

Memorandum of Understand
between
Healthcare Sector Skill Council (India)
and
Skills for Health (UK)

A. Partners to the Memorandum

The Healthcare Sector Skill Council is a not-for-profit organization registered under the Societies Registration Act 1860 in India. The Council has been promoted by Confederation of Indian Industry (CII), National Skills Development Corporation and leading Healthcare Industry leaders representing both public and private sector.

The key objective of the Council is to create a robust and vibrant eco-system for quality education and skill development in allied healthcare & paramedics in India. The Council is in the process of developing National Occupational Standards for various job-roles in allied healthcare & paramedics, identifying skill-gaps, designing courses & curriculum and putting-in place an Assessment, Accreditation and Certification Mechanism for training institutes and trainees.

Skills for Health is the UK's leading authority on skills development for the whole of the healthcare workforce. It is a not-for-profit organisation and registered charity representing employers and licensed by government as the UK Skills Council for the healthcare sector. Skills for Health develops and maintains all the healthcare national occupational standards, provides expert advice and a range of practical workforce and organisation development solutions to improve the productivity, quality and efficiency of healthcare including;

- **skills identification**, through national and local labour market intelligence, research, core skills training framework, workforce review and learning needs analysis
- **skills development**, through leadership development programmes, workforce planning skills development programmes, E-learning and the design, delivery and certification of apprenticeships
- **skills deployment** through care pathway analysis, design of new roles, workforce planning, organisational development and an electronic doctors rostering service.

Skills for Health provides services to government bodies and healthcare employers in the UK and internationally to increase the effectiveness and efficiency of the healthcare workforce.

B. Background

The **Healthcare Sector in India** has grown rapidly over the last decade. The spending on healthcare has roughly increased from US\$ 23 billion in 2001 to US\$ 60 billion in 2010. According to estimates, the sector is expected to double its size to US\$ 100 billion by 2015.

While the healthcare sector has a huge potential, the shortage of a skilled workforce has gradually started affecting the growth prospects and is becoming one of the major challenges that the sector is confronting with.

The Healthcare Sector Skill Council (HSSC) is aimed to make a step change in the quantity and quality of skilled manpower for the healthcare sector. In order to bring about a change in the education and training eco-system for allied healthcare and paramedics, the HSSC has committed to:-

- Create National Occupational Standards
- Establish an effective Assessment, Accreditation & Affiliation Process
- Establish a National Academy of Excellence
- Establish a Labour Market Intelligence System & Job Portal

Skills for Health – the Health Sector Skill Council in UK, has been engaged in developing and promoting occupational standards in healthcare for the last 10 years. Skills for Health not only has a rich ecosystem of engaging industry and other stakeholders to build consensus / industry support for occupational standards but has also developed several products / services to serve industry better - at the same time making Skills for Health financially self-sustainable.

This MoU between Healthcare Sector Skill Council and Skills for Health has been facilitated under the overall framework for UK India Education Research Initiative (UKIERI).

In November 2010, a MoU was signed between Ministry of Human Resource Development of the Government of India and the Department for Business, Innovation and Skills on behalf of the Government and the Devolved Administrations of the UK including Northern Ireland, which sets out the framework for UK India Education Research Initiative (UKIERI) from 2011-2016

UKIERI is being implemented with the aim to bring forth a unique initiative that strengthens the bilateral relationship between India and the UK and set an example of best practice in international cooperation. The initiative is working towards developing programmes that meets the priorities and needs of both India and the UK and bring about a systemic change in the educational sector of both India and the UK.

The UKIERI comprises of four strands covering:

- i. Leadership Development
- ii. Innovation Partnerships
- iii. Skills Development
- iv. Enhancing Mobility

In November 2010 UKIERI supported the partnership between National Skills Development Corporation (NSDC) and UK Commission for Employment and Skills (UKCES) through grant funding and a MoU was signed between NSDC and UKCES. MoU sets out the framework for cooperation between the parties regarding the collaboration and partnership activities in relation to workforce and skills development needs through Sector Skills Councils

C. Objective the Memorandum

HSSC and Skills for Health believe that there is a huge scope for mutual cooperation and learning between India and the UK.

Skills for Health has a unique combination of experience, expertise and institutions which could be of immense help to HSSC in India in creating the proposed eco-system to meet its needs for a trained workforce in allied healthcare and paramedics.

