Train to Gain
Becomes More Flexible

New funding flexibilities for Train to Gain were made available from 1st August 2008, so it would be worthwhile contacting your Corporate Skills Broker who will assist you to find out more about the recent developments in Train to Gain. For details of the Corporate Skills Brokerage Team, please see page 4.

Train to Gain works to further the skills of all kinds of employees, including contracted employees (full and part-time) and volunteers.

The information below should give you a better idea of the areas where partial and/or full funding is available through Train to Gain.

First full Level 2 qualification (equivalent to 5 GCSEs, grades A to C)

For employees who don’t already have a full Level 2 qualification, Train to Gain provides funding for literacy, numeracy and English language skills, plus their first Level 2 qualification. There is also funding available for a number of additional Level 2 qualifications.

Additional Level 2 qualifications

The full Level 2 qualifications which Skills for Health, the Sector Skills Council, have identified as important for funding as a repeat qualification for learners with an existing full Level 2 / Level 2 equivalent can be found at:


The relevant qualifications for the NHS are as follows -

- NVQ in Pharmacy Services
- National Certificate in Health & Social Care
- NVQ in Support Services in Health Care
- NVQ in Health & Social Care
- NVQ in Health
- Certificate in Complementary and Alternative Therapies

Alongside the general qualifications as follows –

- NVQ in Team Leading
- Certificate in Administration
- Diploma in Administration
- NVQ in Business Administration
- BTEC First Diploma in Business
- NVQ in Customer Service
- NVQ in Marketing
- NVQ in Telesales

The above qualifications represent the opportunities for employers and learners where repeat qualifications can make most impact on skills needs of the sector in 2008/2009. Just contact your Corporate Skills Broker to find out more.

Contributions to Level 3 qualifications (equivalent to 2 A-levels)

For employees with a Level 2 qualification, Train to Gain will contribute significantly towards the cost of a Level 3 qualification. For employees who don’t have a Level 2 qualification, but have the skills to progress straight to Level 3, Train to Gain will provide full funding for the Level 3 qualification. For those who already possess a Level 3 qualification or above there is funding available for a number of additional Level 3 qualifications. For those employees who are aged 19-25, Train to Gain provides full funding for a Level 3 qualification.

Just contact your Corporate Skills Broker to find out more.

Apprenticeship programmes

Funding is available for Apprenticeships and Advanced Apprenticeships. Just contact your Corporate Skills Broker to find out more.

South East Train to Gain Eligibility Matrix 2008/09

The current eligibility matrix for Train to Gain in the South East region is available from the Corporate Skills Brokers - see page 4.

Julia Bateman, Partnership Manager South Central (NESC)

julia.bateman@nesc.nhs.uk

07500 127218

The Joint Investment Framework

invest in health
invest now

South East Train to Gain Eligibility Matrix 2008/09

The current eligibility matrix for Train to Gain in the South East region is available from the Corporate Skills Brokers - see page 4.

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The Joint Investment Framework

Joint Investment Framework Newsletter Issue 2
December 2008

Distribution to

CEOs of SC and SE Trusts & PCT’s
Education and Training Leads
Heads of HR
Directors of Nursing
Provider base – FE & PTP in health sector
Attendees to events
Key Partner Staff – LSC, STH, SHA, SSE brokers
KSF Leads
Union Reps
Skills for Health update

Taking forward the Sector Skills Agreement for Health at a regional level is an essential next stage for Skills for Health in ensuring that partnerships and actions are designed around the needs of employers and their workforce.

Skills for Health as the Sector Skills Council for Health works closely with employers in the sector to explore the current and future skill needs of the workforce, using this information to influence policy, funding, education and training provision. One of our core functions as a Sector Skills Council is to use Sector Skills Agreements as a mechanism for establishing consensus and facilitating change at UK-wide, country and regional level. Sector Skills Agreements bring together key partners and stakeholders around a common set of goals aligned with the needs of those who work, or aspire to work, in the sector.

The Sector Skills Agreement and its associated action plan provides a vehicle for supporting employers in transforming the health sector workforce to enable the delivery of patient centred approaches, improved public health and more effective team based services working across professions and disciplines.

