

NHS BUCKINGHAMSHIRE, OXFORDSHIRE BERKSHIRE WEST INTEGRATED CARE BOARD



NHS Buckinghamshire, Oxfordshire Berkshire West Integrated Care Board (BOB ICB) brings together NHS organisations, local authorities, and others to take collective responsibility for planning services, improving health, and reducing inequalities across our Integrated Care System.

NHS Buckinghamshire, Oxfordshire Berkshire West Integrated Care Board (BOB ICS) serves the population of Buckinghamshire; Oxfordshire and Berkshire West to develop a long-term strategy to improve people's health and wellbeing in the area. They work with local partners to develop collaboratives to reduce health inequalities, enhance productivity and support broader social and economic development. We have set up employers' partnerships to scale up and offer the Multiply programme across our system.

Why did you decide to invest in these training and employment schemes?

NHS Long Term Workforce Plan sets out expansion in training, changes to ways of working, and improvements to culture that will increase pipeline & retention of workforce. Train-Retain-Reform.

Maths can be a barrier to progression & apprenticeship achievement; the Multiply programme offered perfect opportunity for our employers to enable staff to build confidence and make connections to workplace maths skills.

Through the Multiply programme we offered two programmes.

1) Additional maths support for our staff to help them build confidence in common maths concepts & understand maths problem solving questions to pass functional skills exam.

2) Digital technology is increasingly being used to transform Healthcare services. Through employers' collaborative & partnerships with 9 local authorities and training providers we scaled up and developed a bespoke "Maths through Excel" programme for our workforce. It helped staff navigate basic maths functions, standard formatting techniques and data analysis. It enabled staff to unlock their potential & learn tips to navigate their way around Excel maths functions.



How has your business benefitted from these training and employment schemes?

Additional support for maths has helped staff gain confidence and skills to pass functional skills, which can help them in their career development and for our system partners it will enable them to grow our own future workforce as staff will be encouraged to take on opportunities through apprenticeships.

The Excel programme has given personal development opportunities for staff who perhaps did not have digital confidence; helping them keep organised and giving them skills to analyse data and formatting. In long-term we hope it will help staff become confident and effective and support retention of staff within our sector. Feedback suggests it improves productivity for employers.

What do your existing employees or adult learners have to say about the skills or training programme they're completing?

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“Very informative and inciteful, provided a great review of functions that can be incorporated into my work practices”.

“Brilliant again these excel courses have been fabulous for learning new tips and skills”.

“I really found the course useful for my daily tasks at work and will apply the skills I've learnt.”

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What advice would you give to employers considering using a training and employment scheme for the first time to help develop their workforce?

- **Understand the programme:** Find out what the scheme can offer your staff and future workforce talent, consider the potential long term benefits it offers to organisations in the system & details around funding rules.
- **Providers as partners:** Scope & approach your local providers, they are experts & professional with knowledge in delivering the programme and will be able to contextualise for your sector.
- **The power of collaborative:** Work together as employers in the sector, co-design with providers this will allow you to scale up and make it viable for the training provider to customise for you. The programme needs to be flexible and agile as, no one size fits all.
- **Communication & engagement:** Form an employer's group (one named link) to raise awareness, myth busting & help with targeted promotions in their organisations. Have regular ongoing meetings, to report back the data, learner progress & help with ongoing issues, this engagement was invaluable to problem solve and deliver programme at huge scale.
- **Pragmatic resources:** Be realistic in what resources are available, and how best to use them to make it happen. You don't always need financial or other resources, knowledge, expertise, and willingness round the group is often enough.
- **Evaluate & reflect:** Ongoing reflections, learner & employer feedback helped us embed the co-production process to meet the employer & learner needs. Keeping the aim realistic and starting simple, analysing data helped us to scaffold ongoing improvements to the programme.

Is there anything else you'd like to say?

Buckinghamshire Oxfordshire Berkshire West Integrated Care System (BOB ICS) includes 5 NHS trusts, one Ambulance service, 200 GP practices, social care providers and 6 Local authorities. In order to work across the system & range of employers; it was necessary to form a partnership of local authorities (LA) who held Multiply budgets. Initially this was 6 LAs but this soon grew to 9 LAs as it became clear that travel to work patterns meant that a large number of NHS employees lived outside the BOB region.

This partnership is challenging and has required leadership with clearly defined and simple goals that all partners can sign up to.

The project also required that there was someone willing and able to administer the applications (initially 828). This required the partners to take some risks as the outcomes were not guaranteed at the beginning.

We have received requests from other NHS trusts and Multiply providers to help them establish a similar model, but it is this central admin role that is the most challenging to replicate.

