

National Progression Agreement

RECOGNISING TALENT FOR CARE: PATHWAYS TO PROGRESSION

*A common approach to recognising the Senior Healthcare
Support Worker Apprenticeship for entry to Higher Education.*

Healthcare

Apprenticeships

NHS

England

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National Progression Agreement: *National recognition of the Senior Healthcare Support Worker Apprenticeship for entry to Higher Education*

Recognising Talent for Care: pathways to progression

Recognising the Senior Healthcare Support Worker Apprenticeship for entry to Higher Education.

Mission statement: The NHS aims to open up entry to higher education for people in a wide range of roles in the healthcare support workforce, into a full range of regulated professions.

A milestone in achieving this mission will be achievement of the following objective:

To establish common recognition of the Senior Healthcare Support Worker apprenticeship for entry to higher level nursing, midwifery and other healthcare programmes, to meet the workforce needs of the sector and improve access to higher education in England.

1. What is the National Progression Agreement?

This National Progression Agreement has been developed to facilitate progression opportunities within the healthcare sector through mutual recognition of the Senior Healthcare Support Worker apprenticeship for entry onto higher education apprenticeship and healthcare programmes including nursing and midwifery. The agreement has been designed to support career progression within the healthcare sector and to contribute to the realisation of the NHS plan to recruit, educate and train the healthcare workforce.

This National Progression Agreement offers a common understanding of the value of the Senior Healthcare Support Worker apprenticeship as preparation for higher level study. The agreement will support progression for Senior Healthcare Support Workers and give value and recognition of the apprenticeship for entry onto higher education nursing, midwifery, and other healthcare programmes.

1. Why do we need this National Progression Agreement?

This National Progression Agreement builds on the view of the Council of Deans for Health in 2021 (CoDH)¹ that:

- “Universities work in close collaboration with local employers to develop and deliver healthcare apprenticeships and widen access to healthcare careers...
- Apprenticeships provide another route into healthcare careers...
- new qualifications at Level 3 in England must ensure the ability to progress into healthcare higher education...
- Programme outcomes should enable student choice and be aligned closely with entrance requirements”.

This National Progression Agreement is specifically designed to realise this vision by providing a consistent means to recognise that the level 3 Senior Healthcare Support Worker apprenticeship knowledge, skills and behaviours are closely aligned with healthcare higher education entrance requirements.

This National Progression Agreement aims to:

- Promote career progression opportunities within the healthcare sector to maximise widening participation, levelling-up, access, diversity, inclusion, and social mobility.

¹ [Council of Deans of Health HEE Strategic Framework Call for Evidence.pdf \(councilofdeans.org.uk\)](#)

- Provide clarity on the value of the Senior Healthcare Support Worker apprenticeship as preparation for higher level study.
- Support the Health Education England (HEE) Talent for Care (2014) national strategic framework² achieve its purpose of developing the healthcare support workforce.
- Develop consistency of approach in the recognition of apprenticeships for entry into higher education.
- Simplify progression routes for support staff into registered professions.
- Increase the number of applicants accepted onto higher education nursing, midwifery, and other healthcare programmes.

2. What are the benefits of this National Progression Agreement?

For learners, this National Progression Agreement will:

- Provide clear progression opportunities into higher education nursing, midwifery, and other healthcare programmes, including higher and degree apprenticeships.
- Encourage a positive approach to career progression in and through work.
- Remove barriers to progression to registered healthcare professions

For employers this National Progression Agreement will:

- Enable greater and more consistent recognition for learning achieved in and through work.
- Make progression opportunities clear and visible to better support professional career development.
- Increase the number of learners accepted onto higher education nursing, midwifery, and other healthcare programmes, including apprenticeships where the levy can be optimised.
- Address one of the main reasons for people leaving the healthcare sector arising from a lack of career development opportunities and lost career aspirations.

For higher education providers this National Progression Agreement will:

- Encourage more consistent recognition of apprenticeship programmes for entry to higher education nursing, midwifery, and other healthcare programmes.
- Help to improve recruitment onto higher education nursing, midwifery, and other healthcare programmes and support appropriate progression.
- Help 'tackle persistent inequalities' and respond more positively to 'non-traditional' entrants in the required Office for Students (OfS) Access and Participation Plans.

3. What is a Senior Healthcare Support Worker?

The Senior Healthcare Support Worker provides high-quality and compassionate specialist health and social care for a range of people. The broad purpose of the occupation is to support registered healthcare professionals in the delivery of high quality and compassionate healthcare services. There are six pathway options: Adult Nursing Support; Maternity Support; Theatre Support; Mental Health Support; Mental Health Support; Children and Young People Support.

