


Webinar housekeeping

Before we officially begin:

1. Sound settings: click Audio, and make sure Computer Audio is selected.
2. “Raise hand” button 
3. Handouts to download slides
4. Send in your questions and comments

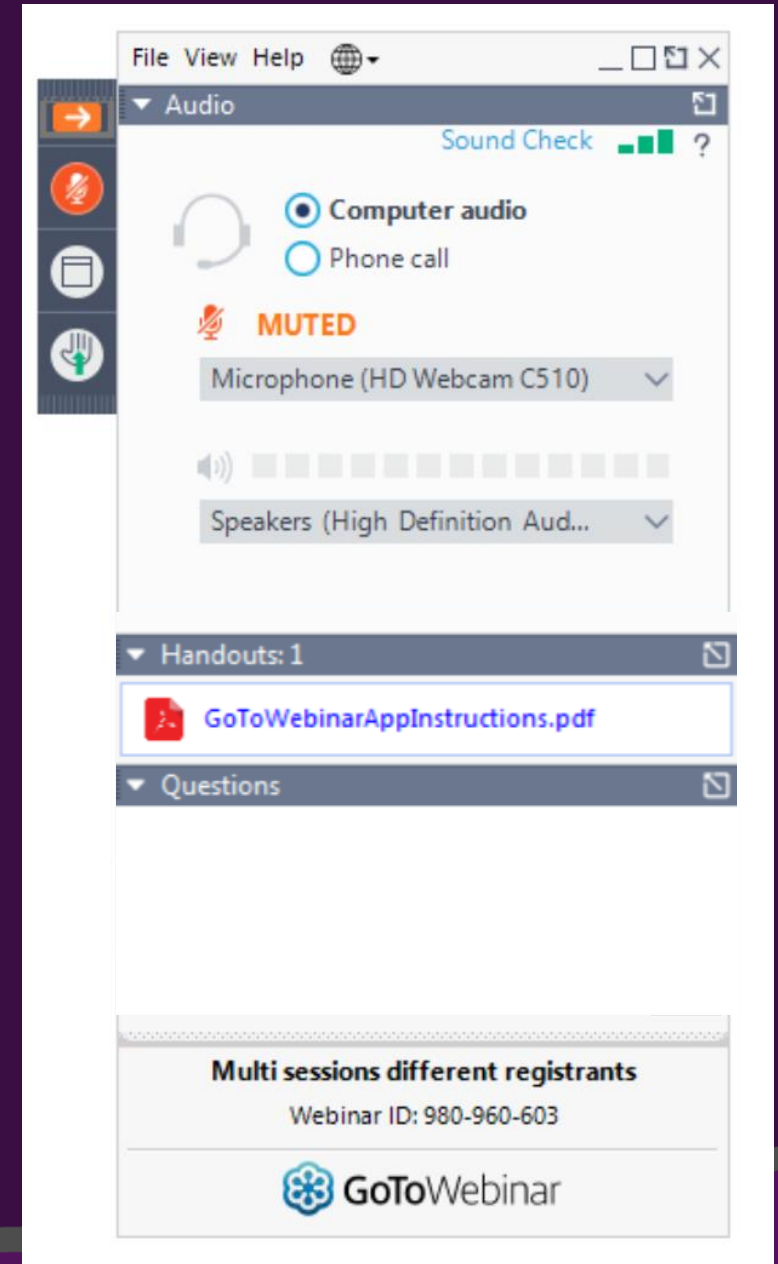
This session is being recorded and will be emailed to you.

1

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The screenshot shows the GoToWebinar application interface. At the top, there is a menu bar with 'File', 'View', and 'Help'. Below the menu bar, there are several panels:

- Audio Panel:** Shows 'Audio' settings. It includes a 'Sound Check' button with a green bar and a question mark. There are two radio buttons: 'Computer audio' (selected) and 'Phone call'. Below this, there is a 'MUTED' indicator with a microphone icon. The microphone is set to 'Microphone (HD Webcam C510)'. There is a volume slider and a speaker icon. The speakers are set to 'Speakers (High Definition Aud...)'.
- Handouts Panel:** Shows 'Handouts: 1' and a list of handouts, including 'GoToWebinarAppInstructions.pdf'.
- Questions Panel:** Shows 'Questions'.

At the bottom of the interface, there is a footer section with the text 'Multi sessions different registrants', 'Webinar ID: 980-960-603', and the GoToWebinar logo.

How FE Colleges can support the NHS recruitment drive



What will we be covering today?



