

Developing people  
for health and  
healthcare

# Workforce Transformation



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Health Education North West

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*“Developing a workforce responsive  
to changes in care, now and in the  
future”*

[nw.hee.nhs.uk](http://nw.hee.nhs.uk)  
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Health Education North West

# Workforce Transformation



The role of Health Education England (HEE) is to ensure that the healthcare workforce has the right skills, behaviours and training and is available in the right numbers, to support the delivery of excellent healthcare and drive improvements. HEE supports healthcare providers and clinicians to take greater responsibility for planning and commissioning education and training through 13 Local Education and Training Boards (LETBs) nationally - Health Education North West being the largest.

Transformation of the workforce is an essential component of HEE's vision. In the North West this means;

***“Developing a workforce responsive to changes in care, now and in the future”***

Health Education North West supports transformation by:

- Ensuring a sufficient supply of highly skilled staff
- Enabling up-skilling of the current workforce
- Developing and promoting new ways of working

This booklet presents existing, new and emerging roles supported by Health Education North West which contribute to workforce transformation.

# Pre –employment

## What is it?

Pre employment training programme aimed at unemployed adults to support them to move into employment. Four weeks college training with level 1 or 2 qualification, followed by a ten week work placement, which organisations across health and care are encouraged to support. Placements include direct patient care and administration roles. Support is available to the participant during the programme and for 6 months after completion by the Employment Progression Pathway (EPP) team. This team provides assistance with job matching, applications and interview techniques.

## What are the benefits?

- Creates future supply for clinical and non-clinical roles
- Increases social mobility of the local community

## Funding and Support

Fully co-ordinated and supported programmes. All training costs covered, fund DBS checks and occupational health checks.

For further information contact:

[pat.perkins@skillsforhealth.org.uk](mailto:pat.perkins@skillsforhealth.org.uk)

[riona.hornby@skillsforhealth.org.uk](mailto:riona.hornby@skillsforhealth.org.uk)

**Level 1 or 2 qualification**

# Cadet

## What is it?

The Cadet programme provides young people aged 16-18 with a route into healthcare careers, by enabling them to gain valuable work experience and recognised qualifications over a 1-2 year period. Following a 6-10 week induction (probationary) period the Cadets progress on to placement in a supervised role, which organisations across health and care are encouraged to support. Current programmes include; Health Care, Dental, Health Informatics, Business and Admin and Finance.

## What are the benefits?

- Creates future supply for clinical and non-clinical roles
- Increases social mobility of the local community

## Funding and Support

Fully coordinated and supported programmes. All training and exam costs covered. Funded DBS and Occupational Health checks. Uniforms. Apprenticeship training allowance.

For further information contact:

[judith.jones@skillsforhealth.org.uk](mailto:judith.jones@skillsforhealth.org.uk)

[catherine.ferguson@skillsforhealth.org.uk](mailto:catherine.ferguson@skillsforhealth.org.uk)

[www.skillsacademyforhealth.org.uk](http://www.skillsacademyforhealth.org.uk)

**Level 2 or 3 BTEC Qualification**

# Healthcare Assistant/Support Role Apprenticeship

## What is it?

Work based training programme designed around needs of employer, leading to nationally recognised qualification(s). They are for people looking for a job that enables them to carry on learning, and for those already in employment who want to gain further qualifications/skills and knowledge. There are a variety of job roles that can be undertaken as an apprentice in the health and care sector. These range from Administrator to Laboratory Assistant, Receptionist to IT Analyst, Healthcare Assistant to a Plumber.

## What are the benefits?

- Up-skills current employees to improve service delivery
- Improves productivity across clinical & non-clinical roles

## Funding and Support

Fully funded programmes dependent on eligibility criteria being met.

