



England

# Support for parity of non-traditional Level 3 progression and access to Higher Education in Health and Care - Live Event

Monday 10 July 2023





# Agenda

- **Rob Brooks**, National Programme Manager – Care Certificate, Pre-Apprenticeships and Support Worker Progression, NHS England
- **Darryll Bravenboer**, Middlesex University
- **Clare Dunn**, Open University
- Q&A – please submit your questions in the Q&A box.

# Recognising Talent for Care: Pathways for Progression

**Professor Darryll Bravenboer**  
Middlesex University

**Clare Dunn**  
Open University



# The NHS Long Term Workforce Plan

“NHS England has commissioned Middlesex University and partners to establish **standardised approaches for recognising previous learning within the healthcare sector, to support people who do not follow a traditional career path.** These are due to be published in 2023/24.”

- The **workforce shortfall** across NHS organisations will grow to **260,000–360,000 FTEs by 2036/37**
- Within the non-registered workforce, **healthcare support workers are anticipated to have the largest shortfall** between demand and supply.
- This is driven by limited supply growth and **a high leaver rate for existing staff**

(NHS, 2023)



# The NHS Long Term Plan and Talent for Care

“14,000 applicants to nursing were not accepted onto courses. At a time of staff shortage across the NHS...many thousands of **highly motivated and well-qualified applicants...are being turned away.**” (NHS, 2019)

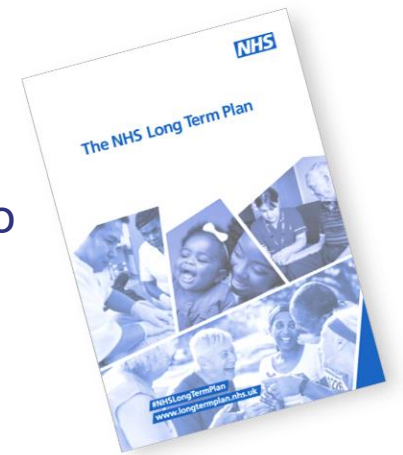


“**The challenge is inconsistency**...even those who have good access to training and education may find their qualifications or past training does not...enable progression into higher education.

...valuing support staff and getting **formal recognition through nationally consistent standards** that staff could carry with them from job to job.

...simplifying potential **progression routes** for support staff, especially for **those who want to get into training for registered professions.**”

(HEE, 2014)



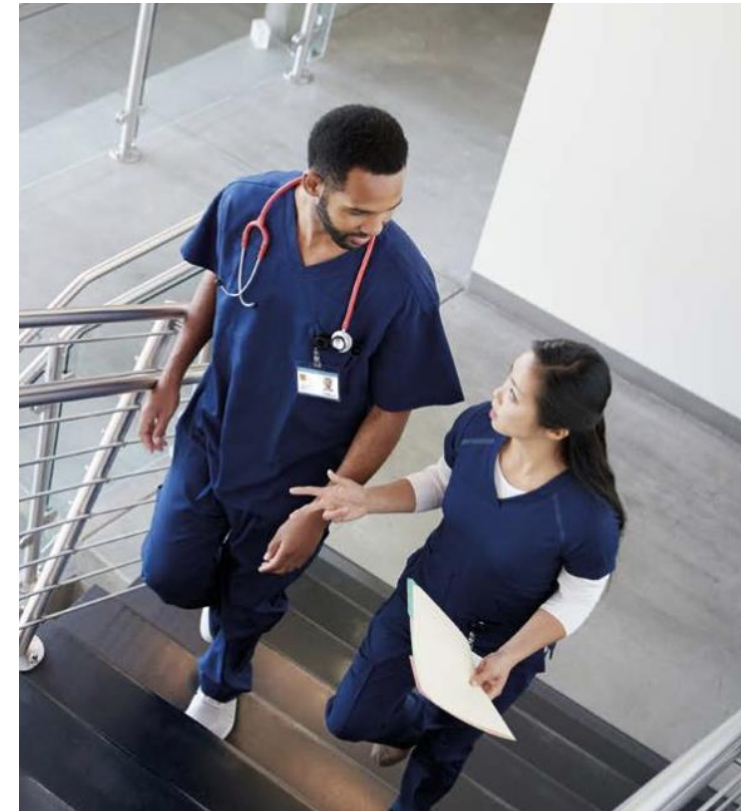
# The Senior Healthcare Support Worker Apprenticeship

- The Senior Healthcare Support Worker apprenticeship standard is designed to prepare apprentices for **progression into registered health practitioner or health professional occupations**, including nursing and midwifery.
- **Multiple pathways, different occupations and healthcare settings**
  - hospitals, community teams, day-care units, birthing centres, individuals' homes, nursing or care homes, hospices, mental health support, children and young people support, therapeutic settings and general practice.
- New standard now has a **two-year duration**, revised KSBs and and a larger mandatory qualification
- <https://www.instituteforapprenticeships.org/apprenticeship-standards/senior-healthcare-support-worker-v1-4>



# Recognising the value of the SHCSW Apprenticeship

- **We have established that the SHCSW apprenticeship is an excellent preparation for HE healthcare programmes**
  - Problem Solving, Research and Enquiry
  - Project Design and Development Skills
  - Ethical Awareness and Application
  - Personal Responsibility and Leadership
- **We have established that the SHCSW apprenticeship requires around 1,200 learning hours – including both on and off-the-job learning over the two-year training period**
- This is important as it will make it **easier for SHCSW apprentices to meet HE entry requirements** as a key means to promote the career progression of your staff



# Recognising the value of the SHCSW Apprenticeship



Having that initial hands-on experience is vital in healthcare, learning to be more than just the health professional but how to care. I see so many times students pass through our doors that strive to be a nurse but without the hands-on caring side of the profession.

