



Transforming
health and social care
in Kent and Medway



Helping local
people live
their best life



Kent and Medway Health & Care Academy

Kent Further Education: 13th May 2022

Common Purpose & Vision



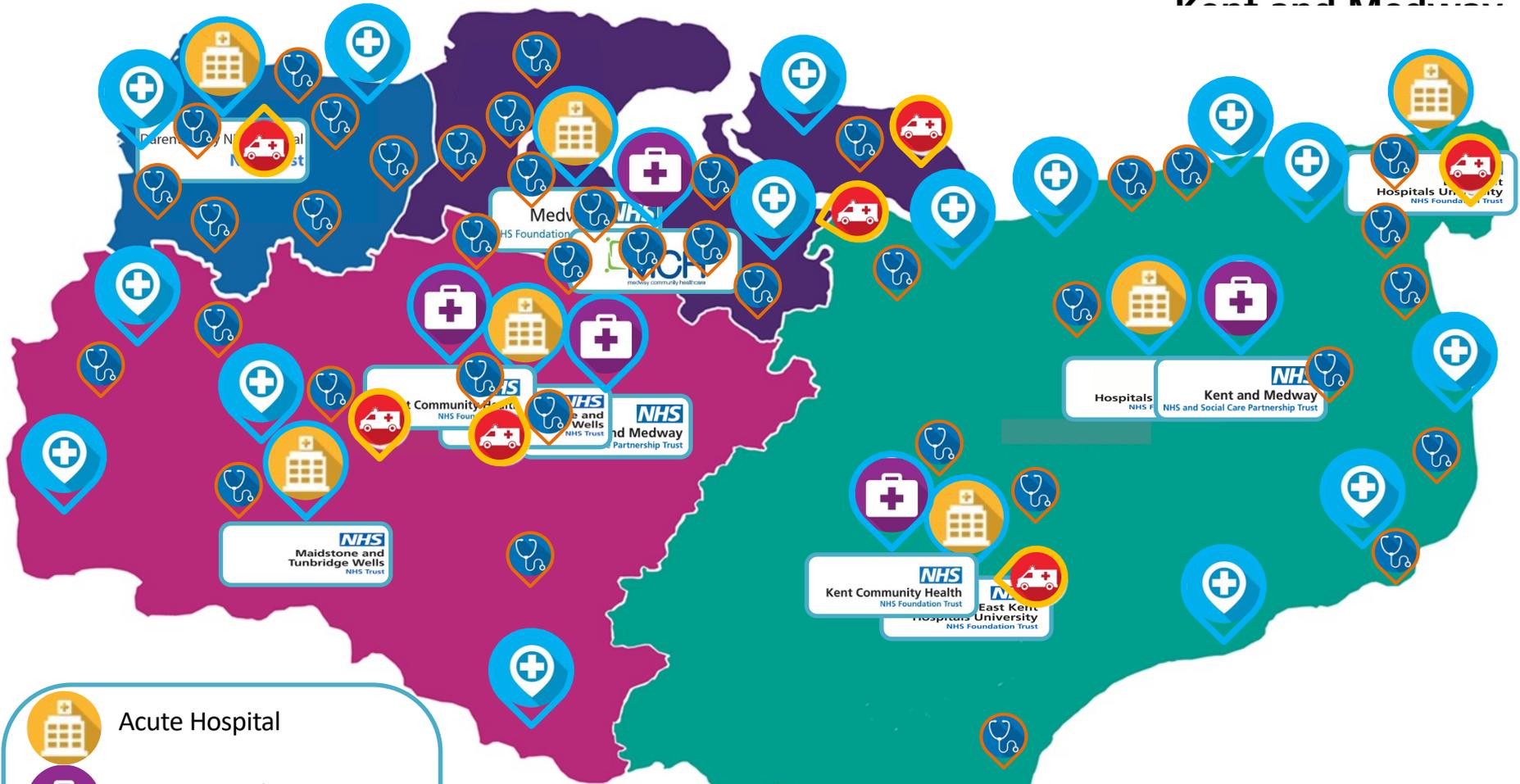
Kent and Medway
Clinical Commissioning Group

“Together we lead Kent and Medway employers across health and care in the delivery of **early career development, pre-employment, apprenticeships, education** and **skills** agenda.

