

West Midlands Regional Health Science and Care Services Training Plan

Pathways to Progression



Contents

Introduction	1
What will we do?	3
Care Services: Pathways and Progression	4
Health Science: Pathways and Progression	5
Nursing	6
Occupational Therapist	6
Physiotherapist	7
Radiographer	7
Pharmaceutical Technician	8
Dental Nursing	8
Medical Secretary	9
Nurse Associate	10
New for 2021	13
Regional Health Science and Care Services Training Offer - Provider Directories (Colleges, ITPs & Universities)	14
Nursing Associate Course Providers	17



Introduction

This 'roadmap for skills' sets out how the WMCA through use of its Adult Education Budget and working with partners will support the growth of health and care professionals across the region, by providing a greater breadth of training at all levels that can be taken up by those looking to gain employment and crucially for those already employed looking to develop their career or change their job.

This regional plan mirrors our wider ambition for adult learning, by ensuring that provision will be flexible – whether full-time or part-time; on-the-job or off-the-job; a first ever job, career progression or a change of career. Everyone will have the chance to retrain, update their skills and move into growth sectors and the plan has been developed with consultation from our training providers and regional employers.

Size and Scale

Given its central role in fighting Covid-19, health continues to be a growth sector – encompassing more than 350 job roles in the NHS alone, from nursing to administration, that can lead to an incredibly rewarding career. In the West Midlands, which is forecast to be one of the most affected regions by the pandemic, this equates to more than 1,500 NHS vacancies, highlighting a significant opportunity for those looking to retrain or upskill and gain good work, while also supporting the economic and health recovery efforts. In addition to this there are 9,300 vacancies in the social care sector at any one time.

A healthier, fairer recovery

Our Recharge the West Midlands vision includes the ambition to increase the innovation in healthcare in the West Midlands through the acceleration of high-growth sectors to address the productivity gap, improve health outcomes and reduce regional health inequalities. The development of internationally recognised health technologies would increase the opportunities for residents.

Our community recovery prospectus equally sets out our approach to levelling up the West Midlands post pandemic and has six priorities – the things that are most important to our residents:

- Living safely with Coronavirus
- Accessing healthcare and improving physical health
- Mental health support
- Education and young people
- Jobs and training
- Local business and high streets

The health sector plays a critical role across all of these and improving the skills of those who work in it and those seeking to work in it will aid our recovery.

We know that young people, people from BAME communities, those working on the front line and those generally worse off in our society are disproportionately affected by COVID. Improved skill levels will, for many, improve their job prospects and earnings. The health sector can lead the way in making this a reality.

What is the ambition?

The ambition of the regional health and social care plan is to develop a regional offer for both the care sector and the health sector that enables practical points of entry for those new to the sectors and also provides a seamless workforce development career progression pathway.

The plan aims to move residents into critical roles in the region, heightened by the pandemic and will go some way to tackle the region's unemployment but also to raise awareness of the opportunities within these employment sectors.

Through a cohesive approach between training providers and the employers, it is envisaged that the training will truly meet the needs and specialities of the employers, whilst providing individuals with opportunities to grow and develop.

Health Science and Care Services have received immense exposure through the pandemic and we are keen to amplify that exposure by focusing on the career and professional development opportunities available to new entrants and for those already employed in the sector.



What will we do?

Increase the pathways and qualifications offered through AEB to match the jobs available

WMCA already spends £5.5m of its devolved adult education budgets on health and care training and qualifications. Access is good across the region with 38 colleges and providers delivering training. However, most of the colleges and providers deliver a limited range of qualifications mainly in Health Science and Care Services. We know there are a far wider range of jobs available and we want to extend the range of training to cover the breadth of occupations.

Currently the majority of training is offered on a full-time, daytime basis restricting participation to mainly younger adults who are not working or claiming benefits. The sectors response to the pandemic has been to deliver far more of the training content online. We want to build on that experience and have more training offered in flexible ways with less on-site attendance so that those in work and those with family, caring and other commitments will be able to study around their lives.

- Develop a more flexible offer – part time, accelerated, blended to widen access
- Increase number of people in work accessing training and qualifications that improve their pay
- Increase the volume and breadth of Sector Based Work Academies
- Offer ESOL for Care courses through community learning providers and colleges
- Pilot a BAME leadership programme

Work with regional universities to increase pathways to higher education

- To align the 12 regional universities and 21 regional colleges to the plan to develop a robust directory of education providers
- To work with universities to ensure the Higher Education offer meets the regional skills demands in the sector.

