



Social Care Workforce Forum 2023



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A copy of this booklet can be found on the Lancashire & South Cumbria Social Care Training Hub's Website www.lscthub.co.uk/socialcare

Time	Forum Agenda
1:00 - 1:30	Arrival, Registration & Marketplace
1:30 - 1:45	Welcome Liz Williams, Social Care Workforce Programme Lead Lancashire and South Cumbria ICB & Sarah O'Brien, Chief Nursing Officer, Lancashire and South Cumbria ICB
1:50 - 2:20	<p style="text-align: center;">Recruitment</p> Panel hosted by Ruth Keeler, Strategic Careers Lead, Lancashire and South Cumbria ICB Panel members: Ray Felters, Lancashire Adult Learning Ben Turner T level Student Caroline Cosh, Clifton Homecare Sara Gaskell, Lancashire Skills & Employment Hub
2:20 - 3:10	Refreshments Marketplace & Networking
3:15 - 3:45	<p style="text-align: center;">Retention</p> Panel hosted by Adam Purnell, Institute for Health and Social Care Management Panel members: Dawn Werra, Project Manager for Social Care Apprenticeships India Lee and Ellie Vareli , Risedale Care Homes, NHS & Carers Apprenticeship Award Winners 2023 Abi Grime, Clifton Homecare Amanda Buchanan, DWP
3.50 - 4:00	Closing Remarks & Next Steps Liz Williams, Social Care Workforce Programme Lead Lancashire and South Cumbria ICB
4.00 - 4.30	Event Close Networking & Marketplace

Welcome

Hello and a very warm welcome to our Social Care Workforce Forum 2023!

I hope you will find this an interesting and informative day and that you will be able to get a lot out of today's programme and the networking, we encourage you to have conversations with as many of your peers and attendees as possible. We're bringing together colleagues from all areas of adult social care, along with health, education, business and local partners so there is plenty of opportunity for learning from each other and growing your networks.

This booklet is here to guide you through today's programme, our marketplace attendees, and for you to add your notes and actions to take away with you, and to continue developing throughout the year.

We would love to hear more from you, there will be plenty of ways to get involved in future planning for social care in Lancashire and South Cumbria which we'll discuss with you during the event.

My thanks go to all our speakers, our marketplace attendees, the Social Care Training Hub team, the venue, to you for joining us today and for all that you do to care for our citizens in Lancashire and South Cumbria.

I'm looking forward to a fantastic event!
Very best wishes



Liz Williams
Social Care Workforce Programme Lead
Lancashire and South Cumbria ICS / NHS Midlands & Lancashire CSU



Market Place

Your guide to all the market place stalls that are at the Social Care Workforce Forum 2023.

Lancashire & South Cumbria Careers & Engagement Team - nhscareersnw.co.uk

The Careers & Engagement Team across Lancashire & South Cumbria provide a whole host of inspiring events, programmes, placements, plus much more and you can be involved in a wide range of our activities, these can include face to face or virtual events, we can also advertise your vacancies on our website. Please visit our website nhscareersnw.co.uk to find out more and contact Brittany.Mollart@mbht.nhs.uk to discuss how you can be involved in our work!

Do you need support in filling your Care Assistant vacancies? We run a Social Care Employability programme across Lancs & South Cumbria in partnership with Lancashire Adult Learning, where candidates receive a guaranteed interview upon successful completion and could lead to filling your vacancies! For more information and to get involved, please contact Brittany.Mollart@mbht.nhs.uk

The Lancashire Work based Learning Executive Forum - lancsforum.co.uk

The Lancashire Work based Learning Executive Forum are here to answer any questions you may have relating to Apprenticeships, T-Levels and technical education pathways.

We can offer impartial advice and guidance if you are thinking of or considering taking on an apprentice or upskilling existing staff, we can help you navigate the key considerations to help you recruit, train and support the needs of your business.

For further information contact Nina Dixon nina@lancsforum.co.uk or Sarah Holland sarah@lancsforum.co.uk

Department of Work & Pensions - gov.uk/government/organisations/department-for-work-pensions

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gov.uk/government/organisations/department-for-work-pensions

Advice and support to help employers on recruitment, progression and retention of staff in the workplace. Advice on understanding Universal Credit and how it can support your employees in the workplace. Advice on employing older workers 50+ and becoming an age friendly employer. Support for signing up to Disability Confident and advice regarding Access to Work.

Institute of Health & Social Care Management - ihm.org.uk

The Institute of health and Social Care Management (IHSCM) is the professional institute for health and social care leaders and managers.

What we do:

- ✓ Support and develop leadership and management skills throughout the health and social care workforce
- ✓ Provide training, webinars, and workshops to members.
- ✓ Nurture peer support networks to share ideas and outstanding practice.
- ✓ Help to improve the professional status of health and social care workers.
- ✓ Provide a platform for all voices to help shape the future of health and social care

For further information see the resources guide at the back of this booklet.

Shout Connect - shoutconnect.uk

Shout Connect is the leading provider of business services across the North West that support growth and enhanced business engagement.