For further information contact:

[gill.cunnah@skillsforhealth.org.uk](mailto:gill.cunnah@skillsforhealth.org.uk)

[sandra.capper@skillsforhealth.org.uk](mailto:sandra.capper@skillsforhealth.org.uk)

[andy.wilson@skillsforhealth.org.uk](mailto:andy.wilson@skillsforhealth.org.uk)

[www.investinhealth.org.uk](http://www.investinhealth.org.uk)

**Level 1,2,3,4 or 5 apprenticeship qualification**

# Assistant Practitioner

## What is it?

Level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. Undertake direct care including clinical work previously only within the remit of the registered professionals. May transcend professional boundaries. Accountable to themselves, their employer, and the users. There are National Core Standards for Assistant Practitioners (APs) (Skills for Health).

## What are the benefits?

- Provides an innovative & efficient method of developing existing workforce
- Creates opportunities for new ways of working to deliver quality care

## Funding and Support

Via Health Education North West, tuition fees paid directly to the University. Salary contribution £228 per trainee, per month for a maximum of 24 months (2014/15).

For further information contact:

**[transformation@nw.hee.nhs.uk](mailto:transformation@nw.hee.nhs.uk)**

**Foundation Degree level qualification**

# Practitioner

## Senior/Specialist Practitioner

### What is it?

HENW commission undergraduate and post-graduate non-medical training. Once qualified, professionally qualified staff are able to access Multi-Professional Education and Training (MPET) monies managed by Health Education North West. The MPET resource funds CPD provision for clinical professionally registered staff (excluding doctors and dentists) in placement provider organisations.

### What are the benefits?

- Ensures sufficient supply of newly qualified staff
- Up-skills staff to deliver consistent high quality care

### Funding and Support

Health Education North West provides funded secondment places for both pre-registration and post registration training. CPD Apply is an electronic application and monitoring system tool, for all Continuing Professional Development (CPD) activity.

For further information please visit:

[www.cpd-applynw.nhs.uk](http://www.cpd-applynw.nhs.uk)

**Degree Level Qualification (Practitioner)**

**Postgraduate or Masters level qualification  
(Senior/Specialist Practitioner)**

# Advanced Practitioner

## What is it?

The Advanced Practitioner is an experienced, registered healthcare professional who has completed the MSc Advanced Practice. They work autonomously and function at level 7 of the Career Framework for Health, undertaking tasks that were previously carried out by doctors. In most cases Advanced Practitioners have their own caseload and are independent prescribers, able to diagnose, treat, refer and discharge patients.

## What are the benefits?

- Provides an innovative & efficient method of developing the existing workforce
- Creates opportunities for new ways of working to deliver quality care

## Funding and Support

Via Health Education North West, tuition fees paid directly to the University. Salary replacement contribution £755 per trainee, per month for a maximum of 24 months (2014/15).

For further information contact:

**[transformation@nw.hee.nhs.uk](mailto:transformation@nw.hee.nhs.uk)**

**Masters level qualification**



## Physician Associate

### What is it?

The Physician Associate (PAs) supports doctors in the diagnosis and management of patients. They are trained in the medical model and work under direct supervision of a doctor in secondary and primary care settings. PAs take medical histories, perform examinations, diagnose illnesses, analyse test results and develop management plans.

For further information contact:

**[transformation@nw.hee.nhs.uk](mailto:transformation@nw.hee.nhs.uk)**  
**[www.ukapa.co.uk](http://www.ukapa.co.uk)**

**Postgraduate Diploma qualification**

## Consultant Practitioner

### What is it?

Consultant Practitioners are staff working at a very high level of clinical expertise and/or have responsibility for the planning of services, normally employed at level 8 of the Career Framework. The Advanced Practitioner role is a continuum from emergent practitioner to Consultant. The consultant role requires four key functions: Expert clinical practice (at least 50%), Professional Leadership & Consultancy, Education, Training and Development, Practice and Service Development.

For further information contact:

**[transformation@nw.hee.nhs.uk](mailto:transformation@nw.hee.nhs.uk)**

**Masters Level or above**

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