

APPENDIX 2

Barts Health Learning Hub

INTRODUCTION

1. East London is an area with high unemployment and low skills. Compared to a London average of 23% of adults being economically inactive, 29% of Tower Hamlets residents are economically inactive. Correspondingly unemployment rates are higher in Tower Hamlets – 13% compared to the 9% London average¹. The local population is relatively low skilled and less well qualified than the London and national averages. Despite some recent improvements, over 10,000 18-24 years olds are without work in East London. 50% of 19 year olds in Tower Hamlets do not have a Level 3 qualification, and local residents are significantly underrepresented in many areas of the Trust, especially clinical areas such as nursing.
2. The aim of the project is to create a Community Asset that will act as a gateway to members of the local community who want to work in the health and social care sector. The Barts Health Learning Hub would provide a learning resource for Tower Hamlets residents that would support them to be more employable in the sector. The programme that would be offered at the Hub would relate to skills and employment needs at Barts Health and the local health economy. Barts Health NHS Trust is a very large employer in the area and would provide an anchor employer in terms of progression to work. However, the intention would be to develop pathways to employment in other NHS Trusts, Primary Care and ultimately, to social care employers as well, in pursuit of integrated health and social care policy development.

LEARNING HUB PROGRAMME

3. The initial training programme would be taken from the Community Works for Health programme which offers an employment pathway to local residents and includes the following elements:
 - NHS Opportunity Days – Group assessment where residents are offered Information Advice and Guidance
 - Pre-employment training
 - Work Placements

¹ NOMIS March 2013 figures

Over 500 residents will be engaged through the programme in 2013/14 and an estimated 150 of these will obtain work at the Trust. In addition, the CWfH pathway offers a route into apprenticeships, including clinical and non-clinical roles. A target of 150 apprentices has been set for 2013/14 and cohorts have started in HCA, Theatre, Estates and Facilities and a range of administrative and support areas. A parallel programme would be established with the Trust's contractors for Facilities Management training which would incorporate pre-employment training, apprenticeship and skills development training for the main trades of staff who keep the infrastructure of the Trust going, including portering, catering, cleaning, security and sterile services.

ENHANCED PROGRAMME

4. A major review of careers pathways from apprenticeship level to Band 4 is currently underway and being delivered in partnership with Skills for Health. One product of this will be clearer careers pathways with defined gateways at each point. This will help direct priorities in terms of B1-4 training. Eligible existing staff are already able to benefit from the advanced apprenticeship programme.

5. The creation of a learning hub will create the capacity to improve the quality of the existing provision by providing dedicated space with up to date ICT and equipment. However and more importantly the Learning Hub will allow the scaling up of the programme and a widening of its scope.

6. Examples of new courses would include
 - Work it Out (Support with functional and IT skills for potential staff who do not pass at Level 1)
 - Similar support for existing staff, including contracted out staff with poor functional and IT skills
 - In house apprenticeship training
 - In house skills training to enable progression along skills pathways
 - Assessor training
 - Facilities Management centre of excellence programme

Table A provides an indication of the growth in numbers that could occur through the project, and as noted, this would be matched by similar improvements in quality

Category of Learners*	Learner numbers before project [1]	Learner numbers after project [2]	Change in learner numbers = [2-1]
Adult Skills Classroom based	75	250	175
Apprenticeships	75	150	75
Existing staff	75	200	125
Total	225	600	375

* Examples of categories include, but are not limited to, Adult Skills Classroom Based, Adult (19+) Apprenticeships, Adult Skills Workplace, Higher Education and so on.

THE LEARNING HUB

The new facilities would include classroom, skills lab and interviewing rooms with a dedicated reception area. Based on a similar facility at University of Birmingham, around 500 sq. m. would be needed to include 2 x training rooms, 1 x skills lab, an IT learning suite and 3 x interview rooms. Alongside this will be required an open plan office and dedicated office for management. Unless provided nearby, male, female and accessible toilets will be needed along with a break out area where trainees can consume refreshments and work on assignments outside of formal training times. A small kitchen facility would also be required.

MANAGEMENT

The learning hub would be managed initially by staff associated with the Community Works for Health programme, especially the Health Careers Manager, the Community Programmes Manager, the Learning and Skills Coordinator and the Community Employment Coordinator, together with associated administrator. However the full business case for the Hub will set out the potential for increased revenue from external training and employment sources and the consequent use of additional training and employment staff. It is anticipated that this will be a partnership model and so there would be joint use of the facility with other training providers and community organisations. These partnerships, and the development of internal capacity, would lead to the full use of the Hub and its resources.

BUSINESS PLAN

This outline scope would form the basis for a full business plan that would develop option appraisal and economic assessment during November 2013.