Together we work towards making Kent and Medway a **great place to live, work** and **learn** through widening participation, collaboration and engagement with our communities.”

“We will be **ambitious**, embrace **technology** and **transform** the way the **workforce work**, with closer **integration of health and social care teams** and **working together** across organisations in **partnership**.”





-  Acute Hospital
-  Community / Mental Health
-  Community Hospitals / MIU
-  Ambulance Services
-  Primary Care Services



Transforming health and social care in Kent and Medway

NHS

Kent and Medway
Clinical Commissioning Group



A great place to **live,** **work** ^{and} **learn**

Emerging Academy model...



Setting ambition...



I see the academy as a key enabler of a longer-term strategy to attract, plan, develop and retain workforce in Kent and Medway. We can provide a single point of access for health and care careers IAG designed to attract and inspire young people choosing their career, those thinking about returning to practice and those thinking about a career change; and information about where and how to access volunteering opportunities, work experience, employ-ability and apprenticeship programmes provided across the system. By simplifying and indexing the multiple sources of information currently available we aim to make it easier for the people of Kent and Medway make that career choice or change. We also have the potential to go on to provide a platform to support our partners in the system to manage those programmes and opportunities and to also provide other education, professional development or training.

Caroline McBride



From the first inception of developing the Academy there has been one single focus, patient and users at the centre. By delivering the best experience for our workforce we in turn delivery high quality patient care. The Academy is the single biggest point of collaborative contact for communities, workforce and wider partners to deliver a high quality, innovative and fast thinking hub that allow people to make informed choices. It will both celebrate and promote careers across care and health sectors, while providing digital solutions and resources for all members of our local population partnerships. Finding our place in the social economic delivery of Kent & Medway's growth, making **Kent and Medway** a great place to **live, work and learn.** *Nathan Pascall-Smith*



The Academy brings together Health & Care partners to support development of a system wide approach to skills and volunteering strategy and programmes across Kent and Medway; bringing in Health & Care partners to support delivery.

Munya Badze

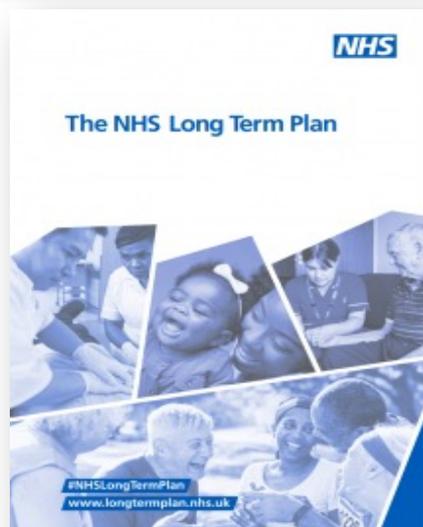


Our systems will be the key units in planning for recovery. They should support local health and care employers, as well as wider partners, with a concentrated focus on people and workforce issues. The website presents and opportunity to be the first port of contact to map journeys and intervention/s.

Wayne Wilson



8 x apprenticeship entries across all domains



14 x apprenticeship entries across plan

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Better together...partners



Kent and Medway
Clinical Commissioning Group



East Kent Hospitals University
NHS Foundation Trust



Kent and Medway
NHS and Social Care Partnership Trust



NHS
South East Coast Ambulance Service
NHS Foundation Trust



Kent Community Health
NHS Foundation Trust



NHS
Health Education England



Widening Participation...



