apprenticeships and cultural change to embed apprenticeships as the preferred recruitment option across all roles.

Apprenticeships are an integral element of the **NHS Long Term Workforce Plan**

*I have been told I am the first Sirona Registered Nurse Degree Apprentice to graduate! I feel very privileged to have been given the opportunity.
Thank you so much! I am so proud, it was hard working and studying but I was very well supported with an amazing assessor, I had quite a journey but been very worth it! I am looking forward to my career!
I put my royal blue on today for shift and feel amazing!*

Quote from Sirona Apprentice

April 2023

886

Apprentices on programmes

Apprenticeship Levy

Apprenticeships roles supported by levy funding:



Apprenticeship Levy is a tax paid by larger organisations to support apprenticeships and any unspent levy must be repaid to the government.

To divert this into the growth of apprenticeships the Academy created the Levy sharing process in 2020 which allows paying organisation to gift up to 25% of their apprenticeship levy fund to support smaller organisations.

Year on year Levy sharing is increasing and during 2022-2023 has more than doubled from £443,000 to £901,000.

Schools and colleges

136 young people attended the 2022 Allied Health Professionals Careers Day. 100% of attendees rated the day as good to outstanding.



The ambulance simulation and the friendliness of the team on the radiology stand, everyone was so welcoming and chatty which made it really enjoyable.
Attendee of the AHP Careers Day

BNSSG ICS partners provided over 500 work experience placements to young people from schools and colleges across the BNSSG region.



I think this placement was very well thought out and well planned as we were allowed into working environments, regardless of how busy it was as a working hospital
Under 16 Work Experience Student

Monthly Careers Hub newsletter with information on Health & Social Care career events & apprenticeship vacancies circulated to over 600 young people



Everyone was helpful and telling me new information about my chosen career in midwifery
Feedback from attendee of the 2022 National Apprenticeship Show

Careers Hub



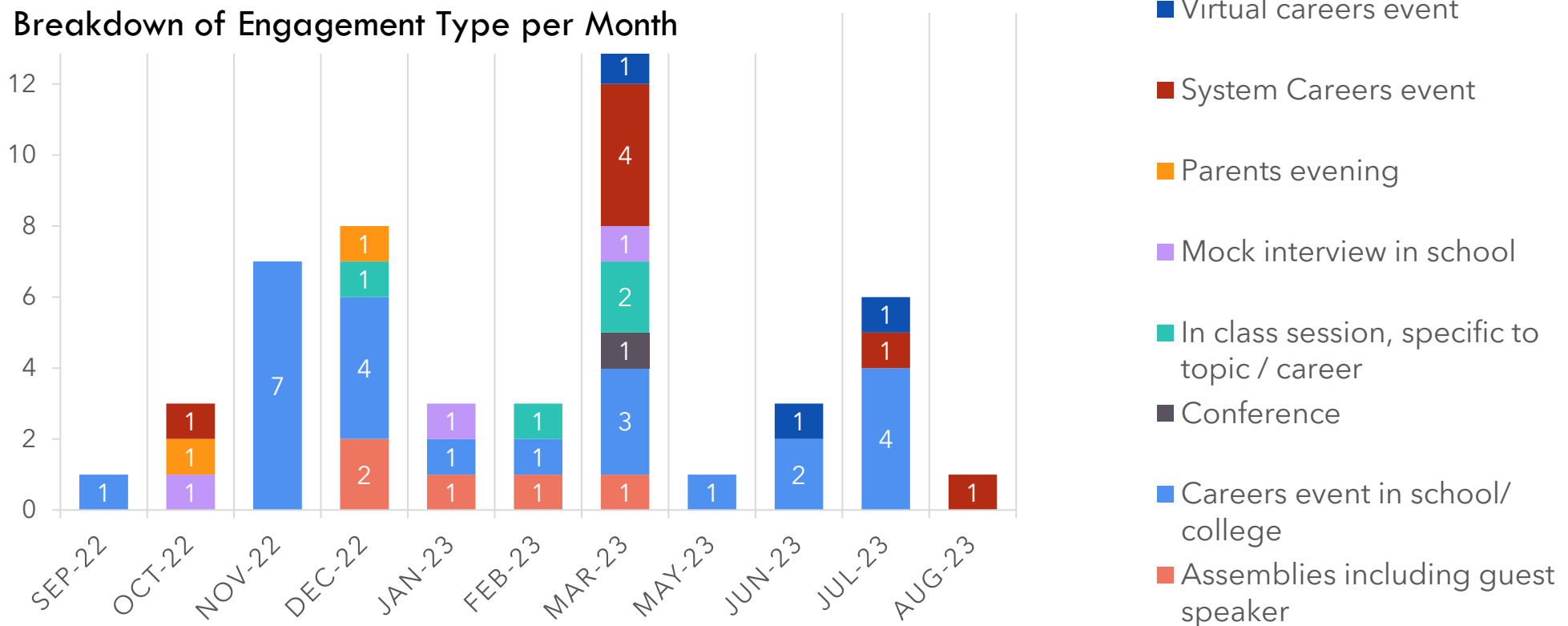
Bristol, North Somerset
and South Gloucestershire
Integrated Care Board

