

Skilled for the Future:

A Strategy for Developing Qualifications Solutions
for the Health Sector

Action Plan for England: August 2011- July 2013

This Action Plan sets out the responsibilities, partners, timescales and deliverables for the actions that are required to achieve the strategic objectives described in *Skilled for the Future: A Strategy for Developing Qualifications Solutions for the Health Sector*. This Action Plan is for England and should be read alongside the full **strategy document**; readers may also wish to consider the relationship between this Action Plan and those for **Scotland, Wales and Northern Ireland**.

This Action Plan is published at a time of change in skills and health policy and Skills for Health commits to regular review of the Plan and revision where necessary.

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Secure qualifications development to fill gaps resulting from the transition of NVQs in Health to the QCF	<ul style="list-style-type: none"> • Articulate gaps identified by the sector • Facilitate business case development between the sector and Awarding Organisations. • Support unit and qualifications development, including appropriate support for inclusion in regulatory frameworks. 	Revised occupational competence qualifications for the health sector At July 2011 these include: <ul style="list-style-type: none"> • Decontamination • Renal care • Maternity & paediatrics • Phlebotomy • Digital imaging • Mammography • Blood Donor Support 	April 2012	Revision of these qualifications is dependent on the sector being able to articulate a significant enough market through which an Awarding Organisation will be assured of a robust business case.	<ul style="list-style-type: none"> • Awarding Organisations • Professional bodies eg Society of Radiographers • Employer organisations eg NHS Blood and Transplant
Review occupational competence qualifications	<ul style="list-style-type: none"> • Work collaboratively with awarding organisations to develop a plan to commence unit review by April 2012 • Qualifications reaccreditation will not complete until December 2013 	Review plan based on collaborative working Reviewed units Revised qualifications structure	July 2013		Employer representation Awarding Organisations

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Secure development of an Apprenticeship framework and its component qualifications for the Mental Health Support Worker role	<p>Support the sector to articulate the role.</p> <p>Facilitate business case development between the sector and Awarding Organisations.</p> <p>Support unit and qualifications development through appropriate support for inclusion in a regulatory framework.</p> <p>Quality assure and assess the Apprenticeship framework for SASE compliance.</p> <p>Issue a SASE compliant Apprenticeship framework</p> <p>Recommend the qualification and Apprenticeship framework for public funding</p>	<p>Mental Health occupational competence qualification accredited to the QCF</p> <p>SASE compliant Apprenticeship Framework</p>	January 2012	Development of this qualification and Apprenticeship framework is dependent on the sector being able to articulate a significant enough market through which an Awarding Organisation will be assured of a robust business case.	<p>Awarding Organisations</p> <p>Mental health employers</p>
Secure the development of Continuing Professional Development qualifications for the Assistant Practitioner	<p>Articulate gaps identified by the sector</p> <p>Facilitate business case development between the sector and Awarding Organisations.</p> <p>Support unit and qualifications development, including appropriate support for inclusion in regulatory frameworks.</p>	Units and qualifications at levels 4 and 5	July 2013	Development of these qualifications is dependent on the sector being able to articulate a significant enough market through which an Awarding Organisation will be assured of a robust business case.	<p>Employer representatives</p> <p>Awarding Organisations</p>

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Develop, issue and evaluate a Higher Level Apprenticeship framework for the Assistant Practitioner using existing Foundation Degrees	<ul style="list-style-type: none"> • Invite declarations of SASE compliance from HEIs • Develop a SASE compliant Apprenticeship framework at Level 5 • Quality assure and issue the Apprenticeship Framework • Evaluate its use and uptake 	Level 5 Apprenticeship for an Assistant Practitioner Data on the uptake and use of the framework	July 2013	Development of this Apprenticeship is dependent on HEIs submitting declarations of SASE compliance. The end form of the Apprenticeship and its scope of application across Assistant Practitioners is dependent on how the Foundation Degree can be fitted to meet the SASE.	Department of Health HEIs
Secure development of occupational competence qualifications and Apprenticeship frameworks for the ambulance sector	<ul style="list-style-type: none"> • Work with employers in the independent ambulance sector to define roles • Work with employers in the NHS ambulance services to define roles at Skills for Health Career Framework level 3 • Facilitate business case development between the sector and Awarding Organisations. • Support unit and qualifications development, including appropriate support for inclusion in regulatory frameworks. • Develop a Higher Level Apprenticeship framework for the Paramedic role • Quality assure and assess the Apprenticeship frameworks for SASE compliance. • Issue SASE compliant Apprenticeship frameworks • Recommend the qualification and Apprenticeship frameworks for public funding 	Occupational competence qualifications for the independent and NHS ambulance sectors SASE compliant Apprenticeships	July 2013	This is a large programme of work which is dependent on Skills for Health securing funding.	Employer representatives Awarding Organisations HEIs Professional bodies

