

# WEST YORKSHIRE & HARROGATE EXCELLENCE CENTRE

- JULY 2019 ISSUE 7 -

The National  
Skills Academy  
HEALTH  
West Yorkshire and Harrogate  
Excellence Centre

## Happy 3rd Birthday

West Yorkshire & Harrogate Excellence Centre



The West Yorkshire and Harrogate Excellence Centre was founded 3 Years ago in July 2016 and has been hosted by LTHT and BDCFT. We have come a long way since we first started out, and now have 838 members. We have set up a bespoke skills platform for events and training that you can book or advertise spaces on here.

We have also recently taken on some new members of the team (meet the team on page 3). In the next 12 months we are aiming to focus on the below projects.

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## Careers:

Our goal is to get more people into training for a future career in health and care.

We have created a Careers Hub on the WYHEC website that has links to websites relating to career pathways in health and care. It will direct users to schools, colleges, Higher Education Institutions, Further Education, employers and those seeking employment/experience/placements to quality information advice and guidance at a place, regional and national level.

We will be liaising with different stakeholders and organisations regarding training and education for health and care to ensure that we have all the possible links to the career paths and training opportunities available on the Hub.

We will be identifying hard to fill roles and creating campaigns to promote opportunities in these roles through the use of social media, newsletters and online portals.



We will also be developing a toolkit for introducing work experience placements and mapping out employability programmes across the region.

If you think that your website fits this need and you would like it to be promoted on the WYHEC Careers Hub, please email Gail or Charben on [leedsth-tr.wyhexcellencecentre@nhs.net](mailto:leedsth-tr.wyhexcellencecentre@nhs.net)

## Apprenticeships:

Our vision for WYHEC over the next 12 months is to continue to promote and enable apprenticeships in health and social care across the region, with a particular focus on levy transfer.

Apprenticeships have become a key element of many national strategies recently, and present a potential solution to workforce shortages across the region. They allow organisations to recruit new workers as learners and then develop those workers into highly effective members of staff.

In order to encourage the spread of apprenticeships throughout WY and H we are looking to use the apprenticeship levy. As many of you will know the Levy was introduced in 2017, and requires employers with an annual pay bill of over £3 million to pay the equivalent of 0.5% of their monthly salary costs as a tax. This money can only be reclaimed to pay for training for apprentices, and, if it is not spent, is lost after 24 months.

As many larger organisations are not able to employ enough apprentices to pay their levy they are looking to transfer the money to non-levy paying organisations in health and social care to help support these organisations to employ apprentices. That is where we come in.

At WYHEC we have a list of organisations that have committed to transferring levy money to non-levy paying organisations, and we can help to match-up these organisations with those employers who are interested in employing an apprentice. As a team we can provide advice and support around employing apprentices, support conversations with both training providers, and facilitate the transfer of the levy money between the levy paying organisation and the non-levy paying organisation.

If you are an employer within health and social care and you are considering employing an apprentice, or want to find out more then please do not hesitate to contact either Callum or Heather, who would welcome the chance to talk to you.

## Core Offer:

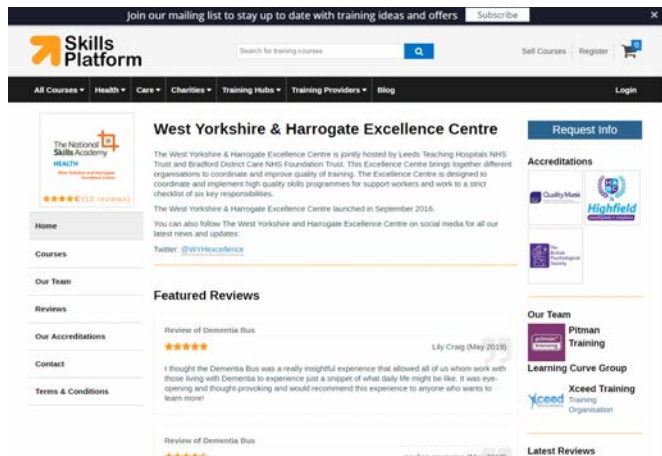
Maximising the Contribution of our Existing Health and Care Workforce “Core Offer”  
The key ambition of this work stream is for the West Yorkshire and Harrogate Excellence Centre (WYHEC) is to be a hub coordinating best practice, collating quality training and sharing resources. Below are the key priorities and activities for this work stream for 2019/20

### 1. To Support Workforce Retention and Progression

- We will be celebrating and promoting contribution and development opportunities by hosting a West Yorkshire and Humber Support Staff Conference in Spring 2019 and recognising staff through monthly accolades.
- Workforce well-being initiatives will be promoted and accessible via the web based platform for all staff.

### 2. To Support Communities of Practice

We will be supporting networks and communities of practice across the West Yorkshire and Harrogate area in collating resources, information, network links and training and development opportunities. These will be hosted on dedicated pages of the WYHEC website and provide a web based forum for sharing best practice. We will be supporting relevant conferences and events and promoting these through our networks social media and the Skills Platform. Networks that have approached us to date include: The Stroke Network, End of Life Network and Public Health Community of Practice.



