

USING NUMERACY SUPPORT TO DEMONSTRATE A COMMITMENT TO WIDER LEARNING

Frimley Health NHS Foundation Trust Case study by Learning & Development Manager, Nicola Morgan

Tell us about functional skills development in your trust

Our journey started when I attended a senior nurse and midwifery board where I spoke about functional skills and the benefits to an organisation and individual of people possessing these skills.

We had a provider who did/does deliver Functional skills training, but we were finding that people were keen to sign up initially but afterwards did not commit to the course/learning. Or they just did not turn up. Both situations result in wasted opportunities for others, who were keen to gain skills so that they could progress.

As part of the care certificate, I usually do a session on career development and what people would like to do longer term. Through these discussions, it was evident that people were missing functional skills/GCSEs and that this was a barrier to their progression. As a result, we introduced a session to support people with their numeracy.

Tell us about introducing targeted numeracy support

Because of the long waiting lists for functional skills courses (mentioned above) we wanted an offer to keep interested people 'ticking over' while they waited. So we introduced the national numeracy challenge - <https://www.nnchallenge.org.uk/>

When people asked about going on a functional skills course, I sent them the link to the national numeracy challenge and explained that they would need to work towards and gain the essential of numeracy. Doing this demonstrates a commitment to learning so anyone that did this would be given priority on the next functional skills course.

This has helped with the waiting list but also prioritised people. I also receive reports from national numeracy so I can see if they have logged on, who is committed to learning etc.

Through these sessions it has been great to see people starting to realise that, yes, they can achieve their goals.

Do you have any other plans going forward?

I have been attending the National Literacy Trust and ESOL (English for Speakers of Other Languages) webinars that Talent for Care provided (Summer 2020) and my plan is to introduce something as a result of the ideas I received there. I am planning on starting a 'English Language Conversation Club' as demonstrated on the webinar.