With the Apprenticeship you are working from the ground up, starting as a Healthcare Support Worker, gaining skills, knowledge and most important experience. You are learning how to give quality care, how to talk to people, how to work as part of a team structure, with a notion of what caring actually means, but also developing an awareness of what it means to work in the Health Sector along with gaining the interpersonal aspect required of the job.

**Vanessa Billson**

Pre-Graduate Development Nurse  
South Warwickshire University  
NHS Foundation Trust





# National Progression Agreement

- **Consistent national recognition of the SHCSW apprenticeship for entry to HE nursing, midwifery, and other healthcare programmes**
- **Aims of the National Progression Agreement**
  - **Increase the number of SHCSW applicants accepted** onto higher education nursing, midwifery, and other healthcare programmes
  - **Promote career progression opportunities** within the healthcare sector to maximise widening participation, access, diversity, inclusion, and social mobility
  - **Simplify progression routes** for support staff into registered professions
  - **Establish a common understanding of the value of the SHCSW apprenticeship** as preparation for higher level study



# The Benefits to Healthcare Sector Employers

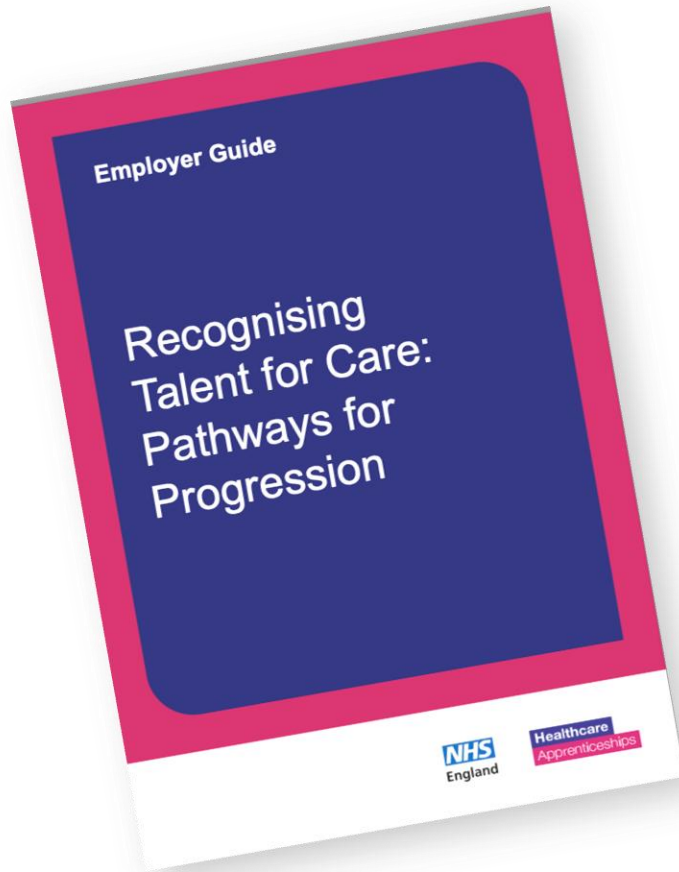
**It promotes career progression opportunities within the healthcare sector, which aids recruitment and retention of staff**

**Contributes to meeting specific workforce needs**

**Facilitates wider access to higher education (HE) professional learning for your employees.**



# A Call to Action



- We would like you to be part of a **national challenge to inconsistency**
- **Champion the consistency of recognition** for the SHCSW apprenticeship standard across the healthcare sector and **through your relationships with Higher Education Provider partners**
- Liaise directly with your **Higher Education Provider partners to ask if they have signed up** to the SHCSW National Progression Agreement
- **Consider** whether a Higher Education Provider has signed up to the agreement whilst **selecting a provider** and include it in the **procurement criteria**

# Further Information

The screenshot shows the Skills for Health Healthcare Apprenticeships website. At the top left is the Skills for Health logo. To its right is the Healthcare Apprenticeships logo with the tagline 'Helping you prepare, plan and deliver world class apprenticeships'. Further right is an orange button that says 'LOOKING TO BECOME AN APPRENTICE?' and a Twitter icon. Below these is a search bar with the text 'Search...' and a magnifying glass icon. A navigation menu contains the following items: HOME, STANDARDS, PRE-APPRENTICESHIP, SKILLS FOR LIFE, JOB FAMILIES, PRIMARY CARE, RNDA, FUNDING AND LEVY, QUALITY, RESOURCES, and NEWS. The main content area features an 'Archives' section on the left with a list of months from 2023 to 2021. The main article is titled 'Recognising Talent for Care: Pathways for Progression' and is dated 31 MAY, 2023. The article text states: 'The [Level 3 Senior Healthcare Support Worker \(SHCSW\) apprenticeship standard](#) has been recently revised to be delivered over 24 months (rather than 18 months) and includes a new mandatory level 3 Diploma in Healthcare Support qualification.' Below this, it says: 'NHS England have commissioned Middlesex University in partnership the Open University (OU), University Vocational Awards Council (UVAC) and Credit Works, to promote career progression opportunities within healthcare and facilitate access to higher education (HE)'. To the right of the text is a blue box for the 'National Progression Agreement' with the title 'RECOGNISING TALENT FOR CARE: PATHWAYS TO PROGRESSION' and a subtitle 'A common approach to recognising the Senior Healthcare Support Worker Apprenticeship for entry to Higher Education'. At the bottom of the page are the Healthcare Apprenticeships and NHS England logos.

[https://haso.skillsforhealth.org.uk/news/recognising\\_talent\\_for\\_care\\_pathways\\_for\\_progression/](https://haso.skillsforhealth.org.uk/news/recognising_talent_for_care_pathways_for_progression/)



# Q&A

Please submit your questions in the Q&A box.