



**CAMBRIDGESHIRE  
& PETERBOROUGH**  
COMBINED AUTHORITY

Agenda Item No: 2.2

## Health and Care Sector Work Academy

To: Skills Committee

Meeting Date: 17 January 2022

Public report: Yes

Lead Member: Councillor Lucy Nethsingha, Chair of the Skills Committee

From: Fliss Miller, Senior Responsible Officer – Workforce Skills

Key decision: Yes ( for Combined Authority Board on 26 January 2022)

Forward Plan ref: 2021/068

Recommendations: The Skills Committee is invited to recommend the Combined Authority Board:

- (a) Approve the new profiled spend in accordance with the approved extension of the innovative employment pilot on recruitment and progression in the Health & Care Sector.
- (b) Note the performance of the Health and Care Sector Work Academy to date.

# 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). The Skills Committee is invited to recommend the Combined Authority Board approve the new profiled spend as a result of the Department for Work and Pensions (DWP) approving an extension to the existing Memorandum of Understanding (MoU) which will see the project end in March 2023.

# 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 pilot is one of six across the UK and was initiated in January 2018 for three years.
- 2.3 The HCSWA, launched in March 2018, aims to tackle the local shortage of skilled workers in the health and care sector to meet current and future labour demands and reduce the reliance on work-related benefits, giving better security in employment and improving career and pay prospects. The innovation pilot will train 2100 learners.
- 2.4 It aims to reduce dependence on in-work and out-of-work benefits by recruiting unemployed or low skilled people into the health and care sector and supporting existing employees to progress to higher skilled and better paid roles. It tackles barriers to progressing or opting for a career in health and care.
- 2.5 Employers will benefit from the Academy through:
- Recruitment of staff into entry-level positions
  - Reduction in hard to fill vacancies and skill shortages
  - Reduction in labour turnover
  - Changes in approach to workforce development/progression
- 2.6 An underspend of £3m was forecast in March 2021 and 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. The Addendum sets out the terms underpinning the extension, as required as a condition of the extension by the DWP Senior Responsible Officer (SRO).

- 2.7 The Addendum, which is not legally binding, covers the design, implementation and delivery of the extended pilot, to make clear any new terms underpinning how the £3m underspend will be used and how we can learn lessons from the pilot to inform future policy.
- 2.8 Through this pilot, DWP and the Combined Authority, through City College Peterborough will continue to test a set of interventions identified as having the potential to deliver improved employment and progression outcomes in the Health & Care Sector.

### 3. Performance

- 3.1 Overall performance of the HCSWA is behind profile. The pandemic has not only had a negative effect on attracting the learners forecast, but also in delivering within the sector. Current performance is outlined in the table below.

<b>Performance Measure Indicators</b>	<b>Pilot Target</b>	<b>Current to end of Nov</b>
Number of participants starting activity.	2100	860
Number of participants completing activity (pre Level 2 course or apprenticeship).	1680	467
Number of participants securing employment after completing pre Level 2 course or apprenticeship.	500	190
Number of participants securing promotion after completing pre Level 2 course or apprenticeship.	251	6
Number entering further training or gaining qualifications after completing pre Level 2 course or apprenticeship.	600	68

- 3.2 The project is governed by a steering group and the next meeting of the steering group is in January 2022. The steering group will monitor performance of the HCSWA. It is recommended that an update on performance is reviewed by the Skills Committee every six months.
- 3.3 The Combined Authority has also supported the academy through £147,000 of Local Growth Funds and Innovation Funding from its Adult Education Budget to create specialist teaching facilities. The funding has supported the development of an innovative health and care skills lab and study area. It is hoped that this investment will further support attracting learners to the HCSWA.

- 3.4 City College Peterborough have approved the appointment of an interim to lead on this project in the New Year. Focused efforts and a new delivery plan will be developed, with the SRO Workforce Skills providing strategic support to reinvigorate the project deliverables. Early conversations are underway with a number of providers to extend the reach and scope to significantly increase project outputs. This is reflected in the projected spend for the financial year 2022/23.

## Significant Implications

### 4. Financial Implications

- 4.1 The grant award of £5.2m has been paid to the Lead Authority (CPCA), with the final payment received in the financial year 2019/20, which was aligned with the original project timeline. Payment to the provider is made based on cost incurred, not on payments by results as originally agreed at the beginning of the project. This means that funds are currently held by the CPCA other than those already claimed by the project provider.
- 4.2 At the end of the 2020/21 financial year the project provider had claimed a total of £1,300,000. During the current financial year 2021/22 the project provider has been paid £188,870 with a further £141,442 of claims currently being processed. There is an additional profiled spend of £400,000 to the end of the current financial year, with a further profiled spend of £3,100,000 in the financial year 2022/23.
- 4.3 These actual and profiled spends total £5,130,312 giving a forecast underspend of £69,688 for the project lifetime.
- 4.4 The table below shows the impact of the reprofiled spend decision on the MTFP

Financial Change Summary (£'000)		2021-22	2022-23	2023-24	2024-25
Change Requested	Approved	3,031.9	-	-	-
	STA	-	-	-	-
Revised MTFP	Approved	730.2	2,301.7	-	-
	STA	-	-	-	-

### 5. Legal Implications

- 5.1 There are no significant legal implications.

### 6. Appendices

- 6.1 None.