



LANCASHIRE & SOUTH CUMBRIA  
**Social Care  
Training Hub**

## International Recruitment Webinar

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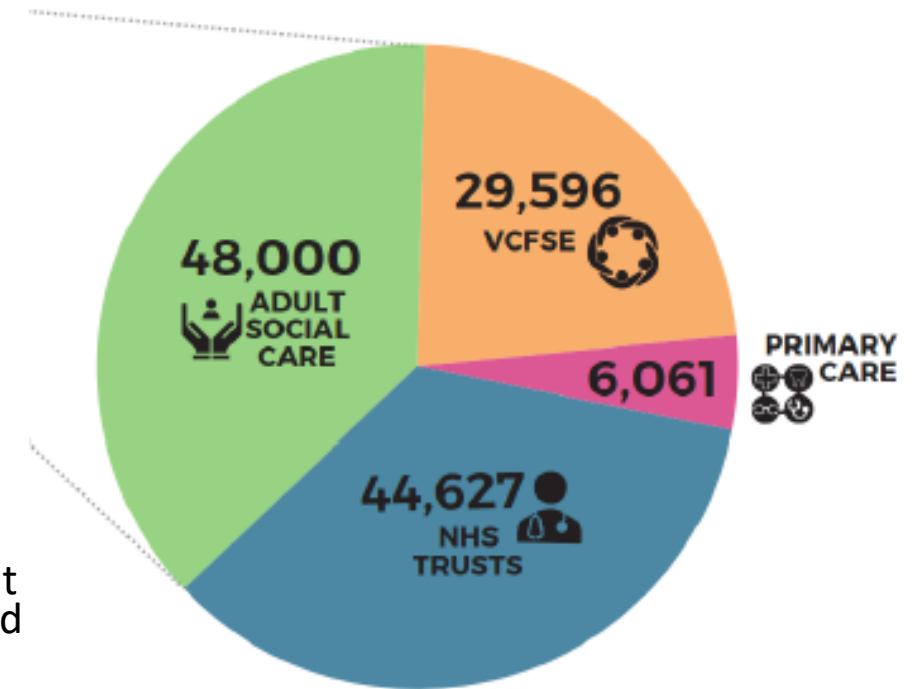
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**Lancashire and  
South Cumbria**  
Integrated Care Board

# Social Care Workforce LSC

- 1000 + providers of adult social care in LSC, specialising in Nursing home, residential home, supported living, care in the home and extra care provision
- 85% of providers are independent providers, the remaining are Local Authority and 6.5% personal assistants
- Skills for Care data demonstrates that the main activity contributing to workforce retention was investing in learning and development of the workforce which also leads to better outcomes for services reported via CQC.
- Vacancy trend has come down but still higher than pre pandemic levels @7.4% / Turnover trend has increased to 27.2% which is consistent with pre pandemic levels
- 27% of the workforce are aged 55 and over meaning 12,960 people might exit workforce within next 10-12 years. 1100 Nurses in ICB – 41% are aged 55 and over
- 6500 North West International recruits
- To grow proportionately to the ageing population we would require at least 11,500 more staff by 2035



# How the ICB is working with ASC

The Social Care Training Hub (SCTH) brings together education and training resources as a 'go to' place for any information about workforce, education, learning and development, including support and information about career development and student nursing placements.

## **Career Development**

[Social Care Apprenticeships - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

[T-Level Information \(Social Care\) - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

- Support and information for social care providers in career development and workforce planning through apprenticeships, levy transfers, T Level placements

## **Placements of student nurses in nursing homes**

[Social Care Placements - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

- Auditing, training and onboarding nursing homes and engagement with Universities
- Practice Education Facilitator Support to care providers and students

## **Fully funded training for all Social Care staff**

•Clinical CPD for social care nurses [Social Care Nurses and Nurse Practitioners - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

•CPD training for all care staff [Social Care Training - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

•Elearning, [Social Care E-Learning – Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

Resources, toolkits and wellbeing guides [Social Care Resources - Lancashire and South Cumbria Training Hub \(lscthub.co.uk\)](https://lscthub.co.uk)

# Training Delivery in Focus

- Focus on developmental skills (not mandatory care sector training)
- **Key skills training:** Deterioration tools - RESTORE 2, Nutrition/ hydration, Falls, End of life care, Diabetes management, Oral health care, Medications management, Leg ulcer management,
- **Clinical Skills training:** Clinical CPD available to nurses - catheterisation, venepuncture/cannulation, tracheostomy, tissue viability, syringe driver, clinical skills evaluation.  
CPD for care staff - catheter care, stoma care, Enteral feeding, phlebotomy,
- **Wider upskilling of care sector:** - Challenging behaviour, dementia, international recruitment, leadership training, activities training, fire risk evaluation, recording and reporting, modern slavery, swallowing/dysphagia training
- Continuing development of further training for providers as requested from system colleagues including Local Authorities, primary care, health and care providers.
- Social care provider request form on the website:  
<https://forms.office.com/Pages/ResponsePage.aspx?id=sITDN7CF9Ueylge0jXdO4-2SIRLsbwIJnVwgVI8pZwIUQ05YQkIVUDZXVFJIOEK2SFBWRIZLSk8xTSQIQCN0PWcu>

