



INTEGRATION JOINT BOARD

Date of Meeting	7 th June, 2022
Report Title	Project Search
Report Number	HSCP22.040
Lead Officer	Sandra MacLeod
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Consultation Checklist Completed	Yes
Directions Required	Yes
Appendices	A-Direction to Aberdeen City Council

1. Purpose of the Report

- 1.1. To outline the proposal to fund young people through Project Search, as part of Aberdeen City Health and Social Care Partnership's (ACHSCP) Workforce Plan and commitment to developing the young workforce.

2. Recommendations

- 2.1. It is recommended that the Integration Joint Board:
- a) Instruct the Chief Officer to liaise with colleagues in Aberdeen City Council to progress a joint contract to fund young people through Project Search at a cost of £6,500 per young person (up to a maximum of 6 young people);
 - b) Makes the Direction, as attached at the Appendix to this report and instructs the Chief Officer to issue the Direction to Aberdeen City Council (ACC); and
 - c) Instruct the Chief Officer to explore ACHSCP becoming a host organisation under Project Search and to liaise with both Aberdeen City



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Council and NHS Grampian on the promotion of Project Search as one of the employability options to develop the young workforce in health and social care.

3. Summary of Key Information

- 3.1. Project Search is a licensed programme of support for young people with additional needs to gain skills for employment. Project Search follows a licensed model and has set criteria in place, for instance the age range is between 16 and 24, the project typically is for young people with learning difficulties, disabilities or autistic spectrum conditions, the project has to deliver classroom-based qualifications, job coaching and placement within different job settings to support the development of skills. The project typically runs for 9 months with 3 placements in that time, follows the academic year and is often located in a 'host business' which has a flow of and variety of job roles at entry level such as a hospital setting.
- 3.2. The project started in 2013. In Aberdeen City the project is funded via the Economic Development Section of Aberdeen City Council and is made up of a partnership arrangement with: North of Scotland College providing the academic tutor; Values into Action Scotland providing job coaching; University of Aberdeen being the host business/site for the project; and placements being funded by Aberdeen City and Aberdeenshire Councils which also fund the job coaching support.
- 3.3. Previously, funding was provided for 6 spaces (half of project costs) however prior to 2020, the target group (as per Project Search license/stated requirements) was becoming harder to find. Part of the issue was that the criteria remained tight as per the license and that meant local changes were difficult (e.g., extending the age range).
- 3.4. Given that the Partnership is working on a new Workforce Plan and that part of the Plan will include the importance of working with and developing the young workforce to attract them into a career in health and social care, as well as acknowledging that the Project has a preventative element which would mean that the young people would be provided with life skills which will mean that they are less reliant on ACHSCP services in the future, further



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discussions have been held at a Senior Leadership Team level around the Project.

- 3.5. It is proposed that ACHSCP fund young people through the Project and that the IJB instruct the Chief Officer to liaise with colleagues in the Council to explore whether a joint contract can be arranged for this purpose.
- 3.6. The cost of funding 6 young people through the Project is £40,000 (roughly £6,500 per young person) and as explained above, further discussions with the Council could be held to determine the exact amount of funding that the ACHSCP would spend based on how many young people could be placed in ACHSCP services (up to a maximum of 6 young people).
- 3.7. Given the strategic risk related to the Partnership's workforce (it is currently sitting a Very High on the Strategic Risk Register) it is proposed that Project Search be one of a number of employability opportunities available to young people as well as helping the Partnership attract the next generation of health and social care workers. This would be reflected in the revised Workforce Plan.
- 3.8. It is further proposed that the ACHSCP explore becoming a host organisation under Project Search and work with NHS Grampian, Bon Accord Care and the Council to further promote the opportunities for young people to work in health and social care.
- 3.9. ACC Powers Delegated to Officers includes, at Section 9.1, that the Chief Officer of the Aberdeen City Integration Joint Board (also referred to and known as the Chief Officer of the Aberdeen City Health and Social Care Partnership (ACHSCP)) has delegated authority to facilitate and implement Directions issued to ACC from the IJB, on the instruction of the Chief Executive of ACC and in accordance with the ACC Procurement Regulations. The Direction is outlined at the Appendix to this report.



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4. Implications for IJB

4.1. Equalities, Fairer Scotland and Health Inequality

In terms of equalities, the report promotes the development of young people with learning difficulties, disabilities or autistic spectrum conditions, giving them employment opportunities.

4.2. Financial

As detailed above at Section 3.6, the cost of funding a young person through Project Search is £6,500. Depending on the number of young people that the Partnership could fund (up to a maximum of 6 young people), the maximum total cost in 2022/23 would be £40,000. This funding will come from the Directorate budget. In terms of indirect costs, the young people will require supervision from Partnership staff who will liaise with job coaches in Values into Action Scotland to help progress the individual placements.

4.3. Workforce

It is proposed that Project Search would be one of a number of employability opportunities available to young people to work in the Partnership as well as helping the Partnership attract the next generation of health and social care workers. This would be reflected in the revised Workforce Plan.

4.4. Legal

There are no direct legal implications arising from this report.

4.5. Covid-19

There are no direct Covid 19 implications arising from this report.

4.6. Unpaid Carers

There are no direct implications relating to unpaid carers in this report. However, the preventative nature of the Project will equip the young people



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with life skills which may mean that they will not require as much care at home or in the community which would have a positive impact on unpaid carers.

4.7. Other

There are no other implications that require detailing.

5. Links to ACHSCP Strategic Plan

- 5.1. Developing the young workforce and identifying the next generation of health and social care workers will be reflected in the revised Workforce Plan. The Plan will form part of a number of key documents that underpin the Partnership's overall Strategic Plan.

6. Management of Risk

6.1. Identified risks(s)

The proportion of over 50's working in the Partnership is increasing, therefore there is a risk if initiatives to attract the next generation of health and social care workers are not promoted and explored.

6.2. Link to risks on strategic or operational risk register:



The risk relating to workforce challenges forms Strategic Risk 9 on the IJB's Strategic Risk Register.



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6.3. How might the content of this report impact or mitigate these risks:

The funding of young people through Project Search will help to attract younger health and social care workers into the system, therefore helping to mitigating the workforce risk.

Approvals	
	Sandra Macleod (Chief Officer)
	Alex Stephen (Chief Finance Officer)