Sector Skills Agreements are now being developed in each of the English regions, translating national partnerships and agreements into actions which reflect regional issues and priorities.

The following have been identified as consistent issues which would need to be resolved as part of a regional Sector Skills Agreement:

- Increasing workforce flexibility to improve service delivery
- Improving access and recruitment to long term careers in healthcare
- Supporting the transferability of staff across the sector, ensuring that their knowledge, skills and qualifications are valued by other parts of the sector
- Providing intelligence to inform workforce planning and development

Two workshops have been held during September and October in the South East region to develop the Regional Sector Skills Agreement and associated action plan. The outputs from these workshops are being correlated into a draft Regional Sector Skills Agreement. This process will be overseen by two Health Sector Skills Partnership Forums, which are made up of key stakeholders from across the health sector and are coterminous with the two Strategic Health Authorities. Skills for Health is also liaising with the South East of England Developments Agency (SEEDA) and other regional colleagues to develop robust market intelligence that takes account of key developments across the region, for example the Diamond Development Zones and the plans for London 2012.

For further information on the Regional Sector Skills Agreement and associated action plan please contact:

Chris Wintle, Regional Director (Mobile: 07867537899, email: Chris.Wintle@skillsforhealth.org.uk) or

Mark Bilby, Regional Manager (Mobile: 07909871844, email: Mark.Bilby@skillsforhealth.org.uk)

Skills Pledge

NHS SOUTH CENTRAL

- Basingstoke and North Hampshire NHS Foundation Trust
- Berkshire Healthcare NHS Foundation Trust.
- Hampshire Partnership NHS Trust
- Isle of Wight NHS PCT
- Milton Keynes PCT
- Oxford Radcliffe Hospitals NHS Trust.
- Oxfordshire PCT
- Oxfordshire & Buckinghamshire Mental Healthcare NHS Trust
- Portsmouth City Teaching PCT
- South Central Ambulance Service NHS Trust
- South Central Strategic Health Authority
- Southampton University Hospitals NHS Trust
- Winchester and Eastleigh Healthcare Trust

NHS SOUTH EAST COAST

- Ashford and St Peters Hospitals NHS Trust
- Brighton & Sussex University Hospitals NHS Trust
- Dartford and Gravesham NHS Trust
- Eastern & Coastal Kent PCT
- East Kent Hospitals NHS Trust
- East Sussex Downs & Weald PCT
- East Sussex Hospitals NHS Trust
- Frimley Park Hospital NHS Foundation Trust
- Hastings & Rother PCT
- Kent & Medway NHS & Social Care Partnership Trust
- Maidstone and Tunbridge Wells NHS Trust
- Medway PCT
- Queen Victoria Hospital NHS Foundation Trust
- Royal Surrey County Hospital NHS Trust
- Royal West Sussex NHS Trust
- SEC Strategic Health Authority
- South Downs Health NHS Trust
- Surrey and Borders Partnership NHS Foundation Trust
- Surrey and Sussex Healthcare NHS Trust
- Surrey Primary Care Trust
- Sussex Partnership Trust
- West Kent Primary Care Trust
- West Sussex Primary Care Trust
- Worthing and Southlands Hospitals NHS Trust
A celebration event was held at Tachbury Mount, Calmore, Southampton on Friday 12th September 2008 to recognise the achievements of candidates who have achieved qualifications through out the last year. Allan Jolly, Head of Personal Development & Training opened the proceedings and Sally Gore, Head of Organisational Development gave a short informative speech to the assembled audience.

The presentations were given by the recently appointed Chief Executive of Hampshire Partnership Trust, Nick Yeo and photographs were taken of each individual with the Chief Executive for them to remember the event. A group photo was taken including Nick Yeo, Allan Jolly and Mary Moore, Lifelong Learning Facilitator for the Trust. A buffet lunch was provided to all who attended which allowed everyone to network together and talk about their learning experiences. Myself and Emma Wilton, Widening Participation Manager, NESC were very pleased to be invited to this event and join in with the staff celebrations.

Julia Bateman
JIF Partnership Manager
South Central

Hampshire Partnership Trust
NVQ Recognition of Achievement Awards Ceremony – 12th September 2008

A number of Trusts and PCT’s through the South East Region have held celebration events to recognise the hard work of the staff in obtaining qualifications.

