



Welcome to the second issue of the London Region Newsletter which focuses on what Skills for Health is doing in and around London.

In this issue, we're looking at learning and workforce development and how competences can help employers in service and education design.

Maximising key skills through Lifelong Learning

Lifelong learning is a worldwide phenomenon. In the UK, it's becoming increasingly recognised as a powerful means of delivering vocational learning in a way that supports employers and strengthens their business.

Skills for Health is working with the Lifelong Learning Networks (LLNs) in London, four of which are specialising in health, to address issues around key skills shortages. One such organisation is the West London Lifelong Learning Network, (WL LLN). They are helping

organisations to embrace flexible vocational learning for employees.

Digby Ingle, Health and Social Care Sector Coordinator for WL LLN is firmly in support of vocational education through flexible learning.

'Health training in London represents around one sixth of all training spend in England and for this reason, it's vital that learning packages are delivered in a way that can meet employer, employee and service need.

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Improving cancer education

The Royal Marsden School of Cancer Nursing and Rehabilitation, together with other acute trusts from the South West London Cancer Network, have been looking at a competence approach to education and workforce design to support the provision of cancer treatment.

The network partners are working on a project to help employers identify competences required by nurses who give chemotherapy to cancer patients. They are mapping these competences against the existing module "Caring for the Patient Along the Chemotherapy Journey".

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Maximising key skills through Lifelong Learning

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Awards that can be transferable, fit for purpose, fit for award and fit for practice are the driving force behind the work of LLNs,' says Digby.

A Pan London Collaboration has recently been formed by four London LLNs, to run a demonstration site for the health sector, thanks to funding from Skills for Health. The funding has been matched by NHS London (London's SHA) with further contributions from the LLNs themselves. The project aims to extend the competence base of the London healthcare workforce. At its heart are awards co-developed by

employers and LLN partners in the college and university sectors.

The project will target areas such as Accreditation of Prior Experiential Learning (APEL) and Continuing Professional Development (CPD). It aims to showcase best practice, raise awareness, share understanding, and align its work to the Skills for Health competence framework, Knowledge and Skills Framework and other major workforce agendas.

Skills for Health is building on this work by promoting flexibility of delivery, employer demand led qualifications and depth and breadth of learning. For example,

by organising study time so that people can step on and off modules throughout their career, and recognising depth and breadth of knowledge so that modules are role linked rather than subject linked, employers can help their employees progress at their own pace.

For more information on Lifelong Learning and how it could help your organisation harness the best of its employees, contact Dr Paul Blakeman (Skills for Health Programme Manager - Higher Education) at paul.blakeman@skillsforhealth.org.uk.

London LMI

The Labour Market Intelligence Manual for London has just been published by Skills for Health. It is the first of nine reports that will be produced for all of the English regions. They are designed to give a comprehensive picture of the local Labour market, highlighting key workforce issues for the healthcare sector in the region.

Key highlights for London include:

- 1/4 million people employed in London's healthcare sector
- 7,243 SMEs and 6,289 Health & Well-being Charities
- 190,417 people employed in NHS Trusts, PCTs and Health Authorities
- London's universities and colleges attract £90 million of research funding from overseas
- 5 LLNs (Lifelong Learning Networks) in London, 4 specialising in Health
- Challenges for retaining older members of workforce and preventing 'brain drain'

The report brings together data from numerous areas, including The Office of National Statistics, LSC, and the NHS Information Centre and should provide a useful resource for anyone interested in understanding the healthcare sector at a regional level.

See www.skillsforhealth.org.uk for further details.

Improving cancer education

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This module is frequently studied on its own but it is also part of the Royal Marsden School's Diploma in Cancer Nursing / Cancer Care.

The network partners held a workshop with help from Skills for Health looking into the use of competences and how they can be used in role design and workforce planning.

They mapped the competences against the module which was then updated to take account of the competences.

The first cohort of learners started on the module in June 2007, and an evaluation will be undertaken in September into how the revised training and education has affected work outcomes and patient experience. Due to the sensitivities around the patients involved, the project has needed a creative approach to patient evaluation. The partners anticipate a successful outcome where the updated module will be more responsive to the needs of the workforce and ultimately enhance patient care.





Learning for Work – unique recruitment for healthcare workforce

Learning for Work is a unique and innovative approach to community recruitment and training which is helping to fill frontline NHS jobs at Hammersmith Hospitals NHS Trust.

“Learning for Work, funded by the London Development Agency, aims to recruit and retain quality staff in bands 1-4 from the local population,” explains Jonathan West, head of vocational development at the Trust.

The role most often recruited to through the programme is Trainee Nursing Assistant. The secret to the success of Learning for Work is matching the right people to the right jobs, with targeted one to one help.

The early results speak for themselves. “Over 100 members of staff at our hospitals have been employed through the initiative and we have provided training to hundreds more,” says Jonathan.

