



**CAMBRIDGESHIRE  
& PETERBOROUGH**  
COMBINED AUTHORITY

Agenda Item No: 2.4

## Health and Care Sector Work Academy

To:	Skills Committee
Meeting Date:	7 November 2022
Public report:	Yes
Lead Member:	Councillor Lucy Nethsingha, Chair of the Skills Committee
From:	Pat Carrington, Executive Principal - City College Peterborough
Key decision:	No
Forward Plan ref:	n/a
Recommendations:	The Skills Committee is recommended to:  a) note and scrutinise the contents of the report which gives progress to date of the Health and Care Sector Work Academy  b) note the predicted performance for the remainder of the project
Voting arrangements:	No vote required

# 1. Purpose

1.1 This report is being presented to the Skills Committee to note the progress and performance of the Health and Care Sector Work Academy to date. This report will further give a performance prediction for the remainder of the project including any mitigation that is being undertaken.

# 2. Background

2.1 The Health and Care Sector Work Academy (HCSWA) is the DWP innovation pilot being delivered across Cambridgeshire and Peterborough designed to improve people's earnings that are on Universal Credit whilst also serving to help address the skills deficit within the health and care sector.

2.2 The programme is now approaching the final four months of direct delivery which then moves into a period of closedown and academic external evaluation that is expected to be undertaken in the following six month window.

2.3 This project was designed to be delivered by City College Peterborough (CCP) as the lead partner with other providers also delivering. Pre-Covid subcontracts were given to other FE providers delivering within the CPCA area. Unfortunately during this time none of the subcontractors were able to deliver against this project. Post Covid CCP continued to kickstart the delivery and sought other providers to sub-contract to.

2.4 Post-Covid five subcontractors were successful in completing the procurement process and contracts for their delivery were issued in July 2022 (with the exception of Skills Network who requested an October contract). Due to the contracts starting during the summer recess the providers have only now been able to recruit learners to undertake this programme. This is a slower start than anticipated however there is a pipeline starting to materialise. As a result of the slow start we have revised the contracts, with the providers agreement, to be more realistic in their delivery. With this in mind, working with the CPCA, further subcontracts have been identified and discussions are underway to agree a delivery profile with them. Table 1 below shows performance of CCP to date, table 2 shows the performance of the subcontractors to date and table 3 shows the targets and shortfall that is being used to identify numbers required for the potential new subcontractors.

Target	Actual	Pipeline	Total
1220	1091	81	1172

Table 1: City College Peterborough performance to date

Provider	Start Date	Original Target	Revised Target	Actual	Pipeline	Notes
SPS	July 2022	90	45	19	4	
Qube	July 2022	330	0	1	0	Withdrawn as unable to attract learners
Learning Curve	July 2022	426	160	9	85	Eligibility still being established for pipeline
Careshield	July 2022	215	101	0	1	
Skills Network	Oct 2022	195	170	0	20	
Total		1256	476	29	110	

Table 2: Subcontractors performance to date

Delivered by	Target	Notes
CCP	1220	Potential capacity to increase on this delivery
Current subcontractors	476	This includes pipeline figures and therefore there is a risk associated to this figure as to date delivery numbers are light
Shortfall	404	Four further subcontractors have been identified to deliver on this shortfall

Table 3: Overall targets

2.5 As the project nears completion there is a significant risk of underperformance and therefore reduced funding. In order to mitigate against this risk we have undertaken a number of initiatives:

- a) reduced subcontractor contracts to a more realistic delivery numbers.
- b) identified four further potential subcontractors who we are currently in negotiation with the Combined Authority.
- c) planned a provider workshop to assist in removing barriers to recruitment and to support their delivery.
- d) developed further marketing to ensure greater accessibility.

It is worth noting that recent statistics from *Skills for Care* show the number of jobs needing to be filled nationally has risen by 52 per cent in a year to about 165,000, which is the highest number on record. Recent news reports state people are leaving care due to low pay rates. These statistics go to further evidence the need for skilled individuals to move into this sector but the news reports could go some way to explaining why recruitment to the programme has struggled post covid.

## Significant Implications

### 3. Financial Implications

3.1 The total maximum value for this project is £5.2m. Table 4 below shows the forecast maximum costs for the remainder of the project with table 5 showing expenditure to the end of July 2022 with the 2022/23 spend. As you can see, if we deliver to the profile covered above with all providers delivering on all aspects of the contract, we will draw down just short of the total contract value.

However, as all contracts include maths, English and ESOL alongside the vocational delivery, Information, Advice and Guidance and Mentoring we are unable to determine what each learner will need until they have been recruited. Therefore, it is not possible to be more accurate on the spend that will be needed but it is highly likely that not all learners will need all the aspects of the training. This means that the drawdown will be less than the forecast.

Area of cost	Maximum forecast cost
City College Peterborough Delivery	£399,170
Subcontracted Delivery	£1,774,257
Management Overheads	£150,326
Evaluation	£60,000
Total	£2,383,753.00

Table 4: Forecast Expenditure for 2022/23 Academic Year

Project Spend	£
Expenditure Up Until 31 July 2022	2,767,812
Forecast Expenditure 2022/23	2,383,753
	5,151,565

Table 5: Forecast Maximum Project Spend

#### 4. Legal Implications

4.1 There are no legal implications in relation to this report.

#### 5. Public Health Implications

5.1 There are no public health implications in relation to this report.

#### 6. Environmental and Climate Change Implications

6.1 There are no environmental and climate change implications in relation to this report.

#### 7. Other Significant Implications

7.1 There are no other significant implications in relation to this report.

#### 8. Background Papers

8.1 None