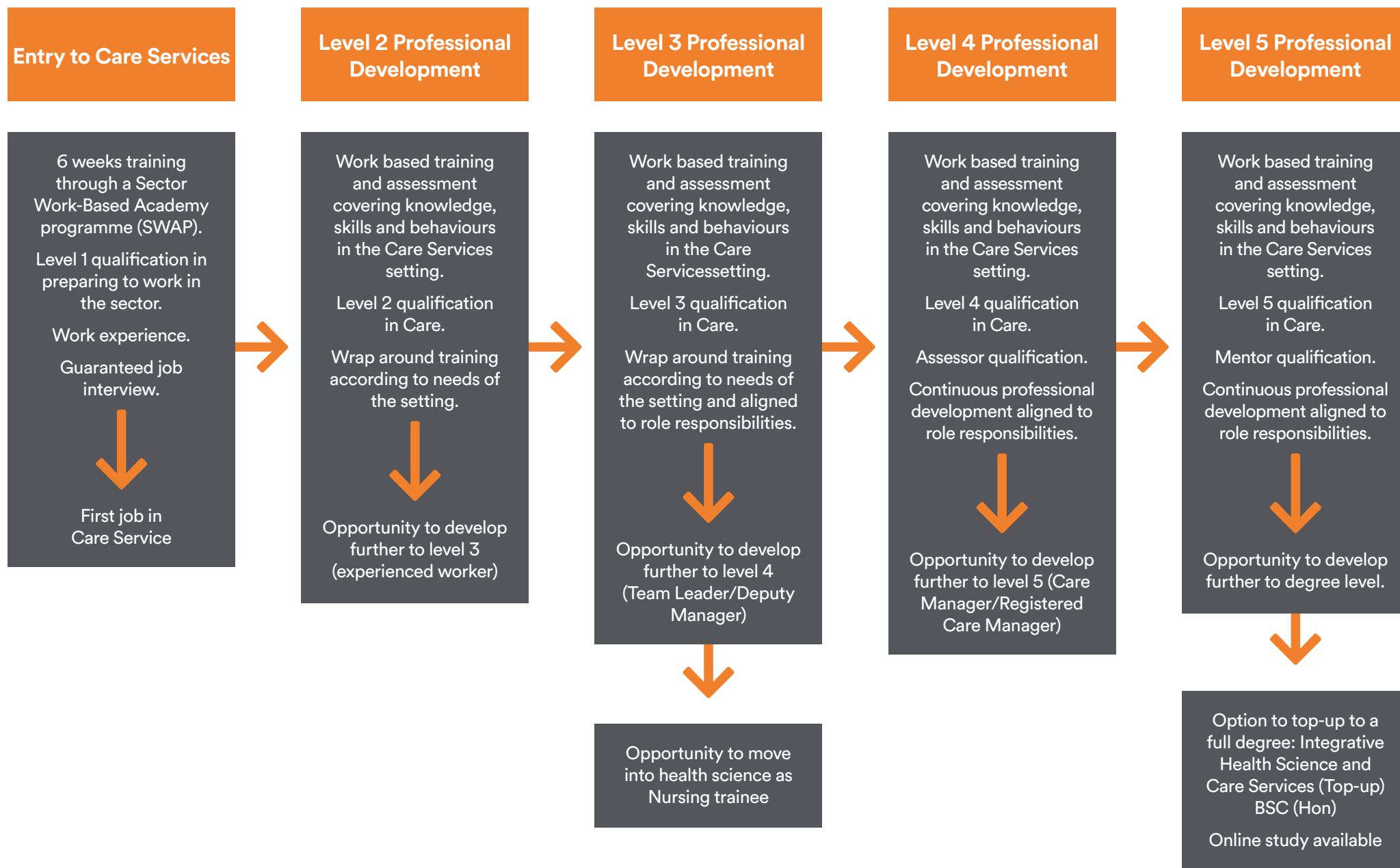
Work with regional partners to develop a complementary training offer

- Align the AEB offer alongside Apprenticeships and the NHS training to deliver a comprehensive training offer
- Work with JCP (Job Centre Plus) to offer all young people on Kickstart in the care sector additional care training to prepare them for jobs or apprenticeships
- Work with Serco on Skills Support for the Workforce, aimed at the lower level training
- Work with partners to develop a leadership development programme for BAME leaders and managers
- Develop an ESOL for Care training programme in conjunction with partners

Work with employers, Local Authorities and anchor networks to increase opportunities for disadvantaged groups such as:

- Young people
- Young people who are NEET (Not in Education, Employment or Training)
- Residents in low paid work
- Lived experience
- Women
- Social value commitments
- Anchor network employers
- Disabled young people
- Long term unemployed
- Recently made redundant

