



Broadening opportunities for all in the Health Sector

Within Skills for Health, the last year has been a fruitful period for Widening Participation in England in terms of access to and progression within the sector.

Thousands of individuals have benefited from programmes and interventions across the country. This briefing highlights recent successes and achievements, and we'd like to thank all our partners helping to make a difference to people who as a result have been able to choose health care as their career choice.



Demand for new Diploma reaches new high

Since its launch in September 2008, demand has grown with the number of consortia approved to deliver the Diploma in Society, Health and Development tripling to almost 100, and places to study available in every English region. Employers can access well informed well prepared young people able to fast track their learning in work or progression into university.

Find out more about the Diploma in Society, Health and Development www.skillsforhealth.org.uk/14-19diploma

Partnered for success

Each consortium offering the diploma is working with a health partner through the Skills Academy for Health, ensuring wide progression pathways and providing equitable access to learning experiences in the health sector.

Our Apprenticeship team is working closely with SHA leads to support those progression pathways, and improve opportunities for young people.

Apprenticeships on the up

Numbers of apprentices are rapidly increasing, up from 5,400 completions in the Health and Social Care programme in 2007 to 8,400 in 2009¹.

Coming soon! NEW Health Sector Apprenticeship resources from Skills for Health. An employer pack and an education provider pack will be available by early 2010. Other free materials available from the Skills for Health website include the Apprenticeship Framework Signposting resource, which is already being used by SHAs.

To find out more about the Apprenticeship Signposting Tool see www.skillsforhealth.org.uk/apprenticeship-frameworks

¹ Completions in England and Wales. 2009 figures based on September 2008 to August 2009.



Young Apprentices gain firsthand experience

So far more than 1,600 young people have completed their studies and work placements. A further 1,200 candidates started in 2009, with 29 of these accessing the programme as part of the Diploma in Society, Health and Development.

These learners are proving to be well prepared for success in apprenticeship programmes.

Find out more about Young Apprenticeships <http://www.yahealthandsocialcare.org.uk/>

Ensuring learning is recognised

The Skills Academy for Health is helping with delivery and implementation of Apprenticeships and Young Apprenticeships in England.

It is also helping to develop progression routes for Young Apprentices so they can continue their learning via full Apprenticeship programmes.

Skills Academy for Health – working alongside, enabling and supporting employers

To date, almost 5,500 qualifications, development workshops and Train to Gain programmes have been delivered, with a further 6,400 planned up to 2011. Over 500 people have directly benefited from Widening Participation programmes so far, with a further 1,300 set to benefit in the next two years.

For employers this means having access to local people with the skills they need to deliver effective and quality services.

Coming soon

Want to understand skills gaps in your workforce? FREE Literacy and Numeracy Initial Assessment Tools coming soon

- designed specifically for the health sector
- relevant for all job roles across the health sector
- useful for health sector managers, staff, assessors and trainers who want to assess literacy and numeracy skills
- available online and in paper based format
- and can be used at induction, as part of the appraisal process and prior to and during training

Highlights and work in progress

- ‘Getting Ready for Placement’ an e-learning programme for those undertaking work placements. 87% of users rated it as ‘good or excellent’ and 94% would recommend it to others
- Guidance for Employers on how to commission high quality vocational education & learning for staff in Bands 1-4
- Developing metrics for impact of WP activity on workforce and service delivery, and learning
- Enabling employers to assess their readiness for e-learning via an online tool.

Pre-employment programmes make positive impact

Skills for Health’s new Sector Employability Toolkit (SET) is a resource designed to help employers recruit to hard to fill entry level vacancies such as catering and laundry posts.

Pilots across England using the SET materials to support a customised five week training and work trial programme have delivered promising results. The Mid Yorkshire Hospitals NHS Trust acted as one of the pilot sites, and as a direct result has recruited 10 domestic assistants.

“The SET materials have enabled us to devise a programme where participants learn about the job, and then live the experience of the job during the work trial. There were many benefits including motivated and enthusiastic recruits, improved staff retention, and savings in recruitment costs and management time.”

Mohammed Rawat, Employability Project Manager, Mid Yorkshire Hospitals NHS Trust

For information about the SET see www.skillsforhealth.org.uk/sectoremployabilitytoolkit

Ensuring equal access to Learning Opportunities with Trade Unions

Skills for Health is working with Trade Unions in two pilot sites in the English regions which are set to show how training can be delivered to staff in NHS Bands 1-4 who might not usually access personal development opportunities. The work is building on a successful pilot in 2008 undertaken by UNISON, Widening Participation in Learning Strategy Unit (WPILSU) and Nottinghamshire Healthcare NHS Trust which showed how the barriers could be overcome.

Work will focus on social partnership working between the trusts and unions. Skills for Health will help to facilitate, develop and increase the capacity and capability of Union Learning Representatives (ULRs) to promote learning in the workplace.

In the East Midlands, our work with UNISON, unionlearn, and the NHS East Midlands will see a further 50 ULRs recruited and added to the 89 trained ULRs already at work in the region, and Learning agreements signed with at least three Trusts to promote long term sustainability. The Project aims to build capacity of ULRs to further develop a learning culture in the workplace.

Literacy, Language and Numeracy online resources deliver speedy results

In 2007, Skills for Health launched a Literacy, Language and Numeracy (LLN) section on the main website, featuring free resources and tools.

“I undertook the organisation Health Check which helped me to identify our current strengths and areas for improvement – the feedback was virtually instant and the information provided was constructive and useful.”

Sue Manser, Associate Director of Learning and Development, Gloucestershire Hospitals NHS Foundation Trust

To find out more about LLN resources see <http://ln.skillsforhealth.org.uk>

Partnership working to highlight impact of Widening Participation

Skills for Health has recently established a national Widening Participation Panel chaired by Cynthia Bower, Chief Executive of the Care Quality Commission. This has representation from a range of partners including unions, employers, SHAs and other health sector stakeholders. The panel is tasked with showing how Widening Participation makes an impact on service delivery, informing national policy, and bringing the best of good practice to individual communities and services in collaboration with strategic partners.

A national Widening Participation strategy group chaired by Dame Professor Carol Black has also been established. This is developing

a programme of work to embed Widening Participation and produce tangible results.

Supporting Employers' Skills Pledge through Literacy, Language and Numeracy

In 2008, Skills for Health piloted delivery of the City & Guilds Level 2 Award in Literacy, Language, Numeracy and ICT Awareness, contextualised for the healthcare sector. The qualification – designed to provide an awareness of Skills for Life – was delivered to over 100 people who promote access to learning, across 12 organisations.

Evaluation showed:

- 94% felt more confident about promoting the benefits of taking action on LLN to others in their organisation
- 91% felt more confident about signposting people with LLN needs to appropriate help and resources
- Increased capability of participants to understand the impact of LLN on service delivery and patient care.

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