

Issue 1 January 2008

NHS Academy

North West Bi-Annual Newsletter

Pilot Health Care Cadets

Greater Manchester Cadet Scheme

DOE Awards Achievers

Pre Employment Graduates

Annual Prizegiving

Celebrating our achievements

The NHS Academy's 5 strands of work include:

- Specialist information, Advice and Guidance
- Pre Employment
- New ways of learning
- Brokerage
- Youth development programmes



NHS Academy
North West

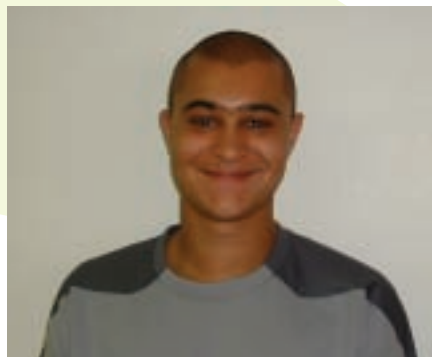
An exciting year for the Academy

Welcome to the NHS Academy North West newsletter- as ever it is full of information on the Academy's work and highlights the successes which, working together, we have achieved over the past months. It has been an interesting and extremely busy couple of months for the Academy team as we have started to work with partners across the North West, including the Cadet programmes in Greater Manchester and Cumbria and Lancashire, the Access to Employment Programme in Cumbria, and our NHS and education partners across the region. Acting on behalf of the NHS North West and Skills for Health, we have also been successful in submitting Pre-Qualification Questionnaires to the Learning and Skills Council, in order that we can work with partners on the ESF Invitations to Tender. We are keen, not only maintain our current partnerships, but also to develop others in order to ensure access to funding which will assist the sector in reaching its challenging targets. In this issue you will find information not only on the success of participants on our programmes, but also on the funding available through the Joint Investment Framework (JIF). We have also recently had very exciting news for the Academy in the appointment of Avis Mulhearn to the Skills for Health post of National Director for Skills Academies. Our sincere thanks to all our partners for the support you have given over the past year.

Judith McGregor, Head of Programmes, NHS Academy North West.



Manchester Cadets



Gavin Conhye

We started the Multi-Professional Cadet Scheme in conjunction with Salford College in September 2001. Due to low numbers one group of cadets was amalgamated with the BTEC National Diploma group of students, one of those BTEC students was Gavin.

Gavin was repeating his first year as he had not completed enough units and needed to mature. During that first year of teaching him it became obvious he was interested in Mental Health and wanted to follow in his father's footsteps and become a nurse in this field. After some discussion Gavin was persuaded to join us in his second year as a cadet and complete placements in this Trust. He especially enjoyed working at Wentworth House, which is a detoxification unit for people with alcohol problems.

Gavin completed the cadet scheme successfully and went on to Salford University to complete his diploma in Mental Health Nursing. Gavin is now a fully fledged staff nurse and he works in our Trust at Bolton Royal Hospital on K1, an acute admission ward for adults with mental health issues.

We are all very proud of Gavin and this success.



Sarah Halliwell

Sarah left school and applied to Salford College but as her GCSE profile did not match the admission criteria for the cadet scheme, she was enrolled onto the first Diploma in Health and Social Care. Showing great determination Sarah achieved a distinction profile allowing her to advance to the cadet scheme, whilst also completing key skills at level 2 at the college. Over her two years as a cadet she worked to the best of her ability and achieved her goal of completing the National Diploma in Health Studies and Level 2 NVQ in Health and Care.

Following work experience in clinical placements, receiving excellent feedback from all her mentoring clinicians, Sarah decided that she would like to become an adult nurse. She has progressed onto studying for a degree in Nursing at Salford University. Now in her 2nd year Sarah credits the cadet scheme with preparing her for university both academically and practically, saying; "I felt able to go onto placements with confidence and engage with the patients as I had well developed skills I had learned as a cadet". Looking forward Sarah aims to become a staff nurse, with the longer term objective of a specialist nurse role.

Welcome Aboard the Academy!

The Academy, on behalf of NHS North West, through its Youth Development Lead for Greater Manchester, Catherine Ferguson, now supports partners in the further development and delivery of the multi-professional cadet scheme.

The Multi-professional Cadet Model has been in place since 2001 and each programme is managed by a dedicated clinical educator. We are pleased to welcome two new recruits into this role, Hazel Wild for Central Manchester and Manchester Children's Trust and Lindsay Gregory for Tameside and Glossop Acute Trust.

These successful programmes have enabled many students to make an informed career choice and move on into Higher Education Health Programmes or into employment in varied clinical support services within Trusts.

The Health Science Cadets commenced more recently in 2006 and the pilot group are all progressing well with both their BTEC and NVQ awards. The Science programme is planning to expand in the future to offer more local young people the opportunity to discover a range of science based Health Service occupations.

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Right up your Street!

Celebrating achievements at our Annual Prizegiving

We were delighted by the success of 5th Annual Prizegiving event, held in Thornton Hall on 5th December 2007. Thanks to all of you who attended, including those families and friends who were able to join us.

At the event all of this last year's graduates received awards in recognition of their success and all their hard work and commitment. There were also some surprise awards for those Year 2 Cadets who had made outstanding achievements throughout the year.

The ceremony was hosted by the Academy's Head of Programmes Judith McGregor with Avis Mulhearn, Skills for Health National Director of Skills Academies, speaking at the event. Other partners, including the Learning and Skills Council, kindly presented awards to those receiving Graduate of the Year Awards:

Paul Kenton: Cadet Graduate of the Year Healthcare Science Cadet at Knowsley Community College

Steven Spencer: Liverpool Public Sector Routeway Graduate of the Year

Amanda McGaffey: Sefton Public Sector Routeway Graduate of the Year

Kelly Jensen: Ambition:Health Graduate of the Year
Other awards were presented to:

Careers Ambassador of the Year
Angela Douglas from Liverpool Womens NHS Foundation Trust

Young Apprentice Special Merit and Attendance Awards to Claire O'Mally and Stephanie Dorris both from Knowsley Community College

Citizenship Award to Southport Health Care Cadets based at

Southport College and the Dental Cadets based at University Dental Hospital, Manchester, in recognition of their outstanding fundraising efforts for the Academy's Charity of the Year.

Special Merit Awards went to Cadets from all the further education colleges and training providers who partner us in the Cadet programme - Knowsley Community College, Liverpool Community College, St Helens College, West Cheshire College, Southport College, Wirral Metropolitan College and FTC Kaplan.

Plus of course, as previously mentioned, Graduate Certificates to all last years Cadet and Pre Employment Graduates.

We would however have to say that, despite the eminence of our other speakers, perhaps the most popular attraction on the day was our surprise guest Ryan Thomas AKA Jason Grimshaw from Coronation Street. Ryan was a tremendous hit with everyone and a perfect gentleman as he posed for photographs with those receiving awards.

The prizegiving event was certainly a day to remember, and continues to go from strength to strength, everyone enjoyed the afternoon with partners, staff, cadets and participants feeding back to us on what a great time they had.

Mike Farrell, Head of Educational Development, closed the event by recognising that all there on the day were working together to support patient care in the future.

Both Mike and Judith would like to thank the Academy team for all their hard work throughout the year, without their work we would not have wonderful stories to tell and successes to celebrate at events such as this.



More images overleaf

Delivering AMBITION: HEALTH to Kirby Campus

September 2007 saw the initial 11 week training of the Ambition: Health Programme move from Knowsley Community College at Roby, to the Kirby Campus site. Cohort 15, the first group at the new site began their training on September 24th and we wish them well with their studies.

Pam Salmon will continue in her role as Lead Tutor for the Ambition: Health Programme and we look forward to working with Pam at the Kirby Campus and the continued success of the programme.

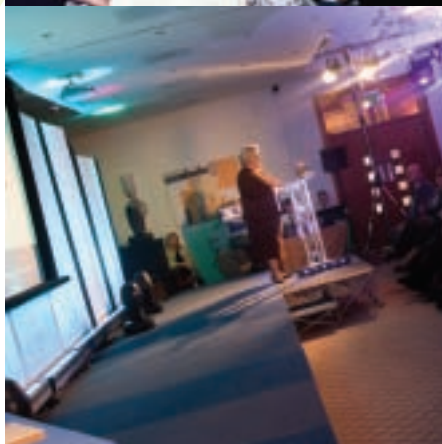
We must say farewell to Jenny Chadwick, who has worked tirelessly on the Ambition: Health Programme in an Administrative Capacity since its beginning. Jenny has continuously supported students, tutors and coordinators and is taking on another challenging role at Kirby College and we wish her well. Les Beach is to take over some of the administrative duties for the programme and we look forward to working with him.

For further information contact
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(C&M)
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Group 15 students and top left -
Lecturer; Donna Peddler

Prizegiving Gallery





‘Move On’ skills for life training in literacy & numeracy - NHS Pilot Project

In 2006 North West partnerships were formed to address the Skills for Life challenges presented to NHS staff. The aim of this successful employer-led project was to adopt the Move On approach to Skills for Life training, providing learning opportunities for NHS employees across the North West who would benefit from brushing up their English and Maths skills in a work- related context.

The pivotal success of this project has been active and effective partnership working, combining the expertise and resources of all parties to develop NHS-themed training programmes. The process, spanning twelve months, involved establishing partnerships, setting up working groups, developing and quality assuring the materials, promoting and delivering pilot programmes and evaluation. The project has been very positively evaluated from all partner perspectives with employers and participants highlighting increased confidence and competence in the workplace. Seventy of the participants also achieved the value-added outcome of a certificate in Adult Literacy or Numeracy at Levels 1 or 2.

With the introduction of NHS national initiatives of Agenda for Change and the Knowledge and Skills Framework, staff need to be able to evidence their skills of written and spoken English and maths. In order to assist individuals to feel fully confident and competent in the workplace and provide them with an opportunity to fulfil their potential, the partnership recognised the need for this training in the Health Sector. The Move On approach has proved successful in engaging

employers and employees in Skills for Life development opportunities that are linked to organisational priorities.

Specific skills and challenges were identified and, through a range of themed training programmes, learners were offered an enjoyable and relevant learning experience along with the opportunity to achieve a National qualification. The Pilot programmes were introduced across 12 North West NHS sites with 11 LSC- Accredited Training Providers taking part. These 33 – 39 hour courses have been designed to be delivered in three hour sessions, making them flexible enough to fit in with almost any delivery timeframe. They include a mixture of direct teaching, whole group and independent work.

The courses were delivered by a range of local providers using bespoke materials that have been developed through partnership working.

Themes included:

- Communication Skills for Applying Equality & Diversity
- Communication Skills for participating in a Personal Development Plan / KSF Review
- Communication Skills for Portfolio building
- Effective Communication Skills for Customer Service
- Effective Communication Skills for Working in the NHS
- Move On Communication Skills for Managers / Leaders
- Move On Maths in the NHS

For more information contact Gill Cunnah, L&D Brokerage Lead (C&M), Mobile no: 07917 001 852
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Sefton@Work Public Sector Routeway:

Photograph: Left to right:

Lynne Ryan, Secretary,

Christine Cummins, Admin Support,

Sandra Guinness, Senior Manager,
Workforce Development Team,
Liverpool Primary Care Trust,

Debbie Canning, Academy
Pre Employment Coordinator



Sefton@Work held a Graduation Ceremony for Group 1 participants to celebrate their successes, both in completing the course and in finding relevant employment. From Group 1, nine of the eleven participants are now in work.

The event was well attended and certificates were presented by the guest speaker, Andy Wallis from Sefton Council. Participants had the opportunity to meet up with colleagues from the course and to compare notes on their respective jobs. The atmosphere was pleasant and relaxed and a delicious buffet was appreciated by all!

A photographer was present to record the successful participants and their managers, along with the Academy team.

Further graduation ceremonies will take place throughout 2008.

Jenny Rea Pre-Employment Co-ordinator



Success for Christine Cummins

For several years the Liverpool Primary Care Trust (PCT), Workforce Development Team has supported initiatives to bring local people into jobs and careers in the National Health Service. Working in partnership with the NHS Academy North West, we have embedded pre employment programmes as an alternative recruitment pathway to recruit local people into employment.

Employment is positively good for both the health of individuals and their families. Support for such initiatives therefore enables us to recruit good people who know and understand the local communities and to improve their health at the same time.

In early 2007 the team recognised that the secretary needed some support as the work of the team expanded and grew. The recruitment process was a little long and unwieldy but during the waiting time we were offered the opportunity to give a placement to a trainee returning to the workplace supported by the NHS Academy North West.

Christine came into a part-time placement on 15.2.07 in time to support a significant recruitment initiative and to have a crash course in the inner workings of the National Health Service. She took to it like the proverbial "duck to water" making a meaningful contribution from day one.

She had spent some years at home caring for her family, but had also undertaken some valuable personal development including becoming IT literate. She brought this to her placement as well as wonderful common sense and experience of customer care from her previous employment.

The team were delighted when she successfully applied for the post and have enjoyed working with her since she commenced employment on 23.4.07. She was able to hit the ground running and build on her placement experience and is now a valued team member. Her self-confidence and skills grow by the day and her sense of humour and support to the whole team is valued enormously.

Pat Jones
Head of Workforce Development
Liverpool PCT

Pilot Health Care Cadets (Cheshire and Merseyside) Graduate as 1st level Registered nurses

We are pleased to announce that in November 07 the very first Merseyside cohort of Health Care Cadets have graduated from Edgehill University with a Diploma of Higher Education Nursing Studies & qualified as 1st level Registered Nurses.

The original Health Care Cadet programme (as a pilot) was designed and delivered through a partnership approach by the NHS Academy, Aintree Hospital NHS Trust, the Learning and Skills Council (Greater Merseyside) & Knowsley Community College.

The idea was born out of a need to ensure that we were developing the work force of the future and widening access to further/higher education and employment with the healthcare sector. Collaboration between all the partners supported the widening

access approach and reached out to the many communities our trusts serve, particularly those with under represented groups.

With the support of the then brand new NHS Academy this very first pilot cohort of young people gained access to a programme of vocational learning supported by quality work experience placements.

The graduates are now working in various specialities & trusts across Merseyside. One of the former Cadets who was graduating from Edgehill said of the Academy 'the Academy provided me with a stepping stone to a great career, all the hard work was worthwhile'.

Since the original pilot in January 2003 the Cadet Programme in Cheshire and Merseyside and the Academy itself has grown with the

Academy now working across the NW on behalf of the NHSNW.

In September 2007, 383 cadets have been recruited across Cheshire and Merseyside and Greater Manchester with the Academy managing these programmes on behalf of NHSNW. All programmes are delivered through partnerships and designed to ensure the best possible experience for the young people themselves and the organisations that support them.

Today's Cadets are on courses as diverse as health care, science, dental, health informatics & finance. Our partners in Cumbria and Lancs have recruited up to a further 100 cadets in September 2007 making a grand total of over 500 young people on the ladder to success and a career within the caring professions across the NW.



The photograph shows Nicki Ross and Sharon Thompson) (Cadet Coordinator Team Leads NHS Academy NW) with Dawn McCormick, Jennifer Holloway, Keeley Griffiths and Kayleigh Mulligan.

good news stories

pre-employment:

Since the start of the Ambition:Health programme in November 2004 over 300 participants have now gained employment and/or Level 2 qualifications.

NHS Managers are now adopting Pre-Employment as an excellent recruitment pathway - on a number of occasions over recent months, managers have approached co-ordinators to ensure suitable applicants from the pre-employment programme apply for advertised vacancies - from April 2007 to December 2007, over 80 learners have found employment in the sector.

Some managers are also now using the programme as a succession planning tool, further developing employed Ambition:Health graduates by nominating them as Mentors to new recruits.

Public Sector Routeway:

Public Sector Routeway programmes started at the beginning of 2007, and a very high 82% of the first cohort have found employment.

Sefton @ Work Public Sector Routeway Graduation:

Pictured below Amanda McGaffey, Sefton Public Sector Routeway Graduate of the year with Carol Moscardini, her mentor in Liverpool Womens NHS Foundation Trust where she is now employed. Mandy stated:

"This programme has changed my life.....my confidence has grown and the people here are fantastic."



St Helens and Knowsley Hospital Trust

Building on well established partnership work between the trust and Academy staff, Debbie Canning was delighted to work closely with Dave Evans, Temporary Staffing Solutions Manager, recently to support participants into placements.

With the dedicated support from a wide range of trust managers and HR staff, opportunities to gain valuable experience on placement continues to grow.

One participant benefiting from a placement at the Trust was Emma Kennedy. Placed in nurse bank, Emma was subsequently employed as an administrator in the A&E Department - Emma said:

"The programme was excellent and gave me the confidence to apply for a permanent position."

Dave Evans, Manager said:

"Please find me another Emma!"

Ambition:Health and Routeway to Work participants continue to secure placements and progress into employment at the Trust. Our special thanks to Dave Evans and to Dave Parr, Matron, Acute Services, for their continued support.

On behalf of all partners and participants, a big thank you to the staff at St Helens & Knowsley.

Liverpool Primary Care Trust

In 2007 we had the pleasure of introducing Trish Brown, a National Audit Office Consultant, to Anne Twist, Senior Practitioner/Manager and a group of Ambition:Health learners, past and present.

The National Audit Office was compiling a national report for ministers on Worklessness. Ambition:Health was selected, via Jobcentre Plus Liverpool & Wirral District, as an example of a partnership initiative addressing this agenda.

Anne, together with Ambition: Health participants on placement and several graduates now employed in the Trust, provided some excellent case histories and positive feedback about the programme.

Trish Brown was extremely impressed with what has been achieved and genuinely amazed by the progress of individuals and the real differences the programme has made to them. Trish hopes the programme will be featured as an example of good practice on how to make a real difference to workless households when the final report is submitted to Ministers.

Well done and thank you to Anne and all the staff at Sir Alfred Jones Memorial Hospital (Liverpool Primary Care Trust), yet again ambassadors for Ambition:Health.



New Dental Nurse Cadets show teamwork for charity

One of the reasons I enjoy my job as the Dental Nurse Cadet Co-ordinator so much is for times like this – selecting those young people for the programme who you know will make a difference, who you know have potential to go above and beyond, and who you know will always be 100% committed.

These young people have yet again come together to show just these attributes in the early stages of their programme. Despite having been together at Manchester Dental Hospital for just two weeks, they are already showing just how committed they can be and how well they can work together as part of a team, which is vital in their chosen field of work.

The opportunity arose recently to take part in a Charity Walk event on a Sunday morning at Heaton Park in Prestwich, Manchester. The eleven girls who took part did so voluntarily and are now planning to pursue their Duke of Edinburgh Bronze Award which they will hopefully complete later in the academic year.

Dressed as pink toothfairies in home made tutus and T-shirts, they set about making the 5km walk as friendly and fun as possible, giving out stickers to lots of onlookers and finishing in just under an hour. The girls brought along their dogs, Mums, family members and children to make the day complete and give extra support when needed.

It is always good to have a team event and raise funds for a charity which is close to all our hearts here at NHS Academy North West. My own young daughter wanted to be involved and understood for whom we were all undertaking the walk. At the end, once most people had finished, she asked if she could have the remaining balloon, to make a wish and release it into the sky..... her wish was to make Judith Jones, Cadet Development Lead better very soon. As she shouted it out the balloon sailed way up high until we could no longer see it. We hope that it was heard and that our wish will be granted soon.

Hazel Beaudin, Dental Cadet Coordinator

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Camera...Lights...Action....

The 2007 Skills North West on 13/14/15 November at the GMEX, Manchester proved to be the most successful yet, with more stands than ever and over 20,000 young people attending!

In addition, the health, social care, children's workforce and justice sectors put on their best-ever display with a highly interactive selection of stands that represented the close working relationships of the four sectors.