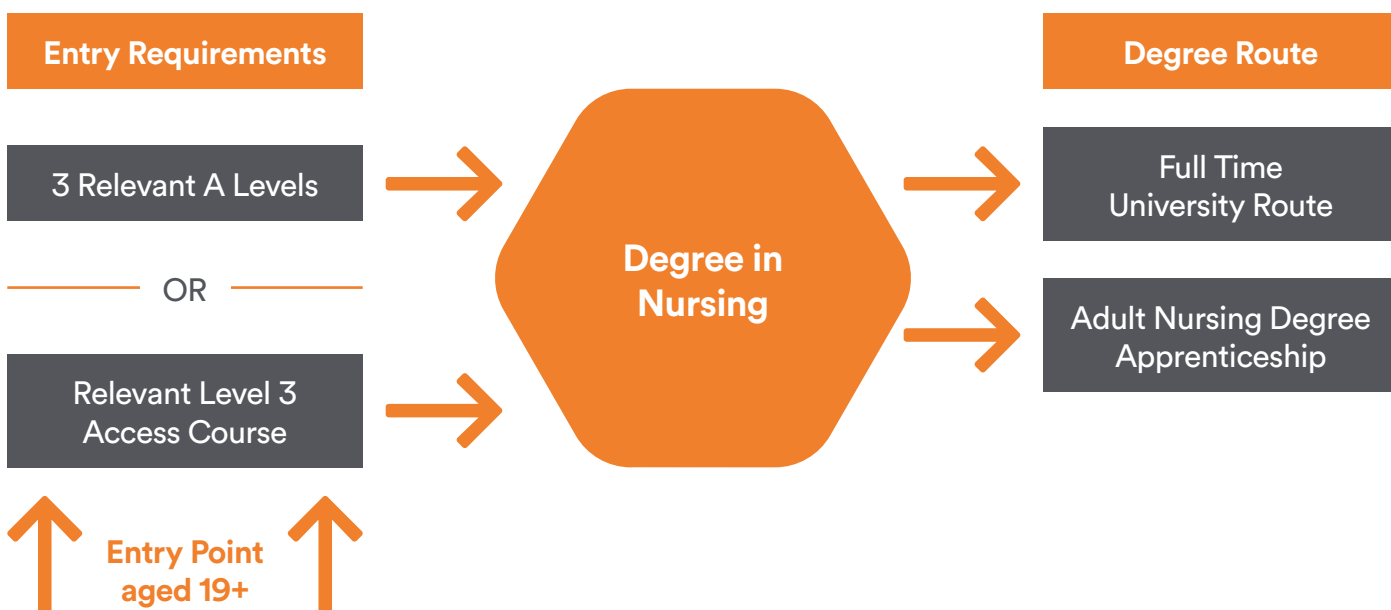
Care Services: Pathways and Progression



Health Science: Pathways and Progression



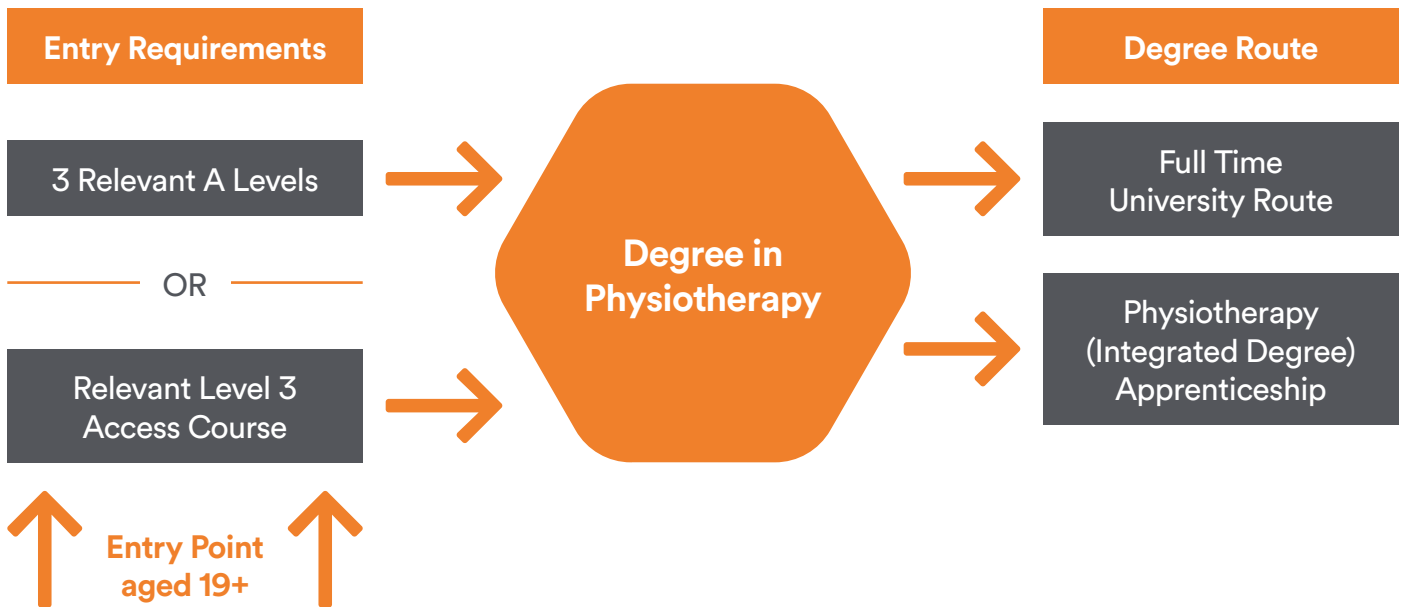
NURSING: Pathways and Progression



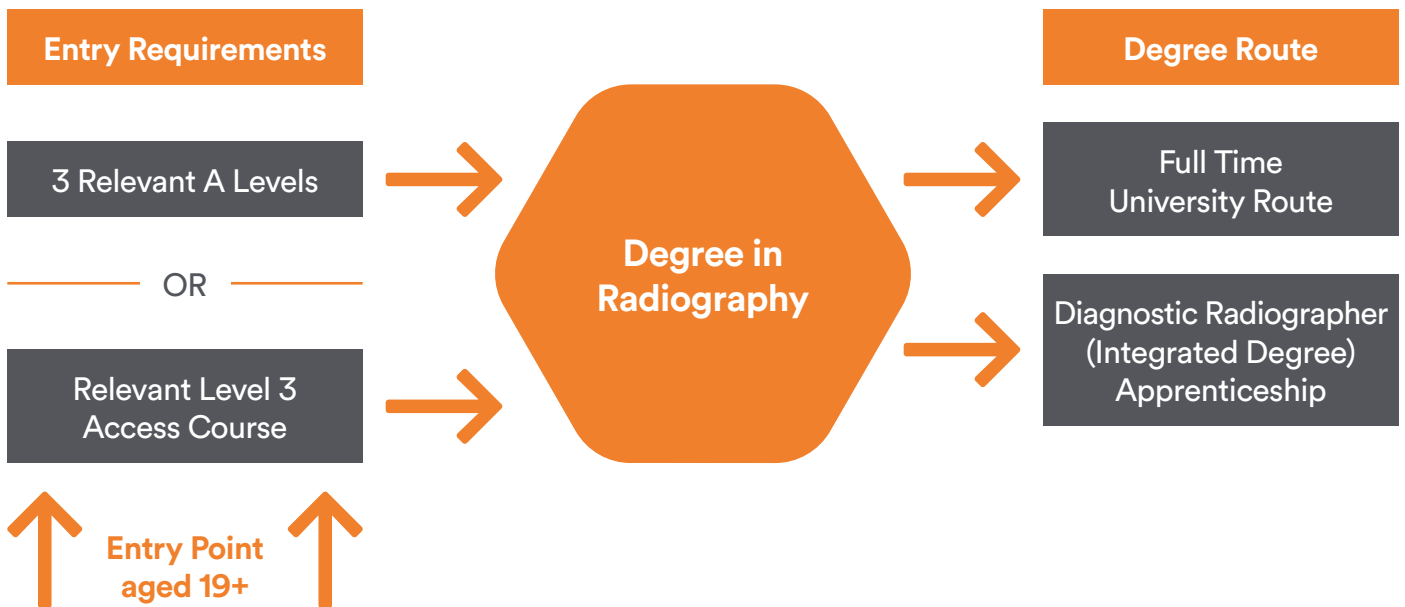
OCCUPATIONAL THERAPIST: Pathways and Progression