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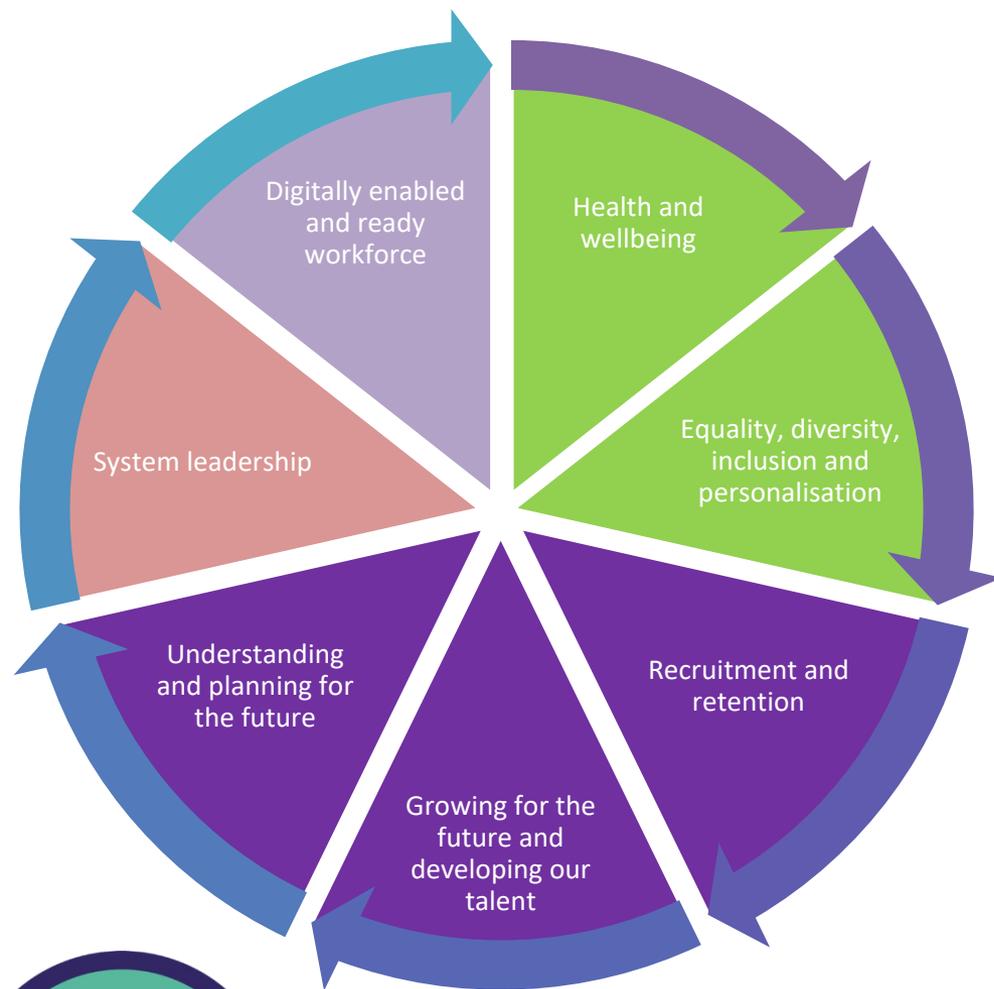
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Our People

Kent and Medway People Strategy



System People Plan Priorities



Key deliverables include:

- Kent and Medway health and care five year workforce forecast and activity plan (working with region)
- Kent and Medway international recruitment hub - nursing and midwifery
- Development of a Kent and Medway Health and Wellbeing hub Inc. focus on addressing inequalities
- **Kent and Medway academy for health and care - growth of work experience, careers, widening participation and health and care apprenticeships**
- **Introduction of a Education Collaborative (working with HEE) to focus on placement growth and experience and development of Kent and Medway professional networks**
- Kent and Medway retention programme including shared work on flexible working, on boarding and generational programmes
- Kent and Medway EDI strategy and programme
- Primary care and care sector programmes
- System leadership and OD activities, system talent development plan and maximising investment, opportunities and economies of scale for development
- Work with productivity on temporary staffing and HRDs/ CPOs on opportunities for collaboration/shared working

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Our People, our communities, our focus
Kent and Medway Academy Strategy



Health & Care Education and Skills Academy...

