



Health and Social Care Workforce Development Programme

This call will provide training to unemployed and inactive individuals to secure employment in the Health and Social Care Sector. The Health & Social Care (HSC) sector is one of D2N2's key skills and employment sectors because of its scale and potential to grow. It also has a twin role to play in D2N2's ambitions for inclusive growth by providing entry level jobs with progression potential to highly skilled roles; potentially of major benefit to those unemployed or inactive and furthest away from the labour market

As such this programme will support Key Action 5 of the revised D2N2 Strategic Economic Plan Vision 2030 (<http://www.d2n2lep.org/SEP>) Inclusion and Progression within the Labour Market by joining up targeted support to get people who are seeking employment (but who have multiple, complex or deep barriers to getting a job) into sustainable employment. Support individual career progression through raising skill levels to meet the changing requirements of business.

Local Economic Context

The revised D2N2 Strategic Economic Plan Vision 2030 (<http://www.d2n2lep.org/SEP>) sets out the vision that by 2030 D2N2 will have a transformed high value economy, one which is prosperous, healthy and inclusive and amongst the most productive in Europe.

A challenge for D2N2 employers is demographic change associated with the ageing population. It will have significant implications for the labour market as in D2N2, the working age population will rise by just 1% between 2014 and 2039, growing efficiency pressures over time. By the end of 2030 the population over 64 years of age in D2N2 will have increased by 25%. With the numbers of young people joining the labour market reducing, it is increasingly important that those able to work have the support, skills and aspirations to enable them to do so.

In D2N2 our workforce is not as well qualified as the workforce in the UK overall, with just 32% qualified to NVQ4 level or above in D2N2 compared to 37.9% in the UK. This further conceals significant variations in workforce skills between areas within D2N2. Productive firms demand more highly skilled workers who can earn higher wages. Our current skills profile limits opportunities for workers and firms in our area.

Employers are beginning to experience real recruitment challenges across D2N2. According to the latest Quarterly Economic Survey undertaken by the East Midlands Chamber employers are experiencing difficulties in recruiting at all skills levels but

particularly in skilled manual/technical positions and professional/managerial posts. Employers across D2N2 within the health and social care footprint are reporting difficulties in recruiting at all levels with the situation expected to worsen as a result of Brexit.

Employers are vital to ensuring shared prosperity and opportunity. Our ambition is to engage employers in a win:win inclusion scenario, where disadvantaged people benefit from economic opportunities and employers are supported to address their skills and workforce challenges. We will directly support employers to make the changes needed whilst creating a local narrative which encourages, supports and values the skills and contribution of everyone to our local economy.

The health and social care sector are significant employers within D2N2 with key links to our life-sciences sector. Although the organisational infrastructure of health and social care is complex, D2N2 LEP will look to work with selected partners to both enhance the health of our workforce and the productivity of our health and social care sector.

Local Priorities

Most of the jobs in D2N2 are in sectors that primarily provide a service to the local population which includes the health & social care sector. There will always be a need for a health and social care services sector and this sector will continue to be the main source of employment for many within the local economy. Increasing firms' productivity in these sectors, and the skills demand and supply, can promote both aggregate productivity improvement and inclusive growth, by supporting higher wages at the lower end of the labour market.

The sector is highly diverse; meaning many job opportunities but also challenges associated with recruitment, progression and retention. A high volume and high job creation sector. Within the context of an ageing population, the health and social care sector is set to expand. Social care budgets are under increasing pressure and the shortage of workers is being exacerbated by uncertainties related to Brexit. The model of social care is having to respond to these pressures and assistive technology will become increasingly important in enabling people with care needs to live independent lives. New entrants to the sector's workforce will require greater skills, and the image of the sector as low wage/low skill will need to be countered.

At present the existing workforce development provision is fragmented and does not integrate well with wider employability systems across the area. Additionally, there are numerous barriers to enabling cross over and progression pathways between the workforce in health and social care. D2N2 LEP want to ensure the employment skills eco-system is future fit and able to support all people in their access to and progression within employment.

Successful applicants will be expected to work specifically with partners (e.g. DWP Disability Confident, Fuller Working Lives and Timewise) and the D2N2 Growth Hub to engage employers and provide practical advice and support as to how employers can recruit and retain individuals with health-related conditions or other barriers to employment.

To support both alignment with existing provision and to develop coordinated referral pathways for learners each unitary or upper tier local authority (Derby and Nottingham City Councils and Derbyshire and Nottinghamshire County Councils) have appointed Stakeholder Managers to bring added value to ESF and mainstream programmes. The successful applicant will be required to work closely with Stakeholder Managers in each local authority area to develop coordinated referral pathways and avoid duplication with other existing or future programmes.

Examples of activities that may be supported include:

- Develop a wider and coordinated approach to improving awareness of careers in the Health and Social Care sector and the coordination of information, resources and services; including improving the 'image' of careers, particularly in social care;
- Personalised one to one support and learning programmes (to include peer mentoring) to progress individuals closer to opportunities within the Health and Social Care sector
- Improved access to employment opportunities within the HSC sector for people with additional barriers to work or progression; including physical, cultural or qualification barriers
- Reducing employment barriers linked to social and economic isolation, including such barriers in rural areas, for example by addressing transport issues and increasing access to information and sources of advice on opportunities available in the Health and Social Care sector.
- Improved access to volunteering opportunities, job placements, work experience, training and in-work development that support access to employment opportunities in the sector.
- Extra support for apprenticeship opportunities in careers with low staffing ratios or personalised support models, including back-fill.
- Access to support and development to gain employment in entry level roles and for progression within roles to meet employer needs.
- Local networks and support groups to facilitate access to skills developments relevant to the sector
- Confidence building and motivational activities
- Support to find and keep employment in the sector, where appropriate complementing support offered by the Department for Work and Pensions (DWP)
- Deliver pre-recruitment training which is focused on enhancing the individual's awareness of employer and sector specific skills requirements;
- Include bespoke job skills provision which targets occupations for which local entry-level vacancies exist, including work trials and work experience which affords the employer and the potential employee a risk-free opportunity to decide if 'they are right for each other';
- Demonstrate employer-led and/or employer-influenced design and delivery

Contracting and funding allocation

The programme will be procured through the ESF Managing Authority (DWP) open call process.

The ESF funding allocation to support the programme is £1,814,046. Applicants will need to have eligible match funding at 50% which must be from a source other than the European Union.

Proposals should: deliver activities eligible for ESF; cover the whole D2N2 area; and be in line with the D2N2 LEP Core Delivery Principles. The Managing Authority may award more than one contract should applications of sufficient quality and scale be received that in combination provide for LEP wide coverage without duplication of activities or geography. There is a requirement for all contracts to clearly evidence how they will interact with each other to ensure they complement existing and future planned provision.

This document provides the strategic intent for this programme. Full details of the bidding, contracting and confirmed criteria will be provided within the published specifications.

The table below provides an indicative breakdown of the funding allocation and targets.

Investment Priority	1.4
	Health and social Care Development Programme
ESF	£1,814,046
Match Funding	£1,814,046
Outputs	Volumes TBC
Priority Groups	Unemployed including long term unemployed
	Inactive
	50+
	Inactive
	Ethnic Minorities
	Disabilities