NHS needs



Delivering successful outcomes



Recruiting learners



How colleges can support the NHS Long Term Plan



Lucy Hunte

National Programme Manager – Apprenticeships

NHS England Priorities

- [NHS Long Term Plan](#) published
- 2031: 22% training for clinical staff via apprenticeships
- Strategic Healthcare Apprenticeships Programme for Expansion (SHAPE)
- Over £220 million combined levy annually
- 80% NHS levy with employer plans indicating overcommitment for full year
- Over £25 million levy transfers from other industries
- More transfers needed at regional levels to support growth

NHS England Priorities

- 97 health and science apprenticeships for NHS roles available
- Further 10 occupations 'under development or being explored
- NHSE supporting Trailblazer Group for L2 Business Administrator

Most popular standards in the NHS

L2 Healthcare Support Worker

L3 Senior Healthcare Support Worker

L5 Nursing Associate

L6 Registered Nurse

L7 Senior Leader

L3 Business Administrator

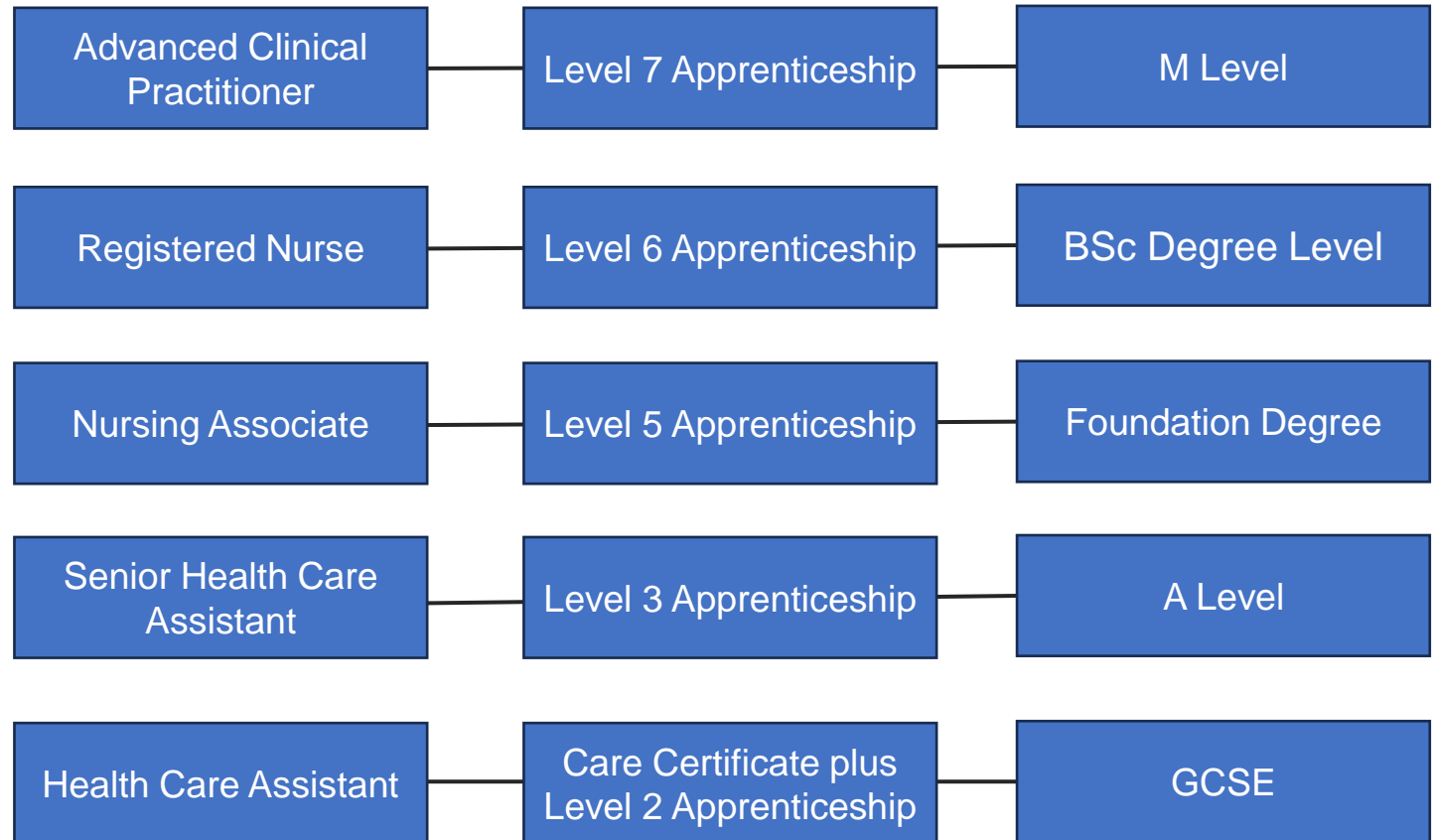
Challenges and opportunities

- Lack of standardisation
- EPA assessment plans open to interpretation
- Lives are at stake!
- T Levels and Industry placements
- Access to AEB for English & Maths
- Flexible delivery offers for shift workers – night classes/weekends

Challenges and opportunities

- Digital Literacy – move to EPR (Electronic Patient Record Systems)
- Access to ESOL
- Signpost to Skills Bootcamps
- Access courses
- LSIP
- L2 – L7 Career Pathways
- Employer engagement is key

Nursing Career Pathway



Health Education England

Healthcare Apprenticeships Standards Online (HASO)

