

North West London Health and Social Care Skills Academy Partner Newsletter

Academy Highlights – April 2024

■ NWL Academy Infographics

The NWL Health and Social Care Skills Academy curated Infographic document highlighting the key achievements by the healthcare settings since the start. Please see document attached in the appendix.

■ Academy Podcast: AssembleYou

The North West London Health & Social Care Skills Academy is delighted to work in collaboration with Assemble You to provide all NWL health & social care colleagues over 140 free [podcast – style audio](#) lessons and [50+ TikTok-style](#), mobile ready MS Office training designed to solve common problems at the point of need.

- Focusing on **Power Skills** that can take years to hone such as Leadership, Communication, Productivity, Wellbeing as well as Excel, Power Point, Outlook, Word and Microsoft 365. Don't hesitate to enrich your knowledge and sign up by filling in our online [registration form](#) and cascade to colleagues in your organisation.

■ CPD - Residential, Nursing and Care Settings

Powered by Buckinghamshire New University in collaboration with the NWL H&S Skills Academy, staff working in care, residential and nursing settings have the opportunity to partake in **free online training** covering topics such as Asthma COPD (418), Overview of Dementia (439), Diabetes Care (468) and Frailty Care Overview (380). The number of registrations to date are detailed in the brackets next to the topic name. To date we had 117 attendees on the Asthma training and 168 people attended the Overview of Dementia course. The feedback has been very positive.

Find more details about upcoming courses in the appendix. [Sign up here.](#)



The Apprenticeships Marketplace Job Fair

■ The Apprenticeships Marketplace Job Fair Hounslow House – Work Hounslow 7th February

The Academy attended Hounslow House to showcase apprenticeships, jobs and training opportunities, as well as alternative pathways into the NHS, with Hounslow residents. Please see our team photos from this event above.

■ Care Leavers Covenant

It has been a pleasure to watch our first cohort progress into roles and celebrate the success of working with over 70 care leavers during the last 12 months. Achieving our NHSE target of over 25 people into employment, training, education or other opportunities within NWL has been a fantastic journey and delighted that Dynamic training is supporting our second cohort of care leavers onto the health and social care L2 & L3 programme. See Infographic poster in the appendix.

- The North West London Health Social Care Academy, in partnership with Central London Community Healthcare NHS Trust, are delivering a **clinical skills study day** for registered and unregistered care home staff based in North West London on *Friday 26th April, 9.30am - 3pm* hosted at the *CLCH Academy Training Centre* in Soho.

Care Home staff can register for the event [here!](#)
Read more in the Appendix!

■ Higher Development Award

We are excited to highlight a free training opportunity for support workers in NWL's primary care, social care and NHS Trusts. For more information, click [here!](#)



THIS MONTH'S SPOTLIGHT: International Recruitment – The Midwifery Campaign

North West London Overseas Recruitment (NWLOR) was established in October 2023 and has since conducted two successful in-country recruitment campaigns. The team travelled to Dubai, UAE in January 2024 and were initially tasked to appoint at least 25 midwives to join maternity services across the sector and 50 nurses to be distributed between Health and Social Care. Across 8 days, the team met over 270 candidates and appointed 110 candidates in total:

- 40 Midwives (31 of which had successfully passed English Language and CBT at the time of appointment)
- 67 Nurses (23 of which had successfully passed English Language and CBT at the time of appointment)
- 2 Sonographers
- 1 Operating Department Practitioner

All candidates are now undergoing compliance checks with 27 midwives cleared and scheduled for deployment across April till July.

The team are currently planning workstreams for the next 12 months and are looking to continue their collaborative approach to recruiting international across Health, Social and Primary care.

If you are interested in working with NWLOR to support you in addressing your workforce gaps, please contact Ash Mathews, International Recruitment Lead via ashlyn.mathews@nhs.net.