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Funding

By widening our vision across the full social economic market we can attract new funding streams.

Our success with the Pears Foundation has shown we can attract, retain and deliver against external framework funding.



Innovation

Collaborative venture models can allow us to both deliver, costed, activity and sector based work academies.

Future digital, AI, simulation and virtual engagement is leading the way for us to follow.

Remove the box and our thinking can be endless.



Partners

'System leadership and thinking' is about recognising the positive impacts from the coalition of the willing.

Together, in place based partnerships, the Academy can both gain strength and deliver meaningful outcomes for communities and clients.



Planning

Becoming and more intuitive and well informed Academy will allow us to identify and deliver on the needs of our communities.

Workforce need is not only about numbers, but individuals being supported, informed, challenged and intrinsically patient centred.



Quality

Kent and Medway is a great place to live, work and learn.

To reach this ambition we need to recognise the drivers that attract, retain and engage workforce.

Maintain a focus on experiential quality in all activities.

A great place to **live, work and learn**

Output and Delivery...



Careers

Events, fairs, pathway, digital, localism, profession focus

WEX

SpringPod, Gatsby Benchmarks, centralised coordination, quality and linked pathways

Employability

Pre-preceptorship (AHP Faculty), transition support, Government schemes, Prince's Trust, traineeships

Ed & Skills

Apprenticeships, schools engagement, curriculum design, FE / HE / HEI engagement, T-Level, Life Lon Learning, Leadership Academy, Grads

Volunteers

Attitudinal change, collaborative pool, **Pears 16-24**, shared skills / behaviours, cadets, entry pathways

Community Assets

Armed Force Network (Bill 2021), 3rd sector providers, placements, careers & life skills coaching, Over 50's, neuro diverse, LD, Know Your Community, LGBTQ+



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Our People

Kent and Medway Academy Programme



Next Steps...Project Manager



Website & Social Media

The website forms the an important and critical part of the Academy's brand and access. Co-designing a thorough and engaging marketing campaign, the website will be the first touch point for a person to 'find out more' and engage with us.

- Raise sector awareness & initiatives
- Share local, regional and national activities
- Resources for; schools, children, parent/carers, unemployed, employed, voluntary sectors, businesses and career changers
- Employability & skills

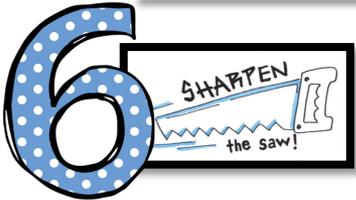
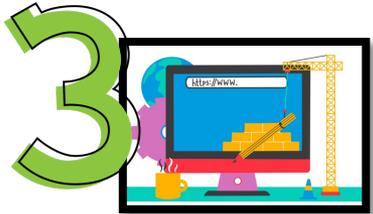
#academy



Alignment and Collaboration

Our systems will be the jet units in planning for recovery. They should support local health an care employers, plus wider partners, with a concentrated focus on people and workforce issues. The Academy presents an opportunity to be the leading driver in mapping journeys and interventions.

- Planning and transformation
- Data research into planning mode
- Talent pipelines
- Digital innovation and pass porting
- Recruitment and retention
- Upskilling
- Centre delivery
- Centralised services e.g. wex



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Learning from others...



Hertfordshire and West Essex...



