



The Higher Development Award

A personal and professional development programme for clinical and non-clinical support staff in both Healthcare and Social Care settings

HIGHER
DEVELOPMENT
AWARD



UNLOCKING POTENTIAL



Introductions



Jane Dunstan

Adult Learning Manager
Blackpool and The Fylde College

Raymond Felters

Head of Curriculum for Health & Social Care (Adults)
Lancashire Adult Learning

Dawn Werra

Social Care Project Lead
NHS Lancashire and South Cumbria Integrated Care Board



Objectives

- **Introduce both employers and employees to the Higher Development Award**
- **Explore the levels of the award and the key audiences**
- **Provide information about the Colleges offering the Award**
- **Explore the funding options and the eligibility criteria**
- **Clarify and questions or queries through Q&A**



Housekeeping



All microphones will be on mute until the Q&A

Any questions, use the chat function

Q&A opportunity at end

Any comments, please use the chat function



Higher Development Award

“Being the best and acknowledging potential”

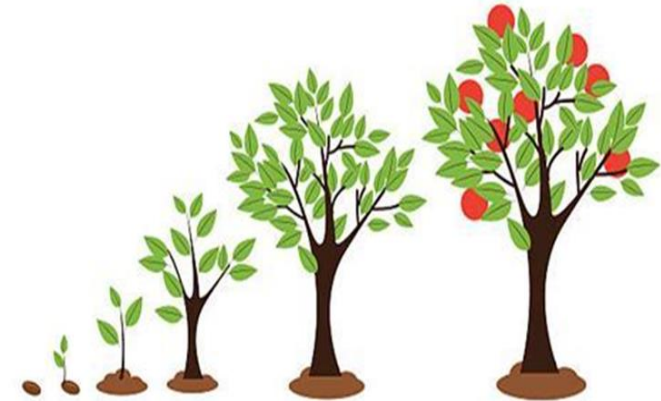
Co-designed programme, originally sponsored by Health Education England in NW London 2016 – transitioned to Lambeth College 2019

Does not take the place of an Apprenticeship, but is a pathway towards one

Personal and professional development programme for all clinical & non-clinical staff

Fulfilling potential in many settings: Acute, Primary, Social Care, homeless charities, Local Authorities and voluntary sector

The HDA helps to build confidence to succeed in taking next step in career or role.





Higher Development Award – The offer in Lancashire and South Cumbria

9 Colleges

All offer similar programmes content, but with different models

Range of delivery models to suit (online, in person, hybrid)

Not mandatory to use your local College

Funding available

Funding for backfill available with some of the Colleges (H&SC only) but is limited

Blackburn College

Blackpool & Fylde College

Burnley College

Furness College

Kendal College

Lancashire Adult Learning

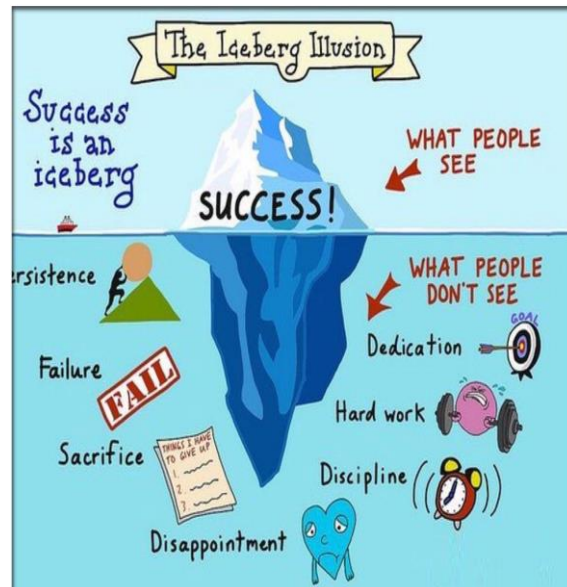
Lancaster & Morecambe College

Preston College

West Lancashire College

Why the HDA?

Because the journey of the learner is not always understood.....



