

Outcomes, impact and learning



Overview of actions

The approach delivered measurable gains: improved learner readiness, provider confidence, and care quality. Providers accessed cost-effective training spaces; colleges enhanced reputation and curriculum relevance. Sustained engagement created local talent pipelines, reduced onboarding costs, and positioned care as a skilled, person-centred profession.

What's been achieved

The collaboration has delivered tangible improvements across learners, staff, providers and the wider sector, embedding innovation and raising the profile of adult social care within regional skills planning.

- **Enhanced learner competence** – Students gained hands-on experience in simulated environments and real placements, transforming theoretical knowledge into practical confidence and improving academic performance across multiple subjects.
- **Staff development and wellbeing** – Provider-led sessions strengthened teaching practice, while mindfulness initiatives improved emotional resilience, benefiting staff both professionally and personally.
- **Curriculum alignment** – Provider input shaped assessment briefs and delivery priorities, ensuring infection control, documentation and care protocols mirrored workplace standards rather than outdated theory.
- **Organisational reputation** – Providers and colleges built credibility as sector leaders, showcasing innovation through immersive facilities, VR technology and structured engagement forums.
- **Expanded training access** – Care organisations accessed advanced facilities for induction and refresher training, reducing costs and improving compliance.

What impact has this had?

These achievements have created measurable benefits for learners, providers and service users, while strengthening collaboration and positioning care as a skilled, person-centred profession.

- **Improved workforce readiness** – Learners enter employment prepared for real-world challenges, reducing onboarding time and increasing retention.
- **Better care outcomes** – Service users receive more compassionate, holistic support from staff trained to address physical, emotional and spiritual needs, improving overall wellbeing and satisfaction.
- **Provider efficiency gains** – Access to college facilities for training reduces induction costs, accelerates compliance and enhances staff confidence in using advanced equipment and protocols.
- **Dynamic feedback loops** – Co-delivery and curriculum endorsement by providers ensure continuous alignment with current practice, reducing the ‘translation gap’ between education and employment.
- **Incremental wins** – Share examples of deeper engagement, such as providers reviewing and approving assignment briefs rather than focusing only on getting large numbers of attendees.
- **Raised profile of social care within North West London systems** – Stakeholders increasingly convene social-care-only events and position providers as co-designers of pathways, not just placement hosts.
- **Faster access to practical placements** – Regular, direct communication and support from network chairs help providers with vacancies move quickly from showing interest to offering a placement.

Going forward together

Sustaining momentum requires systemic support, deeper partnerships and practical tools that make collaboration routine and meaningful for all stakeholders

- **Embed long-term engagement** – Move beyond one-off initiatives to structured, recurring forums and placement models that maintain trust and create a steady pipeline of skilled staff.
- **Strengthen leadership development** – Focus on emotional intelligence, resilience and community engagement alongside technical skills to prepare future managers for the complexities of care.
- **Streamline collaboration tools** – Introduce reflection sheets, simplified processes and shared planning templates to reduce administrative burden and make engagement practical for providers.
- **Policy and funding alignment** – Advocate for sustained investment in placements, joint initiatives and flexible models that support smaller providers and maintain sectors.

“Some providers say it’s too much work to support students, but they’re missing out on fresh perspectives and the chance to shape future care.”

Falguni Sanghvi, Operational Care Manager, Swan Care Group Ltd





Key learning

“Don’t over-promise. Be upfront about constraints like funding end dates. Incremental steps – starting with specific training sessions or curriculum reviews – are more credible than sweeping pledges.”

Kelly Ocloo, Assistant Principal and Sector Subject Area Lead for Health and Social Care, HRUC

Building trust and achieving meaningful engagement requires transparency, incremental progress, and a shift from counting attendance to cultivating deep, reciprocal partnerships that deliver measurable workforce outcomes.

- **Transparent collaboration** – Trust grows through clarity and modest promises. Communicating constraints (e.g., time-limited funding) and explaining conditions for facility access avoids over-promising and builds credibility.
- **Incremental progress** – Small, practical steps such as joint training sessions or curriculum reviews are more effective than sweeping pledges, creating early wins that compound into long-term commitment.
- **Shared resource use** – When providers repeatedly return for joint training or CPD sessions, it signals trust and mutual benefit, strengthening alignment between education and practice.

