

Pre-employment Programme Information for Training Providers

Skills for Health's Sector Skills Assessment for 2011 suggests that the sector is entering a period of unprecedented change. Current information suggests that there will be limited growth in the sector over the short to medium term; however it is very important to recognise that the sector currently has large numbers of employees, across all occupations, that are due to retire. The number of people retiring across the UK between 2007 and 2017 is estimated at 900,000 people.

It is envisaged that these retirements will create 'demand' for new employees and will include those in the caring personal services. It is also likely that the health sector will develop staff internally, which will in turn; create a further increase in entry level opportunities.

With this significant challenge comes a significant opportunity. The number of entry level roles, such as those in housekeeping, medical records and estates, is set to grow at a time when overall employment is set to fall. Therefore the issue becomes one of ensuring that individuals are aware of the opportunities within the sector and have the relevant skill set to ensure success.

The Health Sector Pre-Employment Programme

The Health Sector Pre-Employment Programme, developed in partnership by Skills for Health and Jobcentre Plus and in consultation with employers, is a 5-8 week programme, with the option of a work placement, written and developed specifically for the sector. It is designed to be a progression pathway to Level 2 vocational qualifications and health sector apprenticeships, as well as a route into employment in the sector

The programme contains learning outcomes and assessment criteria in the form of small, manageable units with recommended guided learning hours, together with guidance notes for tutors and learners. Individual providers will then be able to select units and deliver the programme in the most effective and flexible way to meet employer and learner needs. The units are written in QCF compatible format and are mapped to the NHS Knowledge and Skills Framework (KSF) and the health sector National Occupational Standards.

Potential recruits will be made aware of the programme by their Jobcentre Plus Advisor. The programme will also help the recruits to gain vital employability skills, map their future career pathways and give them the information they need to take the first step into employment in the health sector. Recruits need to already be at Entry Level 3/Level 1 in literacy and numeracy to take full advantage of the programme.

What will be provided?

The Health Sector Pre-Employment Programme has been written to specific and definable learning outcomes with clear assessment criteria and provider guidance. Learning resources are available separately which will include lesson plans, PowerPoint slides, targeted workbooks, an individual learning plan and example timetables for delivery. All materials will be cross referenced to the numbered learning outcomes and assessment criteria. **For further information** and queries please contact us through pre-employment@skillsforhealth.org.uk