

JOINED UP CAREERS DERBYSHIRE ROTATIONAL APPRENTICE PROGRAMME

Joined Up Careers brings together local partner organisations to support the current and future health and social care workforce.

We seek to find the best candidates for roles within the health and social care sector of Derby and Derbyshire and support them on their career journey. We are part of Joined Up Care Derbyshire, the Integrated Care System (ICS), helping individuals and teams work in new ways to meet the ever-changing needs of patients, service users and the public.

In 2018 JUC system partners came together identifying the need for a radical, system-wide approach to attracting, retaining, and developing the health and social care workforce in Derby and Derbyshire. The pilot model was developed to build upon system wide recruitment initiatives and design new, sustainable apprenticeship roles to maximise efficiency and transform services to support the Derbyshire Model of Care.

Our overarching aim was and still is to demonstrate the great opportunities for people with the right values to build rewarding careers in health and social care – in a growing sector with an increasing range of roles and skills required. In accordance with the Principles of Workforce Integration Skills for Care, our ambition is to work together to secure a workforce for the 21st century with the clinical, technical, and personal skills to make a real difference in Derbyshire.

The outcome being the hybrid apprentice is trained, supported, and developed to undertake low level medical interventions aimed at reducing pressure on hospital services, boost out of hospital care and reduce the divide between primary and community teams. The role supported existing staff to reach their full potential and would provide natural progression for the rotational apprentices on completion.

Since 2018 we have developed, learned, and delivered a further rotational apprentice programme (running 2020-2021), defining our purpose, developing the flexibility of the programme to meet the needs of the service and learners, we have engaged wider, increased our numbers, and refined our delivery with 13/16 apprentices moving into Health and Social Care end destinations in Derbyshire including Trainee Nursing Associate and Nurse Degree education programmes.

What we have learned and want to share with other ICB's that may be embarking on this programme:



- The Care Certificate is a fundamental element in the programme, the first placement needs to allow for this learning and growth period and protected space to embed this practice
- Your entry requirements should include Maths and English at L1 or L2, or be front loaded, these are essential components of the programme but expecting

new to health and social care learners with rotating placements and a new work life balance, apprentice modules and their functional skills becomes extremely difficult to manage for many apprentices and could result in your apprentice not completing on programme

- Ensuring that recruiting managers and teams from your partner organisations are invested in the success of this programme, avoiding re-recruiting apprentices into positions part way through the programme, ensuring if this does happen that the apprenticeship can be transferred and the opportunity to continue to develop on programme isn't lost
- Your rotational apprentices need a dedicated supervisor to manage the while programme, handover, and successful transition into new work environments – this was integral to the success of our apprentices and the overall programme
- Create opportunity for your 'fresh eyed' apprentices to ask questions, support meaningful improvements and new ways of working within your system

The ambition for our programmes to date and future programmes is to ensure that on completion we have successful apprentice completers that have the knowledge, skills, behaviours, and established relationships to work in health and social care, with transferable skills, credible knowledge of transition between our services and the needs of those using them and those working in that system. But also, to highlight the importance and opportunity within our social care services and the impact that their skills in this area have on the whole system.

Our future ambitions

The development of a System Apprenticeship Workforce Academy for the Health and Social Care Workforce is in place and will present the opportunity for a centralised and strategic approach to growing the health care support workforce locally. This joint working will introduce a new role aimed at supporting the national drive to integrate health and social care in place teams across the system and will be central to building the right people, and the right capacity and capability to transform the system, as set out in the NHS Long Term Plan. It will help to ease pressures on acute services, bolster support to social care through joint workforce initiatives, address the concerns of future workforce supply, and improve digital resources and relationships with local authorities, charities, and community groups, achieving true anchor work.

For this project we have as in previous rotational programmes defined the purpose, the need, and the outcomes we are setting out to achieve through a detailed business case, invested and supported by all system partners, our aim for the following months is to ensure there is a strategic implementation plan in place to commence this work across the system to achieve:

- A reduction in the number of visits/appointments for the population of Derbyshire who are in receipt of home care and healthcare in the home.
- Better intelligence between health and social care sector
- Cost savings to the health and social care sector
- Self-managed place teams empowering individuals, and providing more autonomy for staff
- Higher levels of job satisfaction and improved retention from both healthcare and local authority staff
- Better career progression for the integrated apprenticeship
- Staff having more time during each visit to engage with service users in a meaningful person-centred way.



How as an ICB we support apprentices across the system

In the Derbyshire system we are made up of 4 individual NHS organisations and our ICB – Joined Up Care Derbyshire, individually we can utilise our levy to support the development of our NHS workforce but collectively we have the ability to support our social care partners the PVI sector and general practice by gifting levy to support their recruitment of apprentices and the development of their existing workforce via the apprenticeship route.

“As an organisation we have welcomed 3 apprentices utilising gifted levy from system partners, which has allowed us to use our commissioned funding to support general practice, keeping money in Derbyshire’s Health and Social Care system. Our apprentices have been fantastic, and we’re also lucky to be able to support practices in Derbyshire with accessing gifted levy too. We’re excited that this year practices have received more gifted levy support than ever before, meaning their funds can be used to better support their communities and patient’s needs. In addition, building strong networks with our ICS partners means that our apprentices can share valuable networking, placement, and training opportunities too! It’s a really easy process to follow and means that more money can be used to support staff and patients.”

Emma Brialsford – Portfolio Lead – Health Education Derbyshire

In 2022-2023 we committed over half a million pounds via the levy to this workforce in Derbyshire, this included apprenticeships such as adult care, administration, Trainee Nursing Associates, Advanced Clinical practitioners, data, and pharmacy technicians ranging from level 2 to level 7. This work is set to continue in to 2023-2024.

For further information please contact us:

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