

**2022-2025**

**CHESHIRE AND  
MERSEYSIDE TRAINING HUB**

**STRATEGY**

Overview of the 2022 to 2025 business strategy for the Cheshire and Merseyside Training Hub (TH) and our five Locality Training Hubs (LTH). This strategy sets out who we are and what we do.

June 2023



# TABLE OF CONTENTS



**01** Our Mission

**02** Structure

**03** Our Values

**04** Our Model

**05** Objectives & Measures

**06** Progress to date

**07** Leadership Team Responsibilities

**08** Out of Scope

**09** Our Workstreams

**10** Contact Us

# OUR MISSION



"To drive the development of a **skilled, educated, and inclusive primary care workforce**, to meet the evolving needs of the Cheshire and Merseyside population."

## CHESHIRE & MERSEYSIDE TRAINING HUB LEADS

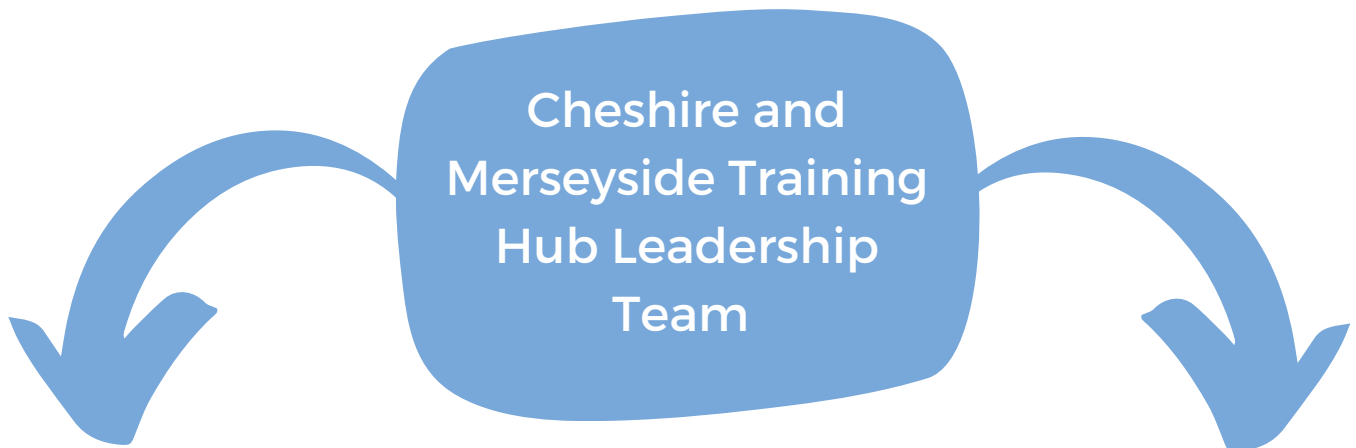


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# CHESHIRE & MERSEYSIDE TRAINING HUB STRUCTURE



## LOCALITY TRAINING HUBS

There are five Locality Training Hubs (LTHs) within Cheshire and Merseyside, designed by alignment to their local Place/ICP. Through the LTHs, the Cheshire and Merseyside Training Hub (CMTH) supports all Primary Care Networks (PCNs) and GP practices with workforce planning, specifically focusing on education, training and learner placements.

Cheshire

The  
Wirral

Liverpool

Sefton,  
Southport  
& Formby

St Helens,  
Knowsley,  
Warrington &  
Halton

# CHESHIRE & MERSEYSIDE TRAINING HUB

# OUR VALUES



## WE INSPIRE...

- by sharing our successes through storytelling
- by challenging thinking to bring about better solutions
- by taking advantage of opportunities to enhance experiences of learners
- by keeping up-to-date with knowledge & innovation

## WE SUPPORT...

- by giving permission to be human and demonstrate our own humility
- within clear boundaries for colleagues & learners
- by providing practical advice to support throughout uncertainty & when the time is right
- those who identify as having protected characteristics with non-judgemental & compassionate behaviour
- learners & colleagues to think beyond the here & now & recognise their dreams

## WE LEAD...

- with authenticity, integrity & openness
- confidently by knowing our followers needs & wants
- by providing air cover to those who need it and carry the necessary risk
- by encouraging others to make their own decisions
- by being approachable & creating rapport & trust through shared experiences - creating safe spaces for learning
- to influence decision making systemically

