| FUTURE WORKFORCE MATURITY INDEX 2019 - 2022 | | | | |
| --- | --- | --- | --- | --- |
| WORKSTREAMS | Existing Workforce (EW) | Community Initiatives (CI) | Schools Engagement (SE) | Future Workforce (FW) |
| EARLY | * Limited or no support across all the sectors * Limited or no focus on Existing Workforce within all sectors * Limited or no linkage across all the sectors * No plan to develop and secure the existing workforce within all sectors across the SY Region | * Limited or no support across all the sectors * Limited or no focus on Community Initiatives within all sectors * Limited or no linkage across all the sectors * No plan to develop and support the community initiatives across the SY Region | * Limited or no support across all the sectors * Limited or no focus on Schools Engagement within all sectors * Limited or no linkage across all the relevant sectors * Limited or no plan to engage schools by any sector within H&SC across the SY Region | * Limited or no support across all the sectors * Limited or no focus on Future Workforce within all sectors * Limited or no linkage across all the sectors * Limited, un-cohesive or no plan to develop and support the Future Workforce within all sectors across the SY Region |
| DEVELOPING | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT |
| MATURING | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT |
| MATURED | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT | UNDER DEVELOPMENT |
| WORKSTREAM FOCUS AREA | Focus on parity between roles and between Health and Social Care, learning needs, gaps, providers, funding and produce **CAREER MAPS** for key role | Focus on how to attract talent from adults in communities into a range of care and support roles, closing skills gaps and raising aspirations through career opportunities as demonstrated in the **CAREER MAPS** | Focus on how to promote the range of care and support roles available, influence pupil choices (GCSE, A levels, T-levels and apprenticeships) and utilise the **CAREER MAPS**to demonstrate great progression opportunities in Health and Social Care | A shared focus on the emerging theme that overlap in each workstream, actively encourage and support working in partnership for the combined benefit of care and support staff within the Health and Social Care sector |
| Task & Finish Groups  Identified Focal Points | 1. Study skills. Access to English and maths 2. Awareness of Workforce Development funding 3. Support the Up skilling to facilitate the transfer into new roles 4. Actively encouraging Parity of Esteem in roles across the H&SC landscape 5. Create the connectivity into the Apprenticeship Workstream to develop joint strategic approach 6. Support providers to develop and/or adapt Continuous Personal Development (CPD) delivery models 7. Mapping Care and Support Staff Career Pathway to CPD plans 8. Values Based Recruitment 9. DBS Check – effective management in order to prevent the barriers currently experienced and preventing access | 1. JCP Health & social care job Fairs – Raising aspirations 2. A shared, easy approach to work experience that is accessible to all, not just school students -Placements/ volunteers opportunities to SENs/LD/Mental Health 3. Develop and embed a Central hub for accessing work experience and have all possible placements listed and the access details 4. Explore and potential develop a one stop shop for all the events - via central hub/site 5. Encourage community engagement across SYR | 1. Plan & resource a dedicated team 2. Support the dedicated team with market intelligence 3. Support and guide schools’ projects 4. Tackling Stereotyping – Men into Nursing, young adults into H&SC, diversity and additional needs 5. Ensure representation of lower profile professional groups 6. Signpost to entry level vacancies and apprenticeship opportunities 7. Develop a communication strategy to increase contact with parents 8. Develop and maintain currency of Care and Support Staff Career Pathways and utilise within careers promotion 9. Engage school nursing teams 10. Support partnerships between employers and schools 11. Develop work experience and simulation opportunities | 1. Widen Participation to create a multi-disciplined Future Workforce Group 2. Support and actively encourage the integration of the Health and Social Care Sectors 3. Develop the Maturity Index for Future Workforce Workstream – Connectivity to all local, regional and national drivers 4. Identify funding to support the FW group initiatives. Create the funding calendar/activate bid writing within streams 5. Support and document a ‘Collective Calendar of Events’ across all workstreams 6. Development of the Unpaid Carer Strategy 7. Develop and support an Ambassador Base of H&SC persons to support workstreams 8. Mapping Care and Support Staff Career Pathway 9. Outcomes update to the SYREC/LWAB/ICS via relevant documentation |