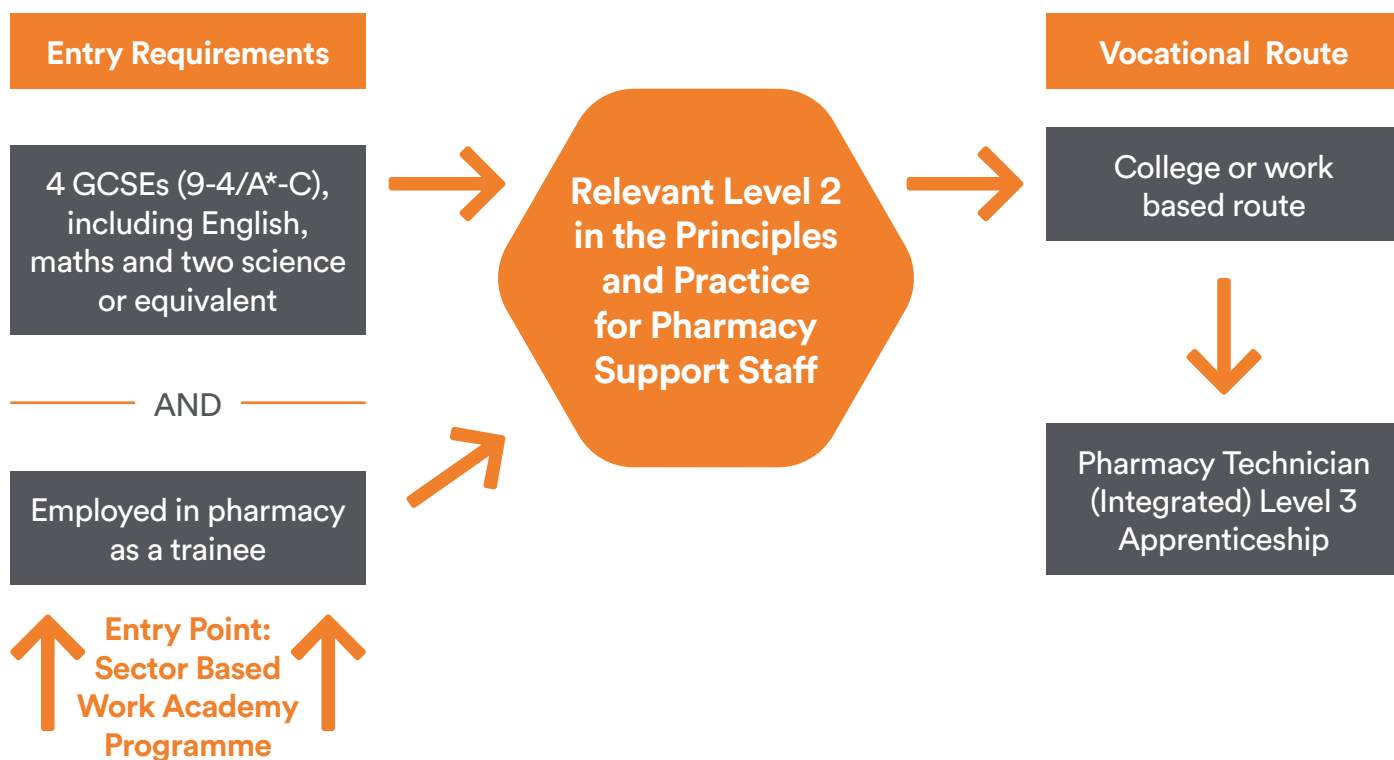
PHYSIOTHERAPIST: Pathways and Progression