# Social Care Training Hub



- In addition:
- **Institute for Health and Social Care Management Membership** – access has been paid for by ICB for managers, deputies & senior care staff in social care settings.
- **Translating Care Programme** – for internationally recruited care staff to upskill in UK Social Care skills.
- **Social Care Workforce Forum** – planning is starting for our annual Social Care Workforce Forum focussing on Social Care recruitment and retention
- **Step Into Care Employability Programme** – Social Care Training with Lancashire Adult Learning and placement in social care settings. Britt Mollart [Brittany.Mollart@mbht.nhs.uk](mailto:Brittany.Mollart@mbht.nhs.uk)
- **Social Care Workforce Training Day** – 30<sup>th</sup> April 1-4.30, Grimsargh Village Hall, Preston
- Fortnightly newsletter
- Email [mbpcc.lscsocialcare@nhs.net](mailto:mbpcc.lscsocialcare@nhs.net)



# Success



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*The SCTH is responsive to the needs of the system in response to delayed hospital discharge and inappropriate admissions, some examples are:*

*Syringe driver training for care homes in Pennine following issues raised by the district nurses*

*NG tube feeding - raised by LCC care navigation for home care providers allowing for patients to be discharged to their home*

*Stoma care training - raised by a care home able to receive a patient on discharge from hospital*

*Dysphagia/swallowing training raised through the Care Sector Programme Board in relation to recent serious incidents*

*Vital signs training delivery in response to care provider in QUIP process*

A Co-produced approach has really helped to strengthen relationships in many other aspects too – we are never focused on one single solution, rather we are combining solutions in a complementary way.

Working in tandem with the Primary Care Training Hub (PCTH) meant we could go further, faster

We have proven that our Social Care Training Hub is an effective vehicle for staff training and developing our social care career pathway

- ✓ This work has improved engagement at system level
- ✓ Trust colleagues told us it has improved their understanding of working in social care – they have realised so many unknown unknowns! There's more work to do – but we are already benefitting from that change
- ✓ Our providers and their staff feel more valued.

**Learners told us they couldn't believe "This is for us!" It brought joy back to their work. They felt invested in.**

But we still need to get the message out there.

We want to develop more train-the-trainer programmes and promote the career pathway as broadly as possible so more people can benefit

# Feedback



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*“It improved my confidence level to perform the skills in my clinical settings”*

*“Teaching is excellent, whatever is taught us coordinates with the residents in my care home. The course has increased my knowledge to understand the residents and provide appropriate care and support.”*

*“Gave me a lot more insight and expanded my knowledge to better care for residents which I can take back to the team”*

“This training has been so much of an eye opener for me. I will be able to plan, implement and evaluate on each individual wound care and assess the impact the wound is having on the individual, and possibly re-plan care.”

*“The session was really useful and it is good to know we have a PEF, who we have actually met and who we can contact if we need advice’*

“From a professional viewpoint, this training has also built strong relations with the GP surgery as there is a mutual confidence that we have the same values and objectives in terms of patient care.

As a practitioner, I feel like part of the surgery team and have good working relations with many of the staff there and I think this extends out to many of the nurses within the home.

For me this is true collaborative working.”

“I really was not looking forward to this (student nurse) placement but you have made it seem a lot less scary and I think it will be ok -  
thankyou’

“Dawn, and the service she provides, has been invaluable to us. She has supported us to become approved for the TNA course - something we had been trying to do alone for almost 12months with little progress. Dawn has also supported us in finding suitable apprenticeship courses for our staff including the Assistant Practitioners course. She has helped us with making links with providers, setting up meetings, checking qualifications meet course criteria, levy transfers and completing the necessary paperwork. Without Dawn and this service, we would not have been able to offer our employees with these fantastic training and development opportunities.”

“In terms of value, the positive impact for our residents, staff and the wider NHS, has been immeasurable. Our residents receive treatment in a far shorter time than would be possible if clinicians from the surgery had to make the visit to examine, and given the current pressures on the NHS this also reduces the workload for the practices. The examination is done by nursing staff within the home who not only know the resident well but also have access to current information such as dietary intake, bowels etc. Fair to say this has also prevented many unnecessary home visits being requested and from a personal perspective, gaining the skills provided within the course was essential to complete an accurate clinical examination which I am comfortable to also enter on to GP records.”