Partners in Care

- PIC team established in 2004, partnership since 2000
- Self funding, reliant on core funding (i.e. local authority contributions) and projects / contracts won
- Independent of any one partner / stakeholder
- Able to tap into local assets and maximise these

Partners in Care

Focus on attracting and retaining the right people with the right skills, in the right place and at the right cost, to ensure fulfilled lives for individuals and their families.

By prioritizing collaboration, engagement, and connection across the sector, we support local care providers to transform how they work and deliver services.

Committed to creating an environment where the sector's views are put at the forefront, and ensuring the right size and culture of our workforce to meet future needs.

Partners in Care – our USP

- Connectedness and the ability to act as an intermediary between stakeholders
- Long standing partnerships with care providers, local authorities, Skills for Care, DWP, health bodies, education providers
- Additional value derived from strong regional and national programme relationships
- Can advocate on behalf of the local provider market and articulate an independent view of issues
- Work with all CQC registered services (not just members)
- Long history of providing impartial, reliable, trusted and filtered information : free at point of access
- Ability to seek solutions and funding to common challenges / issues, and strong success rate in this area
- Horizon scanning and planning proactively to be able to respond to emerging needs, yet retaining the ability to respond in an agile way

Partners in Care

Building Collaboration for better care

We connect people through networks, sharing good practice and supporting individuals and their teams.

Raising care standards in Dorset

We provide expert support and guidance to improve the quality of adult social care.

Driving workforce development

Supporting recruitment, retention, skills and training.

Partners in Care

Innovation

We support greater adoption of digital systems , building the foundation stones and encouraging safe & ethical usage, developing champions and connecting with key partners.

Creating opportunities

Through new initiatives to get involved in research, hearing about new ways of working and encouraging sharing of knowledge & learning.

Developing leaders

Supporting , nurturing and ensuring wellbeing is at the forefront.

Partners in Care

Partners in Care
BCP & DORSET

Connect with us

If you require any further information you can contact the Partners in Care team via picare@bpc.ac.uk or 01202 205847

Somerset Health & Care Academy

Funded by UK Government

Somerset Council

NHS

Somerset Health & Care Academy

Director: Sarah Green, s.green30@nhs.net

Presenting today: Belinda Lock

Why? – Somerset 2035 vision

- Collaborative working has involved a shift in mindsets and attitudes. Support and challenge is welcomed across teams, and all staff are trained locally to encourage a culture of connection.
- Listening and questioning skills, approaches to building trust and inclusive approaches to managing change are part of training and development programmes, with managers and leaders being trained in system leadership approaches through the new Somerset Training Academy which is affiliated with local universities.
- The focus is now on serving the people of Somerset, not simply the structures in the system, which has led to a transformational cultural change.

The Somerset Landscape: challenges

25% of people in Somerset are aged 65+ (forecast 33% by 2043)

14,000 people live in areas of deprevation

3.6% of 16-17 year olds are NEET, compared to **2.8%** in England

29,000 businesses

252,000 jobs

Average GVA per filled job (productivity)
£49,900
South West: £55,600 England: £69,414

Lower than average levels of attainment for higher level skills, with 43% obtaining RFQ4+ qualifications in 2024 compared to 47% in England

