



Care

PURPOSE

The Workforce Development Partnerships (WDP) serve as a collaborative forum bringing together education and training providers along with employers to address workforce development challenges and formulate effective solutions. The primary objective of the WDP is to foster dialogue, exchange ideas, and promote collaboration to enhance the skills and capabilities of the local workforce.

The Care WDP across Oxfordshire & Berkshire will focus on key priorities and action for the industry such as creating further appropriate modular training provision to upskill and reskill staff and further developing the current curriculum for students, to better prepare them for the current and emerging needs of the care sector.

WHAT ARE THE KEY OUTCOMES WE ARE SEEKING?

- Creation of a direct channel of communication between education providers and care employers, focused on the key priorities for the sector
- Provide a forum for employers to gain insights into education and skills and providers to gain insights into priority sectors
- Generate resources and advice for signposting employers to skills
- Strengthen relationships between attending providers and employers, and those they are there to represent, to generate further partnership solutions
- Narrow skills gaps as identified in the LSIPs for Oxon and Berks
- Ease recruitment difficulties as identified in the LSIPs for Oxon and Berks
- Take up of places on reskilling programmes such as Skills Bootcamps and modular training
- Changes to the curriculum for students to better prepare them for work in the sector

WHAT WILL BE OUR WAYS OF WORKING?

- Meetings will occur quarterly, from early 2024 to the completion of the current LSIP project – March 2025
- They will be convened by the LSIP team who will be responsible for minute taking and circulation and following up on actions decided upon
- They will be chaired by the LSIP Employer Champion for Care
- Members will attend both in their own capacity but also in the capacity of representing their wider sector
- Partnership working between meetings will be important to achieving desired outcomes. Members become part of a genuine workforce development partnership, where the work that goes on between meetings will be as important as the meetings themselves
- The partnership is designed to find practical solutions to skills shortages in the sector and will work in that spirit

WORKFORCE DEVELOPMENT PARTNERSHIPS

Care

RATIONALE

Nationally, the Care sector is facing recruitment challenges due to an ageing population, low pay, and the perception that the sector is less desirable than others. Although forecast growth in Care in Oxfordshire is relatively static, replacement demand is likely to require a further 27,500 (Health and Social Care sector) replacement workers.

LABOUR MARKET	SECTORAL CHALLENGES	SPECIFIC REPORTED SKILLS GAPS
<p>Job advert levels are high for Care Assistant and Care Manager.</p>	<p>According to employers we spoke to in the care sector, there are a number of challenges they face.</p> <p>One major issue is the need for modular training to support specialist skills such as diabetic training, training to support residents with epilepsy, and midazolam injections.</p> <p>Another concern is the funding for registered manager training, which is set to end in May 2023. Employers are asking who will provide and fund this training in the future.</p> <p>In addition, employers are currently not using local colleges for continuing professional development (CPD) training. Instead, some training is delivered online, through third-party providers, or internally.</p>	<p>Effectively leading teams of frontline carers</p> <p>Use Health Care Information Management Systems</p> <p>Modular training to support specialist skills such as, diabetic training, training to support residents with epilepsy, Midazolam injections</p> <p>Registered Manager Training</p> <p>CPD Modules to ensure Registered Managers understand continued developments and changes instigated by Care Quality Commission</p> <p>'Cultural awareness training' and language skills for overseas recruits- English (understanding colloquialisms)</p> <p>Communication and emotional skills e.g., De-escalation training</p> <p>Mental health first aid Situation management – managing emotive situations.</p> <p>Report writing skills.</p> <p>Texture modification (food- IDDSI Framework)[12] (employers noted that this is taught in catering courses but not in H&SC courses)</p>

TABLE 1 Recruitment Difficulties Reported by Employers	Technical Occupations (Levels 2-3)	Higher Technical Occupations (Levels 4- 5)	Professional Occupations (Level 6+)
Adult Care Worker	Adult Care Worker (L2)		
Manager	Lead Adult Care Worker (L3)	Lead Practitioner in Adult Care (L4) Leader in Adult Care (L5)	
Chefs	Production Chef (L2)		

[12] <https://idssi.org/framework/>. The IDDSI framework consists of a continuum of 8 levels (0 - 7), where drinks are measured from Levels 0 – 4, while foods are measured from Levels 3 – 7. The IDDSI Framework provides a common terminology to describe food textures and drink thickness.

