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Health & Social Care Report Phase 2

**York and North Yorkshire
Local Skills Improvement
Fund partnership**

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Executive Summary

In 2023 Yorkshire Learning Providers were commissioned, via the Local skills Improvement Fund partnership, to complete a research and mapping of the Health and Social Care Provision for York & North Yorkshire. Through this research we highlighted key areas for consideration. Following from this original research, we have consulted further with the sector and completed more research as to the specifics of what is needed for the curriculum, so it is fit for the future to meet the workforce needs as identified by employers and stakeholders. Our aim is to better inform LSIF partners on the makeup of need in the area in relation to the health, conditions, and mortality to better inform the curriculum and programmes which are offered.

This report addresses the importance of aligning education and training provisions with the needs of the health sector. By utilising these insights and adopting a collaborative approach, we can cultivate a skilled workforce equipped to address current challenges and future demands effectively. The recommendations outlined aim to bridge skill gaps for health and social care and enhance the quality-of-care delivery within the region.

This report will be disseminated to all partners and stakeholders to utilise for a collaborative approach between education and employers to shape future offers. This report, along with the mobilisation phase report, should enable to positive response to curriculum development and workforce change for the region.



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Introduction

This report builds upon initial research completed by Yorkshire Learning Providers in Phase 1 Mobilisation report which we conducted and was published January 2024 (1) in which we conducted initial research and mapping of the current Health and Social Care (H&SC) skills offer and needs for the region. Our comprehensive investigation aimed to delve deeper into the health sector's skills needs, thus informing curriculum development to better serve the communities within the York and North Yorkshire region. We look to seek solutions to challenges and propose recommendations for the Local Skills Improvement Fund (LSIF) partners and stakeholders for the future and provide greater clarity as to the health needs of the local with the aim being:

- To inform the allocation of funds for education and skills provision, prioritising niche-specific training over basic training.
- To provide valuable insights to LSIF partners and care organisations actively involved in the compilation of findings.
- To guide education organisations in introducing specialist training identified by the sector.
- To facilitate discussions between employers and education organisations for co-production of tailored programmes.

The findings of the report will be integrated into the decision-making process for allocating funds for education and skills provision in the region. Emphasis will be placed on funding initiatives that address niche-specific training needs identified in the report.

Training organisations are encouraged to apply the report findings to expand their offerings in the Health & Social Care (H&SC) sector by incorporating specialist training identified by the sector.

Employers will be urged to utilise the report to inform discussions with education organisations, ensuring the co-production of programmes that meet their specific training requirements and align with sector needs.

Methodology

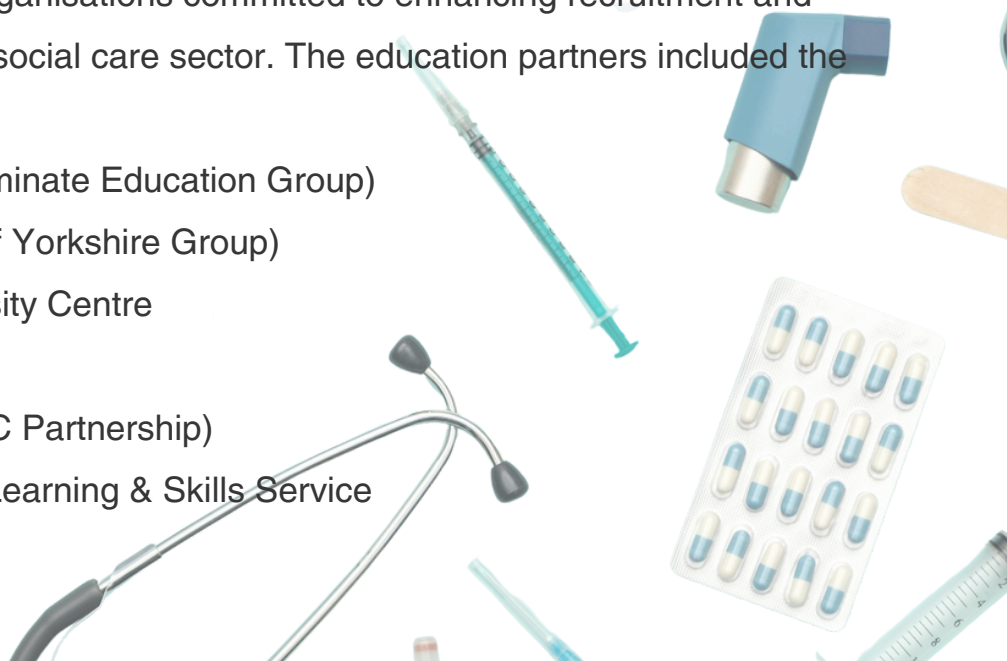
The research methodology was multi-faceted and inclusive, involving consultations with local partners, stakeholders, and employers. Phase 2 was completed over 3 months. Various channels were utilised, including virtual meetings, face-to-face interactions, forums, and visits to project partners. Additionally, desk-based research was conducted to analyse prevalent illnesses and conditions, such as the North & Yorkshire Joint Local Health & Wellbeing Strategy 2023-2030 (DRAFT) (2).