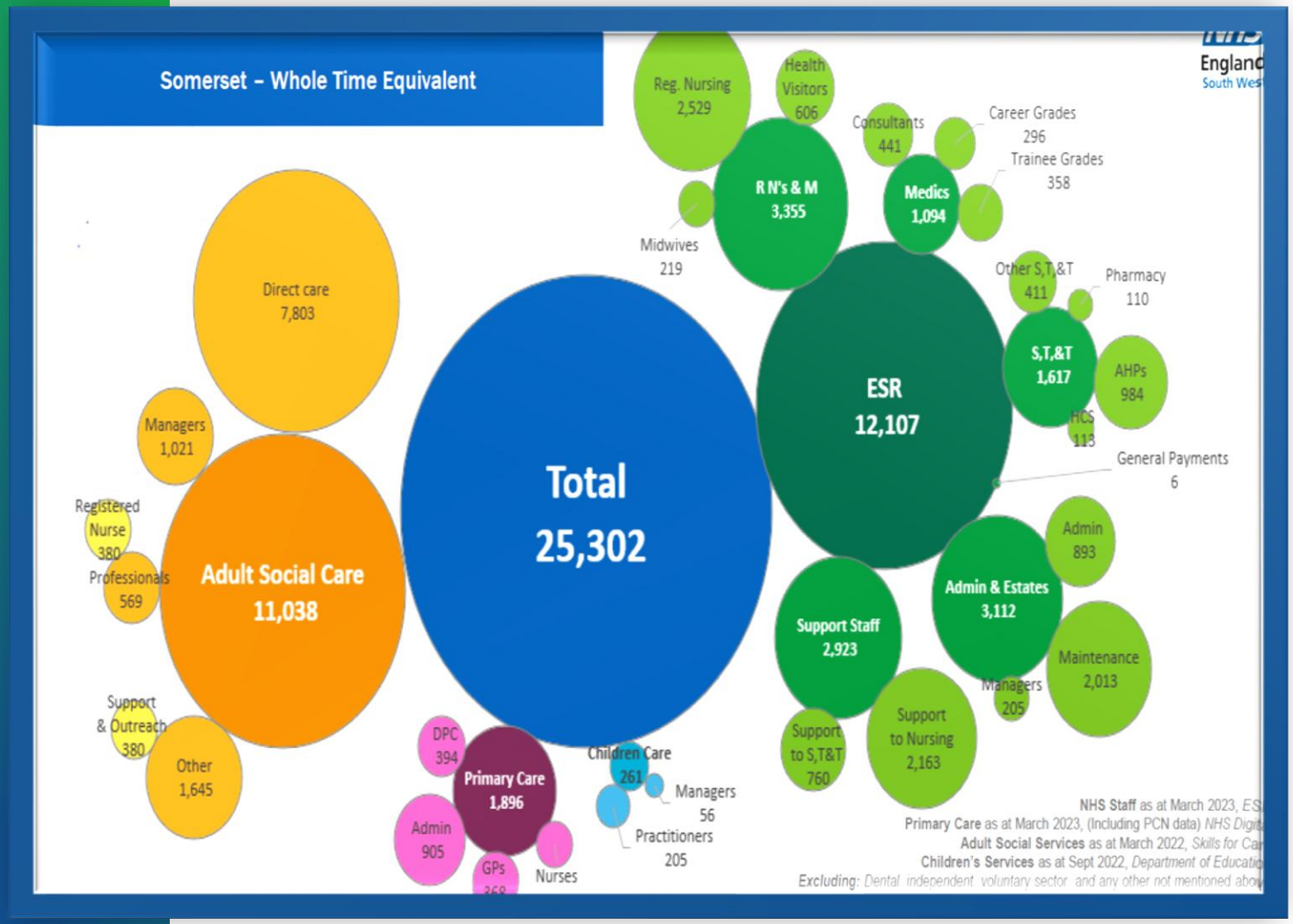
There is an observed trend of out-migration of younger people from Somerset

Somerset's population and workforce is ageing faster than the national average

Workplace-based earnings in Somerset are 7% below the national average.

Somerset is a largely rural area with two thirds of the population dispersed across settlements outside Taunton, Bridgwater and Yeovil making connectivity between homes and workplaces challenging

The workforce in Somerset



VCSE Workforce

Respondents reported:*

543	766	73	4055	928
full-time employees	part-time employees	full-time volunteers	part-time volunteers	Trustees or Management Committee Members

Social Care 2024/25

7.5% **vacancy rate** in 2024/25

24.4% **turnover rate** in 2024/25

44% held a **qualification relevant to social care**

if the adult social care workforce grows propotionally to the projected number of people aged 65 and over in the population, the total number of posts needs to increase by **37%** or **7,200** by 2040

this would take the **total number of posts in 2040** to **27,000**

How for Somerset 2035 - Innovate and Transform

- In 2035, in Somerset our workforce has been transformed from the traditional role and responsibilities more common in 2023. This has enabled a breaking down of boundaries and encouraged multi-skilled professionals.
- Person-centred care is a paramount principle in our workforce, where we work well together, and agile and transferable skills and capabilities have equal status to technical knowledge and ability
- The siloed workforce of 2023 has been replaced by one where collaboration and communication are key. Wider competency-based approaches have replaced traditional recruitment requirements.