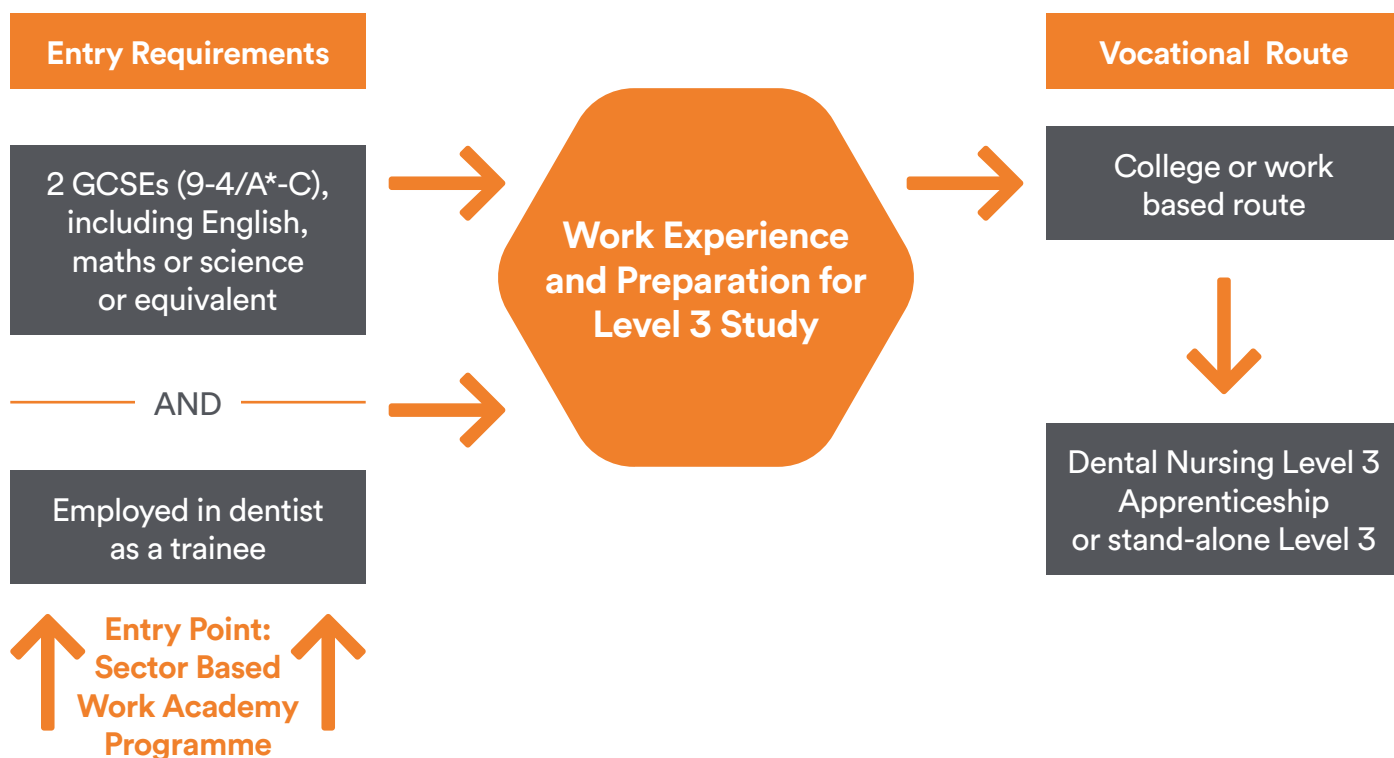
RADIOGRAPHER: Pathways and Progression



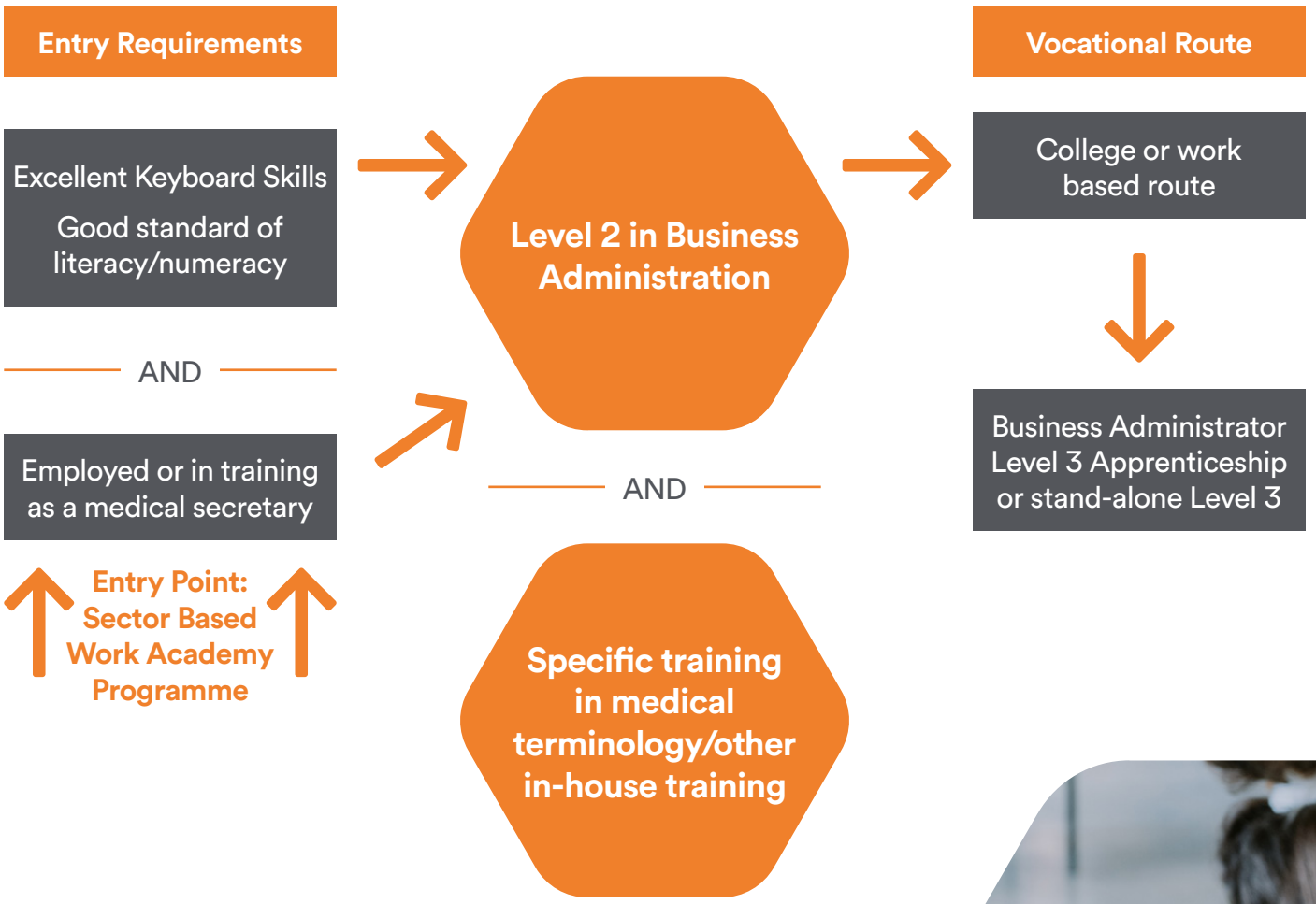
PHARMACEUTICAL TECHNICIAN: Pathways and Progression



DENTAL NURSING: Pathways and Progression



Medical Secretary: Pathways and Progression



Nurse Associates in the West Midlands, Pathways and Progression

Nursing associate is a new role within the nursing team. Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public. It is also a steppingstone to becoming a registered nurse.

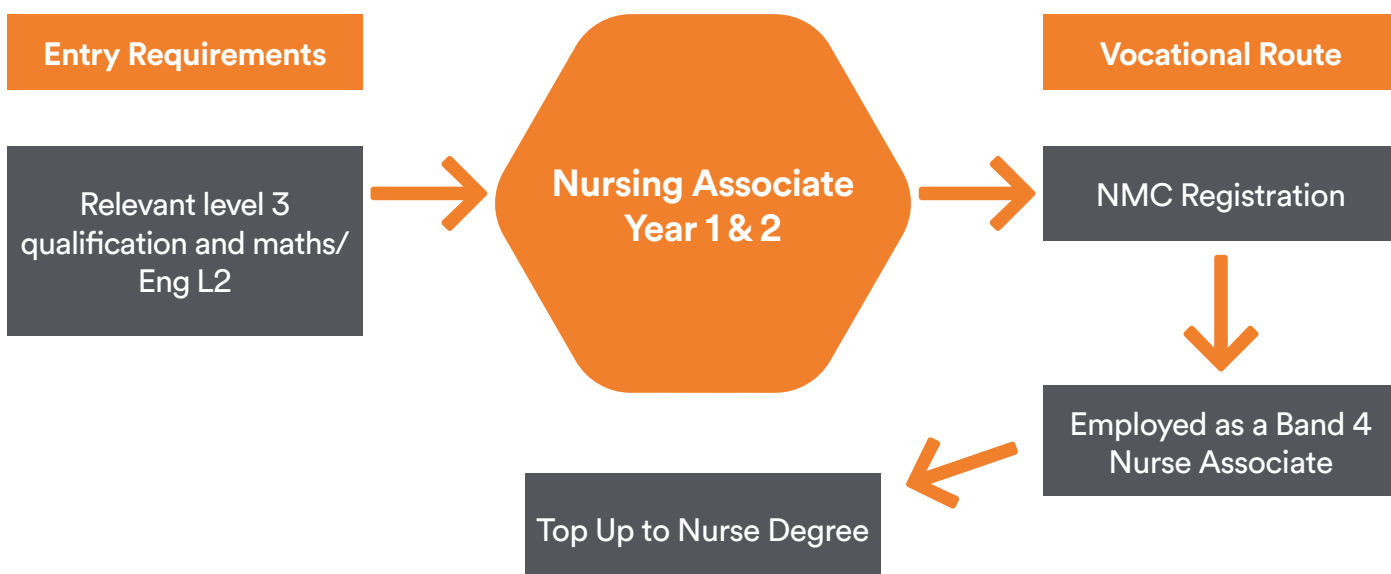
Nursing associates work across all four fields of nursing: adult, children's, mental health, and learning disability. Your skills and responsibilities will vary, depending on the care setting you work in. You'll need to demonstrate the values and behaviours of the NHS Constitution.