- The effort and sometimes sacrifice required for some to reach their goal is huge and overwhelming
- The HDA helps to build confidence to succeed in taking next step in career or role.
- It provides a baseline to build on and tackles some of the negative aspects which affect ability to study as seen in image
- Responded to Support Staff who wanted under pinning knowledge to complement the already wide range of skills they put into practice everyday
- Acknowledged that some not able to access Apprenticeships, higher learning/education programmes
- Not confident enough to embark on a course which requires academic knowledge or qualifications



Overview of Higher Development Award

- Aimed at all staff, not just clinical or patient/service user facing
- Promote the knowledge skills and behaviours to develop and progress in their careers
- Support succession planning in your organisation
- Individuals feel invested in, supporting retention and attracting talent
- Promotes a culture of continuous professional development at all levels
- Develop the functional skills in maths, English and ICT

- Co-designed with providers to meet the needs of the sector



Higher Development Award – Who is it aimed at?

3 levels to the Higher Award

Level 1

Aimed at operational employees (healthcare assistant, patient and support services for example), possibly recently recruited, support the individual to carry out their work to the best of their abilities, providing and promoting service delivery

Level 2

Individuals who are looking to develop their skills to the next steps in their careers, aspirational team leaders, mentors and coaches or those in a supervisory position.

Level 3

Those individuals who are currently in supervisory or team leader roles who are looking to progress into first line management or leadership roles

Robust initial assessment at all levels to ensure right course/right learner, and to identify possible functional skills development needs



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Higher Development Award – Level 1

Level 1

Programme is designed to develop a range of skills focusing on skills, knowledge and behaviours in the workplace. Study and learning will centre on developing assertiveness, motivation and decision-making skills whilst understanding the importance of providing the best possible service at every point of contact.

Programme will include developing:

- Confidence and resilience in the role
- Responsible working practices
- Time management and prioritisation skills
- Working as part of a team
- Dealing with difficult situations in the workplace
- Option of functional skills and/or embedded 'Multiply' sessions

Ability to bespoke the programme to the employer/employee needs*

*All Colleges may not offer this



Higher Development Award – Level 2

Level 2

Programme is aimed at the individual looking to develop the knowledge, skills and behaviours to successfully lead a team, particularly for those looking to progress themselves into supervisory or team leading positions.

Designed to expand your knowledge on the principles of team leading and how an organisation operates, and to develop the key skills needed to be a successful team leader with the ability to communicate with a range of stakeholders.

Programme will include developing:

- Developing yourself as a team leader
- Leading a team
- Planning and monitoring work
- Managing performance of the work team
- Developing working relationships
- Undertaking coaching and mentoring in the workplace
- Option of functional skills and/or embedded 'Multiply' sessions

Ability to bespoke the programme to the employer/employee needs*

*All Colleges may not offer this



Higher Development Award – Level 3

Level 3

Aimed at supervisors or team leaders looking to progress, or first line managers looking to develop their skills, knowledge and behaviours along with the practical skills that will help individuals to excel in their role.

Programme will include development in:

- Understanding leadership
- Leading and motivating a team effectively
- Planning and allocating work
- How to motivate to improve performance
- Stress management
- Developing yourself and others
- Conflict management in the workplace
- Performance management
- Quality management in the workplace
- Option of functional skills and/or embedded 'Multiply' sessions

Ability to bespoke the programme to the employer/employee needs*

*All Colleges may not offer this



Higher Development Award – Functional Skills

- Robust initial assessment embedded into all 3 levels
- Functional skills level initially assessed in maths and English (and ICT in some cases)
- Referrals to functional skills courses
- Not a mandatory requirement
- Encourage to complete if progressing towards apprenticeship
- Can embed 'Multiply' maths sessions into programmes (most colleges)



Higher Development Award - Delivery Models and Fees

Level 1 programme

Model of delivery

Slight differences in delivery model per College (Equiv. of 5-6 days, either full days or over half day sessions) some offer an online option, standard offer is face to face in venue. Courses will run over a period of time rather than intensively. Self-study in-between sessions is expected.

