

Key Supplementary questions to be answered

Where will placements happen - it is unclear whether this is Care Homes, Home Care or both?

We heard from employers that despite individuals having classroom based training the learners had not been physically exposed to the care environment. This caused a drop out rate of new recruits. Therefore, our proposal includes work exposure as part of the training package. Northern Care Alliance as the largest provider within the partnership will provide workplace exposure through its community teams. Whilst the NCA is not a domiciliary care provider it has the infrastructure to provide this support.

The Dom care market is fragile and does not have the capacity to provide work placements as part of this programme. However, the NCA as the largest provider within the partnership and recognises the system risk e.g. increase in hospital delayed discharges of a lack of Domiciliary care workforce. The NCA has therefore offered to use its scale to provide placements within its community services.

Please can more detail be provided about specific training programmes. The HSC sector is very diverse, which areas will be covered?

Training – modules and Level 1 Introduction to Care will be delivered. The Introduction to Health and Social Care and Young People Level 1. This qualification helps students to develop their knowledge and awareness with regards to the types of provision in the Health, Social Care and Children's and Young People's sectors. Learners will increase their knowledge of the variety of roles played by workers, the principles and values necessary in these sectors, health and safety, and how to work well with others.

What's the course about?

The aim of the course is to provide the candidate with the knowledge and skills needed to work within the health care sector. The candidate will achieve a range of skills needed for further learning and employment. To achieve this qualification the learner will complete a portfolio of evidence

Course duration

The course is delivered over 11 days, excluding weekends.

480 - Introduction to working in health care, adult care and childcare:

- The aim of this unit is to give the learner an overview of the values, principles, skills and attitudes required for working in health, adult care and childcare

481 - Introduction to safeguarding in health care, adult care and childcare:

- The aim of this unit is to provide the learner with an introduction to safeguarding in a health care, adult care and childcare context

482 - Introduction to working in a person-centred way in health and adult care:

- The aim of this unit is to introduce learners to person-centred practice in a health or adult care setting

404 - Effective communication:

- The aim of this unit is to give the learner an understanding of the importance of effective communication and the role of feedback

436 - Valuing equality and diversity:

- The aim of this unit is to help the learner to understand the value of equality and diversity in society

451 - Assertive living:

- The aim of this unit is to raise awareness of different types of behaviour and how these behaviours and own self esteem impact on everyday life and career goals and how stress can have a negative impact

455 - Understanding children's social and emotional development:

- The aim of this unit is to raise awareness of the social and emotional development of children and will encourage the learner to recognise social and emotional needs in children as well as consider ways of meeting those needs and managing different behaviours

What are the significant differences of this scheme to the "Step Into Care programme"?

The table below sets out the significant differences that this programme has been designed to address and not duplicate, The GM Step Into Care Programme:

Salford Employ – Health and Social Care Pathways	GM Step Into Care Programme
Focus is on the Dom Care / Home Care market	Focus on residential Care Home market
Designed as a flexible approach: 1. Residents can join for the fully pathway 2. Or in part to undertake the work exposure placement with NCA. 3. Target support to work with residents whom English is not there first language. (ESOL)	One routeway offered which is a six-week programme
Salford Locality based and delivered at a neighbourhood level	GM wide delivery
All elements of the programme are delivered Face to Face	Training offered delivered online only
Dedicated resource to act as mentor, while on programme and once moved into work and all Individuals will receive face to face IAG and be supported throughout the pathway by dedicated individual (New role).	Bespoke and personalised face to face or one to one support is not offered.

Employer led, diverse approach tailored to employers and residents to improve success rate move into work and sustainability once in the job.	Training is delivered and then job opportunities are sought
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Concern raised that some placements in the test of concept project did not result in job offers due to a miscommunication in the hours that people wanted to work and the providers ability to facilitate this. How has this lesson been learned, and implemented into the design of this larger trial?

Specific new employer role is designed to mitigate lessons learnt.

Although miscommunication, candidates were offered alternative employment in HSC which better suited their circumstances.

Previous test of concept was designed with one employer – going forward multiple employer will be utilised for each cohort, a consortium approach, to give participants choice of roles/employer/ working hours that best suits their circumstances and locality.

More robust SLA's and job profiles introduced with employers, to alleviate any misunderstanding or miscommunications.

New role will have a dedicated focus on employer relations – sector specialist for this sector.