NWL is delighted to have welcomed our first cohort of international senior carers to Bond Care on Tues 6th Feb. Our second cohort was welcomed to NWL on 25th March and joined The NWL Academy senior carer education and support programme - a 12 month bespoke offer, which complements the employers existing package. Please see our team photo of the first cohort above and find the offer in the appendix.

Dates for you Diary



- **Upcoming CPD Dates:**

- Diabetes Care 11/04/2024 10am -1pm
- Stroke care overview 15/04/2024 10- 1pm
- Managing Behaviours that Challenge 24/04/2024 10m - 1pm
- Frailty care overview 02/05/2024 10 am - 5pm
- Recognising and Managing sepsis 16/05/2024 10 am - 1pm

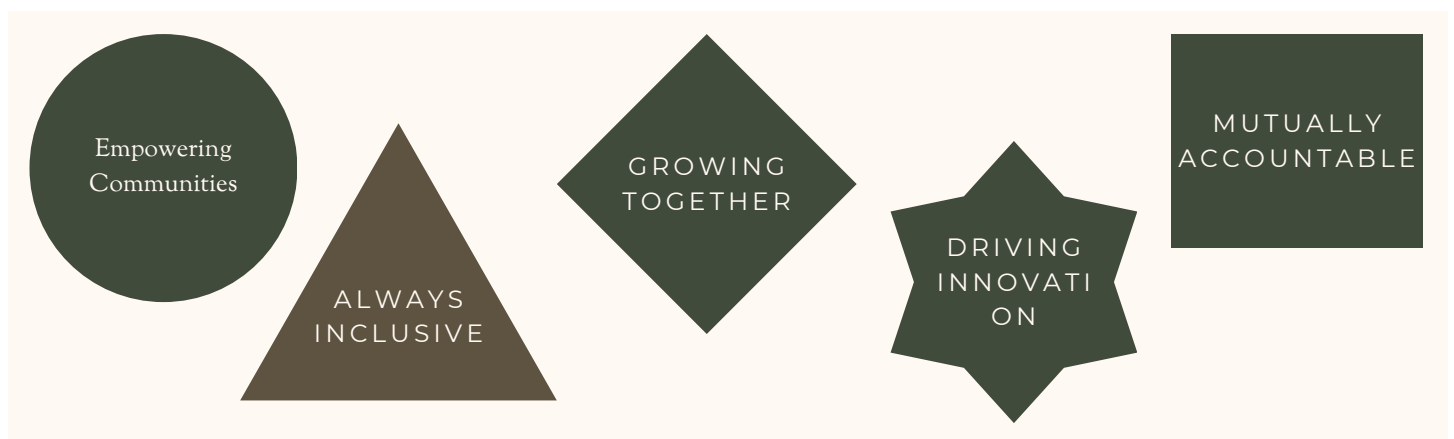
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- We have partnered with Spark to organise an **In person work experience day** - get in touch if you would like to participate via chelwest.nwlhealthacademy@nhs.net

