

# WEST YORKSHIRE & HARROGATE EXCELLENCE CENTRE

- SEPTEMBER 2019 ISSUE 8 -

The National  
Skills Academy  
HEALTH  
West Yorkshire and Harrogate  
Excellence Centre



At The West Yorkshire and Harrogate Excellence Centre, we have had a couple of busy months. In this issue of our newsletter, you will find an update on our Careers project, Apprenticeship project and our Core offer project. (P2-4) We are now on Twitter, Facebook, Instagram and LinkedIn. If you don't already follow us, please see P7 for updates and our handles.

## **In this Issue:**

Pg 2 - Update on Core offer

Pg 3 - Update on Careers

Pg 4 - Update on  
Apprenticeships

Pg 5 - News of the month

Pg 6 - Spotlight on Success

Pg 7 - Social Media Updates

Pg 8 - National  
Apprenticeship week 2020

## Core Offer:

### **Support Staff Workforce Development Funding:**

Last year Health Education England (HEE) asked the West Yorkshire and Harrogate Excellence Centre to manage the distribution of the annual budget, the purpose of which is to support training and development interventions for the healthcare support staff workforce. Details of the budget were released at the end of July and applications for the funding were invited from any health and social care organisations responsible for delivering services as part of the West Yorkshire and Harrogate Integrated Care System with the closing date for applications 23rd August.

13 proposals have been received from all six localities, and have been shared with identified place based representatives prior to final review by a WYHEC panel. Comments from representatives will be part of the assessment process and allocation decisions will be confirmed by 20th September.

It is hoped that the process will support system working and locality priorities, thus providing greater benefit to the health and care system. All successful proposals will be required to outline an evaluation plan using the LeADER framework to evidence impact so as to provide a business case for continuation of funding in future years.

### **Local Workforce Action Board:**

West Yorkshire and Harrogate have been successful in securing funding from the LWAB (Local Workforce Action Board) to develop a one year workforce development hub project aimed at developing person centered communication skills for the health and social care workforce. A steering group is currently being set up and further information will follow.

In the meantime if you would like any further information please contact Pia Bruhn, Advanced Health Improvement Specialist  
pia.bruhn@leeds.gov.uk

save the date

### **Support Staff Conference:**

Following the successful WYHEC conference last year, another conference for support staff working across West Yorkshire and Harrogate is planned for 12th March 2020. Look out for updates and further details of the conference on our WYHEC website and Social Media.

The Conference will include interactive workshops which provide development opportunities for the health and care support staff that attend, as well as information and presentations on what is happening across the region.

### **Impact Training Survey:**

If you have attended any WYHEC training or courses, you should have received an email asking you to contribute to a short survey. We are keen to know whether the course you attended has helped your development, or whether it made a difference in your career. If you haven't yet responded please access the online survey:  
<https://www.surveymonkey.co.uk/r/6JG39MD>

**Since the last update, the Careers Project has been in full force working towards our goals.**

Our Careers Hub has been launched and is available to view on the website.

<https://wyhec.wyhpартnership.co.uk/careers-hub>. The Hub will be a great resource for those considering a career in health and care. The site can be accessed by individuals, employers and education providers and there are opportunities for them to contact the team with feedback and information.

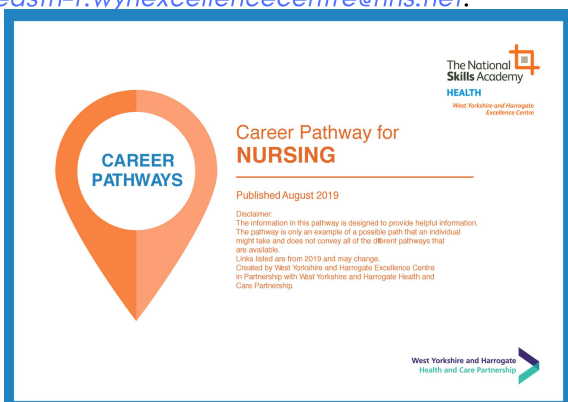
This Hub is the first of its kind for the region and remains a work in progress. We have focused on adding information that enlightens people interested in a future career in health and care.