Discrete courses for individual organisation (min. numbers required) or planned courses to infill into.

Eligibility and Fees

£150 per learner. Fee waived if individual enrolling earns less than £25K.

Each College involved has a fund to cover fees, however this is limited.

First come first served basis, however proportion is ring-fenced for H&SC

Learner enrolled must be 19+, living within Lancashire or Cumbria in a non-devolved postcode.

If learner is from overseas, must have been in country for 3 years and have residency/settlement, however funding is available depending on individual circumstances if lived in UK less than 3 years (residency/right to work etc).

If overseas and not eligible for funding or living in an out of area (devolved) postcode fees will be between £300-£400

Qualification achieved: Variation from college to college, but Level 1 Certificate in Employability related subjects



Higher Development Award - Delivery Models and Fees

Level 2 programme

Model of delivery

Slight differences in delivery model per College (Equiv. of 6-8 days, either full days or over half day sessions) some offer an online option, standard offer is face to face in venue. Courses will run over a period of time rather than intensively. Self-study in-between sessions is expected.

Discrete courses for individual organisation (min. numbers required) or planned courses to infill into.

Eligibility and Fees

£250 per learner. Fee waived if individual enrolling earns less than £25K.

Each College involved has a fund to cover fees, however this is limited.

First come first served basis, however proportion is ring-fenced for H&SC

Learner enrolled must be 19+, living within Lancashire or Cumbria in a non-devolved postcode.

If learner is from overseas, must have been in country for 3 years and have residency/settlement, however funding is available depending on individual circumstances if lived in UK less than 3 years (residency/right to work etc).

If overseas and not eligible for funding or living in an out of area (devolved) postcode fees will be £500

Qualification achieved: Certificate in the Principles of Team Leading Level 2 (or similar, varies from college to college)



Higher Development Award - Delivery Models and Fees

Level 3 programme

Model of delivery

Slight differences in delivery model per College (Equiv. of 6-12 days, majority of colleges offer full days) some offer an online option, however this is more likely to be face to face in venue. Courses will run over a period of time rather than intensively. Self-study in-between sessions is expected.

Discrete courses for individual organisation (min. numbers required) or planned courses to infill into (most likely option).

Eligibility and Fees

£800 per learner. This is a set cost. Level 3 qualification with no AEB funding.

Each College involved has a fund to cover fees, however this is limited.

First come first served basis, however proportion is ring-fenced for H&SC

Learner from overseas or out of area fees are set at £800, same for all learners.

Qualification achieved: Level 3 Certificate in Principles of Management and Leadership (or similar, varies from college to college)



Higher Development Award – Fees information

- **All nine colleges** have fund to cover fees, although substantial this is limited
- **All colleges** will ring-fence a proportion of this 'pot' for Health and social care providers
- **Four colleges** have a separate pot to support the backfill of staff in H&SC settings
 - £250 per enrolled individual, four colleges can fund five places
- **Colleges are:**
 - Blackburn College
 - Blackpool & Fylde College
 - Lancashire Adult Learning
 - Lancaster & Morecambe College



QUESTION TIME

HDA – The benefits

The Award can provide a progression pathway to access multi-professional higher, degree apprenticeships and traditional pre-registration routes.

Supports the talent pipeline

The Award also provides development for those wishing to stay in their support worker role.

The programme has three levels that support learners at different entry levels – ensuring equal opportunities for all levels and ability.

Empowering and motivating in your role but also lifelong development journey





Higher Development Award – What next?

Would like to know more, enquire, apply etc

Health and Social Care providers

Contact: Dawn Werra, Social Care Project Lead dawnwerra@nhs.net

Healthcare providers

Contact: Britt Mollart, Project Facilitator Careers and Engagement Brittany.mollart@lthtr.nhs.uk

For further information and details of each college/training providers offer, please see the combined college proposal which details each college's offer, their models of delivery and any additional information.