Apprenticeships firmly on the agenda

Many South Central and South East Coast trusts attended the Skills for Health Apprenticeship event in London in June which launched the Apprenticeship Employer Toolkit. This covers the employer journey and is the first of 3 toolkits that Skills for Health is developing to help trusts. The CD Rom is packed full of useful resources which trusts can tailor to their needs. These are stored under the 16 stages of the employer journey covering everything from explaining what apprenticeships are, developing the business case, apprenticeship frameworks & signposting tool and recruitment & selection procedures. It is a work-in-progress with more resources to be added. Watch this space for the additional two toolkits which will highlight the apprentice’s journey and the provider journey. For a copy of the employer toolkit contact your local JIF Manager.

Following on from the Skills for Health event both South Central and South East Coast held successful apprenticeship events bringing together trusts, SHAs, government agencies and providers. The South Central apprenticeship event held on 15th July at Newbury Racecourse focused on developing apprenticeships in 3 key areas – clinical, support services and admin & clerical areas. The Holiday Inn Gatwick Airport was the venue for the South East Coast event on 23rd July which started to look at infrastructure planning needs and how to start embedding apprenticeships in workforce planning. The presentations from the South Central event can be accessed at www.nesc.nhs.uk and for presentations from the South East Coast event please contact lucy.white@southeastcoast.nhs.uk.

Distribution to
CEOs of SC and SE Trusts & PCTs
Education and Training Leads
Head of HR
Directors of Nursing
Provider base - FE & PTP in health sector
Attendees to the events
Key Partner Staff - LSC, SIH, SHA,
SSE brokers
Union Reps
The Department of Health has injected £25 million into ‘pump-priming’ apprenticeships in the NHS to help achieve the Government’s aspiration of an extra 5000 apprenticeship starts in the NHS in 09/10. Trusts across South Central and South East Coast will be able to access funding towards developing and embedding. Trusts in each region should consult with their respective JIF managers on how this will work. Alongside this both SHAs are using part of the funding and additional funding from Skills Academy for Health to employ Apprenticeship Co-ordinators across the regions. These co-ordinators will support trusts to develop apprenticeships through helping to devise processes, systems and making presentations to staff groups in liaison with trust apprenticeship leads. They are currently being recruited and should be out there to help trusts later in the year.

Mike Bailey

Support for Trusts through Department of Health funding and new Apprenticeship Coordinators

It has been a change of name for the Skills Broker Service recently and some new faces. The Corporate Team has now been rebranded as part of the Business Link Service to employers and they are now called Skills Advisers rather than Skills Brokers with a wider remit than simply Train to Gain. Their role is to help employers with all their skills development needs – not just those that can be funded under Train to Gain. They are involved with the latest developments around Apprenticeships and can help trusts source providers as well as other workforce development issues. In the South Central region Alan Randall-Coles has replaced Mike Dawson in Thames Valley. Dawn Allen has passed Queen Victoria Hospital to Rebecca Muggeridge in the South East Coast region. A big thank you to the hard work of the skills advisers who continue to be helpful in developing widening participation and apprenticeships. Good luck to those who have moved on and to the skills advisers who have taken over. Contact your local Skills Adviser if you don’t already know the full range of services they offer.

Pastures new for Julia

Julia Bateman, JIF Manager for South Central and editor of the JIF Newsletter, is leaving her post on Monday 7th September. Julia will be sorely missed as she has been instrumental in establishing the JIF in South Central. Working alongside South Central trusts on the widening participation and apprenticeship agenda Julia has supported the development of bands 1-4 staff. Spain will be Julia’s next port of call where she will be spending time at her villa out there. NESC are currently in the process of recruiting to the JIF Manager role.

Skills Broker Service rebranded and some new faces
THE ROAD TO NVQ SUCCESS FOR BANDS 1-4 NON-CLINICAL STAFF
SOUTH EAST COAST AMBULANCE SERVICE (SECAMB)

Employing over 3000 staff, SECAMB has 63 Ambulance centres and 3 Emergency Dispatch centres across the South East, based in Banstead, Surrey; Coxheath, Kent and Lewes in Sussex. Split between operational staff including the paramedics, dispatchers, emergency call operators, ambulance care assistants, technicians and the support services including HR, finance, training and development.

THE CHALLENGE
The key issue for the Organisation Development team was how to develop the non clinical staff in the bands 1-4 groups when they are shift based and geographically dispersed with very little room for training. Working with their Skills adviser they put together a bid for developing their training capacity to offer NVQs and to improve the access to training especially for the Call centre operators.