## WE DEVELOP...

- with open mindsets
- by reflecting & aiming to be self aware
- by trying out new ideas
- by seeking out diverse perspectives to improve leadership & cultures
- programmes to ensure they are sustainable, inclusive & innovative
- by stepping back & create space for ideas to thrive

# CHESHIRE & MERSEYSIDE TRAINING HUB

## OUR MODEL



# OBJECTIVES & MEASURES



A 3 year contract was awarded by HEE to the Training Hub in April 2022; to deliver, co-ordinate and lead high level education and training to primary and community care across the ICS footprint. As set out in HEE's Specification and Operational Guidance document, Training Hubs:



Have a key role in understanding, influencing, supporting, and leading educational interventions around population health needs and health inequalities in their area to address these



Provide advice on workforce planning & training needs analysis, to help find which roles best meet population needs. e.g. actively supporting workforce planning, understanding population health needs and the training needs required to support new care pathways



Help new staff, appointed through the Additional Roles Reimbursement Scheme (ARRS) scheme, embed into roles, for example supporting the roll out of the First Contact Practitioner (FCP) programme



Facilitate and/or deliver opportunities for Continuing Professional Development (CPD) programmes, based on scoping CPD requirements across Primary Care Networks (PCNs)



Provide career support at all stages for all primary care workforce  
Train and, where appropriate, recruit more educators  
Develop and help to keep staff through retention programmes, for example mentoring, and preceptorships



Support practices and PCNs, who are looking to become learning environments, to increase the number of placements for a variety of trainees and students

# PROGRESS TO DATE



Funding was received from HEE in 2019 to deliver workforce programmes at scale across the ICS footprint. Further funding and workstreams have been awarded by NHSE. Key areas of work and successes include:

- Apprenticeships
- Work experience
- Physician Associate placements
- Ongoing development of non-medical roles
- Awarded responsibility for Fellowships, which included CPD funding and enhanced the relationship with NHSE
- Meeting the growing need for workforce planning workshops to support the creation and development of PCNs
- As the Training Hub matured, it had an increasing role in working with stakeholders to shape PCN Learning Environments through new ways of working. This included the introduction of Action Learning Sets (ALS) for wider workforce and the establishment of new roles such as Learning Environment Facilitators.



# CHESHIRE & MERSEYSIDE TRAINING HUB

## LEADERSHIP TEAM RESPONSIBILITIES



Whilst the collaboration between the Locality Training Hubs will remain the main component in how the Training Hub operates, the Training Hub recognises it has a Leadership Team with responsibility for the following functions:

Leadership

Finance

Contract Management

Locality Hub Management

Reporting

Stakeholder Management

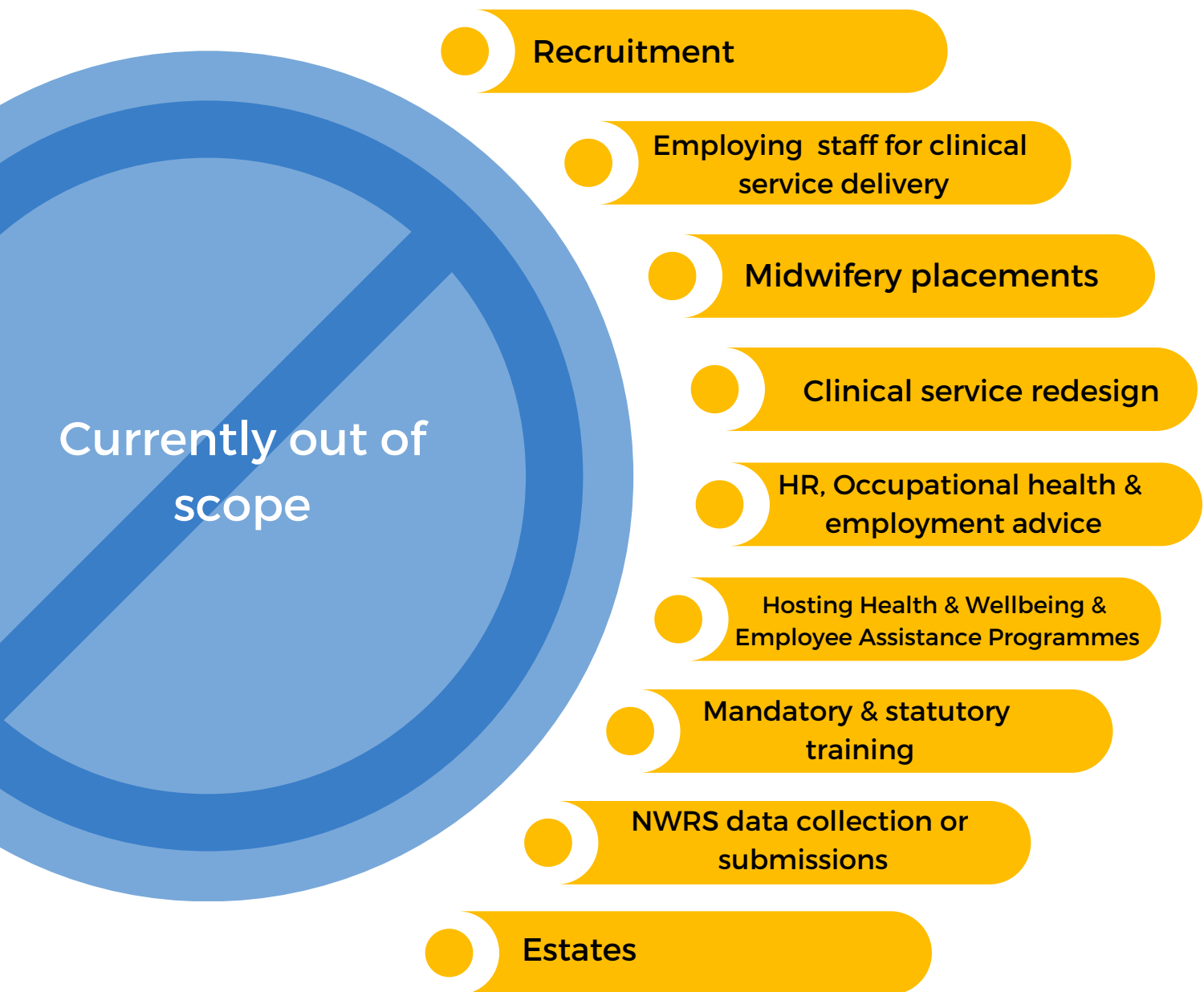
Strategic Planning &  
Evaluation

Communication &  
System Engagement

# OUT OF SCOPE



Due to its unique position within the Primary Care System, along with the experience, skills and expertise of its staff, the Training Hub is often engaged in discussion on a wide range of topics relating to the provision of services and operations but that are outside of its objectives. The Training Hub will continue to operate a policy of giving advice and support wherever it can but the following areas are currently considered out of scope for Training Hub activity.



# CHESHIRE & MERSEYSIDE TRAINING HUB WORKSTREAMS



## WORKFORCE PLANNING

Workforce planning  
workshops

GP career  
conversations

General Practice  
Nurse (GPN) career  
conversations

## PLACEMENTS

Student placements  
(all types) / Unified  
Learning  
Environment (ULE)

Learning  
Environment  
Facilitator (LEF) role

Clinical education  
leads (East Cheshire  
only)

Careers fairs

## LEADERSHIP & SUPERVISION

Mentors Scheme

Action Learning Sets  
(ALS) Primary Care  
Network (PCN)  
ARRS)

ALS (Social  
Prescribing Link  
Worker (SPLW)

Wider workforce  
clinical supervision

Coaching platform

GPN ALS (Clinical  
supervision)

Practice Manager  
advisory team

Primary Care nursing  
development team

# CHESHIRE & MERSEYSIDE TRAINING HUB



# WORKSTREAMS

## EDUCATION & TRAINING

Education /  
Upskilling

GPA

ACP/FCP career

TNA

PM Development

Care navigation

UG Pharmacy  
students

Fellowship GP

Fellowship GPN

GPN Preceptorship

PA Internship

Social Care pilot

## CPD

CPD

Non Medical  
Prescribing (NMP)  
funding

## CMTH INFRASTRUCTURE

Governance

Communication &  
engagement strategy

Locality Hub  
leadership  
development

Finance

EDI Strategy

## APPRENTICESHIPS

Clinical  
apprenticeships

Non-clinical  
apprenticeships

Step into Work  
programme

# CHESHIRE & MERSEYSIDE TRAINING HUB CONTACT US



For Locality Training Hubs:

Cheshire

The  
Wirral

Liverpool

Sefton,  
Southport  
& Formby

St Helens,  
Knowsley,  
Warrington &  
Halton

For the Central Leadership Team:

