

# Understanding The Joint Investment Framework



## What is it?

The Joint Investment Framework (JIF) is a national agreement between the Learning and Skills Council (LSC), Skills for Health (SfH) and regional Strategic Health Authorities (NHS North West in this region) to invest in the development of the healthcare workforce committing up to £10m per year, as part of a 3 year rolling programme, in each region.

## Who is it for?

Currently it provides support for workforce development programmes to NHS Trusts and investment is targeted at all staff in pay bands 1 to 4. Over the next 12 months this will be expanded to incorporate independent healthcare providers and voluntary sector organisations.

## What can it do?

It enables employees to undertake training at qualification levels 1-4\*, in line with the needs of their current role and future career development. It also includes Skills for Life provision (essential skills in numeracy and literacy) and Apprenticeship programmes.

Because the JIF is demand-led, it gives employers and employees access to the training and skills that they really need. In the North West to date the JIF has covered a wide range of subjects including NVQ level 2 and 3 in health, customer care, medical terminology, professional cookery, supply chain management, electrical installations and the LDQ (Learning Disability Qualification) reflecting the diversity of job roles in the healthcare sector.

Arrangements for the delivery of education and training vary depending upon the needs of employers and learners and include colleges, training providers and accredited centres based in NHS Trusts.

## What are the benefits?

The benefits for employers include:

- dedicated help and advice to establish skill needs
- financial support for staff learning and development programmes
- support in delivering their commitment to the Skills Pledge
- a workforce with the skills to improve service delivery and patient care

Individuals benefit from:

- new opportunities to access education and training
- a chance to learn new skills and achieve qualifications
- learning programmes linked to their current job role
- enhanced prospects for career development

## How does it work?

The Skills Academy for Health North West, in partnership with Train to Gain Brokers, work jointly with employers to identify workforce development needs, work out what funding is available and source appropriate and cost-effective training provision. Brokers cover specific geographical areas so they can get to know employers and providers and help each to maximise the benefits of the investment.

### \* Examples of Equivalent Qualifications

- Level 1 = GCSEs grades D-G
- Level 2 = GCSEs grades A\*-C
- Level 3 = A Levels
- Level 4 = Year 1 Foundation Degree

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### What has been achieved so far?

- From April 2008 to December 2008 over 3000 qualifications have been funded across the region
- 98% of NHS Trusts have signed the Skills Pledge and are receiving support to deliver on this long-term commitment
- Additional infrastructure support has been provided to increase capacity and capability in assessor and verifier awards and qualifications for teaching staff
- The Brokerage service has visited every NHS Trust in the region and offers continuing support to employers accessing JIF funding

### How do I find out more?

If you want to know more about the JIF or would like to get involved, please call 0845 270 4525 to arrange an appointment for your Broker to visit.

### What do employers say about the JIF?

"We are only just commencing our JIF journey but the support from the JIF Brokers has been an essential part of the process. The team guide us to ensure we get the right learning and development for our staff, this programme is one of the greatest opportunities to develop our staff and future workforce."

**Robert Ward**  
Workforce Development Redesign Manager  
NHS Blackpool

"With the support of JIF, through training opportunities, we have been able to build on partnerships and strive towards a commitment to workforce development. Having JIF funding means we can concentrate on developing learning and breaking down barriers. The Brokerage Team have been informative and supportive and have provided excellent guidance."

**Angela Delea**  
Head of Learning & Development  
Liverpool Primary Care Trust

"Not only has the Joint Investment Framework funding enabled us to work towards meeting our commitment to the National Skills Pledge, it has also enabled us to support skills escalation and career progression improving our reputation as an Employer of Choice by providing us with the infrastructure to invest in our staff through rationalised development opportunities."

**Lynda Spaven**  
Education, Training & Development Manager  
The Pennine Acute Hospitals NHS Trust

"Being able to access the JIF funding to support our staff in achieving, what is for many, their first qualification, has meant we are really beginning to make inroads into widening access to learning opportunities. We are now in a position to offer a greater variety of awards to a wider audience thanks to the JIF."

**Mike Moore**  
Head of Training & Development  
Aintree University Hospital NHS Foundation Trust  
Training & Development Department

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