Julie Bond, Careers and Diploma Lead, commented

"For the past couple of years we have attended large skills events and always aimed to provide fun and interactive stands. However, I have longed to take this approach one step further by running a 'casualty' themed activity, using local actors and clearly showing a patient

pathway and multi-agency approach. This year, with the new Society Health and Development Diploma on the horizon and a larger team – the timing was right! I contacted the Liverpool Institute of Performing Arts, acquired 6 actors and then there was no turning back..."

That was just the start of the hard work for Careers Facilitator, Berni Holloway, and Merseyside Diploma Coordinator, Emma Dunkin, who had worked round the clock to ensure that the event was bigger and better than ever before. The Academy Youth Team, Lisa Waring and Amy McGregor, have also played a key role supporting this event by assisting over the 3 days.

Afterwards Julie said "With more employers than ever taking part it was essential that health, social care, children's workforce and justice put on their best ever show.

The LIPA students performed their tongue-in-cheek road traffic accident scenario on the hour every hour and we had more interest than ever before from our future workforce.

We could not have carried this off without the wonderful support of all sectors involved and the hard work and professionalism of all staff who willingly gave up their time. The feedback that we had from the young people who attended was fantastic – many of whom said that they would now consider careers in the health, social care, children's and justice sectors. We will certainly try a similar approach next year..."

A HUGE THANK YOU TO ALL INVOLVED...

**Julie Bond
Careers and Diploma Lead
NHS Academy North West**

Are you ready for the Society, Health and Development Diploma?

Good news travels fast – so you may have already heard that this year, (as part of the government's wider curriculum reforms) we will see the introduction of a brand new, innovative qualification – the Society Health and Development Diploma.

The Society Health and Development Diploma is one of the first five new diplomas to be introduced in 2008 (along with Construction and the Built Environment, IT, Engineering, Creative and Media). By 2010, fourteen new diplomas will have been introduced and the diploma option will become an entitlement for all young people by 2013. Diplomas will be offered at three levels – Foundation, equivalent to 4/5 GCSEs grade D-G ; Higher – equivalent to 5/6 GCSEs grades A*-C; Advanced – equivalent to 3 A-Levels.

The diploma for Society, Health and Development will allow young people to learn in an enjoyable way with an emphasis on applying their learning to the working environment. In addition, students will have the opportunity to acquire the skills, knowledge and understanding they need for further or higher education and employability. The design of this new qualification has been influenced by employers at a national

level, who are keen to ensure that their future workforce is equipped with the necessary 'employability' skills,

"...unless the UK can make its skills base one of its strengths, public services will not deliver best value..."

The Leitch Review – World Class Skills by 2020

The NHS Academy North West has started to prepare for this exciting curriculum development by working in partnership with the four sectors covered within the Society Health and Development Diploma - health, social care, children's workforce and justice. Julie Bond has been appointed to lead on Diploma development across the North West through a jointly-funded post by Skills for Health, Skills for Care and the CWDC. Emma Dunkin has been appointed Merseyside Diploma Coordinator via funding from the LSC and six boroughs of Greater Merseyside.

Julie, the Academy's Diploma lead says,

"To be working on diploma development and delivery across the North West and to be involved with all interested parties right from the start is very exciting. As a sector we have a great opportunity to make this

new qualification as exciting and engaging as possible and to influence our future workforce in such a positive way. Both Emma and myself have already made contact with nearly all of the diploma consortia in the North West, and are looking to engage with as many employers as possible in the coming months in order to raise awareness of diploma content, and ways that employers may assist with the implementation of this new qualification.

In addition, we are organizing training events for teachers and developing awareness raising materials. Employer participation is key to the success of this innovative new qualification and by supporting this Diploma you can help motivate, influence and develop young people resulting in a long term impact on the skills and knowledge of our future workforce..."

If you would like to become involved then we would like to hear from you – for further information please contact the Diploma Team on 0151 482 5616 or 07901 678464.

**Julie Bond
Careers and Diploma Lead
NHS Academy North West**



Duke of Edinburgh's Awards Achievers 2007

The NHS Academy North West is believed to be the only NHS establishment in the country to hold a licence to deliver the Duke of Edinburgh's Award Scheme. Our Cadets have been taking part in the Award while working towards their chosen academic qualification.

