

CYNGOR SIR POWYS COUNTY COUNCIL.

**CABINET EXECUTIVE
15th December 2020**

REPORT AUTHOR: County Councillor Myfanwy Alexander, Portfolio Holder for Adult Social Care
County Councillor Rachel Powell, Portfolio Holder for Young People and Culture
County Councillor Graham Breeze, Portfolio Holder for Corporate Governance, Engagement and Regulatory Services
County Councillor Phyl Davies, Portfolio Holder for Education and Property

REPORT TITLE: Regional Partnership Board Health and Care Academy

REPORT FOR: Decision

1. Purpose

1.1 The purpose of this paper is to provide Cabinet with an update on the development of the Regional Partnership Board (RPB) Health and Care Academy, which is a core part of Workforce Futures Strategic Framework. The Cabinet is asked to approve the Health and Care Academy Blueprint document, and acknowledge the work underway to develop the initial physical space as part of the development of the Academy.

2. Background

2.1 In March 2020, the Workforce Futures Strategic Framework was launched. Within the strategic framework there was agreement across the RPB to develop a Health and Care Academy. This work will feed into the wider Rural Academy of learning, led by the Education Transformation team at Powys County Council.

At this time the Workforce Futures Programme was allocated additional ICF capital funding to develop the first Health and Care Academy physical space at Bronllys. As a result of the COVID pandemic, this work was put on hold between April and June 2020. Workforce Futures resumed its work in July 2020 and the development of the Health and Care Academy along with the initial physical space was re-established. This partnership work has been led by a steering group, chaired by the Chief Executive of the Health Board in her role as Chair of the RPB.

2.2 The Health and Care Academy blueprint

The Health and Care Academy blueprint has been developed, overseen and led by a Steering group made up of partners from across the RPB including representation from Powys County Council. The blueprint outlines the:

- Strategic Context
- Current position and provision
- Gaps and opportunities
- Health and Care Academy proposal and the ambition
- Outline of Schools approach
- How we will work in Partnership to deliver the ambition
- Measurable outcomes
- Implementation considerations

A copy of the blueprint can be found in the Appendix 1.

3. Advice

3.1 The ambition of the Health and Care Academy is to deliver a truly integrated education, training and development model across the sector. This will be provided in county and will focus on direct care, shared care and care delivered digitally. This approach will also support the Welsh Language Active offer.

Developed with Partners as part of Health and Care Strategy; A Healthy, Caring Powys, the Health and Care Academy Model was a concept articulated in the Workforce Futures Strategic Framework agreed by all partners in 2019, and which described the need for this model in Powys. It is also part of a Wales-wide response to increase local access to education, training and development across the health and social care sector, specifically focused on the workforce in Powys.

The ambition is clear, activating the Health and Care Academy Model will support the Health and Care Sector in Powys to become the sector of choice, by growing the workforce through local training and education, skills development and leadership. The sector will become an exemplar provider of rural professional and clinical education through state of the art physical and virtual spaces, combined with a Leadership and management talent operating at all levels and across systems. Leaders from across Public sector in Wales will come to Powys to work alongside local leaders to learn about Digital Transformation. This will enable leaders to develop innovative models of care in a rural setting through technology, education, research and innovation, making sure the health and care workforce including our volunteers and carers can respond to people's needs in a timely way.

The proposed Health and Care Academy model has been developed with partners across the sector through the Steering group, working closely to design a blueprint fit for the future. The concept of operating as a hub and spoke model across many sites in the county, offers a practical solution to the geographical footprint in Powys. It will offer state of the art practical, academic and digital learning opportunities for staff, volunteers and carers, with a

longer-term vision of opening its doors to communities. As the model matures, spoke sites will start to champion areas of learning.

It will not only support local achievement of the aspirational health and care outcomes for the communities in Powys through in-service skills development, education and learning, as stated in the Health and Care Strategy; A healthy Caring Powys, but will have a significant impact on the economy of Powys and Wales, by supporting improvements in employment opportunities. The work will run parallel with the Education Transformation programme for Powys, where there will be a better support mechanism for the 16 plus offer. This will involve working closely with the 16 plus education providers.

By 2027, the Health and Care Academy sets out the ambition to:

- Be an **exemplar provider of rural professional and clinical education**, by delivering an integrated in-service training offer that focuses on direct care, shared care and care delivered through digital;
- Being the **sector of choice** by growing the health and care workforce through skills development, education and local training, whilst supporting the Welsh Language Active offer;
- Have a **Leadership talent, that operates at all levels** compassionately working across systems to make a difference to the citizens and communities of Powys and empowering their teams to do so;
- Make sure the **workforce is able to respond to people's needs** in a timely way, including our volunteers and paid and unpaid carers, through skills development, education opportunities;
- Be recognised as a **centre of excellence for research**, development and innovation within Wales, through trial and testing techniques; that includes a well-established industry relationship, that supports our core economy.

The structure of the Academy will be built upon four conceptual schools, including the school of:

- Professional and clinical education and training
- Research, development and innovation
- Volunteers and Carers
- Leadership

Each school will offer a collaborative portfolio of specialism underpinned by research, development, innovation and strong leadership.

To activate the work at pace, within the blueprint there is a series of actions and measurable outcomes planned for the short and medium term.

The Health and Care Academy blueprint is currently being discussed and approved across the RPB partners in Powys with an intended final approval at the middle of December, 2020.

3.2 Initial Physical Space

As the ICF capital funding envelop has a restricted deadline, work commenced to start the building works on Basil Webb, Bronllys in September, 2020. It is our intention that the opening of this initial space will be in April, 2021. Architects and construction companies have been sourced and work is underway at pace.

Operating as a hub and spoke model, other sites and spaces will come on line over the next couple of years, with a specific second focus in the Newtown area as part of the North Powys Wellbeing programme.

4. **Resource Implications**

There current resource ICF funding envelop covers just the strategic oversight of the programme of work through a joint health and care strategic workforce planning manager, and a programme support officer. Further additional funding outside of ICF has been secured by Powys Teaching Health Board to fund a Health and Care Business manager for the next 6 months.

The current capital ICF funding envelop just covers the building works of the initial physical space, and the programme team are currently sourcing other funding envelops to support the large digital infrastructure and furnishing costs. Some applications to charitable funds and others to further Welsh Government funding envelops i.e. Individual Learning Academies and research grants i.e. life sciences.

5. **Legal implications**

This work has been undertaken in partnership through the RPB, and within the ambition articulated in the joint Health and Care Strategy for Powys, where by Powys Teaching Health Board, Powys County Council and PAVO are key partners.

6. **Data Protection**

NA

7. **Comment from local member(s)**

None received to date

8. **Integrated Impact Assessment**

NA

9. **Recommendation**

The Cabinet is asked to approve the Health and Care Academy Blueprint document, and acknowledge the work underway to develop the initial physical space as part of the development of the longer term vision of the Academy.

Contact Officer: Louise Richards – Joint Health and Care Strategic Workforce
Planning Manager

Tel: 07779 154838

Email: louise.k.richards@wales.nhs.uk

Head of Service:

Corporate Director: Alison Bulman – Director of Social Services