Oxford & Buckinghamshire Mental Health NHS Foundation Trust
Skills Pledge Signing and Awards Celebration event – 25th September 2008

A joint celebration was held at Littlemore, Oxford on 25th September 2008 when the Chief Executive Julie Waldron signed the Skills Pledge and handed out the certificates to staff who had obtained their recent qualifications.

Julie Waldron signed the Skills Pledge in front of the Trust’s Partnership Manager, Frances Sheppard from the LSC. Julie spoke about her commitment to the Pledge and the training of staff in general. She then went on to present certificates to the staff present and a photo was taken of all the staff individually with the Chief Executive as a staff memento of the event. A group photo of the learners is below.

Julia Bateman, JIF Partnership Manager, South Central

The trust held a celebration event on the 25th September to reward staff with both NVQ and core skills achievements. Senior trust staff and external partners were present, and achievers were presented with certificates as well as being treated to an inspirational presentation from Lisa Hughes, who is Allied Health Professions Officer at the Department of Health. Lisa’s parting message to the achievers was “anything I can do, you can do better”.

Anne O’Connor, Vocational Workforce Development Manager says “We will continue to develop our vocational qualification portfolio through extending our literacy provision, apprenticeships and other vocational qualifications i.e. Customer Service and Business Administration”.

Anne O’Connor
Vocational Workforce Development Manager
Surrey & Borders Partnership
NHS Foundation Trust

Surrey and Borders Partnership NHS Foundation Trust
Celebration of Achievers – 25th September 2008

Celebration Events
SOUTH EAST COAST

South East Coast trusts were invited to submit bids for additional funding to support Widening Participation. Trusts were asked to submit a Business Case which would then be scored in a competitive process. At the time of going to press, some further information is being requested before final allocations can be confirmed, but here is just a flavour of some of the innovative bids that have been received:

- Maximise the capability of the Electronic Staff Record to collect workforce data relating to bands 1-4. Enable the trusts to develop systems and processes by which information about qualifications and educational attainment can be linked between NHS Jobs and ESR and can be easily incorporated in e-KSF/Talent Management. Enable the trusts to assess the take-up of KSF for bands 1-4 staff and to put in place mechanisms to improve such take-up in target areas.

- Develop Literacy skills through a ‘care planning/report writing skills model workshop which can be rolled out and adapted to specific job roles’. Establish individualised workshops to develop ITQs (Information Technology Qualifications) to enhance the identified gap in support for these staff groups and offering a comprehensive Trust’s Vocational portfolio. Enhancing ‘hand hygiene’ qualifications supporting the Trust’s Infection Control Strategy.

- Provide staff in Bands 1 to 4 who do not have an academic qualification with the opportunity to study an undergraduate programme, which provides a progression route into professional training (e.g. Dip HE (Nursing), Occupational Therapy and Social Work Degree), and as an APL route into the Foundation Degree.

- Skills development in Estates and Facilities as a mechanism for aiding recruitment and retention of staff. Attracting new employees who may not have considered a career in the NHS via supportive employment events and further leadership development for line managers geared specifically to Estates and Facilities to enable them to support learning in the workplace.

- An onsite team leadership development programme to facilitate more nursing and administrative staff moving into team leadership roles. To enhance their skills and provide an invaluable opportunity for networking and sharing of best practice from area to area within the hospital. The opportunity to learn together will also provide an ongoing supportive forum.

- To progress staff into higher more specialist, generalist or integrated roles e.g. commissioning, finance etc. To engage band 1-4 staff in their own personal development and career progression. Programme 1 – Conference for staff who responded to the bands 1-4 qualification survey. To enable staff to access learning and development, a conference with education providers (IHE, FE and private) will be organised. Programme 2 - enable managers to become facilitators of learning and development, encouraging them to ‘Grow their Own’.

- We would like to thank everyone who spent the time and effort in submitting a bid – all successful bids will be invited to share their learning and feedback with all of the trusts at the next Widening Participation event in May 2009.