Your duties are likely to include:

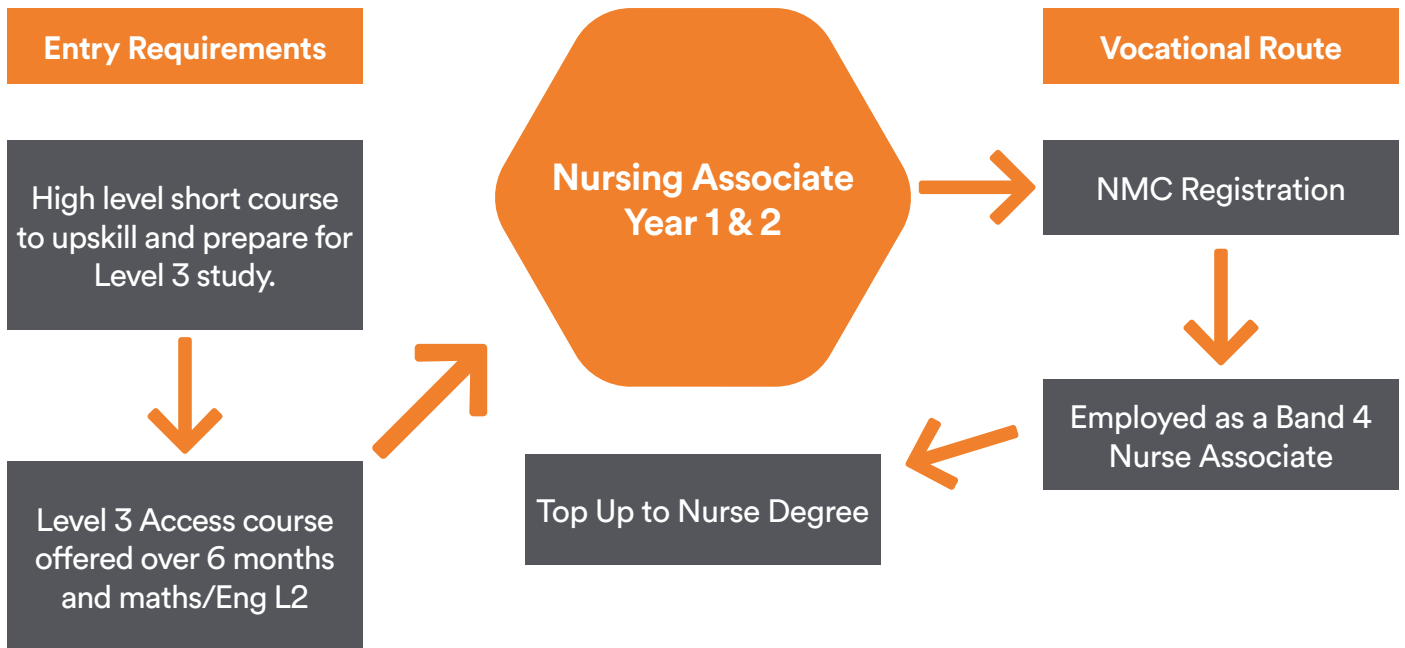
- undertaking clinical tasks including venepuncture and ECGs
- supporting individuals and their families and carers when faced with unwelcome news and life-changing diagnoses
- performing and recording clinical observations such as blood pressure, temperature, respirations and pulse
- discussing and sharing information with registered nurses on a patients' condition, behaviour, activity and responses
- ensuring the privacy, dignity and safety of individuals is maintained at all times
- recognising issues relating to safeguarding vulnerable children and adults



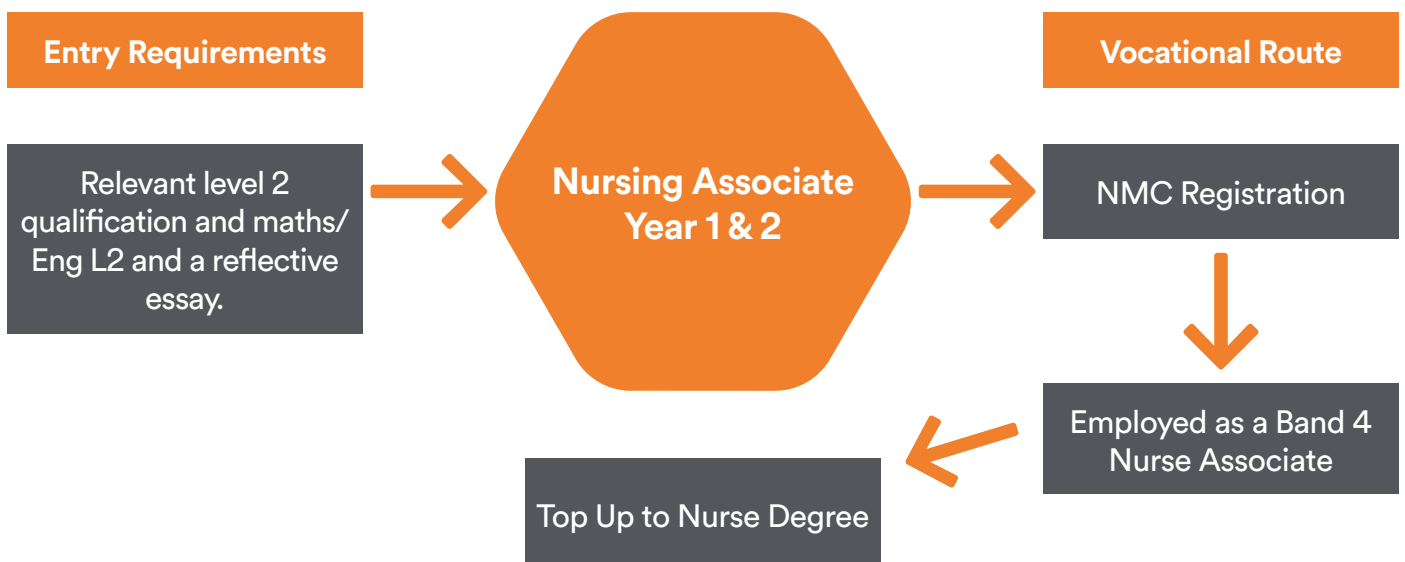
Apprentice/Trainee (Band 3) Nurse Associate: Those with a relevant level 3 qualification



Apprentice/Trainee (Band 3) Nurse Associate: Those without a relevant level 3 qualification

