

Moving beyond organisational boundaries in Herefordshire and Worcestershire ICS

Herefordshire and Worcestershire ICS is building an ICS Academy to support the health and social care workforce. Its targeted programme of education, learning and development will help them move towards their strategic objective of 'one workforce'.

The Academy model hopes to allow greater cross-system working beyond organisational and professional boundaries; liberating and maximising on the talent already in the workforce and ultimately improving outcomes for people using health and care services across Herefordshire and Worcestershire.

The structure of the Academy – which brings together groups and people from across the system – means that everything is geared towards breaking away from traditional hierarchies and siloes. Adult social care is a core part of the Academy and has been involved throughout the planning of what the Academy will look like and what it can achieve.

While ultimately aiming to build a robust system for cross-sector working, the development of the Academy model has already fostered more connections and relationship-building between different teams, organisations and individuals.

Further information about what the ICS Academy looks like now and in the future is available by contacting Vanessa Roberts, ICS Academy Programme Lead, vanessaroberts1@nhs.net or Kim Sales, ICS Academy Director, kim.sales3@nhs.net.

Some core principles underpin its development and have already helped to meaningfully engage different parts of the system in cross-organisational working.

Focus on skills and development

Herefordshire and Worcestershire ICS Academy is strongly focused on maximising and bolstering skills that exist across the two counties within health and social care.

The makeup of the Academy includes workforce development and education 'faculties' that are at the absolute core of their Academy model. The seven faculties are