In our endeavour to comprehensively address the skills needs within the H&SC sector, YLP organised a series of forums across the region. These forums served as crucial platforms for engaging with employers, partners, and stakeholders to share insights, gather feedback, and co-design curriculum opportunities. The forums were held in key locations across the region, including Harrogate, York, Scarborough, and online to accommodate diverse participation. Each forum saw active participation from employers, partners, and stakeholders within the H&SC sector.

Visits were conducted to the LSIF Partners to discuss future H&SC provision and employer alignment. This engagement facilitated the exploration of mobilisation report findings and provided a platform to collectively shape future plans and identify potential opportunities for the future.

Our primary employer partner was Yorkshire Care Alliance, an alliance comprising over 60 care organisations committed to enhancing recruitment and retention efforts within the social care sector. The education partners included the following:

- Harrogate College (Luminate Education Group)
- Selby College (Heart of Yorkshire Group)
- York College & University Centre
- Craven College
- Scarborough TEC (TEC Partnership)
- North Yorkshire Adult Learning & Skills Service



Methodology

We conducted research into other areas that may support YNY in meeting their HSC skills needs, such as exploring how other areas utilise HSC coaches to support an improved service locally. This would be good practice and is a recommendation for the region. Health coaching empowers individuals to take an active role in managing their health by providing them with the knowledge, skills, and support needed to make positive changes in their lifestyle and behaviours. Individuals trained as Healthcare Coaches could play a pivotal role, particularly in domiciliary care.

By enabling individuals and their families to better understand their health conditions, set achievable goals, and develop strategies for self-care, health coaching can lead to improved adherence to treatment plans, better symptom management, and ultimately, enhanced overall health and well-being as well as reduction of hospital admissions.

Other partners and stakeholders we engaged with to gain insight and feedback included:

- Yorkshire Care Group
- York & North Yorkshire Local Enterprise Partnership (Now York & North Yorkshire Combined Authority)
- Community First
- Skills for Care
- Blossom Care Group
- Monarchy Care
- Moorview Care

Through the mobilisation phase we identified the travel to learn and taking the curriculum on the road as key areas of focus, we therefore commissioned FE Tech to explore the practicalities of taking learning on the move to look at both the software and hardware which would be required, which would also overcome the challenges of connectivity. See Annex 1.



Core H&SC Findings

The research unveiled several significant findings which will impact the future care workforce and training for the future. There were specific illnesses/conditions which require dedicated training. Prevalent Long-term Illnesses/Conditions for the region were highlighted to be:

- Asthma
- Diabetes
- Obesity
- Hypertension
- Mental Health issues emerged as the most common long-term illnesses/conditions within the region.

Through information obtained from an NHS webinar it was identified that across the UK there are almost half the UK Population living with long term (3) health conditions and contained within an NHS Case study a GP stated “Two-thirds of UK adults over 65 are predicted to be living with multiple health conditions by 2035”.⁽⁵⁾ which can significantly impact quality of life and as such a potential solution would be looking to train in a Care Coach approach which is a very practical way in which to help those individuals to manage their health and medications promoting independence and increasing confidence with day to day management of their health.

By training the future workforce on core illnesses they can better support the individual and their families which will also help to manage conditions and reduce hospital admissions. Education providers should look at how this can be adapted into the curriculum, so HSC apprentices or learners are prepared for working in the reality of HSC, where care involves multiple illnesses, this is especially pertinent to domiciliary care where practitioners will have limited help and support from peers and colleagues.



Core H&SC Findings

The main mortality illnesses which effect the region are circulatory illnesses, including heart disease, and cancers were identified as the primary causes of mortality, particularly among individuals under 75. The prevalence of circulatory illnesses underscores the imperative for greater training and funding allocation to address these conditions. There is a pressing need not only for prevention-focused training but also for practitioner training to equip them with the skills necessary to effectively care for individuals with these illnesses and the skills for end-of-life care. Make link to the course brief in this area Through one of the forums we completed a task to design a course brief for a programme which they would like to see and this included a training provision which would be completed over 5 days which would focus on one illness per day to be able to obtain deeper knowledge and skills of the illness/condition and ways to support the service user.