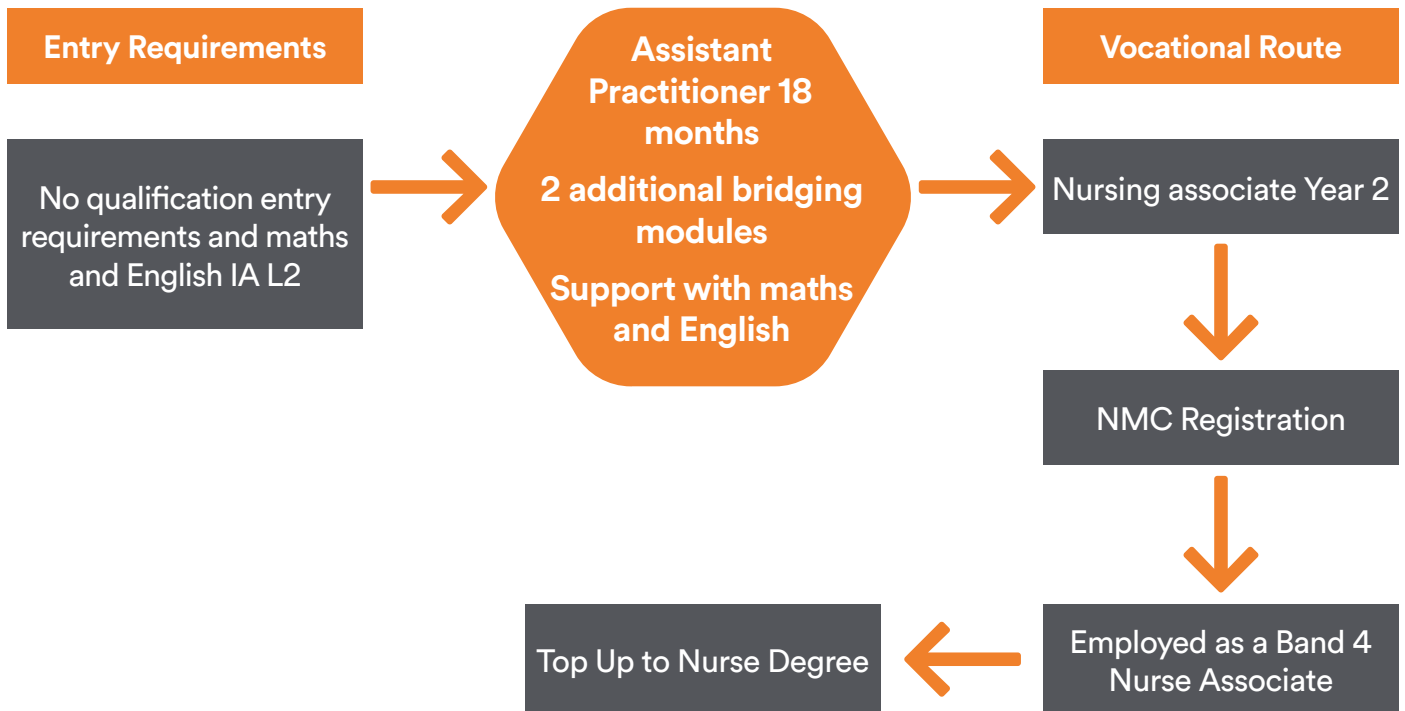


Apprentice/Trainee (Band 3) Nurse Associate: Those with a relevant level 2 qualification



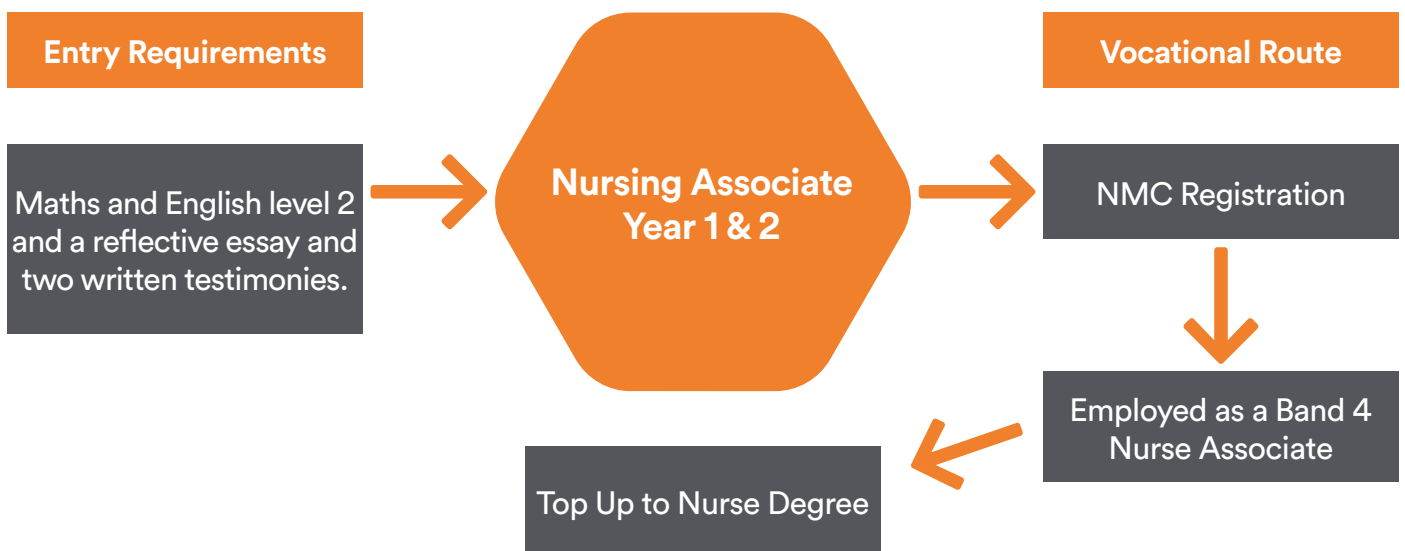
Apprentice/Trainee Assistant Practitioner:

Those without a relevant level 3 qualification and require maths/English support



Apprentice/Trainee (Band 3) Nurse Associate:

Those without a relevant level 2 or 3 qualification but employed in the sector.



New for 2021

ESOL for Health Science and Care Services

Providers have developed an ESOL programme tailored to the Health and Social Care sector that will aid your preparation for working in the sector.

BAME Leadership Development

Providers have developed a leadership programme for BAME leaders in Social Care

Skills Support for the Workforce

Delivered through Serco, these programmes are tailored to meet the needs of individuals and employers to increase the skills of their workforce. For more information visit www.serco-ese.com/skills-support-for-the-workforce

Next Steps

If you are interested in these programmes, the next pages contain information on which providers in the West Midlands are delivering. Please contact your local provider from the information provided.