### 3. Opportunities to Access Quality Training

- In 2018/19 we were able to offer a range of funded training and development events through the Excellence Centre which were advertised on the West Yorkshire and Harrogate Excellence Centre pages of the Skills Platform <https://www.skillsplatform.org/westyorkshire>  
Over the next few months there will be a change of emphasis from advertising WYHEC funded courses to using the Skills Platform to signpost health and care staff to alternative courses and learning options.
- On behalf of Health Education England, the Excellence Centre will be co-ordinating and allocating Support Staff Workforce Development Funding. In the next month we will be requesting funding proposals from localities for 2019/20 funding based on LWAB priority criteria, with the aim to maximise value and impact across health and social care. We will monitor use of the funds, highlighting successes and evaluate the processes as part of this work.
- We will be establishing a mechanism for
- gaining feedback from colleagues on training accessed via the Skills Platform as part of an Evaluation Framework which will inform future commissioning.

# Meet the WYHEC team

WE HAVE RECENTLY HAD SOME NEW MEMBERS JOIN OUR TEAM,  
SO WE THOUGHT WE WOULD UPDATE YOU.

## ASH O'HARA

*PROGRAMME LEAD*

Ash is a Registered Nurse with over 20 years clinical experience at LTHT. She moved into a Corporate role in 2013 as part of LTHT's Nursing & Midwifery Workforce and Education Team. There, she used her operational knowledge to support with recruitment to the nursing workforce. With the workforce landscape continuing to evolve Ash moved into Organisational Learning and has been involved from the first application to host a National Skills Academy for Health Excellence Centre. Prior to taking this role, Ash has spent the last 3 years leading on LTHT's Apprenticeship, Schools Engagement and Employability Agenda as well as supporting training for staff in bands 1-4. She has 2 Children, one who has severe learning difficulties and as such is passionate about the services available to all in the West Yorkshire and Harrogate region.



## ALISON ACKEW

*PROJECT MANAGER- CORE*

Alison has over 35 years of experience in the NHS, the independent healthcare sector, educational and project related roles, both operational and strategic. Alison has a background of working collaboratively with local and national stakeholders to build partnership working approaches and to develop and set up innovative training and apprenticeship programmes. In recent years Alison has worked with educationalists and healthcare employers to support workforce development in the healthcare sector particularly in relation to the implementation of new roles, apprenticeships and the introduction of new training pathways. A mother and grandmother, Alison's passions are Skiing, diving and her dogs. Other hobbies she enjoys include singing in local choirs and gardening.

## EILEEN MALLON

*PROJECT SUPPORT OFFICER- CORE*

Eileen started my work at the Trust over 32 years ago initially working in 'Nursing Personnel' to cover Maternity Leave. She has enjoyed varied roles throughout her career from working as a Personal Assistant to operating as an NVQ Centre Administrator. She was also responsible for facilitating the Trust's Corporate Induction on a weekly basis. Eileen really enjoyed this role as it helped to ensure all new starters to the Trust felt welcomed. She has been married to Keith for 25 years now, and have 3 wonderful children, 1 boy and 2 girls aged 23, 20 and 15. In her spare time she enjoy all kinds of outdoor activities and is an avid supporter of Leeds United.



## GAIL CRESWICK

*PROJECT MANAGER- CAREERS*

Gail Creswick is one of the three West Yorkshire and Harrogate Excellence Centre Project Manager's and is leading the Work stream entitled : "Get more people into training for a future career in health and care". She has over 20 years of experience in the NHS, Universities and the charity sector within educational and training roles, both operational and strategic, working locally and nationally with stakeholders to build partnership working approaches and to develop and set up innovative training solutions. Gail is a married mother with a young son and she teaches clubbercise (dance aerobics in the dark) and in her spare time, she enjoys walking, reading and appreciating wine.

## CHARBEN ALILIO

PROJECT SUPPORT OFFICER- CAREERS

Charben Alilio is a Project Support Officer at WYHEC working on the Careers project.

She studied New Media at the University of Leeds and worked as a multidisciplinary designer in a worldwide non-profit organisation for the past 4 years. Her background in design and social media strategy will be beneficial in adding creativity and developing an online presence for WYHEC. Even though this is her first time joining the Trust, Charben is passionate about the importance of training and development within health and care as many of her family members are part of the Trust.

In her spare time (and sometimes in the office), Charben enjoys singing and creating cursive script/modern calligraphy and generally being creative and having a laugh.



## CALLUM BENNETT

PROJECT MANAGER- APPRENTICESHIPS

Callum is the Project Manager looking at apprenticeships for the West Yorkshire and Harrogate Excellence Centre. His role is to support organisations to take on apprentices, with a particular focus on enabling the transfer of the apprenticeship levy between levy paying and non-levy paying organisations to pay for the training.

Callum studied History at the University of York prior to joining the NHS Graduate Management Trainee Scheme in 2017. Whilst on the scheme he worked in a variety of acute and arms length bodies, leading a variety of major projects. Callum joined WYHEC immediately after completing the scheme. Outside of his work, Callum loves creative writing and is always writing plays and books. He has a love of football, tennis and cricket, though his particular love is Liverpool Football Club.

## HEATHER NICHOLSON

PROJECT SUPPORT OFFICER- APPRENTICESHIPS

Heather is a project support officer working on the Apprenticeship Project at the West Yorkshire and Harrogate Excellence Centre, working alongside Callum.

Heather came to the trust in March 2014 as a temp for Taskmaster. After 12 months, she was taken on permanently within Outpatients in St James.

Heather went on to become an Outpatient Supervisor, initially focusing on a Waste Reduction project, and then managing a team. Her current role is to help support Callum in helping to transfer levy to fund apprenticeships, and to support organisations making applications for this.

Heather is passionate about Health and Wellbeing, and was part of the 8 week challenge champions G4-Orce. Heather is a busy mum of 2.4 children, and loves baking, reading and music, (especially Foo Fighters)



## OPERATIONAL SUPPORT

### TRACY HARDING

BUSINESS MANAGER LHT

### JOANNE SOMERS

BRADFORD DISTRICT CARE  
NHS FOUNDATION TRUST

### WYHEC Team Contact Details

**Aislinn (Ash) O'Hara**  
Programme Lead  
Mob: 07824526304  
aislinnohara@nhs.net

**Alison Ackew**  
Project Manager  
Mob: 07867462002  
alison.ackew@nhs.net

**Callum Bennett**  
Project Manager  
Mob: 07824526234  
callum.bennett@nhs.net

**Gail Creswick**  
Project Manager  
Mob: 07887454570  
gail.creswick@nhs.net

**Eileen Mallon**  
Project Support Officer  
Mob: 07887454591  
eileenmallon@nhs.net

**Heather Nicholson**  
Project Support Officer  
Mob: 07880157213  
heather.nicholson1@nhs.net

**Charben Alilio**  
Project Support Officer  
Mob: 07880157215  
charben.alilio@nhs.net

## Learning Disability and Mental Health

Practical resources designed by Skills for Care to help adult social care staff feel more confident and knowledgeable to talk to people openly about their everyday mental health, and enable them to get the support they need.

### The Resources

There are four key resources which include:

Top tips for talking about our feelings -

Tips to help staff to talk to people with a learning disability about their everyday mental health.

What makes us worried and what can help – A poster that explains some of the things that people with a learning disability said makes them worried, and what can help.

What can help with our mental health

– A poster outlining some of the things that people with a learning disability said helps with their mental health

My wellbeing journal

– A that can be used by people with a learning disability, to help them to think about and write down how they're feeling.

The resources can be accessed free from the Skills for Care Website:

<https://www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/learning-disability/Learning-disability-and-mental-health.aspx>

“  
*It's okay not to be okay*

## Alzheimer's Research UK Clinical Conference

In autumn 2019, Alzheimer's Research UK will host their inaugural Clinical Conference.

This exciting event will be multi-specialty, offering support for clinical practice and providing insight into innovation and relevant research progress in Alzheimer's disease.

The Conference will feature sessions including:

- Mild cognitive impairment diagnosis.
- Innovation in the field.
- Clinical trial research.
- Risk reduction.
- Scope for change in the future of clinical services for dementia.

Professor Alistair Burns, National Clinical Director for Dementia in NHS England is chairing the conference.

You can register your interest in the event taking place in London on 12 November <https://security-eu.mimecast.com/ttpwp#/enrollment?key=5f9b5511-92dc-4015-9f53-944c47b3340a>

Any queries please direct them to George Lankester, Policy Advisor, Alzheimer's Research UK,  
[George.Lankester@alzheimersresearchuk.org](mailto:George.Lankester@alzheimersresearchuk.org)



## Nominate Support Staff 'Star' Accolades!

If you have staff members, volunteers, mentors or work colleagues who make a difference to your team or service users, or someone you consider go above and beyond their role, we would like to hear from you.

We will be choosing one person a month and highlighting their contribution to health and social care.

Please email the WYHEC team: leedsth-tr.wyhexcellencecentre@nhs.net with an outline of the person's role and reasons why you wish to nominate them.



**Our next Newsletter is out 30th August 2019. Remember to follow us on Twitter @wyhexcellence to keep updated on our news and activities.**



@wyhexcellence

Follow us on Twitter to keep up to date with what we're up to.

Tweets Tweets & replies Media Likes

**West Yorkshire & Harrogate Ex...** · 2d ✓  
The National Skills Academy HEALTH  
We have had a very positive morning at the Stakeholder Group for Bradford District and Craven Apprenticeship Enrichment Programme for Integrated Working. Thanks @BTHFT for hosting and providing the tea and biccys!



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**West Yorkshire & Harroga...** · 5d ✓  
The National Skills Academy HEALTH  
We have been at the Regional Primary Care Network Workforce Steering Group today and @Ash0Hara and Callum gave a presentation on how we can support transferring levy for funding Apprenticeships. Thanks for having us @WYHpartnership @HEE\_YHumber we hope it was informative!