Schools and colleges: workforce development

Over the 2022-23 academic year the Careers Hub team spent ~165 hours engaging with young people across BNSSG.

Our Acute partners delivered 66 hours of which the UHBW Simulation team attended 9 events reaching more than 540 young people.

Social care colleagues attended in school events and delivered virtual careers activities.



Prince's Trust (Jan — March 2023)

The Prince's Trust supports young people from lower income backgrounds and those at risk of long-term unemployment - from application stage through the interview and onboarding process, into long term employment

Thank you so much you have become my guardian angel that has walked by my side and guided me from the beginning. Thank you ever so much and I don't think I can describe in words how much you have helped me!

Quote from a BAME young person supported by the programme into permanent employment



**START
SOMETHING**

42 young people supported on the programme, 19 receiving job offers

Health Care Support Worker recruitment event bringing ~250 candidates

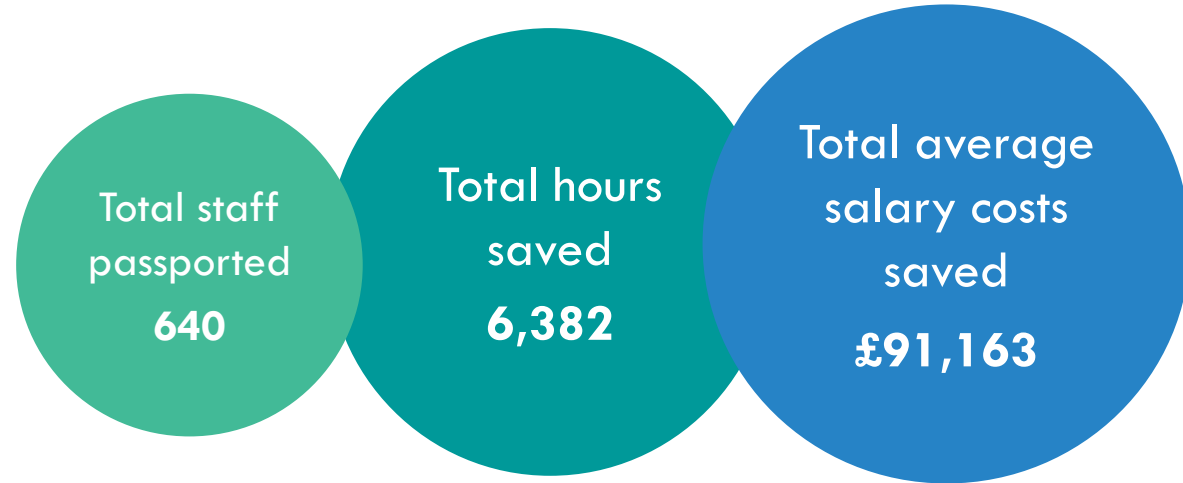
Future focus:

- Increase engagement with underrepresented groups
- Prioritise supporting young people from higher deprivation areas

SKILLS PASSPORTING & LEARNING MANAGEMENT SYSTEM

Skills passporting allows our staff to move between organisations without having to repeat statutory and mandatory training.

Monthly data has been collected on the considerable savings made in staff time and costs.



Four of our ICS partners NBT, AWP, UHBW and Sirona are all aligned to the same LMS provider.

We want to continue to build upon our LMS service and broaden the training we can passport, including the Care Certificate and the Oliver McGowan Learning Disability and Autism training.

Placement Expansion

94 additional clinical placements were created in 2022/23

152 placements achieved overall, exceeding placement expansion target of 116

University of Gloucestershire Blended Learning Nursing Degree entered second year – currently 26 students on the programme

Expanding clinical placement capacity is critical to increasing the numbers of nurses, midwives and Allied Healthcare Professionals in training and is essential if we are to increase our pipeline of new staff.

I really enjoyed all my placements and learned a lot from each one

Placements have given me a wide range of experiences so far!