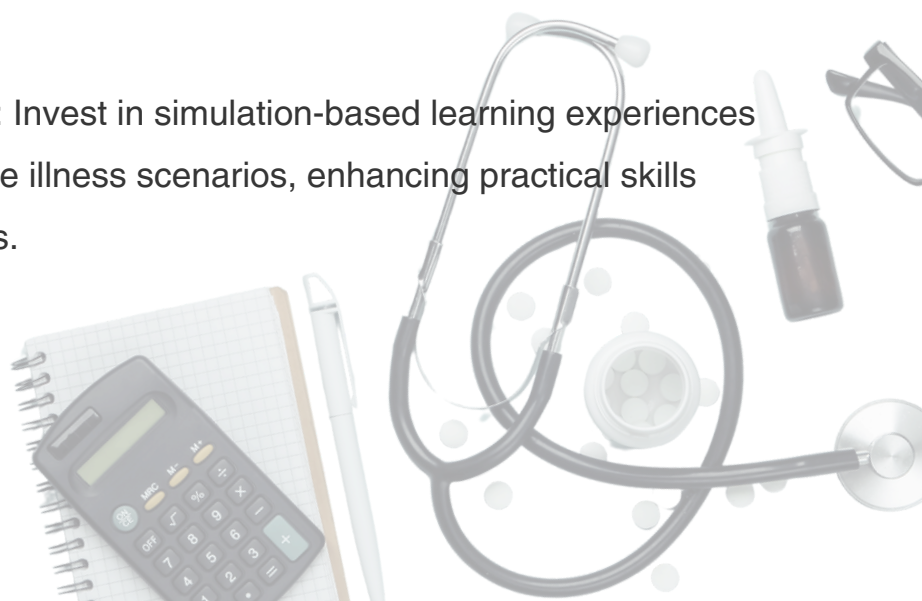
In our mobilisation report we explored how the sector like to learn and have furthered our research into this. Our findings show that whilst e-learning packages exist, they often lack the depth required by practitioners. There is a critical need for tailored training addressing local needs, rather than generic offerings which is the current offer.



Curriculum Specific Findings

Through the forums and speaking with stakeholders we have identified the following as areas which are particular learning and development gaps for the H&SC sector:

- **Curriculum Development:** Develop tailored programs addressing prevalent illnesses/conditions, including specific training on circulatory illnesses and cancers, to meet current and future workforce demands.
- **ESOL Provision:** Employers highlighted the urgent need and prioritising for English for Speakers of Other Languages (ESOL) provision for care workers within the workforce, particularly to ensure accurate communication and record-keeping in caregiving settings.
- **Community-based Learning:** Explore avenues for delivering training in community settings, leveraging technology and portable equipment to overcome logistical challenges.
- **Co-Design Approach:** Foster partnerships between education providers and employers to co-design curriculum offerings aligned with industry needs.
- **Focus on Healthy Lifestyles:** Incorporate nutrition and lifestyle education into training programs to empower residents with preventive measures against common health conditions.
- **Enhanced Practical Training:** Invest in simulation-based learning experiences using mannequins to simulate illness scenarios, enhancing practical skills development among learners.



LSIF Partner Response



Harrogate College

Harrogate College has a dedicated area for Health and Social care which contains equipment which simulates that of ward bed. Harrogate expressed keen interest in fostering greater collaboration with local employers to co-design upskill programs tailored to the needs of the local Health & Social Care (H&SC) labour market. Their proactive approach aims to enhance participation in training programs and ensure alignment with industry requirements and have full co-production of curriculum with the local H&SC workforce.

Scarborough TEC

The facility in on site includes a ward bed area with relevant equipment which can be used to complete practical training such as routine observations with a mannequin to simulate illnesses and conditions with future to recreate a resident's home environment for those learners wishing to specialise in domiciliary care. Scarborough TEC is also prioritising co-design initiatives, exploring the potential for short courses delivered within the community or outside regular hours to facilitate access for H&SC workers. Additionally, they are contemplating the development of immersive learning environments to enrich the learning experience for participants.

LSIF Partner Response

Selby College

Selby College has developed a ward with simulation mannequins to simulate various health conditions, facilitating practical learning experiences for students. They are reviewing curriculum offerings to incorporate more community-based training, ensuring accessibility for those who need it most. They are working to update their equipment to ensure that learners are working with current equipment which they will be using out in the workplace.

Craven College

Craven College is dedicated to talent nurturing, particularly in equipping practitioners with teaching skills to enhance in-house Continuing Professional Development (CPD). They are exploring short courses focusing on areas such as hoist training and fall prevention to benefit unpaid carers in the community. Craven have a mock ward environment which lends itself well to clinical training and is well equipped for both theory and practical learning having a divider between the two areas so they can easily open the space up and have a larger group and working area.