Ellen Power
JIF Partnership Manager
South East Coast

SOUTH CENTRAL

Bands 1 – 4 Education Bursary Scheme

175 people working within bands 1 – 4 across NHS South Central have been awarded education bursaries to a total value of £91,000. The bursaries will be used to support development in areas such as IT skills training; communication skills; access to higher education; GCSEs and A Levels in Maths, English and Science; and Foundation Degrees in subject areas such as leadership and management.

Each individual who received an education bursary successfully demonstrated how the learning would support their personal and professional development and how it would help them to contribute towards the improvement of patient care and service delivery.

Emma Wilton
Widening Participation Manager
NHS Education South Central (NESC)

Train to Gain
Corporate Skills
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Contact details of the team are as follows:
UNICEF BREAST FEEDING INITIATIVE
Funded by the Education Bursary bands 1 – 4, part of the Widening Participation to Education Project for Bands 1 – 4 at Milton Keynes Hospital NHS Foundation Trust

There has been good progress in the Widening Participation in Education Project (Bands 1 – 4) at Milton Keynes Hospital NHS Foundation Trust. The objective of which is to support the development of a skilled, competent workforce at bands 1 – 4 through high quality, relevant and targeted investment and provision of learning that will benefit patients and improve patient safety.

Phase one of the project involved a successful communication cascade to raise awareness of the qualifications audit. This was linked to the promotion of the Education Bursary Scheme (Bands 1 to 4) made available from NESC. Congratulations were sent out to all Milton Keynes Hospital staff who were successful in gaining additional funding for work-related training. Milton Keynes Hospital NHS Foundation Trust was pleased to be awarded £21k which was 22% of the total funding available – directly benefiting 49 members of staff.

As a result, a significant number of maternity staff in bands 1 – 4 will be involved in the UNICEF Baby Friendly Initiative – Helping Mothers to Breastfeed – during the next few months. The two-day course is specifically designed for staff who provide clinical care for breastfeeding mothers and/or babies that support the work of midwives and health visitors. The purpose of the training is to provide basic information on how breastfeeding works and how common problems can occur. It focuses on the skills needed to help mothers to avoid and resolve these problems.

At Milton Keynes Hospital NHS Foundation Trust training will be focused on Maternity Care Assistants and Nursery Nurses in Maternity, Pediatrics and Neo-natal. Following the initial UNICEF lead training to 40 staff members, it is hoped that skills and knowledge will be cascaded to other staff and peer support groups. Suzanne Barber, Breastfeeding Lead Midwife explains that supporting mothers with a skilled and timely intervention is the key to success. She said, “Often, it is easier for mums to stop breastfeeding because there is a lack of help available in the moment difficulties are encountered. This funding will enable us to improve the quality of our support through best practice – at a time when new mothers need it most”. The objective is for Milton Keynes Hospital NHS Foundation Trust to become UNICEF Baby Friendly Accredited.

For further information please contact Joanna Matthews, Project Manager – Widening Participation in Education Project (Bands 1 – 4), Learning and Development, Postgraduate Centre at Milton Keynes Hospital NHS Foundation Trust.

Pictured above left to right - Joanna Matthews, Mandy Herbert, Jane McQueen, Lynn Chamberlain, Sue Coombs.
Supporting the vulnerable and excluded

The Skills Pledge was made by the Surrey and Borders Partnership NHS Foundation Trust (the Partnership) in October 2007. The Partnership was formed in 2005 following the merger of 3 former health care providers and was awarded Foundation Trust status in May 2008. This new status is expected to allow the Partnership more autonomy in delivering effective and efficient care. The Partnership provides health and social care services for some of the most vulnerable and potentially excluded in society - people with mental health illness, drug and alcohol addictions and learning difficulties, across Surrey and North East Hampshire and serves 1.3 million people. The Trust employs 3,700 people across 127 sites.

Improving core skills

The Partnership describes its historic approach to training as patchy, and is striving to increase its understanding of the qualification levels and skills needs of many of its staff groups. Their strategy is being developed in the context of the NHS 'Agenda for Change' and includes a commitment to developing the skills of staff in ‘vocational' grades at Bands 1-4 in the organisation. The Partnership was motivated to commit to the Skills Pledge to make an “open and transparent obligation to employees that (we) are committed to their development and support”. Evidence gathered to support introduction of an NVQ programme highlighted an important need to provide support for staff to improve literacy and communication skills – this is considered vital given who the Trust is providing care for. A paper discussing potential benefits of making the Skills Pledge was discussed by the Partnership Board and they subsequently became the first Trust to commit.