WORKING TO SHORT TIMESCALES
Bearing in mind the Trust had only just signed the Skills Pledge in October 2008 this was going to be challenging logistically never mind the fact that the OD ‘team’ at the time was only made up of two people; the OD Manager, Pam Fricker and OD Trainer, Blessing Enakimio! The LSC agreed to fund the set up of the NVQ Centre in January 2009 and the team set about finding a provider out of literally thousands in the South East. After a successful tender exercise PTS were chosen in March 2009.

COMMUNICATION TO SERVICE STAFF
There are 1874 staff in bands 1-4 and due to the nature of their work they do not all have access to computers so leaflets, posters and roadshows were developed over the next 3 months.

FAST FORWARD TO AUGUST 2009
Results so far have proved that all the hard work and determination of the team have paid off! So far there have been 24 members of staff trained as A1 Assessors and 1 V1 Verifier. Roadshows were carried out at 4 sites across the service in June and July, 30 members of staff signed up to NVQ’s already and an awareness of the non clinical side of the service that has meant a steady flow of emails and phone calls to the team. All in all a fantastic achievement to date when you realise that this was the work of 2 members of staff whose main remit is really training delivery.

Fiona Wheeler
Southampton City PCT sign up to the skills pledge

Southampton City PCT signed the ‘Skills Pledge’ on 20th July 2009 working towards developing all their staff’s literacy, numeracy and language skills to equivalent to a level 2 standard.

Pictured signing the Skills Pledge are Julie Redman Director of HR, Debbie Clarke Director of Operations, Sheila Brooke Director of Nursing & Allied Health Professional, James Rimmer Director of Finance, Rachel Cheal Company Secretary, Dr Ros Tolcher Joint Managing Director & Medical Director of Southampton Community Healthcare, Glynis Eccles NVQ Centre Manager and Ceri Connor Head of Learning & Development.
New Edexcel Technical Certificate for Working in the Health Sector (QCF)

Edexcel have launched two new Certificates in Working in the Health Sector (QCF) which are eligible for Learning and Skills Council (LSC) funding, and can be embedded into your training programmes. This allows you to nationally accredit the training of your employees. The new certificates include:

- Level 2 BTEC Certificate in Working in the Health Sector (QCF)
- Level 3 BTEC Certificate in Working in the Health Sector (QCF)

These new qualifications are based on the Knowledge and Skills Framework (KSF) for staff who are working at, or towards, Levels 2 and 3 within the health sector. Learners may take them as a stand alone qualification, or as Technical Certificate for the Health Apprenticeships (Level 2), Advanced Apprenticeships (Level 3) and Support Services in Health Care Apprenticeships (Level 2).

Further information

For more information about fundable Edexcel qualifications that can be mapped to your NHS training programmes, please contact the Edexcel Employer Partnerships team on 0844 576 0045 or email employersolutions@edexcel.com. Alternatively, visit www.edexcel.com/employers.
Delivery of Skills for Life

In July 2009 the LSC produced a fact sheet defining the national LSC expectation around initial assessment for Skills for Life learning. The factsheet also aimed to provide guidance to support best practice as regards screening and assessment. It can be found on the LSC website (www.lsc.gov.uk) and is entitled Fact Sheet 13 – Initial Assessment for Skills for Life including delivery in Train to Gain. The website also has range of other Skills for Life Fact Sheets including ESOL at Work and Recording Skills for Life Provision.

Developing the Workforce through apprenticeships

Public sector organisations face skills shortages and challenges that Apprenticeships can help solve. Apprenticeships are a proven way to boost the skills of the workforce and also help to attract high-quality recruits with driver and ambition. In 2009/10, the Government wants public sector employers to focus on offering Apprenticeship opportunities to existing employees and new recruits aged 16-18 years old as well as to those aged 19 – 24. There will also be an agreed number of Apprenticeship places for those age 25 and over, where the individual doesn’t have a level 2 qualification or is a returner to the labour market.

Trusts across the region predict significant apprenticeship starts 09/10

South East Coast trusts have now submitted apprenticeship action plans around their expected commitment of apprenticeships for 09/10. The plans identify the introduction of 386 apprenticeship starts by 31st March 2010, over the 354 figure requested by the Department of Health. Trusts are intending to focus on a variety of clinical and non-clinical frameworks including health & social care, ITQ, business administration, customer service, building maintenance, cleaning & support services, payroll and catering. Trusts are now working with providers and their business links skills advisers to source provision.

