

## Somerset system LTP Action Plan 20-21 on a page

**Our vision:** A vibrant & agile health and social care sector, working together to attract, develop and retain young talent

Foundation work	<p><b>Workforce Planning</b> A single view of the health and social care system workforce where consistent workforce planning approaches creates a shared understanding of immediate workforce needs, demands and future requirements</p>
Cross –cutting themes	<p><b>Equality and Inclusion</b> Mainstreaming throughout all system work; promoting equality, civility, reducing inequality &amp; discrimination</p>
	<p><b>Digital</b> As an enabler, integrated throughout to achieve our vision</p>
Priority 1	<p><b>Talent attraction:</b> Careers in health and social care are effectively promoted</p> <ul style="list-style-type: none"> <li>• Somerset Proud to Care brand</li> <li>• Collaborative career presence (e.g. career fayres, HEI work) marketing and promotion throughout Somerset</li> <li>• Joint EVP: Unified health and social care brand</li> <li>• Volunteering</li> <li>• Work experience</li> </ul>
Priority 2	<p><b>Talent acquisition:</b> Proactive recruitment (based on workforce planning) to address workforce shortages</p> <ul style="list-style-type: none"> <li>• Including nursing &amp; AHP existing programmes, new roles (e.g. in Primary Care), new services (e.g. Integrated Care)</li> <li>• Joint recruitment campaigns</li> <li>• New entry routes via apprenticeships</li> <li>• Shared platforms (e.g. via Proud to Care/Somerset careers website/social media etc)</li> </ul>
Priority 3	<p><b>Talent management:</b> Creating workforce resilience, agility and capability</p> <ul style="list-style-type: none"> <li>• Leadership/talent management</li> <li>• Collaborative bank</li> <li>• Clear career pathways (Somerset Bus)</li> <li>• Health and care curriculum (Academy?)</li> <li>• Integrated training passport</li> <li>• Competency frameworks</li> <li>• Shared coaching and mediation pool</li> <li>• Digital literacy</li> </ul>