Future of health and care in Somerset : preparing the workforce of tomorrow ; existing insights and recommendations from ‘Our Somerset’ report

Core Recommendations from Staff College commissioned report in 2024

- Community focused: focus on grow your own campaigns involving communities
- Digital Transformation :invest in digital training, digital literacy, data analytics and health tools
- Collaboration across sectors: develop integrated care pathways and team-based cultures
- Preventative and Holistic Health: train in health education, lifestyle coaching
- Mental Health and vulnerable populations: increase mental health workforce (diversify range of roles)
- Workforce flexibility and resilience: multi skilled roles , bridging traditional boundaries and enhanced career progression
- Inclusivity and cultural competency: increase recruitment reflective of communities
- Leadership development: system leadership, continuous improvement, collective decision making
- Public health and wellbeing: more public health specialists and community partnerships

Neighbourhood based health and care in Somerset:
multi disciplinarity teams responsible for meeting local population health and wellbeing needs ,with local autonomy and agility

Somerset Health & Care Academy

Funded by UK Government

Somerset Council

NHS

Challenges and barriers to the journey

Organisational and system challenges

Academy Background

The Somerset Health and Care Academy inception was through a successful Council levelling up bid with Somerset Partners that identified the following rationale and impact measures

- Regeneration of Bridgwater community hospital
- New working culture between integrated care system
- Improve capacity in training with a focus on training and competencies in care settings
- Leading 2,500 trainees per annum and supporting demand for an additional 8,800 care workers by 2035
- Two centres; to focus on local training and wider dispersed rural needs of Somerset
- Supporting most vulnerable in communities
- Growing skills of care sector, recruitment, retention and integration across health and care
- Widen community engagement, and interest in health and care careers
- Library and learning support and wider health promotion
- Create innovative knowledge based digital health
- Culture for business and innovation

Outcomes:

- Improved hub for local residents
- Improved skills and effective labour market
- Change in perception of place
- Increased business investment in added value digital activity
- Increased town centre footfall and visitor spend
- Additional volunteering opportunities
- Direct and indirect employment

Impacts :

- Heritage and value of place
- Crime reduction
- Social value impacts from training, employment and career potential
- Community health benefits
- GVA impact from jobs and business growth and investment
- Land Value uplift from dilapidated building restoration and town centre footfall
- Amenity value from environmental improvements

Our Academy Vision

To be an integrated pioneering hub for health and care workforce training and innovation that creates the future workforce able to support new models of care and ways of working

‘Learning together to create the future workforce’

The Academy offers a tangible solution for how we actively commit and do things differently together for the benefit of the people working with us and the communities we serve

The Somerset Health and Care Academy

Learning together to create the future workforce

Our objectives :

Becoming recognised as a centre for technology, innovation and partnerships

Providing relevant , forward-looking training and skills as a cooperative with employers

Building inclusive and integrated career journeys

What is the Somerset Health and Care Academy

- A legal collaborative agreement between SFT, Council and ICB
- A training co operative partnering with high quality existing training providers serving all of Somerset and in response to partners identified need
- Joining up ,and integrating, training opportunities across health and care with services
- Offering training to wider stakeholders for under utilised places with existing partners
- A commercial model that enables investment back into training and innovation
- Enabling smaller providers with limited infrastructure access to sustainable learning and development function
- Maximising the utilisation of funding streams and opportunities locally, regionally, nationally and globally
- A process of co design with employers and communities for high relevancy and flexibility – ILC and health literacy within the academy
- Creating accessible career pathways , with a focus on entry routes

- A training provider employing trainers
- Only based around the local Bridgwater hospital site
- Replicating all training already with existing providers
- Only NHS focused
- Offering free training
- New Bridgwater site only available to the collaborative partners

The Future with the Academy

Learning co designed through integrated multi disciplinary employer and community collaborations

Coordinated employer led partnerships with education providers

One scalable eLearning solution and digital upskilling for future focused models of care and ways of working

Enhanced and equitable skills and training across the care sector with accreditation

Optimisation and scaling of available funding streams across health and care

Attracting the right workforce , with the right skills in the right place for enabling integrated care to be delivered closer to home

Vibrant community engagement with easy to navigate inclusive skills and career pathways , attracting and retaining young people and talent

Co located centre for innovation, and economic development , with a 'one gateway' for investors and innovators

Current challenges and wins

Academy Director appointed and mobilisation plan in place, with an active faculty

Delays to appointing building contractor – now June 2026 to build

Academy hosting and the joint venture

Project Contact:

Dr Sarah Green – Academy Director
s.green30@ nhs.net