

# BLMK Workforce Strategy on a Page

## Grow our own

### Beacon of Excellence In Education and Training

- ✓ Accredited Apprenticeship Academy & Training provider
- ✓ Shared education and training portal
- ✓ Pooled CPD programmes & resources

### Centralised Community Education Network

- ✓ Delivery of GP workforce and development plan
- ✓ Education infrastructure Hub; tutors, supervisors, assessors
- ✓ Pastoral support, preceptorship, mentorship roles

### Development Framework for carers & volunteers

- ✓ Identify core skills and competencies
- ✓ Development framework and training portfolio
- ✓ Delivery of development framework

### Securing future supply through collaborative commissioning

- ✓ Central commissioning hub
- ✓ Review existing programmes and curriculum
- ✓ Model future demand and supply forecasts

## Adaptable Skills; Flexible Approach

### Health & Care Apprenticeships at all levels

- ✓ Joint Health & Care apprenticeships
- ✓ National Apprenticeship targets achieved

### Designing teams to work across Health & Care sectors

- ✓ Enhance workforce design and modelling approaches
- ✓ Rotational / portfolio Development Posts

### New Roles and Ways of Working

- ✓ Expansion of Support worker roles
- ✓ Expansion of Advanced Roles
- ✓ Top of licence skills development
- ✓ Shared training & development for prevention

### Filling difficult gaps

- ✓ Working alongside HEI to target supply into workforce gaps
- ✓ Collaborate to reduce agency staff spend

## BLMK: a great place to work and learn

### BLMK Attraction Strategy

- ✓ Placed-based and ACS level
- ✓ Standard approach for 'Get Into Employment' & 'Talent for Care'
- ✓ Consistent 'employment guarantee' schemes

### Developing a BLMK Employer's Brand

- ✓ Spread best practice employment Practices
- ✓ PR recruitment campaigns
- ✓ Recognition & Reward Schemes

### Harmonising Collaborative Working Practices

- ✓ Non-competitive recruitment & retention premiums
- ✓ BLMK Streamlining Programme
- ✓ Shared back office functions

### Retaining and supporting the workforce

- ✓ Career paths for common roles
- ✓ Reward packages for staff with access local discounts
- ✓ Access to learning and development

## Developing our Workforce and Systems

### Building for Success

- ✓ BLMK wide talent mapping and pipelines
- ✓ BLMK Staff Health & Wellbeing Programme
- ✓ BLMK ACS development masterclasses

### System Change

- ✓ Quality Improvement and Change skills development
- ✓ IT and Digitally fluent workforce
- ✓ Staff across health & care co-design change

### Leadership: Compassionate & Collective

- ✓ Living our Leadership Charter
- ✓ Collaborative systems leadership development
- ✓ BLMK Leadership Network

### Culture and Collaboration

- ✓ High quality care culture
- ✓ Multi-professional pre and post registration training
- ✓ 'Stepping into My Shoes' Interchange Offer