



HEALTH & CARE SECTOR  
**WORK ACADEMY**

[www.healthandcareacademy.co.uk](http://www.healthandcareacademy.co.uk)

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COMBINED AUTHORITY

Executive Principal - City College Peterborough/ Cambridgeshire Skills

CEO - City Culture Peterborough

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Cambridgeshire County Council

# The Devolution Deal



- £5.2m funding from the Department of Work and Pensions and an additional £2m from other funding
- 2100 learners over three years
- Test a new intervention to address a specific local labour and skills shortage in the sector by stimulating progression and improving career prospects for those in receipt of in- and out-of-work benefits
- Training people from outside and within the health and care sector simultaneously
- Evaluation throughout



# The Model

- Tailored programmes to meet the needs of local employers
- Core Pre-Level 2 programme
  - Care Certificate theory (in sector)
  - Level 1 Certificate (out of sector)
  - Individual modules (customised)
  - Employer engagement as part of ‘Making it Real’
- Level 2 qualifications and level 2 to 4 Apprenticeships
- Basic skills – contextualised to the sector



# The Model

- Delivered locally, on-line and at accessible times
- Bursary to remove travel and childcare barriers to attending training
- Wrap around and post-employment support / career guidance
- Co-produced with employers
  - Referrals
  - Course content
  - Training venues
  - Delivery
  - Recruitment



# Evaluation



- Independent evaluation
- Learners participation in longitudinal surveys:
  - 4 points – pre-course, end of training, 6 months and one year
  - Measure change in outcomes e.g. reliance on benefits and casual affects
  - Counterfactual – measure against control group and/or early and later Academy participants
- Employer surveys
- Performance against financial, activity and output related delivery targets
- Economic evaluation



# Current Position



To date:

- 636 learners enrolled and started with 342 completed programme
- 74 face to face courses have been delivered and completed
- 9 online courses have been delivered since April 2020
- 46 learners have gained additional quals
- 143 learners have secured employment (42%) – 81% in sector  
of which, 6 learners have already been promoted
- 18 learners are in volunteering posts





# Making a Difference



## Don't just take our word for it...

Monika completed her Level 1 Qualification with the Academy in 2019 and has been on the up ever since: **"The course was amazing! The tutor was brilliant, so patient and helpful. Thanks to the course I managed to get a job supporting people with learning disabilities, have a better knowledge and understanding of what it means to support people, and I love the people!"** When we asked her if she would recommend the course, she said **"Absolutely! I would say go for it!"**



## Don't just take our word for it...

Not knowing what to do after leaving a 26 year career in marketing, Amanda started the course during lockdown, enrolling, qualifying and finding employment in administration within the NHS, all during the heart of the pandemic! Asked about the course, Amanda said: **"Doing the course has given me the confidence to strive and meet my future goals AND...I will never forget the 6 Cs which will help in my future success!"**





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