Kent and Medway Clinical Commissioning Group

HERTFORDSHIRE AND WEST ESSEX HEALTH AND CARE ACADEMY

ABOUT US CAREERS IN HEALTH AND SOCIAL CARE WORK EXPERIENCE AND VOLUNTEERING EDU AND APPRENTICESHIPS PRIMARY CARE TRAINING HUB STAFF HUB

Find upcoming events and news in Hertfordshire and west Essex

JOBS
Interested in working for the NHS or social care? Find out about current vacancies and how to apply.
FIND OUT MORE

CAREERS IN HEALTH & CARE
You could help make a real difference to people's lives by choosing a career in health or social care.
FIND OUT MORE

STAFF HUB
The Staff Hub is the dedicated area of the Academy for our staff, with development, leadership and wellbeing resources available.
FIND OUT MORE

NEWS AND EVENTS
Click here to find out about the latest news and events.
FIND OUT MORE

Want to find out more about health and care?
TRY OUR ONLINE QUIZ
Our fact-finding and myth-busting quiz can help you find out more about health and care.
Find out more

Latest news and events

NEWS
SAY NO TO RACISM
Pledge your support for the East of England Anti-Racism Strategy.
FIND OUT MORE

NEWS
Care Ca...
Adult social care recruitment campaign is launched
FIND OUT MORE

EVENT
Mental Health First Aider Course
FIND OUT MORE

EVENT
Future Nurses 2022
FIND OUT MORE

CAREERS IN HEALTH & CARE

You could help make a real difference to people's lives by choosing a career in health or social care.

[FIND OUT MORE](#)

HERTFORDSHIRE AND WEST ESSEX HEALTH AND CARE ACADEMY

ABOUT US CAREERS IN HEALTH AND SOCIAL CARE WORK EXPERIENCE AND VOLUNTEERING JOBS AND APPRENTICESHIPS PRIMARY CARE TRAINING HUB STAFF HUB

HOME / CAREERS IN HEALTH AND SOCIAL CARE

Careers in health and social care

There are over 350 job roles in health and social care and we can help find the right role for you. From art therapists to anaesthetists, and from social workers to surgeons, the opportunities in health and social care are endless.
Every day is different and rewarding, and everyone plays a vital role in looking after people's health and well-being.
We aim to give you just a flavour of the many and varied careers in the health and social care sector, as well as providing you with the links to get further information, advice and support in taking your next step on the ladder to becoming a health and social care hero.
Click on the career profiles below to find out more about each one.

Watch on [Hulluk](#) variety of roles that individuals can complete.

CAREER PROFILES

ALLIED HEALTH PROFESSIONS (AHPs) AMBULANCE SERVICE DENTISTRY HEALTH INFORMATICS

DOCTORS HEALTHCARE SCIENTIST MANAGEMENT AND NON-CLINICAL ROLES

MEDICAL ASSOCIATE PROFESSIONAL MIDWIFERY NURSING PHARMACY

LOGICAL PROFESSIONS PUBLIC HEALTH SOCIAL CARE

Lincolnshire Talen Academy...



Kent and Medway
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Centralised service providing
Apprenticeships, talent & WEX

Centralised WEX
(Medway & Swale reviewing)

19 placements found

Placement Opportunity	Employer / Location	Pathway	Min Age	Duration	
Occupational Therapy	United Lincolnshire Hospitals NHS Trust - Grantham & District Hospital	Allied Health	17+	Up to 5 days	Apply
Insight into Occupational Therapy	United Lincolnshire Hospitals NHS Trust - Grantham & District Hospital	Allied Health	17+	1 Day	Apply
E-Placement - Introduction to Pharmacy	NHS Talent Academy - ONLINE	Clinical	14+		Apply
E-Placement - Introduction to Dietetics	NHS Talent Academy - ONLINE	Allied Health	14+		Apply

