

**Powys County Council  
Scrutiny Report Template**

<b>Committee:</b>	
<b>Date:</b>	
<b>Subject:</b>	

**1. Who will be the Lead Officer(s) / Lead Cabinet Member(s) presenting the report?**

<b>Name:</b>	<b>Role:</b>
Nina Davies	Director of Social Services and Wellbeing
Julia Toy	Strategic Workforce Lead for Health, Care and Partnership

**2. Why is the Scrutiny Committee being asked to consider the subject?**

<p>The Chair of the Health and Care Scrutiny Committee requested an update on the following:</p> <ul style="list-style-type: none"><li>• How apprenticeships and Grow our Own fits into recruitment model of the Health and Social Care Academy, working with schools etc.</li></ul> <p>also</p> <ul style="list-style-type: none"><li>• Llais feedback last summer in terms of comments that they did not know what the Health and Social Care Academy was.</li></ul>
--

**3. Role of the Committee:**

<p><b>The role of the Committee in considering the subject is to:</b></p>
---

**4. Key Scrutiny Questions:**

<p><b>What Key areas should the Committee focus on:</b></p>
---

**5. Guiding Principles for Scrutiny Members:**

<b>To assist the Committee when scrutinising the topic:</b>	
5.1	Impact the matter has on individuals and communities :
5.2	A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality <p style="text-align: right;"><b>[focus on value]</b></p>
5.3	A look at any risks <p style="text-align: right;"><b>[focus on risk]</b></p>

5.4 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

**[focus on wellbeing and future generations]**

5.5 The potential impacts the decision would have on:

- protected groups under the Equality Act 2010
- those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
- opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language [focus on equality and the Welsh language]

**[focus on equality and Welsh Language]**

**Key Feeders (tick all that apply)**

Strategic Risk		Cabinet Work Plan	
Director / Head of Service Key Issue		External / Internal Inspection	
Existing Commitment / Annual Report		Performance / Finance Issue	
Suggestion from Public		Referral from Council / Committee	
Corporate Improvement Plan		Impacting Public / other services	
Service Integrated Business Plan		Climate Emergency / Nature Emergency	
Suggestion from Members	√		
Partnerships			

# CYNGOR SIR POWYS COUNTY COUNCIL.

## Health & Care Scrutiny Committee 18<sup>th</sup> July 2024

**Report Author:** Julia Toy, Strategic Workforce Lead for Health, Care and Partnership

**Report Title:** Powys Health, Care and Social Care Academy update

**Report For:** Information

---

### 1. Purpose

1.1 This paper is intended to provide an update for information following a request from the Chair of the Health and Care Scrutiny Committee as follows:

- How apprenticeships and grow our own fits into recruitment model of the Health and Social Care Academy, working with schools etc.

also

- Llais feedback last summer in terms of comments that they did not know what the Health and Social Care Academy was.

### 2. Background

2.1 Partners established the Workforce Futures Programme as an enabler of the region's Health and Care Strategy. Membership of the Programme Board is drawn from across partners including social care, third sector and health. The Programme Board is Co-Chaired by the Director of Social Services and Wellbeing along with the health board Executive Director of People and Culture.

2.2 The concept of the Health and Care Academy was approved as both a virtual and physical space in which paid employees, volunteers and unpaid carers could develop. A physical space in Bronllys opened in 2020 and a second location, Spa Road, Llandrindod Wells has recently been completed.

### 3. Update

3.1 During 2023, the Workforce Futures Programme was reset and 14 priorities agreed by the partnership. The reset process also confirmed an adjusted name for the Academy in light of feedback received and it is now known as the Powys Health, Care and Social Care Academy.

3.2 The health and care sector has struggled to recruit to a range of registrant and non-registrant posts, and the impact of the pandemic worsened the position. The international evidence base shows that early exposure to careers information plus frequent opportunities to experience working in or alongside services plus supportive mentoring would result in young people from rural areas being more likely to be attracted to and retained in health and care careers, enabling us to Grow Our Own future workforce.