For more information about the Senior Healthcare Support Worker Apprenticeship standard (version 1.3) please access the Institute for Apprenticeships and Technical Education (IfATE) website here: [Senior Healthcare Support Worker](#)

² [Talent for care | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/talent-for-care)

4. The core principles of this National Progression Agreement

1. The Senior Healthcare Support Worker Apprenticeship is recognised as providing appropriate preparation for higher level study.

- Clear alignment exists between the level 3 Senior Healthcare Support Worker apprenticeship standard and the HE sector recognised SEEC credit level descriptors³.
- This indicates that learners completing the level 3 Senior Healthcare Support Worker can:
 - Apply an understanding of pre-defined areas of knowledge and skills in familiar learning, work or practice contexts.
 - Work within pre-defined guidelines and using predefined techniques.
 - Take responsibility for initiating and completing tasks and evaluating own capabilities.
 - Uses pre-defined principles to analyse, evaluate, organise and communicate information.
 - Develop projects and/or activities to support own and/or others learning, work or practice
- The Senior Healthcare Support Worker Apprenticeship provides an excellent preparation for higher level, clinical degree apprenticeships.
- On completion of the Senior Healthcare Support Worker Apprenticeship, learners have completed 1,200 notional hours of learners. This is estimated to equate to a credit value of 120 credits⁴.

2. The Senior Healthcare Support Worker Apprenticeship is consistently recognised for entry onto nursing, midwifery, and healthcare programmes.

- Higher Education Providers accept the Senior Healthcare Support Worker apprenticeship for entry onto nursing, midwifery and other healthcare programmes including apprenticeships.

5. Signing this National Progression Agreement

To sign up to the National Progression Agreement and support recognition of the Senior Healthcare Support Worker Apprenticeship for entry onto higher education Nursing, Midwifery and other Healthcare programmes, including higher and degree apprenticeships, please add your signature to Annex 1 below.

Please sign the Agreement even if your institution has an existing policy and approach to recognising prior learning and experience gained in and through work for the purposes of accessing health programmes.

Annex 1 specifies the higher education healthcare programmes for which the Senior Healthcare Support Worker apprenticeship will be recognised as fully meeting entry requirements as agreed by Higher Education Providers.

³ [SEEC-Credit-Level-Descriptors-2021.pdf](#)

⁴ The number of credits is based on the estimated learning hours (where one credit typically represents 10 notional hours of learning). (QAA, 2021)

National Progression Agreement - Annex 1

This agreement is aligned with the principles set out in the body of this document and commits the named Higher Education Provider to the following:

The Higher Education Provider named below will recognise apprentices who have completed the level 3 Senior Healthcare Support Worker Apprenticeship, as **fully meeting the entry requirements** for the following higher education programmes⁵:

Level	Higher Education Programme	Apprenticeship Standard	Yes	No	N/A
5	FdSc Nursing Associate	Nursing Associate			
5	Dip HE Operating Department Practice	N/A			
6	BSc (Hons) Registered Nurse (Adult)	Registered Nurse			
6	BSc (Hons) Registered Nurse (Children's)	Registered Nurse			
6	BSc (Hons) Registered Nurse (Mental Health)	Registered Nurse			
6	BSc (Hons) Registered Nurse (Learning Disability)	Registered Nurse			
6	BSc (Hons) Midwife	Midwife			
6	BSc (Hons) Dietetics	Dietician			
6	BSc (Hons) Diagnostic Radiography (and Imaging)	Diagnostic Radiographer			
6	BSc (Hons) Diagnostic Radiography (and Imaging)	Therapeutic Radiographer			
6	BSc (Hons) Operating Department Practice	Operating Department Practitioner			
6	BSc (Hons) Occupational Therapy	Occupational Therapist			
6	BSc (Hons) Physiotherapy	Physiotherapist			
6	BSc (Hons) Podiatry	Podiatrist			
6	BSc (Hons) Speech and Language Therapy	Speech and Language Therapist			

Name of Higher Education Provider:

Senior Higher Education Provider representative confirming agreement:

Name:

Email:

Role:

Date:

In signing the above, I consent to the data gathered from me in this National Progression Agreement being used for the purpose of future contact and for sharing with Health Education England and other relevant stakeholders.

Return to: uvac@bolton.ac.uk

⁵ Fully meeting entry requirements does not guarantee entry, which may be subject to further applicant selection methods, for example interview.