

Report to: Employment and Skills Committee

Date: 24 January 2022

Subject: **Integrated Care Workforce Strategy**

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Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No

1. Purpose of this report

- 1.1 To provide an overview of the Integrated Care Strategy proposal for West Yorkshire. This aims to support wider work across the region to help ensure that the Health and Social Care workforce work aligned across partners and promotes inclusive growth.
- 1.2 To seek the Committee's views on the proposal.

2. Information

Overview

Breaking Barriers Innovations

- 2.1 Breaking Barriers Innovations (BBI) was formed to help support the transition of UK Health and Social Care into place-based planning making full use of all community assets with service users and front-line practitioners at the heart of the design process. The programme is chaired by Lord Patel of Bradford OBE.
- 2.2 The BBI Playbook Programme is collaborative programme of work to better align strategy and outcomes for workforce and impact on the social

determinants of health. Its aim is to enable long term support by employers in the region, skills providers and anchor institutions in driving good employment. The programme uses an evidence-based approach to develop shared action plans for local authorities, combined authorities, NHS, third sector, and industry partners to take forward. The programme has the following principles:

- **Focus;** Through an examination of local conditions and the environment, determine the optimal “dominant strategy” for a place based approach- i.e.: identify the most prescient strategy that lends itself to place based as opposed to siloed approaches in the location
- **Build Beyond Healthcare;** Develop across the locations within the programme a place-based approach that reflects a chosen relevant social determinant of health in shaping the proposed plans
- **Workforce needs;** Shape the place-based approach with front line practitioners to understand needs for future workforce planning
- **Local Learning into National Planning;** Shared learning from across the locations that can be applied to long-term planning alongside devolution of services to local government
- **Co-developed;** Test approaches with industry innovation that can be prioritised and applied into the implementation phase.
- **Ambition into action;** The end product is an evidence-based action plan

2.3 Breaking Barriers Innovations will present information on the Playbook programme and the proposal for West Yorkshire at the Employment and Skills Committee meeting on Monday 24 January 2022.

Integrated Care Workforce Strategy for West Yorkshire

2.4 Phase one of the Playbook programme involves extensive stakeholder engagement across the region and districts. This will result in the strategic alignment of a plan for anchor institutions to enable good jobs being accessible to local people, leading to a productive and inclusive workforce in West Yorkshire. This will serve as an effective tool to attract external investors by setting out clarity on the region’s collaborative approach. It will also set out the parameters for the next stage which will involve robust community engagement and coproduction of solutions that will be validated by measurable evaluation.

2.5 The five West Yorkshire local authority areas each have existing approaches to health and care workforce strategies for their districts. Combined Authority officers have met with local authority colleagues and have agreed that the BBI Playbook programme should seek to add value to existing interventions or strategies or identify strategic gaps to be addressed at a West Yorkshire level.

Proposal

2.6 Phase one of the programme is made up of three modules of activity:

- Define programme scope
- Strategic alignment
- Programme launch

- 2.7 In the first module of activity, the programme's focus and primary audience would be identified, and a review of existing programmes in the relevant area would be undertaken. A working group would be agreed to review project development.
- 2.8 The strategic alignment module will engage with system leadership, national stakeholders, regional employers, and education and skills providers to identify clear, shared areas of focus and investment, gaps in partnership working, support and opportunities, and how we can plan for future workforce needs.
- 2.9 The final module of activity in phase one will produce an evidence-based action plan, to be co-developed as part of phase two and then implemented in phase three. The action plan would be presented to senior leaders by the BBI Chair, Lord Patel of Bradford, as part of a series of events to take place over two days in West Yorkshire.
- 2.10 The proposal has strong links to the priorities of the Employment and Skills Framework and the Economic Recovery Plan, each of which indicate that working with NHS key strategic organisations to support regional workforce strategies would contribute towards West Yorkshire's ambitions.

3. Tackling the Climate Emergency Implications

- 3.1 There are no climate emergency implications directly arising from this report.

4. Inclusive Growth Implications

- 4.1 The programme goal is to achieve 'a productive and inclusive workforce in West Yorkshire', with aims to use anchor institutions to address health inequalities and identify how we can plan at a system level for future workforce needs, therefore ensuring more inclusive accessibility and take up of good employment opportunities.

5. Equality and Diversity Implications

- 5.1 As part of the strategic alignment activity module in phase one, the programme will work with education and skills providers to identify support and opportunities for diverse groups of young people, including NEET young people. It will also consider current levels of interest in education and training, and the impact of the pandemic on delivery of training.

6. Financial Implications

- 6.1 There are no financial implications directly arising from this report.

7. Legal Implications

7.1 There are no legal implications directly arising from this report.

8. Staffing Implications

8.1 There are no staffing implications directly arising from this report.

9. External Consultees

9.1 No external consultations have been undertaken.

10. Recommendations

10.1 That the Committee shares its views on the proposal for phase one of the programme of work.

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

None.