NWL Skills Academy Project Review

31 Mar 2024

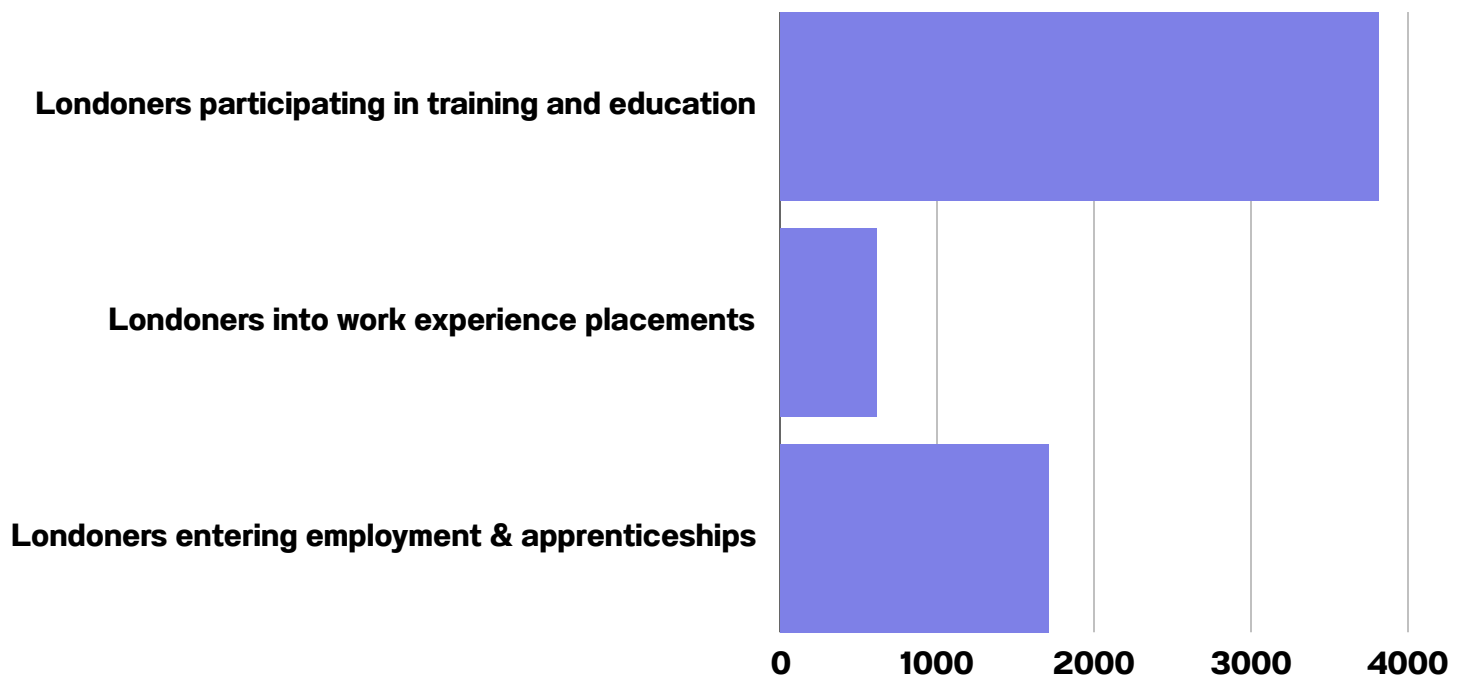
Insights

Our purpose is to create better integration of the health and social care workforce in Northwest London and realise the potential of our One Workforce through planning, delivering and learning together. In collaboration with our local people, key health and social care stakeholders and education/training providers, we aim to deliver the Greater London Authorities (GLA) 'good work for all mission' across the NWL Integrated Care Systems (ICS). Through continued partnership working and shared goals, we will work to ensure recruitment inequalities are collectively challenged and addressed, and opportunities for underrepresented groups are maximised, allowing access to careers which are fulfilling and rewarding, without boundaries.



Achievements

Outputs and outcomes



Training & Education

- 63% of learners from underrepresented backgrounds
- 73% women
- 36% young people

Work Experience

- 60% of learners from underrepresented backgrounds
- 62% women
- 63% young people

Employment & Apprenticeship

- 68% of learners from underrepresented backgrounds
- 66% women
- 10% young people

Impact Highlights

1



Talent attraction to NWL

The Health & Social Care Academy was responsible for hosting four bespoke events since inception of the programme, and has supported further in reach and outreach to target specific Core20plus5 communities who may not feel able to attend larger scale event for various reasons. This has contributed to achieving some of the high output results, in partnership with our valued stakeholders. The Academy has extended its reach via a monthly bulletin for both subscribers and stakeholders, which consists of in excess of 1000 people in more than 100 different organisations. We are grateful to have the support of our LA partners , NHS Trusts, Primary Care colleagues, FE Colleges , HEIs & independent training providers at these events and we look forward to continuing this work in 24/25