Across three service divisions, Shout Network (regular business networking groups), Shout Expo (regional exhibitions) and Shout Futures (apprenticeships and careers), Shout Connect has an unrivalled membership base and inspirational partners who drive our motivation to innovate and deliver exceptional business support.

In 2022, Shout Connect launched its thriving business hub on Preston Docks with co-working desks, meeting spaces and conference rooms, along with our legendary American diner. Come along for the day or choose one of our competitive packages.

For further information visit shoutconnect.uk, email info@shoutconnect.uk or call 01772 935930

Health & Social Care Career Academy (B&FC) - hscacademy.org.uk

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The Health & Social Care Career Academy is a strategic partnership between Blackpool Council, Blackpool NHS Teaching Hospitals and Blackpool & The Fylde College. The academy supports the sector by providing CPD courses to skill up the workforce, plus we run recruitment fairs and sector-based work academies to bring people into the care industry. The academy has recently been shortlisted for a LGC Award for its innovative work in partnerships.

For further information visit hscacademy.org.uk or call 01253 504202

National Institute for Health and Care Research - enrich.nihr.ac.uk

Our team promote social care research within the National Institute for Health and Care Research, North West Coast Network. We support study teams and research through activities such as promotion and site identification for projects that are designed to take place within community settings.

We are part of the ENRICH team which is an NIHR initiative to support care homes to engage research more effectively. We work closely with care homes who are interested in taking part in research, this could be anything from a simple survey, interviews to more complexed studies. This enables care home staff, residents and their families (if applicable) to contribute to a study's findings which may influence positive changes based the outcomes and recommendations.

If you are interested as a care provider in hearing more about the opportunities to engage in research or would like to receive support in delivering your research ideas we are happy to start those conversations with you. For further information contact Kay Aymer kay.aymer@nihr.ac.uk or James Connolly james.connolly@nihr.ac.uk

Primary care Training Hub - lscthub.co.uk

We support the development of the existing and future workforce of General Practice in our area by rolling out nationally and locally commissioned projects in line with educational and workforce priorities. Currently the LSC Training Hub's multidisciplinary team focuses on facilitating, coordinating and promoting placements in general practice for student nurses, AHPs and Physician associates as well as clinical and administrative apprenticeship opportunities.

We also provide support to staff returning to general practice as well as training and development opportunities for current general practice employees. We achieve our goals through close cooperation with our commissioning bodies, partnering universities and participating practices. For further information contact mbpcc.lscthub@nhs.net

Lancashire Skills & Employment Hub - lancshireskillshub.co.uk/lancashire-skills-pledge

The Lancashire Skills and Employment Hub is a strategic team which supports the businesses and residents of Lancashire to create a skilled and inclusive labour market to underpin economic well-being, productivity and growth across Lancashire.

To do this we work with a range of partners to deliver our priorities which fit into the following four strategic themes, Future Workforce, Inclusive Workforce, Skilled and Productive Workforce and an Informed Approach.

Our partners include, schools, colleges, universities, private providers and the voluntary sector who support us to deliver the skills and employment prorates across Lancashire.

How can business benefits form this?

Future Workforce –Engage with your Future Workforce by supporting meaningful encounters in schools and colleges, or offer work experience to a college or university student.

Inclusive Workforce – widen your recruitment pool, get targeted support to recruit, offer volunteering places to an unemployed adult

Skilled and productive Workforce – Gain upskilling support for your teams from basic numeracy to level 3 and above.

How can business get this support?

The Lancashire Skills Pledge provides businesses with one door to find out more about Lancashire’s key skills and training initiatives with pledges such as 'Recruit Lancashire People' and 'Upskill Your Workforce'. Its easy sign up to the Lancashire Skills Pledge, register today and an expert Pledge Partner will get in touch with you, give you information about the pledges you are interested in and support you to engage with your Pledge.

Lancashire Adult Learning - lal.ac.uk

Lancashire adult learning is a community learning provider operating across Lancashire to support the wider economic and community needs of its residents.

Lancashire Adult Learning has a vast Health and Social Care curriculum offer that can be used to upskill residences of Lancashire. The Health and Social Care team deliver a range of provision to support individuals progress in their careers, learn new skills which can enhance their current roles or support in changing careers. Our highly skilled and talented team can support individuals in their employment progression goals or prepare them for Higher Education.

We offer a range of Health and Social Care related courses, whether in a classroom environment or accessing our flexible online learning platform to allow individuals to develop themselves around other commitments. Our highly skilled employability team work with employers to create bespoke pre-employment accredited training packages. Through completing our Pre-Employment programmes, learners demonstrate their reliability, drive and skills prior to interview.

