

Higher Development Award (HDA)

Devon Pilot 2023



The HDA is a personal development programme for support workers that enables clinical and non-clinical support workers from all sectors to “be the best and acknowledge potential”. The Award has provided a progression pathway for many to access multi-professional higher and degree apprenticeships, as well as traditional pre-registration routes. The Award also provides development for those wishing to stay in their support worker role.

Thanks go to the following organisations for their participation and involvement in making this such a success of this for Devon:-

South Devon College; Torbay and South Devon NHS Foundation Trust; Devon County Council; City College Plymouth; University Hospitals NHS Trust Plymouth; Petroc; Exeter College

Please see below testimonial from South Devon College, detailing how the programmes have been implemented and progress to date:-

The Higher Development Award provided us with an opportunity to develop a new training programme which supports individuals to return to education, develop confidence, and enhance their employability and academic skills. South Devon College worked in partnership with Torbay and South Devon NHS Trust, and Devon County Council, to identify the knowledge, skills and behaviour required by those working in entry level roles, to support their progression within the workplace, or within education.

The Level 1 Higher Development Award is aimed at those working in both clinical and non-clinical roles within the Health and Social Care Sector. The course includes a Level 1 Certificate in Occupational Studies for the Workplace, a Workplace Improvement Project, and the opportunity to develop English and Maths skills.

Our first cohort are currently approaching their final assessments and are preparing to present their Workplace Improvement Projects. Learners have grown in confidence and are currently discussing their progression opportunities, including the completion of Level 2 Functional Skills in Maths and English, higher level study, and applying for apprenticeship or employment opportunities.

To find out more about the Higher Development Award, please email higherdevelopmentaward@hee.nhs.uk and visit the [HDA page](#)