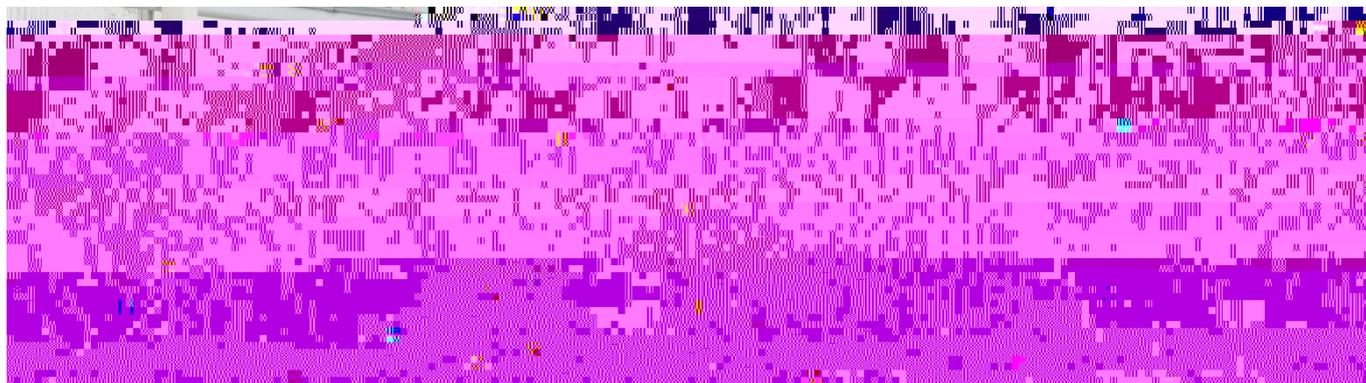


TEACH TOO LOCAL PROJECT

A case study on the Teach Too local project in East Surrey and the surrounding area aligning to the Surrey & Sussex Healthcare Trust footprint for the delivery of healthcare services, including ~~fast~~





Project overview

This project was delivered in East Surrey and the surrounding area aligning to the Surrey & Sussex Healthcare Trust footprint for the delivery of healthcare services, including East Surrey, North-east West Sussex, and South Croydon.

The health and social care challenges are identified in the Health Education England Facing the Facts, Shaping the Future: A draft health and care workforce strategy (2017). Health Education England's ten year forward view shows that if no action is taken to reduce demand through prevention or service transformation, the NHS will need to grow by 190,000 clinical posts by 2027. The national audit office also identified shortfalls in workforce provision with vacancy rates at 5.9% (2014).

The national picture is reflected at a local level. SASH sits within the Sussex and East Surrey sustainability and transformation programme (STP) footprint. This STP includes 24 organisations working collaboratively to provide healthcare services. The STP is responsible for developing a local area strategy to drive service transformation incorporating workforce strategy. The STP identified that to provide patient centred care nearer to home, new skills and an increased use of technology are required. For example, East Surrey has an ageing population, therefore many individuals have multiple healthcare conditions needing complex care.

The STP has also identified the need to attract more young people, and a requirement to provide information on the range of careers available to encourage health and social care to become a 'career of choice'.

The new 'skills for health' apprenticeships allow the sector to recruit young people into entry level roles with clear development opportunities to graduate level positions and beyond. We therefore aspire to provide courses at further education level to enable young people to have a clear line of sight into the healthcare workforce and into senior roles within organisations.

the whole team to attend on one day. We therefore looked at potential CPD options that were already taking place in the trust and arranged for the faculty team to join timetabled modular sessions at their convenience. This meant that they joined a group of relatively junior clinicians for workshops allowing them both access to the content of the course but also valuable contact with a peer group of clinicians. The faculty found this very helpful and the SASH workshop facilitators felt that the college faculty members had enriched the discussions during the workshop by introducing their own points of view as non-clinicians.

This has given us confidence to open up opportunities for college staff to attend future events both inside and external to the Trust, as their became an apparent and significant two way learning experience that hadn't been considered at the early stages of planning CPD outputs.

CPD will be planned a year in advance with the college across the Care Academy to focus on priority areas of the curriculum that are most challenging for students and staff, to bring these aspects of the curriculum stimulus in applying the co-practitioner models to.

East Surrey College has an Upskilling day for staff each year, where staff spend a day with employers focusing on their area of interest, promising skills gaps and bringing themselves up to date on various sectors. Moving forward this annual activity will be more personalised around key themes working with co-practitioners to enhance one of the key themes this project has prioritised.

Health Education England also looked at how the CPD opportunities across the Health Care Academy for a localised solution, and much wider across the UK, could be a shared model with education providers using a similar model of access and promotion and best practise. A model that could provide access to a portal of CPD online training could be a good way to sharing training and careers. This is being currently looked into in encouraging businesses and colleges to work together and share the resources that exist in as two way CPD programme.

Careers, Advice and Guidance

We have created opportunities for students to hear about healthcare careers directly from clinicians at organised events which have included students from other organisations. The range of careers in health and social care led us to seek opportunities beyond these events to upskill members of the college's career coaching team and so a document outlining many of the 350 roles in the NHS was created outlining routes into different careers, the day to day activities of healthcare workers and career progression opportunities. This document was underpinned by signposting career coaches to a wealth of further information from numerous sources.

across the healthcare landscape in Surrey Sussex and Kent.

Our focus is our key themes, and to roll this out across the Care Academy and wider where possible. The College would also expect to use this footprint across the other sectors including Construction and Engineering, Art and Design, Business, Finance and Management, Digital and ICT to help address similar concerns