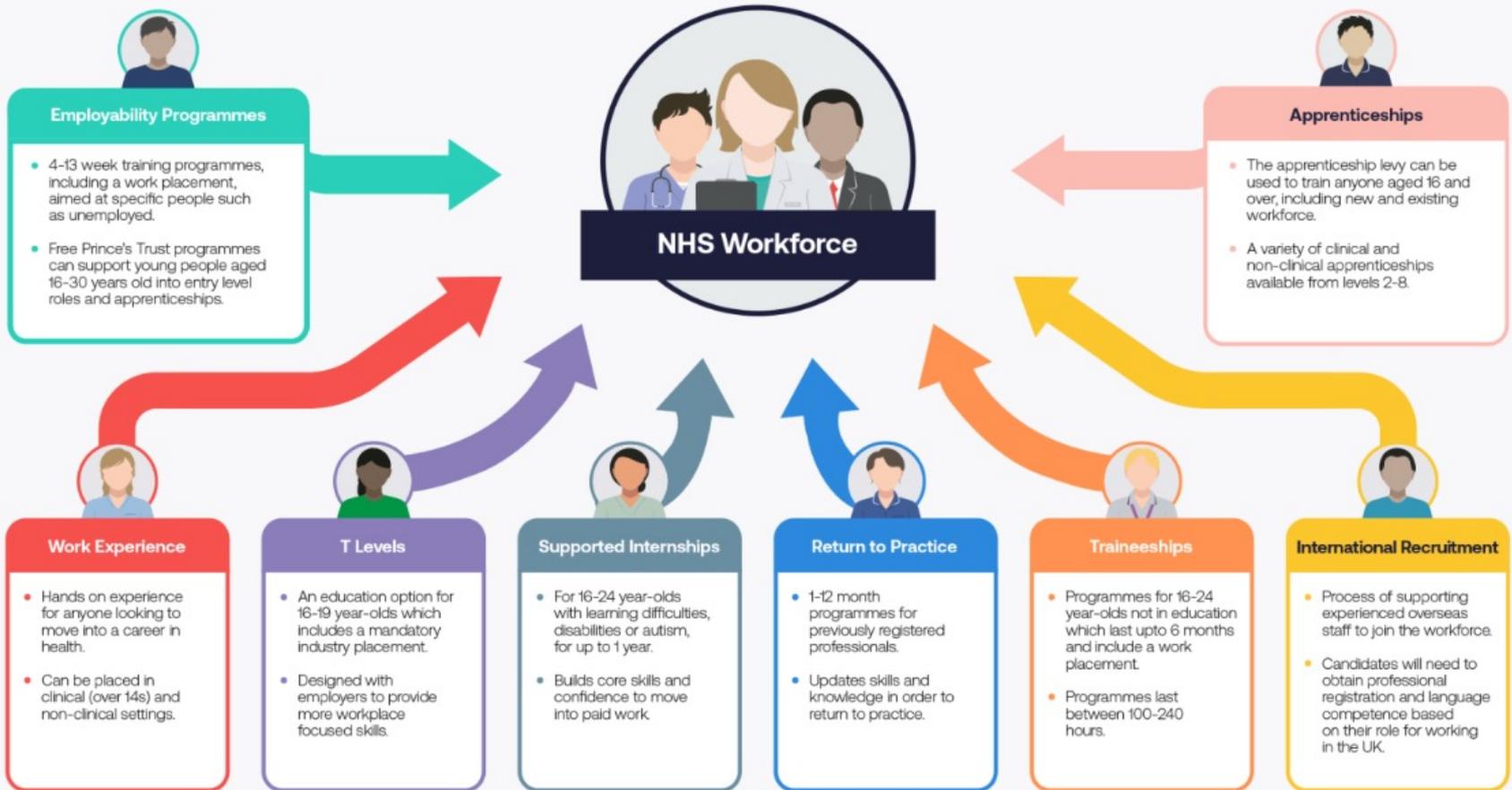
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T-Levels, health and care...



Routes into the NHS

Routes to support your traditional talent pipelines and workforce supply. Many of the routes can work together or be a step to another one.



T-LEVELS



Kent and Medway
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HEALTH

During the 2-year programme, students will develop the core knowledge and skills that are needed for entry to a range of health occupations.

↑ **AMBULANCE CARE ASSISTANT**

↑ **EMERGENCY CARE ASSISTANT**

↑ **HEALTHCARE ASSISTANT**

↑ **CARE WORKER**

↑ **PALLIATIVE CARE ASSISTANT**

↑ **DENTAL NURSE**

Get In

Get On

Go
Further

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Digital innovation...



Digital innovation in health & care