2



Harnessing technology to showcase career pathways across NWL

The Health & Social Care Academy has worked with partners to provide innovative ways of attracting talent from our very own local communities. Multiple engagement with core20plus5 communities enabled us to listen to local people and coproduce ways to enhance exposure to the varied careers in the sector. We developed an AR (Augmented Reality) environment, which showcased four different roles in different settings (Occupational Therapist (OT), Practice Nurse, Health Visitor, Acute Healthcare Support Worker (HCSW), which were identified as some of our 'hard to recruit to roles' in NWL. These are easily accessed from devices such as mobile phones. This has been well received by our local people, and made available to our Core20plus5 communities and stakeholders, including colleges and schools. Thank you to our partner NHS Trusts and Local Authority colleagues for supporting this project.

3



Supporting the Continuing Professional Development for our health and care workforce in NWL

The NWL Health and Social Care Academy recognise that training and education is crucial to the development of existing staff in NWL and those just beginning their career journey. NWL NHS Trusts, Further Education colleges (FE), Higher Education Institutions (HEIs) and independent training providers have achieved an incredible amount of work in this space, and we have worked in partnership to develop pathways and enhance existing provision. One of our most successful Continuing Professional Development projects with Buckinghamshire New University attracted about 700 health and social care professionals to our different modules, designed to aid discharge flow , support admission avoidance to our Acute provider collaborative and give confidence to those working with residents/clients across the ICS. Partnership working has resulted in 2500

NWL people participating in new education and training so far. We look forward to continuing this work with Bucks New and CLCH in 2024.

4



Podcast Learning Platform

NHS and Social Care employees are exposed to busy working environments with heavy workloads. We believe that innovation and adaptation is key to improving access to learning for all of our people in NWL. The NWL Academy worked with partners to create a unique podcast learning offer, launching over 140 podcast style audio lessons, focussed on leadership, soft skills & digital skills such as MS Office and also tailored health and social care topics. The platform was launched in Mid January 24 and we had 170 registrations to the platform so far. We look forward to developing this suite of resources and have already begun extending a bespoke package which has been adapted to ensure it is accessible to our underrepresented communities including Core20plus5 across the boroughs.

5



International Recruitment Education

The Academy has partnered with employers to enable access to a 12 month pastoral support and in-depth education curriculum package for internationally recruited senior carers in NWL. The bespoke programme, led by an experienced clinical education team began 'in country', prior to arrival. Bespoke welcome booklets providing comprehensive information about living in North West London e.g. accessing key services, housing and bills, taxes and pensions were provided. This was followed up via individual appointments, where recruits have the opportunity to ask questions & complete the care certificate self-assessment to ascertain current skills, confidence & knowledge prior to landing. This allowed the opportunity to identify potential gaps and ensure the programme was adequately designed to support the recruit and complement existing employer provision. A face to face welcome, in partnership with employers, provided an overview of the health and social care system, different services and roles of partners such as the local authority and key information on health & wellbeing for the new recruits. Comprehensive curriculum provided in partnership with local Universities and NHS Trusts was tailored to each cohort, and included topics such as catheter care, wound care, managing behaviours that challenge, end of life care and compassionate communication. Additional scenarios complement the provision and expanded on topics such as Deprivation of liberty safeguards (DOLS), Mental Capacity Act (MCA), Multi agency Safeguarding.

6



Care Leaver Project

NWL Academy was proud to work with Chelsea and Westminster to achieve the lived experience charter bronze accreditation. NWL Academy was one of 10 National pathfinders selected to lead The Care Leaver covenant with a target of 25 people with

lived experience of care to support into employment, education or training. NWL created a vibrant steering group with all of our NHS Trusts represented, and we are delighted to share we have delivered 30 people with lived experience of care across NWL through a variety of different pathways. The Academy is keen to continue this work over 24/25 and is currently reviewing its position to continue this work.