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Review National Occupational Standards for Infection Prevention and Control	<ul style="list-style-type: none"> • Convene stakeholder groups and secure project governance arrangements • Consult with sector • Draft NOS • Submit to UKCES for Approval 	Revised National Occupational Standards for Infection Prevention and Control	January 2012	Gaining Approval for these NOS will be dependent on securing adequate and appropriate sector engagement in England	
Review suite of Health & Social Care (HSC) National Occupational Standards	<ul style="list-style-type: none"> • Work in partnership with Skills for Care & Development • Ensure adequate and appropriate consultation with the health sector in England 	Revised HSC National Occupational Standards	March 2012	Gaining Approval for these NOS will be dependent on securing adequate and appropriate health sector engagement in England	Skills for Care & Development
Review suite of Dental Nursing and Dental Technology National Occupational Standards	<ul style="list-style-type: none"> • Convene stakeholder groups and secure project governance arrangements • Consult with sector • Draft NOS • Submit to UKCES for Approval 	Revised Dental Nursing and Dental Technology National Occupational Standards	July 2012	Gaining Approval for these NOS will be dependent on securing adequate and appropriate sector engagement in England	General Dental Council
Revise Apprenticeship in Dental Nursing	<ul style="list-style-type: none"> • Ensure that occupational competence qualifications reflect any changes to the NOS and enable learners to register with the GDC as a Dental Nurse • Revise and issue SASE compliant Apprenticeship framework 	Revised Dental Nursing qualification and Apprenticeship framework	December 2012		Awarding Organisations

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Review suite of Mental Health National Occupational Standards	<ul style="list-style-type: none"> • Secure sponsor • Convene stakeholder groups and secure project governance arrangements • Consult with sector • Draft NOS • Submit to UKCES for Approval 	Revised Mental Health National Occupational Standards	March 2013	This review will be dependent on the outcomes of the UKCES Universal Services Project and securing a sponsor. Gaining Approval for these NOS will be dependent on securing adequate and appropriate health sector engagement in England	Department of Health
Secure inclusion of units for Healthcare Sciences in other sector qualifications	<ul style="list-style-type: none"> • Work collaboratively between healthcare scientists and other SSCs 	Science related qualifications including units applicable to Healthcare Science	July 2013		SEMTA Cogent
Secure development of an occupational competence qualification and Apprenticeship framework for the Health Informatics community	<ul style="list-style-type: none"> • Support the sector to articulate the informatics roles. • Facilitate business case development between the sector and Awarding Organisations. • Support unit and qualifications development through appropriate support for inclusion in regulatory frameworks. • Develop a SASE compliant Apprenticeship framework which will drive a quality Apprenticeship 'programme' for the sector • Issue the SASE compliant framework • Recommend the qualification and Apprenticeship framework for public funding 	Health Informatics occupational competence qualification accredited to the QCF SASE compliant Apprenticeship Framework	December 2011	Development of this qualification and Apprenticeship framework is dependent on the sector being able to articulate a significant enough market through which an Awarding Organisation will be assured of a robust business case.	NHS Connecting for Health Awarding Organisations

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Re-design Apprenticeship frameworks to create an Apprenticeship programme which is valued by employers and learners as the baseline standard for the support workforce	<ul style="list-style-type: none"> • Seek funding source to sufficient to secure a 2-3 year programme of activity • Undertake a series of sector engagement activities to: <ul style="list-style-type: none"> • improve understanding of the purpose of Apprenticeships • increase ownership of the agenda by health sector employers, trades unions and professional bodies • improve understanding in the value of re-designed Apprenticeships in meeting skills gaps • Review the roles for which Apprenticeship frameworks are currently available • Work with Awarding Organisations and HEI's to review and revise the component qualifications of all levels of Apprenticeship frameworks specifically to support the notion of the Apprenticeship programme • Engage employers and other stakeholders in developing the wider aspects of the Apprenticeship programme to ensure that is fit for purpose, drives up quality of provision and sets out a clear ambition for the use of Apprenticeships within the sector 	<p>Fit for purpose Apprenticeship frameworks</p> <p>Implementation plans (for year 3)</p> <p>Evaluation plans (for 2014 onwards)</p>	August 2013	<p>Re-designing Apprenticeships frameworks is dependent on Skills for Health securing a 2-3 year funding stream. It is also dependent on securing initial interest and commitment from the sector and Awarding Organisations at a time of change for both parties.</p> <p>Successful implementation will in part be dependent on the successes of a National Skills Academy for health.</p>	<p>Department of Health</p> <p>National Apprenticeship Service</p> <p>Sector employers</p> <p>Professional bodies</p> <p>Trades Unions</p> <p>Local Education and Skills Networks</p>
Establish working relationships with Health Education England and Local Skills Networks	<ul style="list-style-type: none"> • Build contacts through local and national leads as new organisations emerge 	Understanding of roles and responsibilities	July 2013	This action is dependent on the new organisations being established	

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