The Award consists of four sections: Service (fundraising, voluntary work etc), Physical (Gym, dance, fitness etc) Skill (developing new skills over a set period of time) and Expedition (Camping, walking, map reading etc).

All sections can be individually certificated, but to achieve the full

award, all sections must be completed and assessed by Lisa Waring, Youth Development Coordinator and Amy McGregor, Youth Development Facilitator.

In the period between April to August 2007, 40 cadets have achieved the full Bronze Award, with a further 29 cadets achieving three sections having only to complete the Expedition section early this year. This shows great commitment by the cadets as it is a voluntary activity completed alongside their full-time college course. Due to the extreme weather conditions experienced, we did we have to postpone a few of the expeditions – ordinarily our cadets

would happily camp in any weather but to have them swimming in the camping field contravened health and safety guidelines!

In 2006 81 cadets were awarded their certificates so with this year's 40 and the remaining 29 on target to complete we have supported a total of 150 cadets through a demanding but fun-packed programme – and let's not forget, on a more serious note many of the cadets participating, make a considerable contribution raising funds for the Academy's adopted charity. In 2007, the Academy raised £2,551.88 for Ovarian Cancer Research.

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You will find a full list of Academy supported events on our website
www.nhsacademy.nhs.uk

New Ways of Learning

It is now recognised that new ways of delivering training and education are required if the healthcare sector workforce is to be developed in a more effective and flexible way. Crucially the health care sector needs to take advantage of the significant opportunities that new learning technologies such as e-learning now have to offer.

The North West has established a significant leadership role in promoting the use of new ways of learning with a specific focus upon promoting the use of new learning technologies. Through this role there has been a real impact in contributing to the national and regional strategic direction with significant developments in e-learning content and promoting cross sector e-learning collaborations.

One of the key ways in which local capacity and capability in the use of e-learning is being supported is through the North West NHS Virtual Learning Environment (NWWLE).

The NWWLE provides

- 24/7 access to learning resources.
- Access to e-learning resources and reporting functions that will be directly relevant to organisations in meeting requirements for:
 - Standards for Better Health
 - Clinical Negligence Scheme Insurance
 - Improving working lives
 - Agenda for Change and Knowledge Skills Framework.
- Contributions to the development of organisations as learning organisations.
- Help for organisations to develop their own in-house learning and organisational developments through the incorporation of e-authoring tool resources.



- A means of sharing learning resources across the North West and wider NHS.

The NHS Academy North West, which is managed by Skills for Health, is managing the NWWLE project on behalf of the North West as part of its New Ways of Learning strategic Workstream. The NHS Academy supports the delivery of a range of programmes which this year will offer a learning experience for approximately 500 participants. We are planning how we will integrate the use of the NWWLE to support learners, and through these programmes, expose the future healthcare workforce to new ways of learning. The North West LSC is supporting a small project to consider how e-learning and the use of the North West Virtual Learning Environment can be integrated as part of a pre-employment programme being delivered within the Cumbria region.



If colleagues would like to learn more about the NWWLE and the NHS Academy North West New Ways of Learning Workstream please contact mike.farrell@skillsforhealth.org.uk Tel 07862726887. Self registration guest access to the NWWLE can be offered by visiting www.nwwle.nhs.uk (choose North West NHS Social Care Academy from the drop down list)



Group Photo of A2E student completers



Anton Thonissen with Karen Ingram,
Marjorie Picthall, Learning and Skills
Council, Judith McGregor, NHS Academy

NHS Academy North West – Access to Employment Programme Student Celebration Event

A2E (Access to Employment) is a five week Pre-Employment Programme aimed at preparing individuals to work within the Health & Social Care sector. This programme is currently funded through the Learning and Skills Council's (LSC) European Social Funding (ESF).

On Thursday 4th October 2007, the Academy, in partnership with the LSC, employers and referral agencies came together at the Lisdoonie Hotel in Barrow-in-Furness. We celebrated the achievements of the 47 students who have completed the A2E Programme since February 07.