Care Leavers Project Review



Feb 20, 2024 |

NWL Health & Social Care Skills Academy

Engagement



NWL steering group has launched
with representatives from 8 NHS Trusts



8 NWL Boroughs engaged with the project



70 care leavers contacted NWL as a result



NWL Employability Programme developed with Dynamic Training

- 6 IAG sessions delivered
- 16 people attended

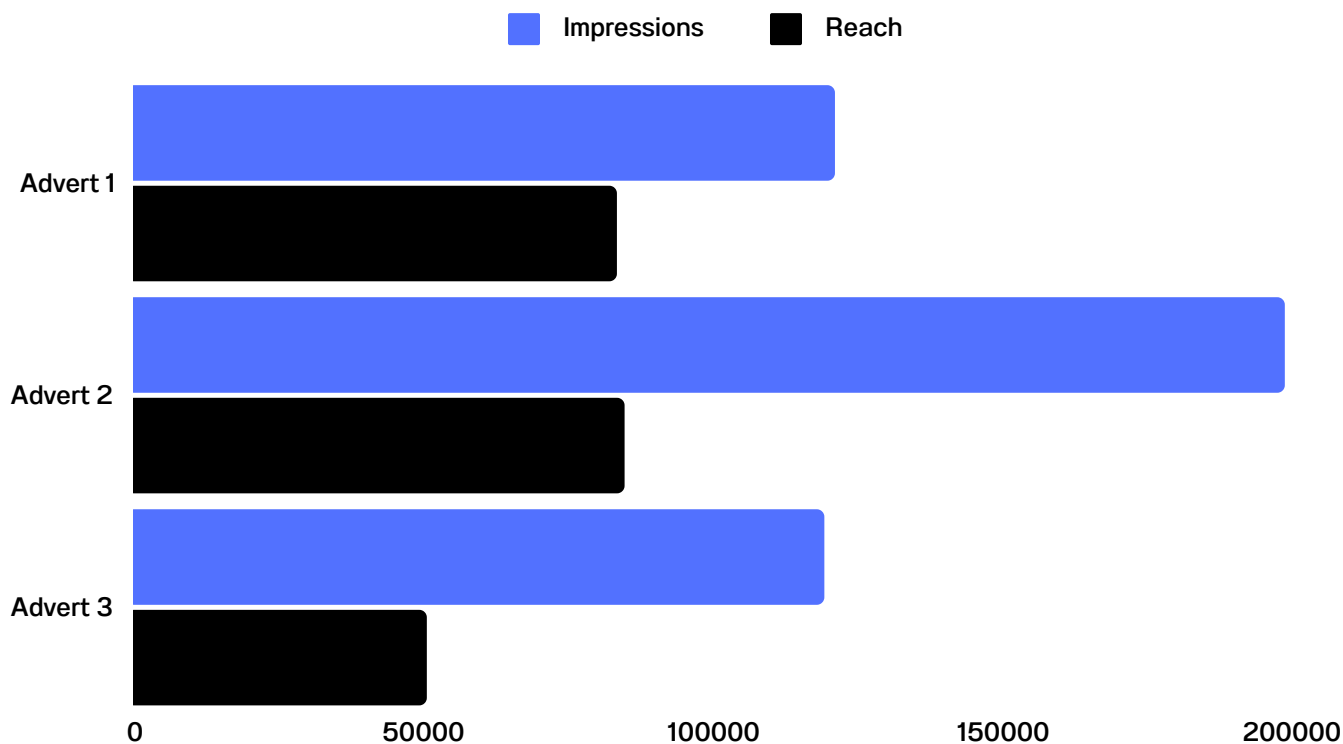


30 care leavers into roles, training and work
5 have attended Employability Courses
2 are actively applying for roles
1 has joined the NHS Reservist