Additionally the Hub will include career pathways for Nursing, Practice Manager and Mental Health careers. Each of these 'pathways' will have information about each career step and have clickable links to the associated resources (eg. colleges, HEI's, Apprenticeship links, etc).

The Nursing and Practice Manager pathways are now available to download from:

[wyhec.wyhpартnership.co.uk/careers-hub/career-pathways](https://wyhec.wyhpартnership.co.uk/careers-hub/career-pathways), and the rest will all be available soon.

We are keen for feedback on this website and would love to hear from you. Please visit the WYHEC Careers Hub and leave us a message on our contact page or if you would like your website/information to be promoted, please email Gail or Charben on [leedsth-r.wyhexcellencecentre@nhs.net](mailto:leedsth-r.wyhexcellencecentre@nhs.net).



## Work Experience and Employability

We have examined current Health and Care work experience models and have pulled together a framework for producing a work experience tool kit to increase uptake and address current barriers.

We will publish this Tool Kit on our website by October 2019.

We are also planning an event aimed at engaging with a minimum of 15 organisations across West Yorkshire and Harrogate to equip them to deliver the Career Ambassador role within their service to promote Careers in Health & Care.

We have also mapped the employability programmes across the region and started to develop metrics to measure the impact of our programmes in getting people into work.



## A call out for help!

We are currently working on creating a marketing campaign for Mental Health and Learning Disability Nursing. We are looking for personal stories. If you have experience working in these sectors, or know anyone who would be happy to speak to us about what made them choose their job, please email Charben at [charben.alilio@nhs.net](mailto:charben.alilio@nhs.net) or call 07880157215.

# Apprenticeships:

## What we have done:

Since our last newsletter we have been moving on with our project to maximise the usage of the apprenticeship levy across West Yorkshire and Harrogate, and we have had a number of successes.

In just over two months over 80 potential apprentices have come through to the team from across the health and social care sector. We predict that, if all of these apprentices come online, that we will have spent £520,000 of the available transfer pot. We have also worked to increase awareness of our offer from across the region by promoting it via our networks and promoting our website.

## Next Steps:

We want to build on these successes and get over 100 new apprentices moving through the pathway by the end of the year. We will continue to educate and increase knowledge around apprenticeships across our region, which we will do through engagement with training providers and employers. We will also host Apprenticeship Roadshows in each region—please see our Twitter feed and Website for details of these when they become available. The team will also continue to work with key stakeholders to promote best practice in employing apprentices and advertise apprenticeship standard across our system.

## How to access the offer:

The WYHEC apprenticeship offer to health and social care is very simple. Organisations that are interested in employing an apprentice, or feel that they have a skills gap in the organisation can *contact the Project Manager, Callum Bennett, or the Project Support Officer, Heather Nicholson*, and we will assess and assist in identifying if the levy transfer can be supported. The team will also continue to work with key stakeholders to promote best practice in employing apprentices and advertise apprenticeship standard across our system.

We are able to advise on what apprenticeship training programmes are available, whether the programmes available fit the need of the organisation and what infrastructure will be required to host the apprentice. The team will look to identify training providers on behalf of the prospective employer, and put the employer in touch with a named contact from this provider. Finally we can support the employer to get onto the Digital Apprenticeship Service and transfer funds from a levy paying organisation the employing organisations to pay for the training.