The screenshot shows the top section of the Skills for Health website. On the left is the logo for Skills for Health. To its right is the text 'Healthcare Apprenticeships' with a tagline 'Helping you prepare, plan and deliver world class apprenticeships'. Further right is an orange button that says 'LOOKING TO BECOME AN APPRENTICE?' next to a Twitter icon. Below these is a search bar with the text 'Search...' and a magnifying glass icon. At the bottom of the screenshot is a horizontal navigation menu with the following items: HOME, STANDARDS, PRE-APPRENTICESHIP, SKILLS FOR LIFE, JOB FAMILIES, PRIMARY CARE, RNDA, FUNDING AND LEVY, QUALITY, RESOURCES, and NEWS.

<https://haso.skillsforhealth.org.uk>



#NHS_HealthEdEng
#TalentForCare



**Working in
collaboration**

Background

- Designed a community learning model
- Started with baseline qualification (L1- Diploma in Progression with elective units)
- Elective units across skills sectors e.g. health, fashion
- First pilot programme with fashion with 15 learners
- Rolled out with different progression and career pathways

The impact of the model

2022/23 community learning supported

1,627 learners enrolled on the pathway programme with Gateway Qualifications

999 learners progressed to one or multiple qualifications

What we offer

Programme designed based on stakeholder feedback with a stronger focus on development of knowledge, skills and behaviours for employment and life



Curriculum design

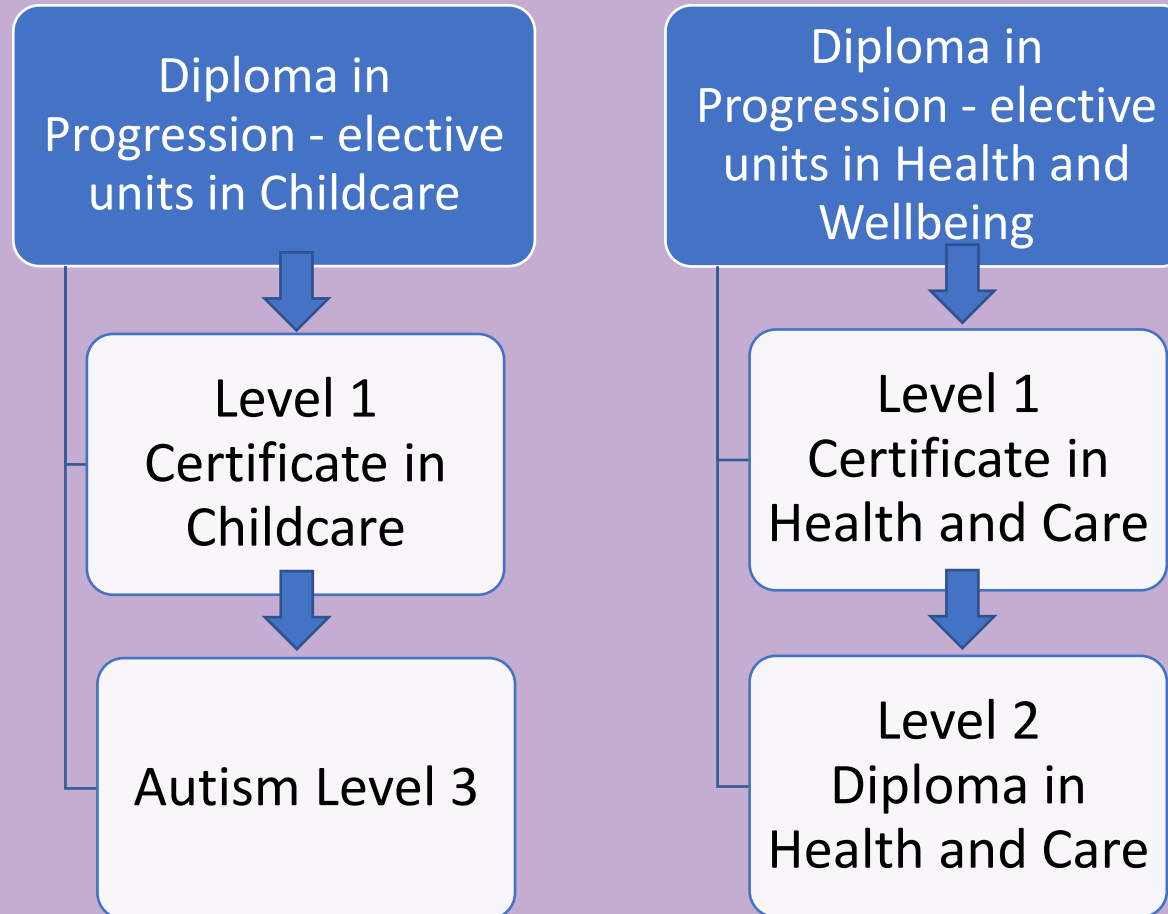
- We based our learning programme by listening to our learners
- We collaborated with our local employers and where the labour market gaps were
- We looked at areas of key skill needs in the sector and number of vacancies available
- We looked at embedding job application forms within our curriculum and building employer-learner pre-relationships
- Inviting employers to visit learning sessions with meet and greet sessions

