

# L&SC STP Workforce Overview Scrutiny Event

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# Context

## Attracting high end professionals into Lancashire/South Cumbria

- **Workshop 1 (10:45 – 11:30) - Challenges & Opportunities**
- What are the issues relating to the challenges locally and what could work including, if relevant, examples of what best practice (either within Lancashire or elsewhere).
- What would the ideal workforce solution look like
  - What is achievable?
  - How do we make the most of what we've got?

# Context

- **Workshop 2 (11:45 – 12:30) – From Here to There**
- How do we get from where we are to where we want to be?
- What actions need to be identified
  - For the STP/LDP officers
  - For the Health Scrutiny Committee (in terms of where they can add value/influence)

# Specific themes

- What challenges L&SC face
- What choices do we need to make?
- What realistic outcomes could we achieve if we act together



# Challenges

## Attracting high end professionals

**Recruitment and Retention**

**Opportunities and Future Proofing**

**Credibility and Reputation**

**Wider Sectors**

**Benefits Realisation**

**Widening Access and Grow your Own**

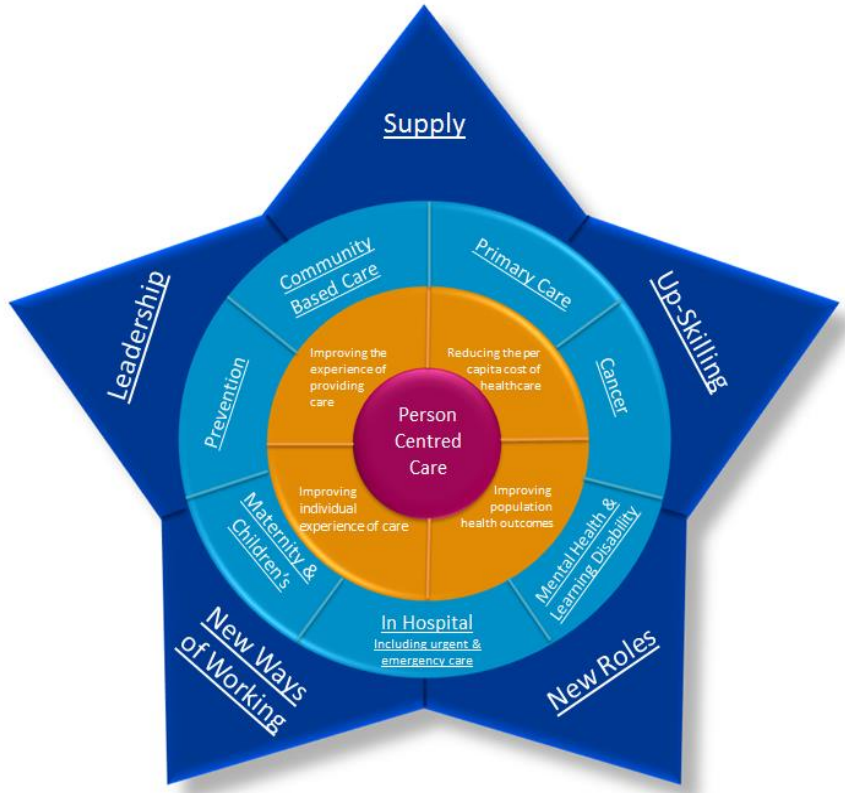
## Recruitment and Retention

- The L&SC LWAB and focus on the four priority areas
- GP recruitment and retention - incentivising
- GP FYFV Initiatives - wider
- Health and Social Care joint opportunities (Blackpool and others)
- Executive Head hunting / Coaching / Mentoring
- Other Career Opportunities for spouses / partners and families
- Seamless transition between employers – reduce red-tape and bureaucracy
- Exploratory opportunities – what can L&SC offer as workforce experience, secondment, try before you buy / re-locate / executive success stories
- Portfolio Careers (Future workforce report and the what trainees / newly qualified professionals wants)
- One contract, one check, one DBS, one Occupation Health, one induction and one skills and competency passport to work across L&SC Sectors
- Key sectors – what opportunities are available in finance, technology, genomics, enterprise, innovation, BAE systems sector and where are they advertised for ease of reference?
- Joint appointment and economy appointments

## Recruitment and Retention

- Creating the “Made in Lancashire and South Cumbria” brand for high-end professionals
- IPSOS survey for Future Workforce – details the psychographics (attitudes, interests and opinions), informed learning and appreciative enquiry of the existing professional workforce and why they chose L&SC and their career path
- Maximising the 1500 extra medical student opportunities with the local HEIs and HEFCE funding
- Underpinning the ethos - We do not recruit a person, we recruit and retain a family for generations
- Using technology – web apps / phone apps / device apps / intuitive and easy to navigate that market the area
- Transformation opportunities (STAR Tool)
- New roles – Physician Associates, Medical Assistants, Nursing Associates and Health Care Navigators
- Enhanced Training Practices and Hubs
- Combined Authority approach (GMCA)
- Place based recruitment
- Asset approaches
- Leadership
- Access to networks

# STAR TOOL





## Opportunities and Future Proofing

- Vanguard sites, Pioneer sites and Success Regime - learning
- R&D opportunities
- Technological innovation and Digital Test Beds
- Audit and Research
- Access to networks – AHSN, Innovation, AQUA, NWLA, NHS Employers, LGA, LMC and more.
- Access to think tanks and solutions
- Sphere of influence
- Potential devolution area
- Creating an economic power house
- Entrepreneurism
- Development Strategies
- Commercial Partners
- Success, stability, place leadership, becoming global, and future focused

## Credibility and Reputation

- Carter top trusts
- CQC / NHSI ratings
- Financial ratings
- Council reputations
- Unique Selling Points
- Board reports / views of Governors / Public Committees
- City / Rural
- Coastal
- Digital Test Bed

## Credibility and Reputation

- Job Opportunities
- Success
- New builds – the Harbour, East Lancs, Blackpool, and Preston.
- Cutting edge – robotic technology at East Lancashire Trust
- Enabling new roles through culture, OD, Leadership, Behaviour, Values
- Gateway to the Pennines / Lakes / Ribble Valley / Tolkien Trails, Towers, National Trust etc.
- Excellent education and training opportunities
- High quality medical and dental education led by a highly respected PGMDE Dean
- Excellent reputation of NHS provider CEs, CCGs Accountable Officers, ADASS Directors and other senior officials across the L&SC geography

## Wider Sectors

- Tourism and Leisure
- Housing
- Education and Training
- Local Authority Support
- Finance
- Digital
- R&D
- Engineering

## Benefits Realisation

- Targeting the generations
- Competing with other Metropolitan economies – why train, live and work in L&SC?
- Sharing the rewards – intrinsic and extrinsic
- Shining beacons / exemplars
- Benefits realisation
- Rewards
- Earnings
- Prospects
- Security
- Packages
- Competition

## **Widening Access and Grow your Own**

- Simulation Centre at Chorley
- Health Innovation Campus at Lancaster
- UCLAN
- BLIC
- PA Apprenticeship / L&SC apprenticeship strategy
- Nurse training and opportunities
- Grow your own workforce