LSIF Partner Response

North Yorkshire Council

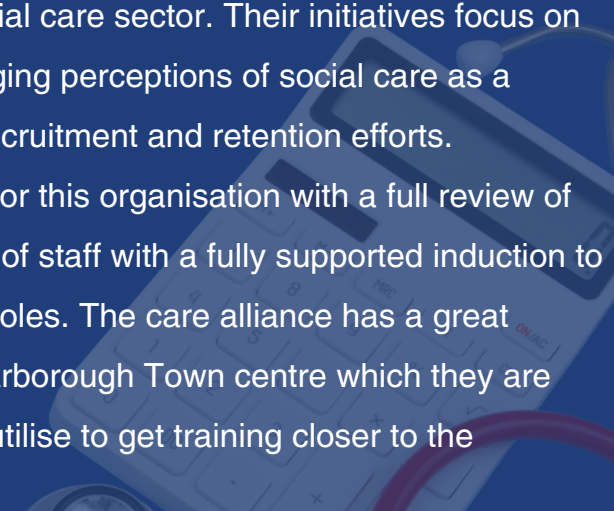
North Yorkshire Council has invested in portable technology, including VR headsets and Portable Manikin CPR training kits, to facilitate mobile learning experiences. They are committed to enhancing engagement through portable learning solutions. For North Yorkshire they are focused upon taking learning on the move and utilising premises out in the locality to take learning to the people most in need and reduce the need for travel both the cost and time implications for the residents. North Yorkshire are actively looking to work in partnership with the Colleges to progress learners from their programmes to higher education for H&SC.

York College & University Centre

York College has invested in simulation mannequins to provide students with simulated learning experiences, particularly beneficial for those undertaking full-time H&SC courses. The college prioritizes practical learning environments to develop clinical skills effectively. The college has a dedicated ward set up to accommodate practical learning of clinical skills for the workplace. Further training has been identified to equip staff with the knowledge and skills on the usage of the mannequins to ensure they are fully utilised.

Yorkshire Care Alliance

Our engagement with Yorkshire Care Alliance was met with enthusiasm and support. The alliance, through its Yorkshire Futures training division, is dedicated to nurturing talent and enhancing key skills within the social care sector. Their initiatives focus on encouraging new talent into the sector, changing perceptions of social care as a career, and providing programs to improve recruitment and retention efforts. Recruitment and retention has been a focus for this organisation with a full review of the induction process to ensure the retention of staff with a fully supported induction to ensure new starts are confident in their new roles. The care alliance has a great training facility located on the outskirts of Scarborough Town centre which they are happy to look at organisations being able to utilise to get training closer to the community.



Conclusion

Our extended research efforts have illuminated critical insights into the health sector's skills needs, highlighting the need for tailored curriculum development. By utilising these findings, education and training providers can better equip the workforce to address current challenges, showcase the reality of working in the HSC sector across York & North Yorkshire and meet future demands effectively. Partnerships with LSIF partners and Yorkshire Care Alliance have been instrumental in shaping future plans to address skills needs within the H&SC sector. By collaborating with stakeholders and education providers, we encouraged and fostered a joint response to discussing a skilled workforce that meets the evolving demands of the sector and ensures quality care provision for the community – an approach we believe the local area needs to continue to support ongoing response to sector & education alignment.

The H&SC forums were instrumental in facilitating collaboration, sharing insights, and fostering constructive discussions on addressing skills needs within the H&SC sector. The positive feedback and active engagement underscore the importance of such platforms in driving meaningful change and improving the quality of care provision.

The development of these programme briefs we hope will aid education providers commitment to addressing skills needs within the H&SC sector and ensuring the delivery of quality care services. By integrating technology and collaborating with stakeholders, we aim to create impactful learning experiences that empower individuals and enhance the standard of care provision.

Finally, we hope this report highlights the imperative and swift need of aligning education and training provisions with the dynamic needs of the health sector. . The recommendations outlined herein aim to inform education and curriculum reform, policy decisions and strategic initiatives to bridge skill gaps and enhance the quality-of-care delivery within the region.

Recommendations

- Report findings to be utilised to shape curriculum offers for the future to better reflect the need in the region currently and in the future to enable practitioners to be better skilled to work with multiple health conditions.
- Review portable hardware and policy to ensure learning can be taken into the community to allow greater access to learning.
- Review short bitesize programme offers in line with employer demand to enable upskilling to meet the local residents needs.
- Look at partnership working with Yorkshire Care Alliance and potential co-delivery to create provision to meet employer needs.
- Identify community locations to host learning to reduce travel and time for the potential learners working with existing adults services in York & North Yorkshire
- Continue running forums and engagement meetings with employers and involve in the designing of the curriculum.
- Provision for healthy eating and lifestyle to provide residents with the knowledge and skills to prevent health conditions.
- Training for delivery staff in use of mannequins to ensure that are fully confident to create scenarios with the illnesses/conditions most common in the area to provide greater knowledge and skills development for learners about these illnesses/conditions.
- Meal planning and nutrition training to be created which will focus on specific illness/conditions to ensure that residents receive the correct meals to stay healthy and avoid effects with medication.

References

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