At the same time, the Healthcare Sector Skill Council in India is embarking on a primarily industry-led and industry-driven eco-system which will be a case of interest to the UK - as sector Skill Councils in UK are exploring ways of making their own system more industry – aligned, participative & self-reliant.

D. Areas of Cooperation

In order to facilitate sharing of experiences, exchange of expertise and building linkages between UK and India in the area of healthcare skills, HSSC & Skills for Health hereby express their intent to collaborate / cooperate through the following indicative specific activities:

- **Development of Occupational Standards**

Objective: To utilise the experience & expertise of Skills for Health in developing occupational standards in healthcare. Both organisations will explore ways and means to engage Skills for Health in the development of occupational standards for India, meeting India's needs, at the same time ensuring they are aligned to UK standards.

Both the organisations have also agreed to share occupational standards in each country and explore the scope of mutual recognition and acceptability.

- **Labour Market Intelligence System**

Objective: Skills for Health has been engaged in undertaking Labour Market Intelligence System for UK (exploring skill gaps and the benefits of a competency-based approach). The Healthcare Sector Skill Council in India is in the process of initiating their LMI System (LMIS) and creating a web-based job portal exclusively for healthcare professionals.

Both the organizations have agreed to explore & collaborate to initiate LMIS (concept, content and the use of LMIS in terms of bridging the skill gaps).

Skills for Health and HSSC would also jointly explore the scope of creation of a Job Portal for Healthcare Professionals aimed to meet healthcare human resource needs of both the countries.

Both the organizations have also agreed to share reports and studies on LMIS with each other and explore areas to collaborate further in human resource development.

- **E-Learning**

Objective: Skills for Health has developed e-learning courses for essential core skills. Many players in India have also embarked on developing E-learning content. The Healthcare Sector Skill Council (HSSC) and Skills for Health will share experiences & expertise with special reference to garnering industry's endorsement and support for e-learning and also cooperate in developing e-learning content jointly mapped to national occupational standards.

- **Product / Service Development to meet Industry's needs**

Objective: Skills for Health has developed several products / services i.e. Doctor Rostering System, Workforce Information Reporting Engine Database (WIRED), Skill Passport for Health, etc. aimed to help increase the efficiency of healthcare service providers through better systems and a skilled workforce.

HSSC and Skills for Health have agreed to work together & collaborate in the development of such a range of products which could be useful for India as well as UK.

- **Apprenticeship – Exchange Programme for Healthcare Service Providers in India and UK.**

Objective: Trusts (Hospitals under NHS) in UK have developed a thorough apprenticeship programme providing opportunities to support staff to upgrade their skillset while in work. The objective of the programme is to retain and encourage employees, to harness their potential and provide career progression opportunities. Skills for Health develops Apprenticeship Frameworks and also certifies health apprenticeships as a member of the UK Alliance of Sector Skills Councils.

Skills for Health would help develop the capacity of HSSC and collaborate with them in initiating Apprenticeship Development Programmes catering to India's Healthcare Service Providers' needs.

HSSC & Skills-for-Health would also explore facilitating exchange visits by hospitals of both sides to learn from each other and collaborate, if possible, in terms of building in-house career development training programmes.

- **Collaboration on Sim-based Education & Training in Healthcare**

Objective: Healthcare Sector Skill Council in India is in the process of establishing an Academy of Excellence – a Sim-Centre – to deliver high quality hands-on, interdisciplinary training to healthcare workers, train the trainers for simulation based education and to develop novel innovative technologies that are safe and affordable.

Recognising the importance of sim-based education & training in the healthcare sector, HSSC and Skills-for-Health express their intent to share sim-based vocation educational content with each other and promote new sim-based technologies, developed by the Academy of Excellence, meeting healthcare training needs of both the countries.

- **UK-India Healthcare Skill Forum :**

Objective: To facilitate regular exchange of views / meetings amongst Healthcare Industry Leaders of both the countries, promote & build business linkages and develop closer ties.

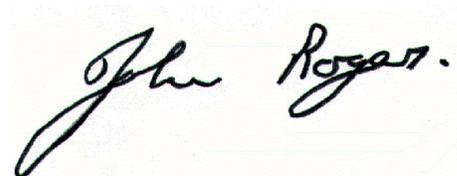
Skills-for-Health and HSSC have agreed to jointly explore avenues for financial support to carry-out any of the above activities or any other activity which they mutually deem fit to collaborate in the future.

Healthcare Sector Skill Council

Skills for Health



Dr. Naresh Trehan
Chairman



John Rogers
Chief Executive

12th February 2013