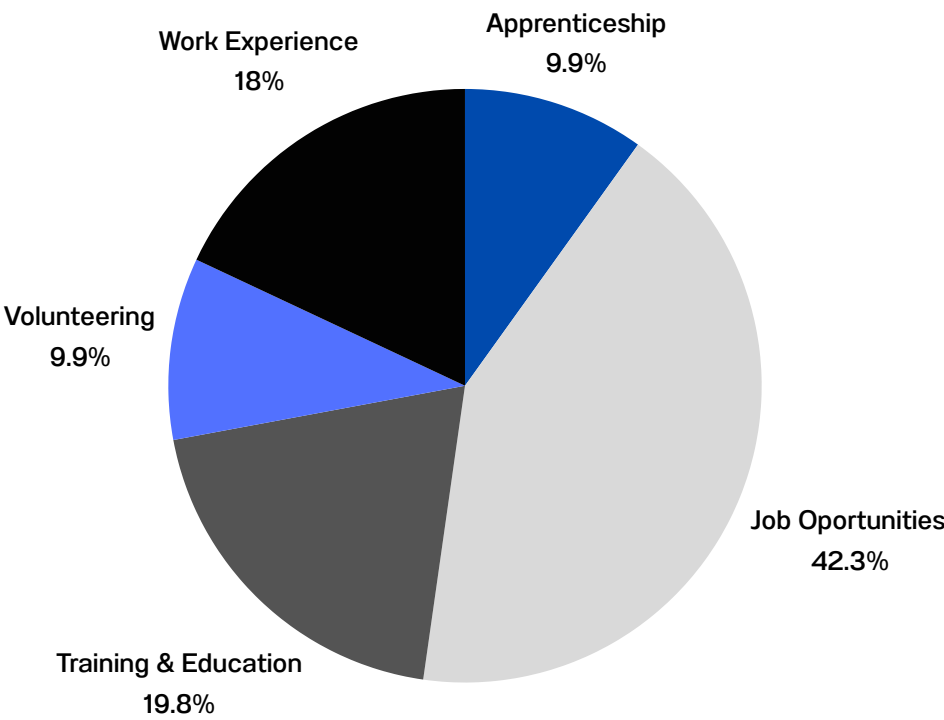
- 5 in reach/outreach career events
- Black History month event
- Excel Jobs Fair