SECTOR SPECIFIC: CARE

DESCRIPTION OF CHANGE AND EXPECTED BENEFIT	ACTIONS	OWNER	EMPLOYER CHAMPION	TIMESCALE	POTENTIAL FUNDING
<p>The LSIP will promote expansion, development, and delivery of provision in the identified priority areas.</p> <p>Employers report the need for modular training to support specialist skills such as diabetic training, training to support residents with epilepsy, and midazolam injections, leadership & management.</p> <p>Employers report that FE college curriculum should be developed to include important areas such as mental health first aid, situation management for emotive situations, creative thinking, food texture modification (which is currently taught in catering courses), food hygiene certification, and delivering meaningful activities in social and residential care settings.</p> <p>The LSIP will promote expansion, development and delivery of provision designed to improve the English skills of new, overseas workers.</p>	<p>Education & Training Providers to use LSIF, Innovation Fund or Skills Bootcamps as alternative sources of funding to align delivery to the priority skills needs via new programmes such as short, modular courses.</p> <p><i>New or expanded use of Adult Education Budget, including the Innovation Fund</i> <i>New Employer funded training. New or expanded short/modular accredited or non-accredited courses funded by LSIF or Innovation Fund</i> <i>New Skills Bootcamps</i> <i>New or expanded Apprenticeships.</i> <i>New or expanded T Levels</i> <i>New curriculum content for existing courses</i></p> <p>The ERB will work with ETPs to identify employers who will invest their time and resources to influence and inform careers advice and guidance.</p>	<p>ETPs</p> <p>ETPs Employers</p>	<p>In Place</p>	<p>Autumn 2023- March 2025</p> <p>Autumn 2023- March 2025</p>	<p>LSIP LSIF AEB Bootcamp App 16-18 Emp</p>

Information Key PARTNERS

ERB

The Employer Representative Body- Thames Valley Chamber of Commerce (Thames Valley Skills Unit)

WDP

Workforce Development Partnerships

ETPs

Education & Training Providers

LEP

Thames Valley Berkshire LEP

PARTNERS

Including Trade Bodies, Careers Advisers, JCP and other agencies

CEIAG

Careers Education, Information, Advice & Guidance

Information Key FUNDING

LSIP

Local Skills Improvement Plan Funding

LSIF

Local Skills Improvement Fund (funding)

AEB

Adult Education Budget (inc Innovation Fund and Loans)

App

Apprenticeship Funding

16-18

16-18 year old education funding

Emp

Employer funded, or time commitment

Bootcamp

Skills Bootcamp

Care

RATIONALE

Nationally, the Care sector is facing recruitment challenges due to an ageing population, low pay, and the perception that the sector is less desirable than others. These challenges are also present in Berkshire.

LABOUR MARKET	SECTORAL CHALLENGES	SPECIFIC REPORTED SKILLS GAPS
<p>A 597% (1,700) increase within Residential Care Activities for Learning Disabilities, Mental Health & Substance Abuse.</p> <p>A 49% (600) increase within Residential Nursing Care Activities.</p> <p>A 43% (1,000) increase within Other Residential Care Activities.</p> <p>According to Skills Imperative 2035, employers within the sector in Berkshire will require 29,700 replacement workers and a total of 32,600 workers will need to be trained and/or upskilled from 2020-35.</p>	<p>According to employers we spoke to in the care sector, there are a number of challenges they face.</p> <p>Another concern is the funding for registered manager training, which is set to end in May 2023. Employers are asking who will provide and fund this training in the future.</p> <p>In addition, employers are currently not using local colleges for continuing professional development (CPD) training. Instead, some training is delivered online, through third-party providers, or internally.</p>	<p>Effectively leading teams of frontline carers</p> <p>Use of Health Care Information Management Systems</p> <p>Modular training to support specialist skills such as, diabetic training, training to support residents with epilepsy, Midazolam injections</p> <p>Registered Manager Training</p> <p>CPD Modules to ensure Registered Managers understand continued developments and changes instigated by the Care Quality Commission</p> <p>'Cultural awareness training' and language skills for overseas recruits- English (understanding colloquialisms)</p> <p>Communication and emotional skills e.g., De-escalation training</p> <p>Mental health first aid</p> <p>Situation management – managing emotive situations</p> <p>Report writing skills</p> <p>Texture modification (food- IDDSI Framework)[8] (employers noted that this is taught in catering courses but not in H&SC courses)</p>

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<p>The LSIP will promote expansion, development and delivery of provision designed to improve the English skills of new, overseas workers.</p>	<p><i>The ERB will work with ETPs to identify employers who will invest their time and resources to influence and inform careers advice and guidance.</i></p>	ETPs Employers		Autumn 2023- March 2025	

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