3.3 A small 2022/23 academic year pilot within Powys sixth forms provided valuable insights into what mattered to learners: practical skills sessions, speaking with professionals and finding out about the variety of roles. Teachers reported engagement in lessons

increased, improved recall of topics in assessments and an appreciation of the “real world” experience that cannot be replicated in the classroom. It became evident we could influence learners’ career choices and highlight the opportunities and roles available within health & social care.

- 3.4 The 2023/24 Academy Careers Education Enterprise Scheme was produced through a multi-agency steering group which included representatives from Powys County Social Care and Education teams, Powys Teaching Health Board clinical education and Welsh language and equalities teams, school and further educational colleges and professionals from the Health, Care and Social Care Academy.
- 3.5 The scheme was divided into phases catering for distinct stages of the school curriculum from years 7-13 and those studying for a health and social care qualification attending a further education establishment in Powys. This phased approach was delivered bilingually and positively received in ten secondary schools, three secondary additional learning needs settings and two further education campuses in Powys. We worked collaboratively with Additional Learning Needs and Pupil Referral Unit settings to ensure appropriate delivery of sessions to learners.
- 3.6 For Year 12 and 13 learners enrolled on a relevant course an immersive programme was developed in addition to the whole school approach, including simulation experience, taught sessions via Teams, practical skills session and a focussed Careers Festival to enable learners to have contact with a range of health and social care professionals.
- 3.7 This phased approach enabled the scheme to engage with over 3,800 learners between September 2023 and April 2024 (a further secondary school engaged with the careers festival for older learners). It is the first scheme of its kind to deliver on such a scale and breadth of delivery and we are keen to share our learning across Wales.
- 3.8 One of the aims of the Academy Careers Education Enterprise Scheme was to raise awareness of flexible routes into employment in the health and care sector, including those delivered in Powys. Examples include apprenticeships and “Grow Our Own” pathway in social care. Apprenticeships provide a valued vocational training route for learners who may not achieve 5 or more GCSEs, and those who appreciate the supportive workplace development provided by an apprenticeship. All sessions aimed at learners in Year 9 and above in schools and colleges include information on how young people can access the Powys County Council apprenticeship talent pool and highlights the social care “Grow Our Own” pathway. Recruitment is then undertaken by the local authority.
- 3.9 The Council’s Work-Based Learning Manager reported an unexpected increase in work experience enquiries within the authority following the visits to the 10 secondary schools in Powys. The Health, Care and Social Care Academy is able to promote these opportunities in schools and colleges, signposting learners and teachers to further information or application.
- 3.10 We were keen to understand the impact of the project in this academic year and designed an evaluation process involving learners, teachers and partners. Key findings are: 27.5% of learners attending phase 1-4 (years 7-13) are likely to make further education or subject choices related to health and social care. 25.7% are likely to take up a career in health and social care. 29% felt motivated about spending more time with the Academy in the future and 32.4% expressed an interest in finding out more about health and social care and related careers in Powys.

- 3.11 Almost 90% of respondents who took part in the phase 5 enhanced programme (for Years 12 and 13 and further education college settings) have reaffirmed that they would be interested in finding out more about health and social care, 85% reported that they are likely to take up a career within this sector and 85% are feeling motivated to spend more time with the Academy in the future, which is very positive.
- 3.12 100% of teacher respondents found the sessions valuable and said they would like to see them continue next year.
- 3.13 Regarding Llais, public board meetings of Powys Teaching Health Board include a representative of Llais, and Llais also provide observers for the Board sub-committee meetings. As a result, Llais is sighted on reports that include information on the Health, Care and Social Care Academy. Based on the feedback from summer 2023, we will send Llais an update on the reset Workforce Futures Programme and invite their representatives to an informal update session with the Workforce Futures Programme Oversight Group.

#### **4. Recommendation**

4.1 That Health and Care Committee note the update and information provided.

Contact Officer: Julia Toy

Tel:

Email: [Julia.a.toy@wales.nhs.uk](mailto:Julia.a.toy@wales.nhs.uk)

Head of Service: Not applicable

Corporate Director: Director of Social Services and Wellbeing