Enhancing Vision and Values

The Skills Pledge sits comfortably with – and enhances – the Partnership’s existing Visions and Values Statement which is intended to ensure that all staff can meet their potential and feel valued and empowered. The additional commitment to the Skills Pledge has underpinned the Statement through public commitment. The Skills Pledge is frequently referred to by managers in Workforce Development meetings, and the Partnership is working closely with the three trade unions that are active, supporting the established relationships at ‘shop floor’ level to ensure that all are working to shared goals.

The Trust has developed an implementation and communication plan to raise awareness of the Skills Pledge, increase uptake of vocational qualifications and raise standards of literacy. A “tailored and contextualised” approach to provision of training has been adopted, including embedding the literacy programme in the organisational culture and putting it in context for each job role – for example the programme of literacy includes ‘Report Writing for Care Workers’.

Staff feel that the commitment to the Skills Pledge has raised awareness and reduced the potential stigma attached to some learning needs, and helped achieve ‘buy-in’ to developing skills among the vocational workforce. This was reflected as helping to overcome the perception of this group as a ‘forgotten workforce’. The public commitment made through the Skills Pledge has also been instrumental in the Partnership securing funding to support lifelong learning initiatives in the workplace. The benefits of the approach were described by one manager: “mid point focus groups have highlighted improvements in the confidence of employees, their ability to work effectively as part of a team and their ability to question their practice and that of others”.

Anne O’Connor
Vocational Workforce Development Manager
Surrey & Borders Partnership NHS Foundation Trust

The South East Coast SHA held the first in a series of Widening Participation Events at the Gatwick Mercure Hotel on 12th September. The aim of the event was to bring together for the first time stakeholders and partners, and to provide trust representatives with information and support. The event was very well attended, with thirty nine delegates and almost 100% of South East Coast trusts represented. Many attendees commented on the energy and enthusiasm in the room.

There were a number of key speakers, and representatives from the Learning & Skills Council, Skills for Health, Skills South East, and the Strategic Health Authority. Delegates found the day very informative and useful, but we have listened to feedback and plan to hold a longer day next time so people have more chance to network and share best practice, as the amount and range of information delivered meant the pace was at breakneck speed! Below is an analysis of comments received and a graphical representation of your views.
Comments:

What would you like changed about the event?
- More time for the open discussions.
- Could have been a bit longer for more networking.
- I would have liked the presented sessions to have been longer to allow more discussion and questions.

Following the event I will be applying it:
- Meeting with Skills Broker.
- Signing skills pledge.
- Offering NVQs & basic skills development, doing skills survey.
- Improving access/to uptake of widening access opportunities.

I was surprised by:
- How many people were there.
- The amount of new information I gathered.
- The work carried out by other Trusts (pleasantly surprised).
- How much I learnt from other peoples experiences.

Any other comments?
- Another workshop day to follow up would be useful – not all in the afternoon.
- Good start. Hope there is more workshops like this.
- Excellent afternoon thank you.

Out of what I learned, the most useful things were:
- Apprenticeship info.
- Pilot Trust’s experience with questionnaire.
- Funding issues, tips on bands 1-4 and skills survey returns.
- Update on Train to Gain funding.
- Ways other NHS Orgs have approached widening participation.

Many thanks to all who attended and for your feedback. We will run another event in May 2009, and in the meantime, county-based groups are being set up to meet six-weekly as well as individual visits to trusts. If you would like any more information on the 12th September event or the communication and support structures in place, please contact Ellen Power, SEC SHA Partnership Manager on 07920 711159, e-mail ellen.power@southeastcoast.nhs.uk

Ellen Power
Partnership Manager
SEC SHA
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
Julia Bateman, NESC
Julie Toulson, South East Coast
Ellen Power, South East Coast
Lisa England, Skills South East Ltd

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 Julia Bateman. (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 again contact Julia Bateman (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.train-to-gain.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

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

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The Joint Investment Framework