



England



directors of
adass

adult social services

West Midlands

Breaking the Trend:

Operating Model for a
dedicated Adult Social Care
Apprenticeship Academy



Agenda



1.00- 1.05 pm	Welcome – Natasha Koerner –Portfolio Manager, Midlands region WT&E, NHS England
1.05 -1.10 pm	Introduction: Sam Williams – Assistant Director Workforce Shropshire Council
1.10 -1.15pm	Creating the Future of Social Care Through Trend-Breaking Action – Pete Jackson West Midlands ADASS Improvement Director
1.15 -1.35pm	Adult Social Care Apprenticeship Academy Operating Model – Kathryn Hudson WM ADASS Associate & Kate MacDonald Organisational Development Business Partner – Shropshire Council
1.35 – 1.40pm	Breaking the Trend & Making It Happen – Kathryn Hudson
1.40pm	Reflections & Questions – facilitated by Pete Jackson
1.50pm	Next Steps – Natasha Koerner

Introduction



NHS Long Term Workforce Plan

June 2023



The size of adult social care in England

Workforce and trends

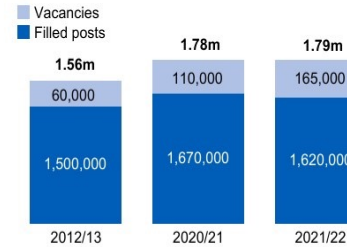
1.62m filled posts

estimated in adult social care in 2021/22. In comparison there are 1.4m filled posts in the NHS.



1.50m people

estimated to be working in adult social care in 2021/22



The total number of posts in adult social care in England as at 2021/22 was 1.79 million (up 0.3% from 2020/21). This includes 1.62 million filled posts and 165,000 vacancies.

The number of filled posts decreased by 3% (50,000 posts) between 2020/21 and 2021/22 and the number vacant posts increased by 55,000 (52%).

The large increase in the vacancy rate shows how the sector is struggling with recruitment and retention.

Employers

17,900 organisations



39,000 establishments



65,000 direct payment recipients



employing their own staff in 2021/22



Time to act

A roadmap for reforming care and support in England

Anna Dixon and Kate Jopling
April 2023

Hereford Times

Herefordshire to 'grow its own' social workers with new apprenticeship scheme

Ladder for Shropshire: Apprenticeship campaign hailed a big success



England



adult social services

West Midlands

Creating the Future of Social Care through Trend-Breaking Action



Diagram of emerging themes

Adult Social Care Apprenticeship Academy Operating Model

Cluster model of key domains required to establish an apprenticeship academy

- The Apprentice
- Leadership
- Governance
- Recruitment
- Supervision
- Training
- Finance



Shropshire Apprenticeship First Example

Shropshire Apprenticeship First Approach

- Culture change for recruitment, retention, cost saving, focus on growing own, talent pool
- Started in 2019 and have been working on the approach around this
- Model built from Apprenticeship MOT from LGA – enhanced our offering, made robust - 2020
- Organisational commitment from top down
- Upskill and new recruits – skills development,
- Policy and implementation 2023



Making It Happen

Consider the benefits to all partners

Focused attention & action by anchor organisations

Trend-breaking initiative requires implementation

- Partnership Governance
- Programme Management
- Investment – pump-priming; sustainability; influence of levy policy



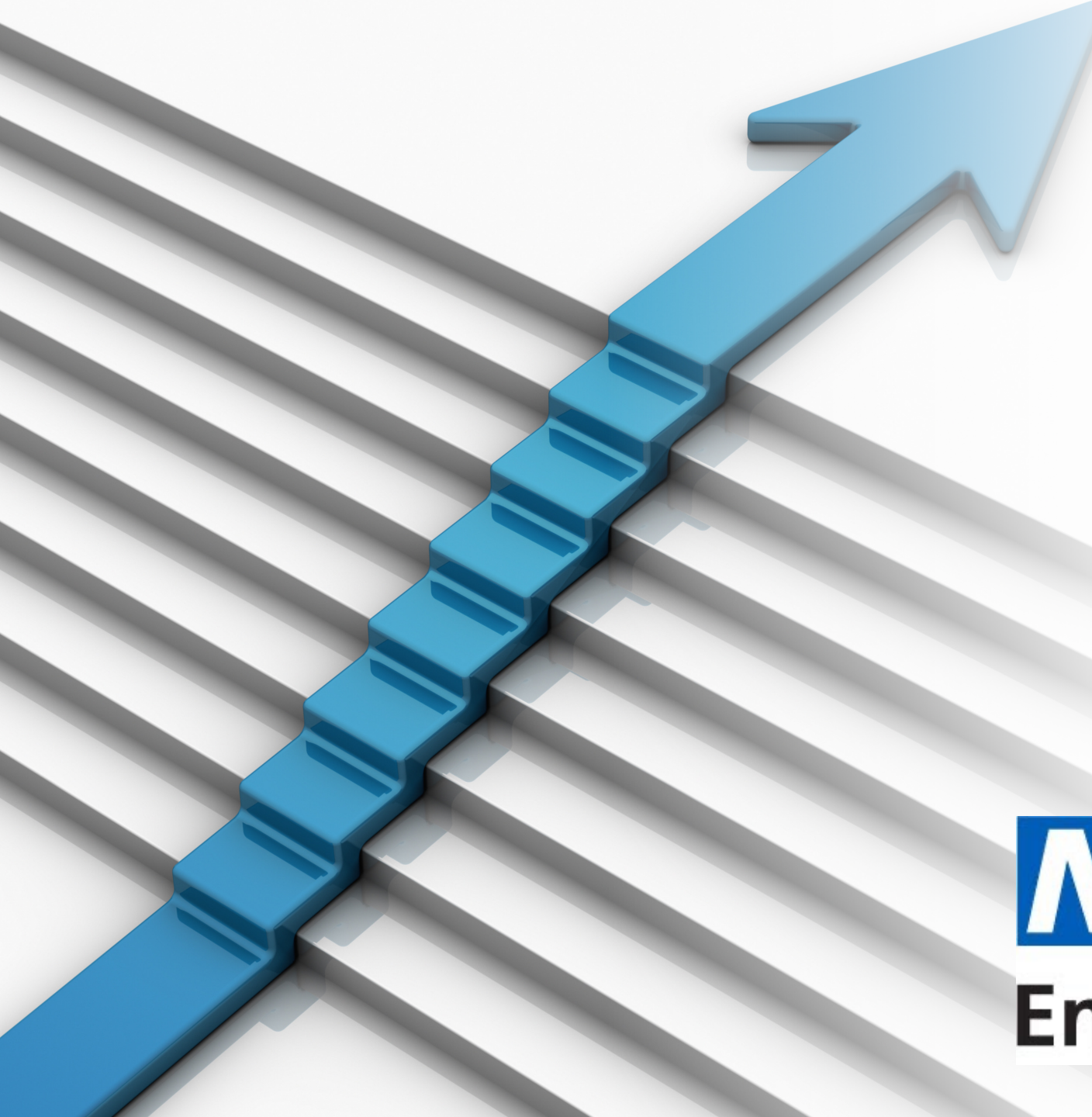
“Change comes from small initiatives which work, initiatives which, when imitated, become the fashion. We cannot wait for great visions from people, for they are in short supply at the end of history. It is up to us to light our own small fires in the darkness.”

Charles Handy, The Empty Raincoat



Reflections & Questions





Next Steps

