

Skilled for the Future:

A Strategy for Developing Qualifications Solutions
for the Health Sector

Action Plan for Wales: 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 Wales 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, England 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 'support' for inclusion in the appropriate regulatory framework. 	<ul style="list-style-type: none"> • Revised occupational competence qualifications for the health sector <p>At July 2011 these include:</p> <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.	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 	<ul style="list-style-type: none"> • 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
Issue Apprenticeship frameworks compliant with the Specification of Apprenticeship Standards (Wales)	<ul style="list-style-type: none"> • Seek approval of Issuing Authority on a statutory basis from Welsh Government Minister • Amend or revise frameworks issued on a non-statutory basis prior to statutory issuing 	<ul style="list-style-type: none"> • SASW compliant Apprenticeship frameworks 	July 2012	Issuing SASW compliant frameworks will be dependent on final publication of SASW and on Skills for Health statutory designation as the Issuing Authority for the health sector in Wales	
Reduce duplication of provision between the QCF and the QALL pillar of the CQFW	<ul style="list-style-type: none"> • Liaise with employers to raise understanding of how local contextualisation of QCF provision can be applied to the learning programmes. 	<ul style="list-style-type: none"> • Less complex qualifications landscape for employers 	August 2013		Health sector employers Awarding Organisations Welsh Government Education and Skills (CQFW), NLIAH
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 	<ul style="list-style-type: none"> • 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 Wales	

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
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 Wales 	<ul style="list-style-type: none"> • Revised HSC National Occupational Standards 	March 2012	Gaining Approval for these NOS will be dependent on securing adequate and appropriate health sector engagement in Wales	Skills for Care & Development including Care Council for Wales
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 	<ul style="list-style-type: none"> • 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 Wales	General Dental Council
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 	<ul style="list-style-type: none"> • Revised Mental Health National Occupational Standards 	July 2013	<p>This review will be dependent on the outcomes of the UKCES Universal Services Project and securing a sponsor.</p> <p>Gaining Approval for these NOS will be dependent on securing adequate and appropriate health sector engagement in Wales</p>	Welsh Government

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
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 SASW compliant Apprenticeship framework 	<ul style="list-style-type: none"> • Revised Dental Nursing qualification and Apprenticeship framework 	December 2012		Awarding Organisations
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 support for inclusion in the QCF. • Develop a SASW compliant Apprenticeship framework which will drive a quality Apprenticeship 'programme' for the sector • Issue the SASW compliant framework 	<ul style="list-style-type: none"> • Health Informatics occupational competence qualification accredited to the QCF • SASW 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 Wales Informatics Service Awarding Organisations

Objective	Actions <i>Skills for Health will:</i>	Deliverables	By when	Dependencies	Partners and Stakeholders
Design/ Re-design Health occupations Apprenticeships 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: • 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 	<ul style="list-style-type: none"> • Fit for purpose Apprenticeship frameworks • Implementation plans (for year 3) • Evaluation plans (for 2014 onwards) 	August 2013	Re-designing Apprenticeships 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.	Welsh Government Health Department Welsh Government Education and Skills Department Sector employers Professional bodies Trades Unions
Redesign the Welsh Baccalaureate to ensure it is fit for purpose for the health and care sectors	<ul style="list-style-type: none"> • Work in partnership with Care Council for Wales and sector representatives and Awarding Organisations to redevelop component qualifications 	<ul style="list-style-type: none"> • Redesigned Welsh Baccalaureate 	July 2013	The redesign of the Welsh Baccalaureate is dependent on the development of policy direction in Wales and work will not commence until this is clearer.	Welsh Government Care Council for Wales Awarding Organisations Employer representatives

Os hoffech chi ddarllen y ddogfen hwn yn Gymraeg anfonwch neges e-bost at info@skillsforhealth.org.uk (If you would like to read this document in Welsh please e-mail info@skillsforhealth.org.uk)

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Skills for Health (Head Office)

Goldsmiths House
Broad Plain
Bristol BS2 0JP

Tel: 0117 922 1155

Fax: 0117 925 1800

E-mail: qualifications@skillsforhealth.org.uk

Website: www.skillsforhealth.org.uk