Career options

The training model enables each individual to a pathway in developing their skills and working towards their chosen career ambition in meeting labour market demand.

Working with local partners to deliver a programme of high quality learning, contributing to the priorities of Calderdale College and WYCA.

Example pathway options





99.6% of learners successfully complete and achieve their target goal

“I have attended a course after a very long time. Taking up this course has helped me to gain a lot of confidence and know what to expect when returning to work.” (Noreen)

“Education is a gift; the power of knowledge, learning and development transforms who you are and where you want to go”



A well-structured programme where the individual is equipped with the key skills set to be work ready

Focusing on building the first steps to a foundational infrastructure that supports learners to overcome their learning barriers

An innovative approach in assembling skill building





Somerset
NHS Foundation Trust



Department
for Work &
Pensions



SWAP | SECTOR-BASED
WORK ACADEMY
PROGRAMME



WHAT IS A SECTOR-BASED WORK ACADEMY PROGRAMME (SWAPS)

- SWAPs can last up to 6 weeks
- 3 main components:
 - **Pre-employment training:** Matched to needs of business
 - **Work experience placement:** Business identifies talent / individual cements knowledge and understanding
 - **Guaranteed job interview:** Successfully pass the SWAP

SWAP

SECTOR-BASED
WORK ACADEMY
PROGRAMME

HISTORY AND BACKGROUND

- Partnership began with Somerset NHS Foundation Trust in March 2021.
- FE Colleges, Somerset NHS Foundation Trust, Department for Work and Pensions.
- Premise: Provide NHS with a high volume of applicants for COVID-19 vaccinators.
- Pilot programmes: Ensure that elements of induction and specific information required for the role were included, this included the: “Welcome to the South West COVID-19 Vaccination Delivery Programme” that was being delivered to NHS staff.