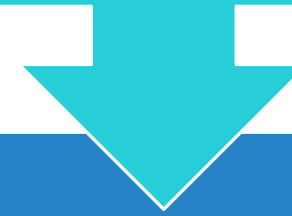
Advanced Practice

Advanced practitioners (APs) are experienced, registered health and care practitioners who have completed NHSE accredited AP education and training at master's degree level or accredited their prior learning with NHSE.

Building a recognised and visible advanced practitioner workforce is a priority for the NHS; there is a clear and identified need for a broad range of highly experienced clinicians to contribute to clinical decision making.

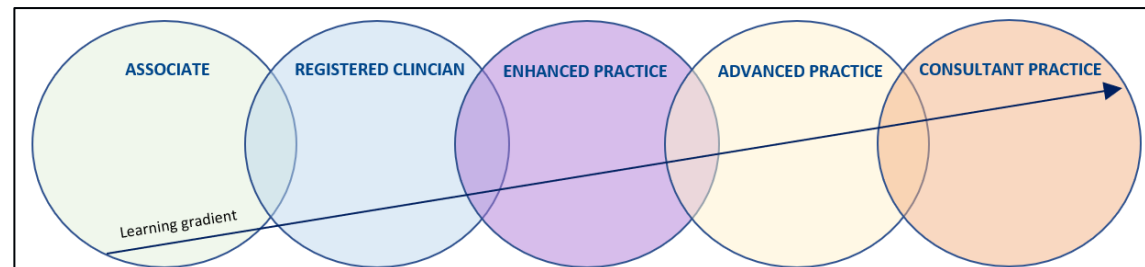
Advanced practice training offers opportunity for experienced clinicians seeking progression to remain in clinical roles and continue to develop, supporting retention of senior clinical staff.

- 62 new AP Trainees commencing NHSE funded programmes in 2023/2024, adding to the 48 ongoing trainees and 36 individuals who have completed training throughout the system
- 2 additional provider organisations training APs claiming NHSE funding in 23/24
- Creation of Community of Practice of those in AP Leadership positions across the system to promote collaboration and shared learning



Focus & priorities for 2023/24

- Work with providers to expand Advanced Practice Trainee number development, as supervision structures allow.
- Embed the Advanced Practice Leadership Group to create a sustainable network.
- Work throughout the ICS to embed consideration of Advanced Practice and training timescales into workforce planning and modelling.
- Build a resource of system-wide benefits of AP, quantitative and qualitative to guide & support providers in ongoing investment in AP development.



Leadership & Coaching

£54k funding received to support ICB Board and Executive coaching and development

Graduate Management Trainee Scheme welcomed four new graduates in to BNSSG ICS through collaborative system bid.

Facilitation training for 10 staff from a range of roles and sectors

123 attendees to online coaching CPD sessions facilitated by volunteer coaches

Coaching for All conference with 110 delegates

Training provider secured to deliver ILM 5 Certificate in Effective Coaching for 50 system coaches

£275k funding secured for Legacy Mentoring Programme to support nurse and midwife retention

70 system leaders attended event to build on success of the Peloton leadership programme



Focus and priorities for 2023/24

- Coaching supervision provision
- Expansion of coaching into social care sector
- Strengthen coaching infrastructure including exploration of apprenticeship pipeline
- Leadership and culture strategy to be announced

Preceptorships

The BNSSG preceptorship programme was fully launched, and we now have over 340 preceptees on the programme

Integrated approach to shared learning - partners now collaborate on the six embedded progress days with training offered to all relevant staff regardless of who they work for

Sirona care & health received Health Education England accreditation for their work developing their preceptorship programme

The Preceptorship programme supports newly qualified registered healthcare professionals to develop their skills through ongoing coaching and peer support, with the aim of supporting retention during that early career period.

Future plans

- To promote a shared approach to preceptorships, including a large scale networking event
- To continue to work towards NHS England National Preceptorship Quality Marks, achieving the high standards set by them

Oliver McGowan Mandatory Training on Learning Disabilities & Autism



Launched by the Department of Health and Social Care in 2022, Oliver McGowan is a mandatory training programme developed in response to the gap in knowledge that staff across health and social care have on how to treat people with Learning Disabilities and Autism.

We will implement a long-term sustainable training plan to achieve target of 33% compliance per year

In early 2023 we established a programme team to launch and deliver the training to BNSSG.

Creation of cross working system group with representatives from BNSSG partner health & social care organisations.

Next steps are to roll out online training for all ICS staff and deliver in person training led by Experts by Experience for patient facing roles

Future Focus



Implementing the Long-Term Workforce Plan, with a focus on growing learner placement capacity and apprenticeship numbers

Implementing the ICS People and Culture Strategy

Implementing the NHSE Educator Workforce Strategy



Thank you

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