

Workforce Transformation: Enablement Champions



What is the Enablement Champion role?

The Enablement Champion is an emerging role for experienced care staff who act as the expert in your team on particular health issues. They will work alongside key health professionals to support the implementation of specific care plans and interventions put in place for your service users. The nature of their specialism will depend on the needs of your service users and could relate, for example, to support provided by healthcare professionals such as psychologists, dieticians, podiatrist and therapists.

Establishing the Enablement Champion role within the team will have a positive impact on your service, with staff being more informed and better aligned with health professionals' interventions for your service users. Services will be more joined up and consistent, improving your service user experience. The new role will also provide great workforce development opportunities for highly valued staff, supporting staff retention, job satisfaction and wellbeing and productivity.

Defining the Enablement Champion role

We believe this role will help to transform the social care workforce and provide highly valued career opportunities for highly valued care staff, as well as

demonstrating how care providers can support more complex service user needs, by closer alignment with the work of health professionals.

We are seeking a small group of care providers who are interested in creating this role by:

- Informing the detailed definition of the job role – what does the role look like? How would it fit in existing care provider staff structures?
- Agreeing the requirements of the job – what knowledge and skills would the post holder require?

We have commitment from the Allied Health Professions (AHP) team within NELFT NHS Trust to support this work, but care provider input is crucial to ensure that role and training programme are 'fit for purpose' – designed by the care sector for the care sector.

Tailoring a training programme to 'grow' Enablement Champions within your team

The job definition and job requirements will inform the development of a training programme that supports selected staff to grow into the Enablement Champion role. We will work with care providers and health professionals to identify training needs and delivery methods and then explore the viability of tailoring the existing Level 4 Senior Practitioner Apprenticeship to reflect our requirements. This will result in a tailored apprenticeship training programme that is fully funded and sustainable¹.

¹The apprenticeship training cost will be covered by Apprenticeship levy funding. Those employers who do not have levy funds will receive a transfer from a local levy paying partner.



The apprenticeship programme will run for 18 months from April 2021 with staff attending classes and learning activities during paid working hours (in line with apprenticeship rules). While design of the programme is part of this project, we expect that apprentices will work closely with AHP partners to support and deliver care plans for service users. Through this collaboration and training, the potential Enablement Champions will become competent in delivery of a number of clinical support skills. This will include understanding the principles of rehabilitation and reablement and specific clinical skills training relevant to their place of work (e.g. nutrition, behaviour management, physical rehabilitation). This training will enable them to provide an enhanced level of care to service users.

Why is this important?

- 1 There has never been a more important time to support the social care workforce. This programme recognises the value of care staff and provides a career development route to a high level, supporting recruitment and retention of high calibre staff. This project provides a workforce transformation opportunity – creating new roles for care workers, enabling care staff to extend their competencies and enhance they provide.
- 2 Care recipients needs are increasingly complex with many living with multiple long-term conditions. Close collaboration between care providers and health services can result in significant improvements for care recipients, increasing their independence and avoidance of acute care.
- 3 COVID-19 has shown how innovative deployment of the workforce can create solutions to increased health and social care demands. AHP capacity is limited and will be further stretched due to the rehabilitation needs of people recovering from COVID-19. This project will increase capacity and consistency of AHP rehabilitation and reablement within care homes in BHR.

What benefits will the Enablement role bring?

- Improved outcomes for service users – potentially reducing individual level of care need and preventing unplanned hospital admission
- Improved collaboration and working with health colleagues, resulting in streamlined and more consistent support for service users
- Increased staff morale, productivity and retention
- Increased flexibility and resilience of care workforce

What will the project involve and what is the timeline?



PHASE 1

- Expressions of interest from care providers – to support the co-design of the apprenticeship and/or host a trainee
- Co design of job role and training programme
- Identification of training provider
- First Enablement Champions enrolled



PHASE 2

- Launch first apprenticeship cohort
- Monitor and provide support to care providers/apprentices
- Evaluate impact



PHASE 3

- Expand and scale-up training opportunity to wider North East London community

Who is funding this?

UCLPartners have provided initial funding to co-design the new role and training programme as part of their Workforce Innovation Fund. The training itself will be funded via apprenticeship levy, with coordination and monitoring funded through BHR CEPN Training Hub. Future cohorts will continue to be funded via apprenticeships with Training Hub support.

This training opportunity is free to care staff where employers are prepared to invest in their learning during working hours. Care Providers who support the initial co-design may be eligible for back-fill compensation.

How can I get involved?

We are seeking interested care providers who:

- Would like to create an Enablement Champion role and put a staff member on the training
- Would like to support the co-design of the Enablement Champion role and the training programme

If you would like further information or are interested in getting involved, please contact the team at

enablementchampions@carecity.org