



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 3.3

Health and Care Sector Work Academy

To:	Skills Committee
Meeting Date:	16 March 2022
Public report:	Yes
Lead Member:	Councillor Lucy Nethsingha, Chair of the Skills Committee
From:	Fliss Miller, Interim Associate Director of Skills
Key decision:	No
Forward Plan ref:	N/A
Recommendations:	<p>The Skills Committee is recommended to:</p> <p>a) Note the performance of the Health and Care Sector Work Academy to date.</p>
Voting arrangements:	No vote required.

1. Purpose

- 1.1 The purpose of this paper is to inform the Skills Committee on the performance of the Health and Care Sector Work Academy (HCSWA).

2. Background

- 2.1 In February 2018 the Department for Work and Pensions (DWP) (Strategy and Governance Directorate, previously the Labour Market Strategy and International Affairs Directorate), Peterborough City Council and the Cambridgeshire and Peterborough Combined Authority entered into a Memorandum of Understanding (MoU) for the purpose of setting out how DWP and the lead authority would work together to design and deliver an innovative employment pilot, focused on recruitment and progression in the Health & Care Sector.
- 2.2 The HCSWA, launched in March 2018 however in March 2021 an underspend of £3m was forecast. The Combined Authority subsequently requested an extension of the pilot to March 2023. This extension has been agreed and an addendum to the original MoU has been issued.
- 2.3 At the last Skills Committee in January 2022, Members requested an update on performance of the HCSWA at the March Committee. This paper provides information on the operating plan until the end of the extension.

3. Performance

- 3.1 Overall performance of the HCSWA is behind profile. This is due to impact of the Pandemic on the health and social care sector. Performance until the end of January is provided in the table below:

	Agreed Targets	Total achieved to date against target
Number of participants enrolled and starting activity	2100	943
Out of sector	1200	805
In Sector	300	35
Further training (level 2)	600	103
Number of participants completing activity (pre- level 2, level 2 and/ or apprenticeship).	1680	589

Number of participants securing employment (after completing pre-level 2, level 2 and /or apprenticeship).	500	216
Number of participants securing promotion (after completing pre-level 2, level 2 and /or apprenticeship).	251	6

- 3.2 The project is governed by a steering group, chaired by Pat Carrington, Executive Principal at City College Peterborough. The Steering Group, with refreshed membership met for the first time on 9th February. The Interim Associate Director for Skills at the Combined Authority is a member of the Steering Group.
- 3.3 The College appointed a part-time interim manager for the Academy in late November to review and advise on the Academy's delivery and, in particular, the strategy for engaging employers in the care sector with regard to in-house courses.
- 3.4 The Academy has also recruited a Marketing Associate who will provide specialist support to raise the profile of the Academy through an integrated marketing campaign.
- 3.5 A work plan, which details the proposed actions for the next 12 months, including an extensive marketing and engagement plan has been produced. This will be reviewed on a monthly basis by the Steering Group.
- 3.6 The Academy has recently established a collaborative partnership with the commissioning authority for care services in Peterborough and Cambridgeshire, through the Commissioning Manager of Adult Care Services.
- 3.7 The Academy continues to develop and adapt its programmes to meet learner needs and the challenges presented by the Covid-19 pandemic. Examples of these are:
- a rapid Level 1 course delivered in eleven sessions for individuals keen to start employment
 - the provision of the Preparing to Work in Adult Social Care level 2 course, available both as a short intense programme or over a longer period of time
 - the option of on-line courses to support the hardest to reach areas and for those learners who are still experiencing anxiety about socialising with others due to either Covid-19 or mental health issues
 - access to learner-led additional support where needed such as face to face one to one meetings, via teams or by means of online learning.

4. Recovery

- 4.1 The work plan has four key strands. All promotional activity will take place through an integrated marketing campaign across all four strands.

4.2 Recruitment to Pre-Employment Programmes

Re-engage with all community centres, libraries, mother and toddler groups, job clubs etc. Continue meetings with claimants from the Jobcentre every Friday. Weekly attendance in Jobcentres, teams talk to Job Coaches. Identify and attend events and locations with promotional stands. Use of all social media platforms will continue to engage with learners and employers.

4.3 Subcontracting Provision to Independent Training Providers (ITPs) and Partner Colleges

In order to ensure quality delivery across the county in the subcontracting of the academy work, City College have identified 32 potential providers. These have now been shortlisted based on: a) Operating in the care homes sector in Cambridgeshire and Peterborough. B) Hold an AEB core contract and / or devolved CPCA contract. C) Have not been subject to a full Ofsted inspection (new specialist provider) or have been graded Good or Outstanding. This resulted in a shortlist of 14 providers who were cold called between the 8 and 15 February. From this list, 12 have requested further information, eight of whom appear to be realistic prospects and of the eight, four are very strong prospects. One provider has suggested a provisional meeting week ending 25/02/2022.

4.4 Targeting of Registered Care Services in Peterborough and Cambridgeshire

This strand is in collaboration with the commissioning authority for care services in Peterborough and Cambridgeshire and directed at the promotion and delivery of in-house Academy courses.

4.5 Targeting of Non-Registered Care Services in Peterborough and Cambridgeshire

This strand is in collaboration with the commissioning authority for care services in Peterborough and Cambridgeshire and directed at the promotion and delivery of in-house Academy courses to those services that are currently not registered.

Significant Implications

5. Financial Implications

- 5.1 As per the January paper approved by both the Skills Committee and CA Board, the financials for this project have been reprofiled across the 2021/22 and 2022/23 financial years. The funding has already been received by the CPCA, and the only

financial implication is that should the project underspend, the funding will need to be repatriated to the Department of Work & Pensions.

6. Legal Implications

- 6.1 There are no significant legal implications.

7. Public Health Implications

- 7.1 The Academy has a positive impact on the health of Cambridgeshire and Peterborough residents in two ways. The Academy is training and upskilling the health and care sector workforce. It is also targeting residents on low wages to upskill to create better life opportunities and to not be dependent on benefits.

8. Environmental and Climate Change Implications

- 8.1 The report recommendation has a neutral implication for the environment and climate change as it is for members to note.

9. Other Significant Implications

- 9.1 None

10. Appendices

- 8.1 None

11. Background Papers

- 9.1 None