Care Covenant Animation Advert



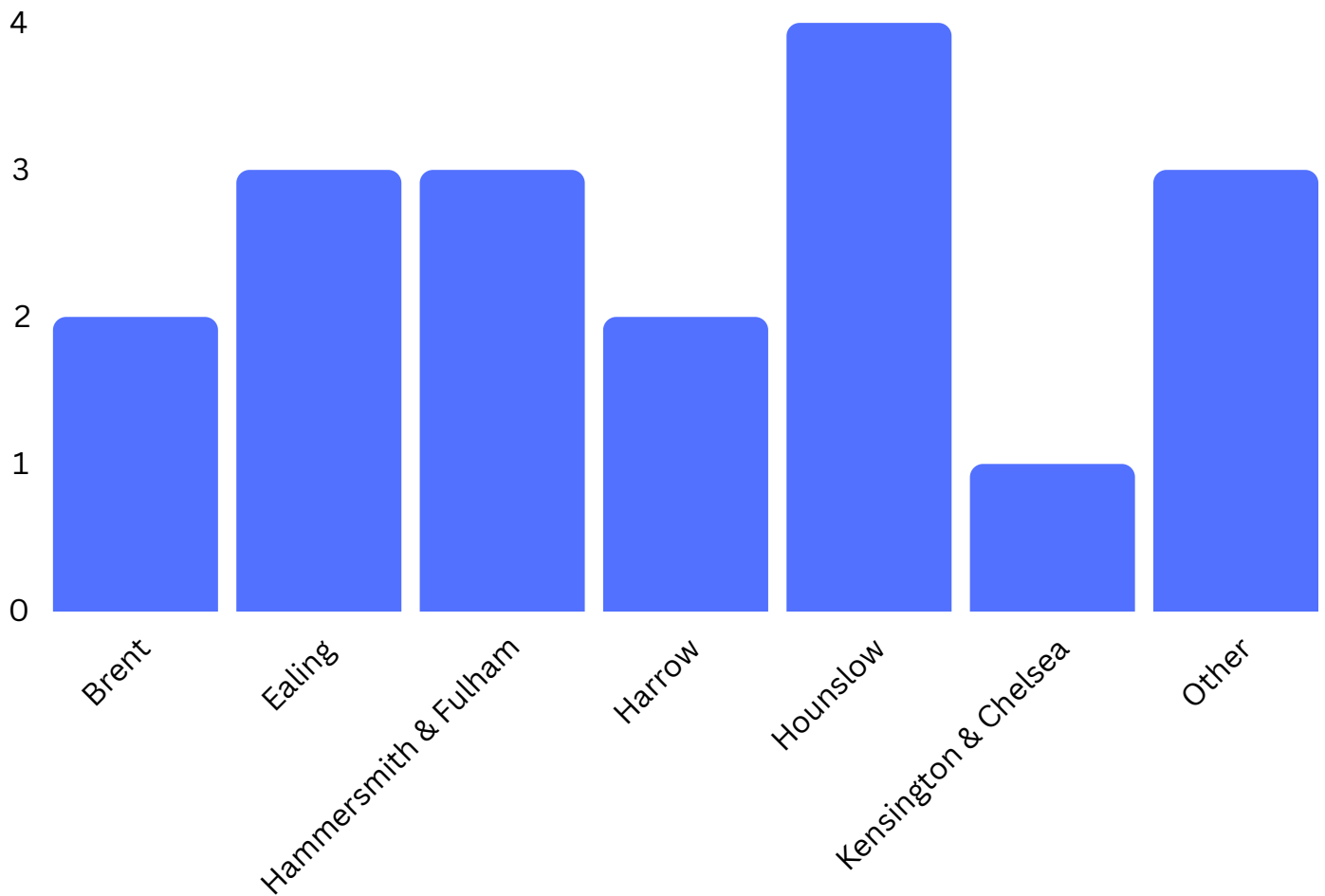
In total we have received 6,934 clicks on our adverts, 21-24 year olds were the most engaged age group.

Candidate's area of interest



Borough Breakdown

*Data is still being collected on candidate's residency



- **Average number of engagement with a care leaver : 5**
- **Highest number of engagement with a care leaver : 12**

FREE ONLINE TRAINING

**FOR STAFF WORKING IN CARE/
RESIDENTIAL/ NURSING SETTINGS**

POWERED BY

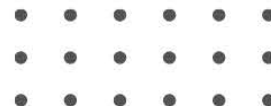


BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891



North West London
HEALTH & SOCIAL CARE
SKILLS ACADEMY

- ASTHMA/COPD **5TH MARCH 10 AM -1PM**
- OVERVIEW OF DEMENTIA **15TH MARCH 10 AM -1PM**
- DIABETES CARE **11TH APRIL 10 AM -1PM**
- STROKE CARE OVERVIEW **15TH APRIL 10 AM -1PM**
- MANAGING BEHAVIOURS
THAT CHALLENGE **24TH APRIL 10 AM -1PM**
- FRAILTY CARE OVERVIEW **2ND MAY 10 AM -5PM**
- RECOGNISING AND
MANAGING SEPSIS **16TH MAY 10 AM -1PM**



**BOOK NOW - SPACES
ARE LIMITED!**





North West London
HEALTH & SOCIAL CARE
SKILLS ACADEMY



FREE Clinical Skills Study Day

FOR CARE HOME STAFF

Training Sessions

- Contenance
- Catheter Care
- Deteriorating Patient / NEWS₂
- Pressure Ulcer Awareness
- Blood Glucose Monitoring & Insulin
- Aseptic Non-touch Technique (simple dressings)

The skills day is free to attend for care home staff (registered and unregistered) and lunch will be provided.

Only limited spots available!

Friday 26th April
9.30 - 3pm

Location : Soho

[REGISTER NOW](#)