On completion of their A2E training, the students received Academy certificates acknowledging their progression into employment or continuing lifelong learning through further education and higher education providers.

Anton Thonissen, one of the successful Cumbria students also received the Cumbria Learner of the Year Award from the Academy.

Karen Ingram,
Pre Employment Lead
Cumbria and Lancashire

Successes at St Helens and Knowsley Hospital Trust!

Placements have been arranged on an ongoing basis at St Helens and Knowsley Hospital Trust with the help and support of Dave Evans, Staffing Solutions, and Dave Parr, Matron.

At the end of May 2007, Allison Milne from St Helens College and Diane Leigh from Knowsley Community College started placements at the Hospital.

Allison took up a placement in the Staffing Solutions office and received glowing reports about her work. At the end of her placement, Allison said:

"I started the Ambition Health Course with an open mind, hoping to gain employment or at least the experience of working in an office environment after 14 years of raising my family.

I have made lots of new friends and also gained my NOCN and my NVQ 2 in Admin. My placement was for 3 months in the Nurse Bank Office which I absolutely loved. I was welcomed into their team and gained work experience and confidence. I applied for a job within the hospital and was allowed to do my last week of placement in this area. I am currently working full time in this post and I am really enjoying it. This is all down to Ambition Health and I am so glad that I went on this program."

Allison is now working full time in the Anticoagulant Department and is enjoying her work. Her current manager, Julie Rathbone, Anticoagulant Nurse Specialist, is very pleased with Allison's work.

Diane's placement was with Joanne Riley in the Facilities Management Office. She also made excellent progress and, as part of this role, covered the Hospital's Main Reception desk at lunchtimes. She particularly enjoyed this aspect of the work and has now taken up a post on reception, working agreed hours which fit in with her family commitments.

Both of these participants worked hard in their placements and with their NVQs, and our congratulations to Alison and Diane on achieving NHS employment as a result of their efforts.

Jenny Rea

Pre-Employment Co-ordinator



Joint Investment Framework

In July 2007 a national agreement was signed between the Learning and Skills Council (LSC), Skills for Health and the 10 Strategic Health Authorities, across England. The agreement being to work in partnership to support employers within healthcare to meet the skills needs of the sector.

The partners will support health sector employers through:

- Establishing the Health Sector Strategic Alliance (HSSA) to agree the strategic direction for engagement with and relationships between LSC, other partners and sector employers.
- Agreeing the first Joint Investment Framework (JIF) to support delivery of training for those already employed within the sector. The JIF having been agreed between the Strategic Health Authorities, Skills for Health and the Learning and Skills Council.
- The Joint Investment Framework will be focused on staff in Bands 1-4 to fund skills development and qualifications at Levels 2, 3 and 4, Apprenticeships and Skills for Life.

- The framework will deliver investment of up to £50 million from the LSC matched by £50 million from the Health Sector (approx £10 million per region).
- This Joint Investment Framework will be based on a regional skills action plan developed with employers by NHS North West, LSC and Skills for Health.

NHS North West has commissioned the Academy to deliver JIF across the region under the banner of Invest in Health. The Academy will be working in partnership with the Learning and Skills Councils Train to Gain Brokers in order to ensure trusts can access the optimum funding available to them in a way that best meets their needs.

NHS North West have committed to the funding of 3 Specialist Brokers, managed within the Academy, to work with the sector in order to support trusts in this new and exciting endeavour. For the first 12 months of the JIF the Brokers will be supported by a small team of JIF Coordinators, also funded by NHS North West.

These coordinators will be available to work alongside trusts supporting them in developing the infrastructure required to support staff in gaining the skills and qualifications required to meet the needs of individual trusts and the sector.

NHS Academy North West hosted three highly successful sub-regional dissemination events in December 2007, and further information about the JIF will come out to you via the Academy on a regular basis over the next few months.

Judith Mc Gregor Head of Programmes
Gill Cunnah L&D Brokerage Lead (C&M)

Kisma Anderson L&D Brokerage Lead (GM)

To be appointed L&D Brokerage Lead (C&L)