| PLANNED JOINT ACTIVITIES | * **Develop social media connectivity with pupils and communities** * **Provide a single point of contact website for careers and job information** * **Replicate We Care into the Future events per place** * **Provide CPD sessions for teachers, JCP advisors and other careers professionals re roles and routes into sector** * **Populate and share an events calendar for CPD and careers events** * **Develop a base of Health and Social Care Career Ambassadors** | | | |
| Potential Funding Streams | **Workforce Innovation Fund/Carers Innovation Fund/HEE/Public Health**  **Better Care Fund**  **Local Independent Businesses**  **Private Industry** | | | |
| LOCAL, REGIONAL AND NATIONAL DRIVERS | | | | |
| Integrated Care System | * Education Training and Development * New Roles * Workforce Planning and Intelligence * Supply * Mature Partnership Working * Good Employment Practice | | | |
| Local Workforce Action Board | * Enabling and Aligning Effective Workforce Planning across Organisations, ACPs and ACS * Developing the Current SYB Workforce and Workplace * Increasing Future Supply | | | |
| South Yorkshire Regional Excellence Centre | * To facilitate joint working across the health and social care sector by encouraging development and sharing together * Desired outcomes are for a complete South Yorkshire and Bassetlaw profile * Understanding and collation of the current/historic widening participation activity in Y&H * Organisational agreement of what works well with recommendations * Potential red, amber and green (RAG) rating of the options * Increase the numbers of schools engaging with SYREC through events and partnership working * Increase the numbers of future workforce events * Development of a CASS Career Pathway Framework * Develop wider educational participation across the SY& Bassetlaw footprint, schools, colleges and universities * Engage focus groups to identify appropriate skills and development needs of a future health and social care workforce * To engage with all workstreams leads to ensure future workforce is a key thread * To engage the support and action needed by LWAB/ICS to remove barriers preventing progress   (SYREC Strategy 2018-2019) | | | |
| Regional Local Authorities | * BARNSLEY - * ROTHERHAM - * DONCASTER - • A strong local economy, progressive, healthy, safe and vibrant communities. • **All residents will be able to achieve their full potential in employment, education, care and life chances**. • All residents to be proud of Doncaster (Health and Well Being Strategy 2016 – 2021) * SHEFFIELD - * BASSETLAW - | | | |
| Public Health England | * Local authorities lead on place-based planning, bring together all of the local partners, work to a joint strategic needs assessment and through statutory health and wellbeing boards. The NHS Five Year Forward View recognises and supports this approach. PHE will provide the expertise and evidence to help understand the **needs of the local population** and will publish data against the Public Health Outcomes Framework to promote transparency and improvement * The NHS Five Year Forward View sets out the need to get serious about prevention**. Combining NHS and local authorities’ resources**, wherever appropriate, will help close the health, quality and financial gaps. The proposed move to funding local authorities from retained business rates signals the end of the public health ring-fenced grant. We will work with the government and local authorities to ensure the new arrangements provide fair funding between authorities * The potential of devolution needs to be maximised to **integrate services**, improve health outcomes and reduce health **inequalities**. PHE will promote and support local government and local partners in the delivery of their vision * Economic prosperity is at the heart of closing the health gap. Having a good job is good for your health and radiates wider benefits for children and families**. PHE will support local authorities in their endeavours to create jobs for local people** * Public expectations are changing dramatically due to developments in digital and data technologies and rapid changes in the way that people access information. There is enthusiasm for health-related apps, such as our own Sugar Smart app, across all ages. There is also the potential to analyse digital data flows to better understand the health, health needs and behaviours of populations and individuals, and the ultra-rapid, accurate detection of micro-organisms is transforming infectious disease management   **PHE Yorkshire and Humber will support the development of a model to improve engagement and opportunities for Making Every Contact Count, including ambulance, fire and rescue services (Strategic Plan for the next Four Years, Public Health England April 2016)** | | | |
| Health Education England | * Developing the Current SYB Workforce * Increasing Future Supply * Enabling and Aligning Effective Workforce Planning across Organisations, ACPs and ACS | | | |

|  |  |  |
| --- | --- | --- |
| Scale | | Overall Rating |
| No of characteristics rated mature | **Maturity Level** |  |
| 0 out of 5 | Early |
| 0 out of 5 | Developing |
| 0 out of 5 | Maturing |
| 0 out of 5 | Mature |