**Somerset Training Hub**

**Somerset Training Hub Strategy 2022-2025**

Somerset Training Hub’s strategy is to “Equip Somerset’s primary care workforce of today and tomorrow through training, education and innovation”

Somerset Training Hub (STH) is the main organisation supporting the primary care workforce and works with partners to increase its numbers, capacity, skill mix, effect and wellbeing. These benefits can only be maximised if all the providers and professionals, across all sizes of practice and all roles can benefit.

Building on the longer established work of both the Local Medical Committee (LMC) and Somerset GP Education Trust (SGPET), over the past 5 years STH has become fully integrated into all practices and now Primary Care Networks (PCNs). Supporting primary care to play its full part in the development of the Integrated Care System (ICS) and to do so, as it recovers strongly and progressively from the impact of Covid, will create the opportunities for greater integration which STH is ready to achieve.

Integration of the Training Hub is important to ensure that all investment in education and training keeps primary care at the forefront of delivering high quality, holistic, safe, patient care; that the workforce is capable of responding to the changing health needs of the population and that they feel valued, supported, skilled and competent.

Integration into all primary care services is already established and will continue through the diligence of those working in STH, the LMC and SGPET. We are all dedicated to sustaining primary care and have established links with all PCNs and Providers. STH understands and promotes that investment in education and training by employers is key to the development and sustainability of their workforce, without whom they cannot deliver the service expected of them. The Training Hub understands its role in supporting staff through the Transformation of primary care and innovation.

Non-traditional allied health professionals (AHPs) in primary care have made a substantial impact in recent years. The Training Hub plays such an important role in coordinating support and education for AHPs in primary care which enables safer patient care, and recruitment and retention.

Somerset Training Hub will continue to deliver regular education sessions for primary care staff and be a supportive network to address educational needs, provide pastoral oversight, and advise individuals and practice/PCN employers. This has expanded to include other AHPs coming into primary care through the Additional Roles Reimbursement Scheme (ARRS), contributing to an integrated approach where no individual, practice or PCN should feel as if they are working in isolation.

Since being set up in 2015 by Somerset Local Medical Committee, LMC, and Somerset General Practice Education Trust, SGPET, the Somerset Training Hub, STH, has become central to the development of Somerset’s primary care workforce and is involved with all levels of the system. As STH looks to growing the scope, impact and integration of its work enabling the further transformation of the primary care workforce in support of the ICS’s aims to improve population health outcomes and tackle health inequalities.

STH will set out a plan for improving engagement and delivering this strategy.

In doing so it will:

* Set out its objectives towards national and local priorities and expectations
* Engage with all ICS stakeholders and agree priorities
* Analyse current engagement activity to identify strengths, weaknesses and objectives for improvement
* Set out the ways to action, resource, monitor and evaluate, meeting these objectives
* Ensure everyone in the workforce has access to the education required to train, maintain practice, and develop role, career and self
* Ensure the primary care workforce understands the population’s health needs, how the ICS will address them, the role of primary care and how STH will support this
* Support the workforce at all stages of career and across all professional groups
* Invest in leadership and talent
* Protect emotional health and wellbeing
* Ensure every member of the workforce has equal access to opportunities, resources and support
* Support practice and PCN employers and managers
* Ensure the needs of primary care professionals, practices and PCNs are fully understood and supported by other sectors in the ICS
* Be an inclusive organisation where diversity is respected and encouraged

This strategy will be reviewed following engagement with the newly formed Integrated Care Board and ICS Training Hub Oversight Board.