## Upcoming Apprenticeship Start Dates

Nursing Associate	
University of Sheffield	October 2019, January 2020
Sheffield Hallam	September 2020,
University of Huddersfield	January 2020,
University of Hull	January 2020,
University of York	January 2020,
University of central Lancashire	Decemer 2019,
University of Bolton	January 2020,
Open University	Febuary 2020, September 2020
Occupational Therapist	
Sheffield Hallam	January 2020,
Coventry University	TBC
Customer Service Practitioner Level 2	
Leeds City College	Sept 2019- roll on roll off- start anytime
Wakefield College	Sept 2019- roll on roll off- start anytime
Shipley College	Sept 2019- roll on roll off- start anytime
Calderdale College	Sept 2019- roll on roll off- start anytime
Kirklees College	Sept 2019- roll on roll off- start anytime
Barnsley College	Sept 2019- roll on roll off- start anytime
Selby College	Sept 2019- roll on roll off- start anytime
Craven College	Sept 2019- roll on roll off- start anytime
Bradford Council	Sept 2019- roll on roll off- start anytime
Customer Service Specialist Level 3	
Leeds City College	Sept 2019- roll on roll off- start anytime
Wakefield College	Sept 2019- roll on roll off- start anytime
Shipley College	Sept 2019- roll on roll off- start anytime
Calderdale College	Sept 2019- roll on roll off- start anytime
Kirklees College	Sept 2019- roll on roll off- start anytime
Barnsley College	Sept 2019- roll on roll off- start anytime
Selby College	Sept 2019- roll on roll off- start anytime
Craven College	Sept 2019- roll on roll off- start anytime
Bradford Council	Sept 2019- roll on roll off- start anytime
Selby College	Sept 2019- roll on roll off- start anytime

## Tap into a new funding stream...

Health Education England (HEE) has confirmed that it will invest £2 million in 2019/20 to boost the learning disability workforce with an extra 230 registered nurses and 150 trainee nursing associates.

The significant investment will provide:

- A 2 Year registered nurse apprenticeship for nursing associates who wish to become learning disability nurses.
- A new Post-Graduate Learning Disability Apprenticeship
- A new Undergraduate Learning Disability Apprenticeship.
- Additional money for investment in a targeted awareness campaign.

Explore this link for more information:

<https://www.hee.nhs.uk/news-blogs-events/news/major-investment-announced-increase-learning-disability-workforce-0>

## Monthly Accolade

Working in health and care can be both rewarding and challenging. We all know support workers, apprentices, unpaid carers, volunteers, workplace teams and organisations and individuals who champion support staff training and development. The Excellence Centre team are keen to showcase these colleagues and recognise the contribution they make to the health and care system in West Yorkshire and Harrogate, awarding them with an accolade and sharing their stories through @wyhexcellence and on: <https://wyhec.wyhppartnership.co.uk/showcase/success-stories>

If you have colleagues who deserve to be recognised, please drop us an email at: leedsth-tr.wyhexcellencecentre@nhs.net with some brief background information and reasons why you wish to nominate them.

**“Amazing contributions deserve recognition”**

**This Month we have had a Web Development Intern, Francisco Larez working with us. Below he describes his experience with us.**

"I signed up to the internship through school, on a programme called Career Ready which aims to enable young people to improve their employability and soft skills. Taking this opportunity has given me a chance to step out of my comfort zone and allow me to develop skills of independence and problem solving.

I have helped out with tasks regarding what is displayed on social media and the website, as well as creating material to be used to promote courses and opportunities provided via the Skills Platform."

"Overall, I believe that being part of this team has been an enriching opportunity, and I believe it will be very useful for me to progress into further education and finding employment in the years to come."



# West Yorkshire and Harrogate Excellence Centre Spotlight on success



## Joint citywide careers event

AMAZING JOINT CAREERS EVENT HELD IN LEEDS

The first citywide careers and recruitment event for health and care took place on 15 May.

It proved to be a great success with more than 700 vacancies promoted by over 30 employers – and almost 400 people through the doors!

Employers offered a variety of opportunities for employment, apprenticeships, volunteering and work experience and received nearly 1,000 enquiries as a result of the event. In just one week.

There were 72 applications for one apprenticeship and one role at Leeds Teaching Hospitals NHS Trust.

There was help with applications or advice to help people find the right role for their next career move.