**FIND YOUR
FUTURE**

If you would like more information on any of the Health Science and Care Services pathways please email hasc@wmca.org.uk

Regional Health Science and Care Services Training Offer - Provider Directory: Colleges

Provider	Care Services Courses					Health Science Courses				Specialist Courses			Pharmaceutical Technician			Medical Secretary			Dental Nursing		Additional	
	Entry to Social Care	Level 2 Professional Development	Level 3 Professional Development	Level 4 Professional Development	Level 5 Professional Development	Entry to Health Care	Level 2 Professional Development	Level 3 Professional Development	Level 5 Professional Development	Access to Occupational Therapy	Access to Physiotherapy	Access to Radiography	Entry to Pharmaceutical Technician	Level 2 Professional Development	Level 3 Professional Development	Entry to Medical Secretary	Level 2 Professional Development	Level 3 Professional Development	Entry to Dental Nursing	Level 3 Professional Development	BAME Leadership Development	ESOL for Health and Social Care Careers
Dudley College	✓	✓	✓	✓	✓	✓	✓	✓	✓							✓	✓	✓			✓	✓
Walsall College	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓			✓	✓	✓	✓	✓
Halesowen College	✓	✓	✓	✓	✓	✓	✓	✓						✓			✓	✓			✓	✓
Bmet College	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓		✓	✓				✓	✓	✓	✓
South and City College	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓							✓	✓
NWSL College	✓	✓	✓	✓	✓	✓	✓	✓	✓													
Coventry College	✓	✓	✓			✓	✓	✓														✓
South Staffs College	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓			✓	✓
Telford College	✓	✓	✓			✓	✓	✓	✓													
Wolverhampton College	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓										✓
Solihull College	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Kidderminster College	✓	✓	✓	✓	✓	✓	✓	✓	✓													
Fircroft College	✓	✓				✓	✓														✓	✓
Hereward College	✓	✓																				
Newcastle and Stafford College Group	✓	✓	✓	✓	✓		✓	✓														
Sandwell College	✓	✓	✓				✓	✓	✓	✓						✓	✓	✓				
Joseph Chamberlain College	✓	✓	✓			✓	✓	✓														✓

Regional Health Science and Care Services Training Offer - Provider Directory: ITPs

Provider	Care Services Courses					Health Science Courses				Specialist Courses			Pharmaceutical Technician			Medical Secretary			Dental Nursing		Additional	
	Entry to Social Care	Level 2 Professional Development	Level 3 Professional Development	Level 4 Professional Development	Level 5 Professional Development	Entry to Health Care	Level 2 Professional Development	Level 3 Professional Development	Level 5 Professional Development	Access to Occupational Therapy	Access to Physiotherapy	Access to Radiography	Entry to Pharmaceutical Technician	Level 2 Professional Development	Level 3 Professional Development	Entry to Medical Secretary	Level 2 Professional Development	Level 3 Professional Development	Entry to Dental Nursing	Level 3 Professional Development	BAME Leadership Development	ESOL for Health and Social Care Careers
Adult Education Wolverhampton	✓	✓						✓							✓	✓	✓					
BCTG	✓	✓	✓	✓	✓	✓	✓	✓	✓													
Birmingham Adult Education																					✓	✓
Coventry Adult Education	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓	✓					✓
Back 2 Work		✓																				
Enterkey Training	✓					✓																✓
Gecko Training	✓	✓	✓																			
Skills Training UK	✓					✓	✓	✓							✓	✓	✓					
Vocational Skills Solutions		✓	✓																			

Regional Health Science and Care Services Training Offer - Provider Directory: Universities

Provider	Care Services Courses							Health Science Courses				Specialist Courses						Pharmaceutical Technician			Medical Secretary			Dental Nursing				
	Entry to Social Care	Level 2 Professional Development	Level 3 Professional Development	Level 4 Professional Development	Level 5 Professional Development	Level 6 (Graduate level) Professional Development	Level 7 (PG level) Professional Development	Entry to Health Care	Level 2 Professional Development	Level 3 Professional Development	Level 5 Professional Development	Access (or Foundation year) to Occupational Therapy Degree	Occupational Therapy Degree	Access (or Foundation year) to Physiotherapy Degree	Physiotherapy Degree	Access (or Foundation Year) to Radiography Degree	Radiography Degree	Access (or Foundation Year) to Nursing Degree	Nursing Degree	Entry to Pharmaceutical Technician	Level 2 Professional Development	Level 3 Professional Development	Entry to Medical Secretary	Level 2 Professional Development	Level 3 Professional Development	Entry to Dental Nursing	Level 3 Professional Development	
University of Wolverhampton	✓	*	✓	✓	✓	✓	✓	***	***	✓	✓	✓	✓	✓	✓		✓	✓										
Newman University				✓	✓					✓	✓																	
Keele University											✓		✓	✓	✓	✓	✓	✓										
Birmingham City University				✓	✓						✓		✓	✓	✓	✓	✓	✓										
University of Birmingham				✓	✓						✓							✓										
University College Birmingham											✓			✓								✓						
Coventry University			✓	✓	✓					✓	✓	✓*	✓	✓*	✓	✓*	✓*	✓*	✓									

* under development

*** Specialist courses - BIA, AMP, Practice Educator, Phd Social Work and Social Care, Prof docs, other non-accredited modules, Level 7 Masters in Social Health and Social Care (under development)

Nursing Associate College Provider

Provider	Courses					
	High Level SWAP/Entry Course / Pre-Access	Fast Track Access Course	L5 Assistant Practitioner	L5 Nurse Associate	Additional L4 Bridging Modules	Alternative Route (E.G Portfolio)
Solihull College and University Centre	✓	✓				
Telford College	✓	✓	✓			
North Warwickshire and South Leicestershire College	✓	✓				
Fircroft College	✓	✓				
South Staffordshire College	✓	✓				
City of Wolverhampton College	✓	✓			✓	
Walsall College	✓	✓				
Coventry College	✓	✓	✓	✓		

Nursing Associate University Provider

Provider	Courses				
	6 Month Access Course	L5 Assistant Practitioner	L5 Nurse Associate	Additional Modules	Alternative Route (E.G Portfolio)
<u>Birmingham City University</u>	✓	✓	✓		✓
<u>Coventry University</u>	✓		✓		
<u>Wolverhampton University</u>			✓		
<u>University College Birmingham</u>		✓	✓	✓	