Demand has also been collated from each Trust and PCT across NHS South Central regarding the introduction of Apprenticeships, prior to 31 March 2010. 377 Apprenticeships will be introduced against a Department of Health target of 324. 226 apprenticeships will be development within clinical support roles, 101 in administration and clerical and 50 within support services. Work is being undertaken with Education and Training Providers to ensure Apprenticeship provision is flexible, responsive to local needs and offers value for money.

Thank you to everyone who worked hard to collect the information!
In September 2008 the Trusts and PCTs in South Central were asked if they would like to bid for funds for a Skills for Life Champion. Hampshire Primary Care Trust; Hampshire Partnership Trust; Heatherwood & Wexham Park Hospitals Foundation Trust; Portsmouth City Teaching Primary Care Trust and Southampton University Hospitals Trust were all successful in obtaining funds for this Skills for Life Champions pilot.

The role of the Skills for Life Champions was to work within each of the Trusts to promote, encourage and identify staff with Skills for Life needs and to signpost them to training and development opportunities that were available in the local area. This was in line with the Skills Pledge that each of the Trusts had signed. Developing a Whole Organisational Approach to Skills for Life, building sustainable methods of developing language, literacy, numeracy and IT skills, is the central aim of the NHS South Central Skills for Life Strategy. This strategy can be found on the NESC website at http://www.nesc.nhs.uk/primary_areas/healthcare_workforce/widening_participation/skills_for_life.aspx.

During this last year the Champions have worked tirelessly to develop relationships with managers within the NHS to promote the needs of the individual staff. Roadshows, workshops and one to one meetings all contributed to the development of this pilot.

An evaluation of the Pilot has been undertaken to measure the impact of the Champion role upon Skills for Life within the five trusts and PCTs. A summary of the results are soon to be published and will be available on the NESC website.

It is the intention that lessons learnt from this evaluation can be disseminated across NHS South Central and South East Coast to maximise workforce capacity and capability, improve patient safety and support workforce development across NHS South Central. It is unfortunate that funding for this project will no longer be available after 31st October 09 and it is hoped that the trusts involved will be able to continue this good work through their own funding streams.

Julia Bateman
HSSA Operational Group

The HSSA Operational Group consists of the following members -

Lee Thomas, Learning & Skills Council
Chris Wintle, Skills for Health
Mark Bilby, Skills for Health
Emma Wilton, NESC
Mike Bailey, South East Coast
Cheryl Palmer, Skills South East Ltd
Madeleine Watters, National Apprenticeship Service

HSSA Operational meetings are held on the first Monday of the month. If you have any queries prior to meetings or you would like to ask any questions of the HSSA Operational Group or the HSSA Strategic Group then please contact Mike Bailey (details to the right).

If you would like to be removed from our distribution list please contact Jayne Gibson at Cynergy 01642 713211 jayne@cynergy.co.uk

If you would like to submit any articles for future newsletters please contact Mike Bailey (Newsletter Editor).

Useful links

Department of Health - www.dh.gov.uk
NHS Education South Central Website - www.nesc.nhs.uk
Essential Skills Support Unit - www.essu.org.uk
Train to Gain Website - www.train2gain.gov.uk

Skills Pledge - http://inourhands.lsc.gov.uk/employersSkillsPledge.html

Move On - www.move-on.org.uk

Apprenticeship Website - www.apprenticeships.org.uk

Skills for Health - www.skillsforhealth.org.uk

Apprenticeships in Skills for Health Website - www.skillsforhealth.org.uk/page/awards-and-qualifications/apprenticeships

Careers Advice at Learn Direct 0800 100 900 who can help your staff with careers advice www.direct.gov.uk/en/EducationAndLearning/index.htm which can help with finding a relevant course

Do you want to receive this newsletter by post or electronically? Please let us know by e-mailing Jayne Gibson at jayne@cynergy.co.uk

Is there a colleague who you think would benefit from receiving this newsletter. If so please send details to Jayne Gibson on jayne@cynergy.co.uk

LSC
Lee Thomas, Skills Development Manager
Lee.thomas@lsc.gov.uk
07917 556 863

South East Coast SHA
Mike Bailey, Partnership Manager
mike.bailey@southeastcoast.nhs.uk
07920 711159

South Central SHA (NESC)
Emma Wilton, Widening Participation Manager
Emma.Wilton@nesc.nhs.uk
07824 546 967

Skills for Health
Chris Wintle, Regional Director
Chris.Wintle@skillsforhealth.org.uk
01256 783053

The Joint Investment Framework