Welcome to the COVID-19
Vaccination Delivery Programme



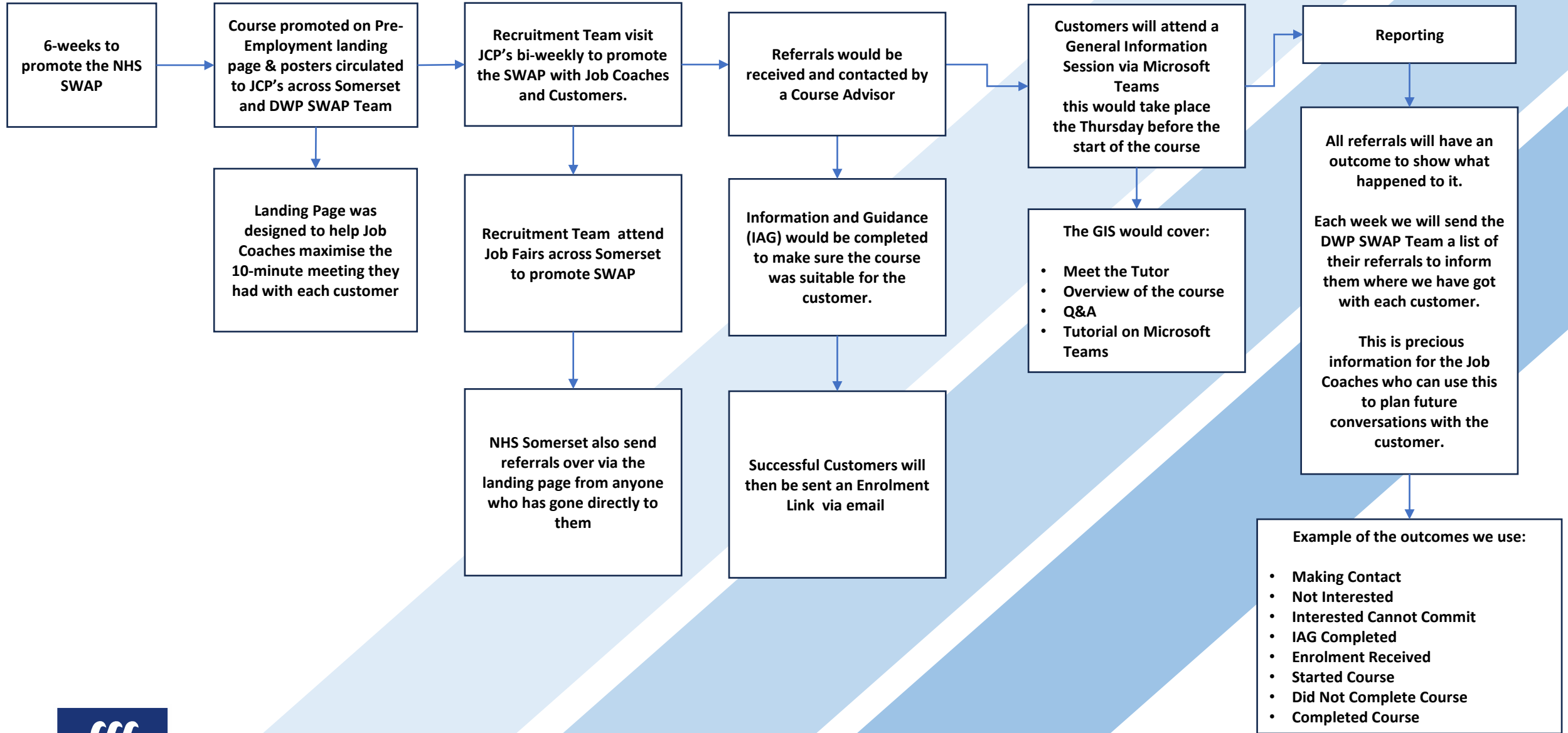
CURRICULUM DESIGN AND DELIVERY PLAN

- Evolved over time to meet the needs of learners and the employer.
- Relationship with Gateway Qualifications made it easy to decide which awarding organisation to partner with for this opportunity.
- **Original curriculum: Customer Service and Employability.** Worked well, but college and employer felt it needed to change to give more to the learners.
- **New curriculum: Health and Care.** Allowed more theoretical knowledge through SWAP programme, and converted into practical knowledge by the employer.