The newly appointed Leeds health and care ambassadors were also available on the evening to talk about their many roles in health and care.

**Leeds City Council are keen to recruit more careers Ambassadors so email: [LHCA@leeds.gov.uk](mailto:LHCA@leeds.gov.uk) or call 07387 258838 if you're interested!**

Some of the employers who attended the fair;

- ✓ International GP recruitment
- ✓ Four Seasons Health Care
- ✓ Wilf Ward Family Trust
- ✓ Human Support Group
- ✓ Orchard Care Homes
- ✓ Affinity Trust
- ✓ St. Anne's Community Services;
- ✓ Leeds Autism services
- ✓ Leeds Jewish Welfare Board

The event was attended by a great range of people;

- ✓ FE & HEI students
- ✓ People wanted to change career (there was a gas engineer who actually always wanted to work with people with learning disabilities who wanted a complete career change)
- ✓ People looking for their first job and those returning to work

There is a meeting planned in the near future to check with employers if there were any appointments following the well-received event.

FOCUS ON LEEDS



*"We had some fantastic conversations and may even have encouraged a career break GP to return to practice."*

**Lindsey Bell, NHS England and NHS Improvement**

*"It was really productive. I received lots of enquiries about job and volunteering opportunities. It was great to see so many organisations working in the care sector connecting together."*

**Amanda Henderson, St Gemma's Hospice**

## Social Media:

We now have a Twitter, Facebook, Instagram and LinkedIn account. Please follow us for the latest updates and news from WYHEC!



@wyhexcellence



@wyhexcellence



@wyhexcellence



@WYHECCentre

Our next Newsletter is out November 2019.

Our Website is constantly being updated and added to. Please check out our new updated content:

<https://wyhec.wyhpartnership.co.uk/>

West Yorkshire & Harrogate Excellence Centre @wyhexce... · 29 Aug

Great success at yesterday's #Gemba walk at #Saltaire. Big thanks to @BrentKilmurray and @saz\_knight for receiving our #WYHEC team.

#movingforward #goals #achievements



1 5 10

West Yorkshire & Harrogate Excellence Centre @wyhexce... · 27 Aug

HEE have released this informative video on Nursing Associate within Primary Care. It is also on our website under 'Resources' #HEE #WYHEC #Nursing #Apprenticeship #Progression @NHSHEE\_NEY [youtu.be/Y5qK6WQxccM](https://youtu.be/Y5qK6WQxccM) [wyhec.wyhpartnership.co.uk/resources](https://wyhec.wyhpartnership.co.uk/resources)



HEE Trainee Nursing Associates  
The video promotes the Nursing Associate role to General Practice, showcasing the uniqueness and ...  
[youtube.com](https://youtu.be/Y5qK6WQxccM)

1 5 7

West Yorkshire & Harrogate Excellence Centre @wyhexce... · 22 Aug

GCSE Results Day is finally here! Whether you plan to do A-Levels, do an apprenticeship or go into full-time employment, there are plenty of opportunities for you to thrive. Visit to find out about apprenticeship opportunities: [leeds.gov.uk/leedspathways/...](https://leeds.gov.uk/leedspathways/)

#GCSEResultsDay #goodluck



4 3

West Yorkshire & Harrogate Excellence Centre @wyhexce... · 20 Aug

Today's FIKA after a successful team Gemba Walk #WYHEC #fika #cake #tea #teamwork #gembawalk #timeout #colleagues @Ash0Hara @AckewAlison @EileenM68 @hezistarr



2 6

# NATIONAL APPRENTICESHIP WEEK 2020

03.02.20 - 07.02.20



The National  
**Skills Academy**



**HEALTH**

*West Yorkshire and Harrogate  
Excellence Centre*

Let us know what you are doing to  
celebrate! #collaboration #WYHEC  
#apprenticeships #careers #NAW2020  
#blazeatrail #askanapprentice

Tweet us @wyhexcellence