

Breaking down the barriers and opening up doors

A case study of an innovative apprenticeship scheme in Derbyshire, joining up health and social care



Pictured above: Members of the Joined Up Careers Derbyshire team with representatives from partner organisations

Joined Up Careers Derbyshire (JUCD), the workforce arm of the county's sustainability and transformation partnership (STP), has established a ground-breaking apprenticeship scheme.

Partner organisations from across the NHS and local government in Derby and Derbyshire have recruited to eight pilot apprentice posts for candidates looking for a grounding in both health and social care.

The positions have been hosted by acute hospitals, community providers and local authorities. It is one of the first times in the country that an integrated apprenticeship scheme has been run linking together health and social care, offering such a wide variety of workplace experiences and care opportunities.

The scheme, launched in 2018-19, runs until 2020, with external evaluation set to be carried out. Plans are being progressed to run another cohort and to develop innovative new roles in 'place-based' NHS and social care that the apprenticeships would be able to apply for to progress their careers.

Joined up Careers, Derbyshire - Case Study

What is Joined Up Careers Derbyshire?

Joined up Careers Derbyshire has brought together health and care organisations to support and develop the current and future 'one team' health and care workforce. This innovative partnership has created a radical, system-wide approach to attracting, retaining and developing the health and social care workforce.

Partners in the Derbyshire STP, known as Joined up Care Derbyshire, have worked collaboratively to develop a shared vision for a sustainable health and care system, built on foundations of local place-based integrated care and a focus on managing, and improving, population health.

Partners include local authorities, primary care, NHS acute and community trusts, clinical commissioning groups, ambulance service, private and voluntary sector, Health Education England, Skills for Care, Department for Work and Pensions, schools, colleges and universities.

“A flexible workforce is crucial to enable us to deliver our agreed model of care for the people of Derbyshire. Joined up Careers strives to do just that in a collaborative and innovative way, providing a new approach to recruiting, retaining and developing staff across the health and social care sectors in Derbyshire.”

Vikki Taylor, STP Director.

Joined up Careers Derbyshire supports recruitment and supply, introduction of new roles, upskilling of existing roles, retention of existing staff, and opportunities for efficiency and optimisation. An important aspect of this is the development of new apprenticeship roles.

Joined up Careers Derbyshire is resourced by a small team (5.00 WTE) operating on short-term contracts and secondments with a small budget.

Why develop a joint health and social care support worker apprenticeship role?

Due to the ageing population, people have increasing health and support needs and want more control over how they receive the help they need to stay well.

Our aim is to show that there are great opportunities for people with the right values to build rewarding careers in health and social care - this is a growing sector with an increasing range of roles and skills needed.

By working together, we want to secure a workforce for the 21st century with the clinical, technical and personal skills to make a real difference in Derbyshire. The apprenticeship roles will also help raise interest in careers in health and social care, and ensure we have the right people in our future workforce.

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How was the integrated apprenticeship scheme established?

All partners participated in the development and planning process to introduce an integrated apprenticeship pilot for Derbyshire. It was agreed that the Adult Care Worker Standard would be used for the pilot programme with the addition of the appropriate diploma modules to cover the requirements of the health and clinical training. It was agreed that all partners would contribute to a central pot to fund the pilot programme and that apprentices would be paid at the National Minimum Wage during the period of the apprenticeship.

The aim was for 10 apprentices to be recruited to commence the programme at the beginning of September 2018, with partner organisations hosting the rotational placements. Following a collaborative recruitment process, eight trainees were successfully appointed to the 15-month apprenticeship programme.

Each apprentice is completing rotational placements across a range of different settings including on a hospital ward, in a care home, and in the community. Each placement lasts three months.

On qualifying, these apprentices will be known as Health and Social Care Support Workers. Apprentices have received on-the-job training and will qualify for a care certificate and Level 2 Apprenticeship in Health and Social Care.

How do we know the integrated apprenticeship scheme is a success?

In order to measure the level of success, and continuously improve, there are a number of direct and indirect aspects of the apprenticeship pilot which are being evaluated. This process has commenced by collecting baseline information through a logic model with a procurement process in place for independent evaluation.

This project strives for long term sustainability with the development of an integrated health and social care career pathway to build on the apprenticeship model.

“The integrated health and social care apprenticeship is an innovative programme that enables apprentices to develop a wide range of skills that can be utilised across the sector, whilst also giving them the opportunity to experience a wide range of services. The apprenticeship has also been a fantastic opportunity for providers across Derbyshire and Derby City to work collaboratively, to share best practice and to increase the quality and efficiency of the system as a whole.”

Lauren Adkin, Wider Workforce Co-ordinator, Derbyshire Community Health Services and Derbyshire Healthcare NHS Foundation Trust.

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Consultation and engagement with 'Place Alliance' teams is underway for the development of an integrated support worker role. This new role provides natural career progression beyond successful completion of the apprenticeship programme.

The creation of a blended health and social care support worker role, based on improved intelligence between health and social care, will lead to better outcomes for service users.

Joined up Careers Derbyshire is actively collecting intelligence and contributing to sharing learning with trailblazer sites who have adopted similar models.

Further information

- Joined up Care Derbyshire website: <https://joinedupcarederbyshire.co.uk/jobs-and-careers>
- Facebook: <https://www.facebook.com/JUCareersD/>
- Twitter: <https://twitter.com/JUCareersD>

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