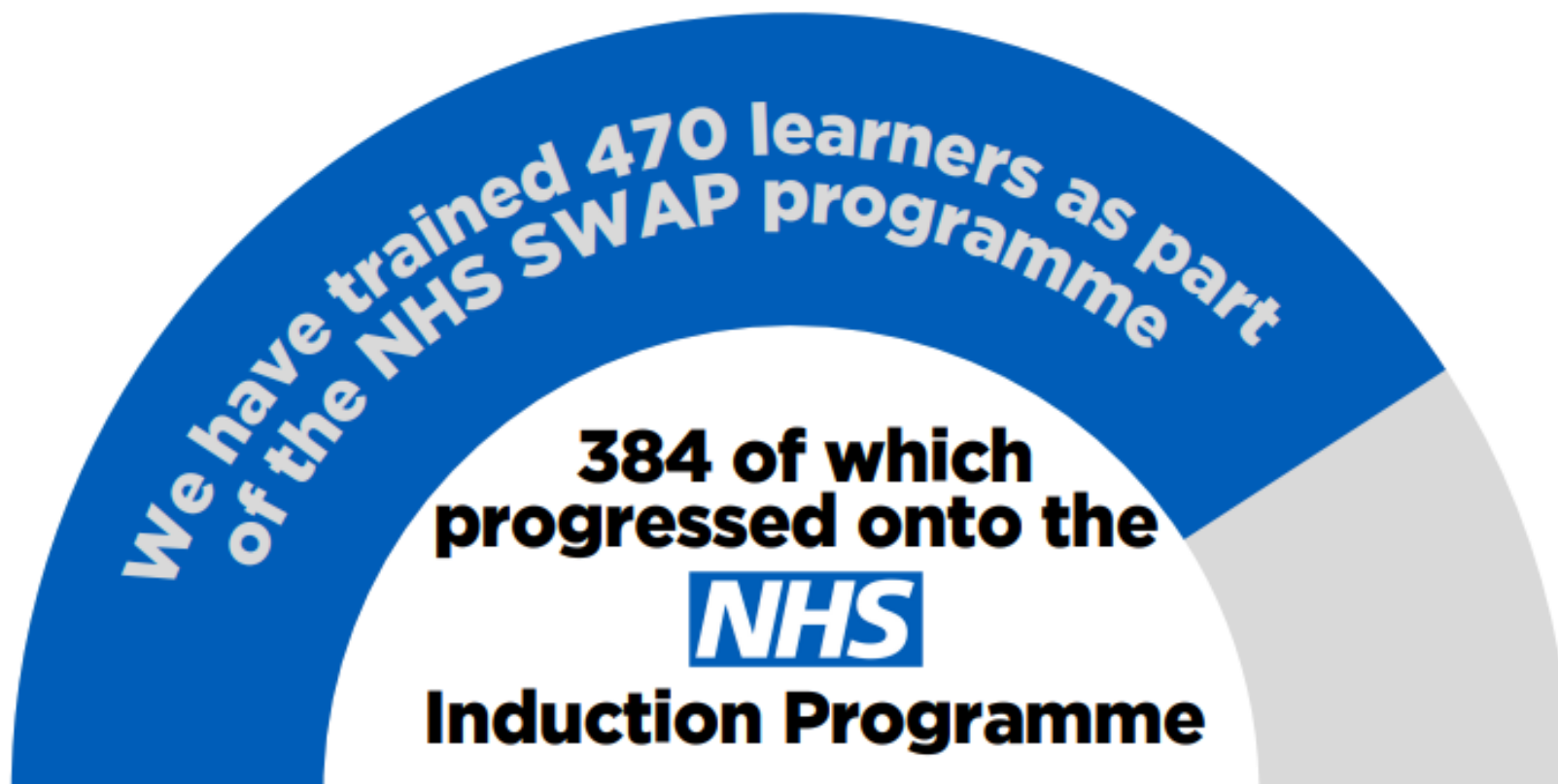
NEW DESIGN AND THE FUTURE

- Going forward: Programme evolved, using **Vocational Studies** qualification provided by Gateway Qualifications.
- Somerset NHS opened the SWAP to more areas of the business
- Flexible units within Vocational Studies allows flexible delivery to suit the job roles.
- New pilot: University Hospitals of Bristol and Weston. Roles for those who interact closely with the public - porters and facilities staff.





Since the programme started in April 2021...





WHAT NHS MANAGEMENT HAVE SAID

James Warren, Lead for Covid 19 Testing Team

"Recruiting for my team is challenging due to the need for advanced IT literacy and navigating multiple systems.

"SWAPs has been invaluable in streamlining the pre-interview process and ensuring candidate suitability. One standout candidate has proven to be an exceptional and consistent team member, a true asset."

Alex Pryde, Manager of Outpatients and Mass Vaccination Programme Booking Team

"The introduction of mass vaccinations required rapid staffing, and the SWAPs Team delivered exceptional candidates. One standout SWAPs candidate coordinated the vaccination program and was promoted from Band 2 to Band 3.

"Now, on the verge of a Band 4 promotion and a permanent contract, their journey highlights the excellent quality of SWAPs candidates."

Adrian Batty, Estates Manager:

"We were looking for a Band 3 administration support assistant and one was recruited successfully right away!

"The process of recruitment was absolutely brilliant – from the interview on Wednesday the candidate started with us on Monday – it worked really well because with SWAPs the candidates are already DBS checked, inductions have been done and they are set up on the system with emails etc.

"Our new employee has already been holding the fort and has added value to the team."

Questions?



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