Fully Funded Training - lscthub.co.uk/socialcaretraining

The Social Care Training Hub brings together education and training resources as a 'go to' place for any information about workforce, education, and development, including support and information about apprenticeships and student nursing placements. For further information visit lscthub.co.uk/socialcare or contact Lisa Struthers, mbpcc.lscsocialcare@nhs.net

Apprenticeships - lscthub.co.uk/social-care-apprenticeships

Choosing apprenticeships to develop your workforce offers several advantages. Apprentices acquire skills directly relevant to your business, bridging skill gaps and fostering a motivated workforce. Retaining top talent becomes easier while enabling continuing professional development. Explore the various apprenticeship standards and potential funding opportunities by contacting Dawn.werra@nhs.net or visit lscthub.co.uk/social-care-apprenticeships

Student Nurse Placements - lscthub.co.uk/social-care-placements

For Nursing home providers, taking a student nurse on placement can offer you a wealth of benefits: your staff can benefit from career development opportunities, you will receive a tariff payment and an asset to your existing workforce. For further information contact Kay Turner, kay.turner4@nhs.net or visit www.lscthub.co.uk/social-care-placements

NOTES

NOTES Cont'd

Actions

CPD Notes

Name _____

Date	Course Title	CPD Hours	Key Learning Points	Impact on service user/ How will this training have a positive effect on your role



Copies of this booklet and CPD Log can be found on www.lscthub.co.uk/socialcareresources or by scanning the QR Code

CPD Personal Development Plan

Name _____

Time Period From: _____ To: _____

Where do I want to be by the end of this period? What do I want to be doing?

What do I want / need to learn and why?	What Will I do to achieve this?	What resources or support will I need?	What will success look like?	Target dates for review & completion:

Copies of this booklet and CPD Plan can be found on www.lscthub.co.uk/socialcareresources or by scanning the QR Code



Resources

This booklet along with all of the resources from this event can be found online on Lancashire & South Cumbria Social Care Training Hub lscthub.co.uk/socialcare

Skills for Care - skillsforcare.org.uk

Skills for Care are funded predominantly by DHSC to support all of adult social care with workforce related activity. This includes distributing the workforce development fund, resources and guidance around how CQC inspect services, achieving good and outstanding outcomes, how to recruit and retain staff. We also fund peer support networks for managers.

The Caring View - www.thecaringview.co.uk

The Caring View started in 2021 as an exclusive YouTube show, aimed at highlighting best practice for care managers during the COVID19 pandemic. It has since gone on to have a podcast, featuring exclusive interviews and content as well as remaining a livestreamed show across LinkedIn, Facebook and YouTube with the hosts, Mark Topps and Adam Purnell being joined by at least one subject matter expert.

The Outstanding Society - theoutstandingsociety.co.uk

In 2021 the Outstanding Society (OS) was set up as a Community Interest Company (CIC). This was to provide a platform to share and celebrate best practice whilst helping others to improve and raise the profile of Social Care. Our joint vision as Directors is to give Providers Free membership which will allow free access to our virtual events, newsletters, podcasts and the OS app. It will provide a platform for all providers to access topical information and will also be a platform to celebrate innovation and share best practice.

We continue to have close partnerships with Care England, Skills for care, the Care Workers Charity and the DHSC.

Professional Carers Network

The Professional Carers Network is a membership network for people who are or who want to become, self employed independent carers. We specialise in helping people get started on their journey of becoming a self employed carer and champion them throughout their career by providing support, ongoing training, discounts and business help.

www.professionalcarersnetwork.co.uk

Upcoming Events & Offers

Training hub events

All the fully funded training available from Lancashire & South Cumbria Social Care Training Hub can be found on the website www.lsccthub.co.uk/socialcare.

Example of our courses;

- Restore 2
- Malnutrition & Nutritional Screening (MUST) Training
- Dementia Care
- Catheter Care for Non Clinical Staff
- Challenging Behaviour
- Clinical Skills Training - Venepuncture, Catheter Care, Tissue Viability & Tracheostomy care

Institute of Health & Social Care management (IHSCM) - ihm.org.uk

Training - High Performance Management training can be booked via the SCTH website lsccthub.co.uk/socialcaretraining

IHSCM Membership - This free membership offer is for any manager, deputy manager, team leader, senior carer, proprietor/owner, or anyone else working towards or in a leadership and management position within social care has FREE membership to the Institute of Health and Social Care Management.

What you get as a member:

- ✓ FREE access to all training
- ✓ FREE access to all workshops and webinars
- ✓ FREE access to all resources and additional content
- ✓ FREE access to all conferences and events
- ✓ The use of post-nominal initials MIHSCM – Providing you with a professional institute association
- ✓ Opportunities to be part of work that aims to shape the future of Health and Social Care
- ✓ Opportunities to share your knowledge, learning, outstanding practices and any news you want to with all of our members
- ✓ And so much more!

As a member you will never have to pay extra to access any member content.

Membership is open to all current Managers and directors as well as anyone working towards a leadership and management role (Senior Carers, Deputy Managers, Team Leaders etc) contact mbpcc.lscsocialcare@nhs.net for further information.

Thank you for attending this year's event, we hope you have gained a valuable insight and we look forward to seeing you in 2024!



www.lscthub.co.uk/socialcare

This booklet has been sponsored by
Lancashire & South Cumbria
Careers & Engagement Team



www.nhscareersnw.co.uk