One success story is that of Ronn Musni, a trainee nurses assistant working on the emergency acute ward at Charing Cross, who was employed through the initiative. Ronn explains, “This is my first job; I’d been applying for other roles but didn’t get far because of lack of experience and

UK qualifications. The Learning for Work programme gave me the confidence and belief I could get the job. It was also a real advantage in starting my NVQ.”

To find out more about the Trust’s work, email learningforwork@hhnt.nhs.uk.



Health ambassadors

Skills for Health is looking for more healthcare professionals to become Health Ambassadors giving young people the inside track on rewarding careers across the sector.

Working in partnership with schools and colleges in London and AimHigher, the specially trained ambassadors explain the breadth and variety of career opportunities in the healthcare workforce that are available to young people.

The scheme will play a major part in supporting the Applied Learning aspects of the new Society, Health and Development Diploma for 14-19 year olds. For more details email Jon Parry on JParry@RVC.AC.UK or phone 0207 4685219.

“rewarding careers across the sector”

Shared learning forum

Sometimes we all need to bounce ideas off another person, especially when they understand the same work agendas and targets as you.

It’s this shared understanding that helps to make the North West London Learning and Development (L&D) Forum such a success. The group has been breaking down organisational barriers between local employers and FE Colleges to encourage peer networking, staff development and closer partnerships.

The group, which was originally formed under the North West London SHA, has set its sights on finding ways of achieving cost savings and opening up more development opportunities for staff.

One major piece of work centres on a ‘Training Passport’ which employees can use to record their training as they progress in their career. Crucially it means the employee won’t need to repeat training as they move from Trust to Trust, if the employer is part of the scheme.

‘The forum is a critical way of keeping up to date’, says Rachel Abraham, Assistant Director of Organisational Development, North West London Hospitals NHS Trust. ‘It’s also a huge form of peer support and has led to much joined up working.’

The group plans to expand its work with a pan London L&D forum in the future. For more information, email Amanda McEvoy on Amanda.Mcevoy@St-Marys.nhs.uk

About Skills for Health

Skills for Health is the Sector Skills Council for the UK health sector (the National Health Services, independent healthcare providers and voluntary organisations). Our purpose is to help develop solutions that can deliver a skilled and flexible workforce to improve health and healthcare.

Coming Up Next Issue

- Apprenticeships
- National Demonstration Sites
- The Workforce Survey
- The LEAP Project

Get In Touch

If you have an item for a future issue or you'd like to tell us what you think of our newsletter, please get in touch. Email Richard Cresswell at richard.cresswell@skillsforhealth.org.uk

Events

SSA Workshops 25th July at RIBA and 1st August at the Brit Oval
Events for Employers, Trades Unions and other partners looking at draft SSA for London.

Meet the London Skills for Health team



Kathy Tyler

Regional Director London

"My career to date includes policy development and implementation, professional education and workforce development. I have a particular interest in personal and organisational change."



Oluyinka Idowu

Regional Manager London

"I am a medical doctor with general practice training background and have spent time project managing the New Deal for junior doctors, and worked for the Modernisation Agency in the Changing Workforce Programme and New Ways of Working Team."



Carol Pryce

Sector Education Business Manager

"My remit as Sector Education Business Manager in London is Employer Engagement with the Society Health and Development Diploma. My background is Nursing and Midwifery, with 14 years in recruitment and management."



Richard Cresswell

Regional Administrator

"I'm the centralised contact in Solihull co-ordinating conferences, events and meetings on behalf of the other team members along with any administration support they may require."

Jargon buster

The three new departments set up by the Prime Minister on the 28th June 2007 will replace the Department for Education (DfES) and the Department of Trade and Industry (DTI). These are the Department for Children, Schools and Families (DCSF), the Department for Innovation, Universities and skills (DIUS) and the Department for Business, Enterprise and Regulatory Reform (DBERR).

DCSF - the Department for Children, Schools and Families is responsible for improving the focus on all aspects of policy affecting children and young people, as part of the Government's aim to deliver educational excellence. The new structure focuses on demographic and socio-economic change; developing technology; and increasing global competition.

DBERR - the Department for Business, Enterprise and Regulatory Reform leads work to create the conditions for business success through competitive and flexible markets that create value for businesses, consumers and employees. It drives regulatory reform, and works across Government and with the regions to raise levels of UK productivity.

DIUS - the Department for Innovation, Universities and Skills brings together functions from the former Department of Trade and Industry, including responsibilities for science and innovation, with further and higher education and skills, previously part of the Department for Education and Skills. Its aim is to bring together the nation's strengths in science, research, universities and colleges to build a dynamic, knowledge-based economy.

Lifelong Learning Networks – also known as LLN. Lifelong Learning Networks (LLNs) aim to improve the coherence, clarity and certainty of progression opportunities for vocational learners into and through higher education.

Skills for Life – this is the national strategy for improving adult literacy and numeracy skills. Also sometimes known as LLN.



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Skills for Business is an employer-led network consisting of 25 Sector Skills Councils and the Sector Skills Development Agency. Through labour market intelligence, the identification of skills needs at all levels and its influence on the UK's education and learning infrastructure, the network aims to increase productivity in business and public services.