

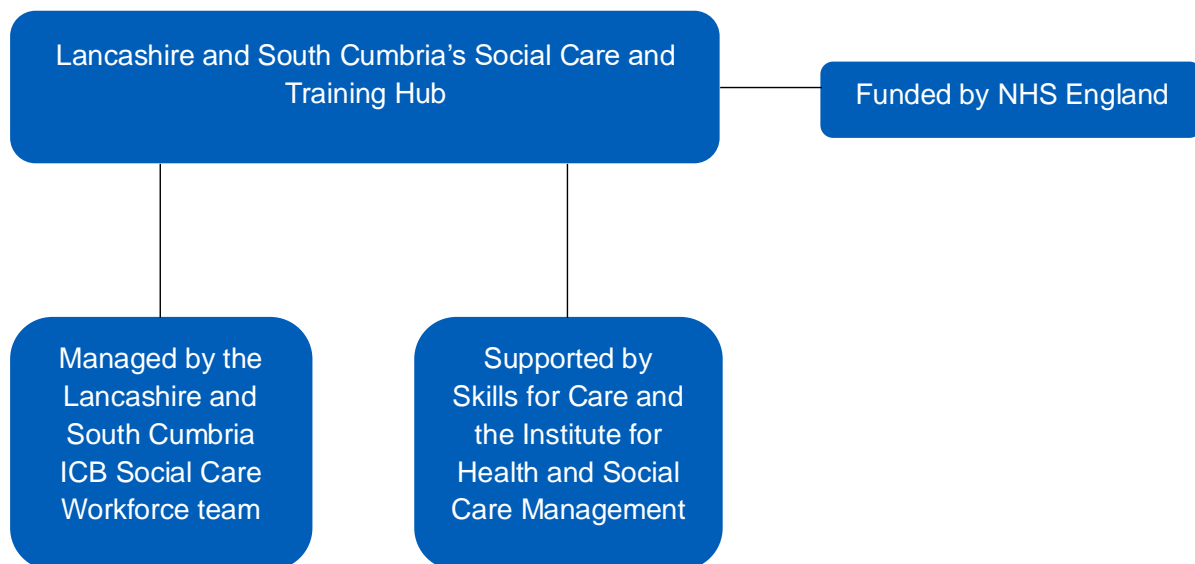
## Lancashire and South Cumbria's Social Care Training Hub

The North West has dedicated Social Care Workforce Leads employed by the ICB. The Lancashire and South Cumbria ICB Social Care Workforce Lead has a team of four or five people, all as a result of short-term funding from the ICB. This team has responsibility for the Social Care Training Hub management and development, which was originally funded in its conception by Health Education England, which is now NHS England (NHSE). Skills for Care are involved in the development of the hub, and in helping to shape and promote its offer for providers across the region.

### This case study:

- Is based on insights from Matthew Errington, Skills for Care.

### Where this fits in the system



The Social Care Training Hub brings together education and training resources as a 'go to' place for any information about workforce, education, and development, including support and information about apprenticeships and student nursing placements.

- Over 200 establishments have engaged with training through the Hub over the past year, representing a good cross-section of the social care sector.
- The Social Care Training Hub is unique in that it is in the same space as the Primary Care Training Hub for the region, recognising the parity of esteem social care holds with other aspects of healthcare.
- The Training Hub is separate from the formal qualifications training offered through the Government's Workforce Development Fund, and offers more bespoke training for the region.

The Social Care Training Hub was originally funded by NHSE via the area's Private Independent Voluntary Organisation (PIVO) Lead. An ICB representative co-led the project with NHSE and has driven its development. Through the People Leaders' Group (an informal managers' network which would now be represented by the ICB Workforce Group), the

initiative developed into a formalised project. Skills for Care and the Institute for Health and Social Care Management were involved in the early stages of the Hub's development at local level and continue to be instrumental in its success.

### The impact of the Social Care Training Hub

- Levels of engagement have increased significantly over the past year.
- Take up of training courses is very high, and courses are often fully booked with waiting lists.

The Hub supports accessible learning and development of staff right across the sector in what is a very geographically dispersed area. It allows parity of access to training for providers of all size throughout the region. This includes for those in very rural areas that would be challenged to access in-person training in any of the major regional centres.

The Hub has also demonstrated the power of collaboration over competition. It has sourced training programmes from multiple organisations and collaborated as representative bodies to direct people to them. To support this, those involved always try to think from the experience of the care provider. This has made solutions as accessible and understandable as possible for those with limited time facing a very complex picture of integration.

The Hub has provided people across Lancashire and South Cumbria with a 'one stop shop' for engaging with training and different system partners – allowing people to fully engage with the training offers available.

### Next steps

Work continues to engage people with the training available via the Hub – including through local authority engagement of commissioned services. They also continue to push engagement in geographical areas which typically see less engagement with the hub, including Blackpool, Blackburn, and Furness.

**“Integration is the future, and it does need to get to the point where social care and health partners have an equal voice and are equally represented in decision-making at all levels. What has been really helpful is the data and resources that help you to represent the social care voice and identify where support is needed. That is how you see how social care is structured, and is valuable for everyone across the system.”**

**- Matthew Errington, Skills for Care**