



Welcome

To our second newsletter which celebrates the end of a highly successful year of the Joint Investment Framework partnership between the LSC, NHS East Midlands and Skills for Health.

We have achieved a great deal over the past 12 months...

- By June 2009, 24 NHS organisations will have made the commitment to the Skills Pledge, benefitting all staff at bands 1 - 4 who represent 40% of the workforce (approximately 45,000 staff).
- Over 10,000 learning interventions have been completed by staff employed in the health service.
- The 'Move On' campaign (also known as 'Test the NHS') was launched to carry out a region-wide skills for life promotional campaign. The campaign is supported by the national Move On programme team and internal working teams have been set up in each of the participating trusts. A number of the trusts are launching their campaigns during Adult Learners Week (14-19 May).
- A regional project manager has been appointed to support the increase in the number of Union Learner representatives across the NHS.
- Sponsorship for staff award schemes has been made available by NHS East Midlands to celebrate the achievements of staff.

- The NHS was actively involved in National Apprenticeships Week 25-29 Feb. It ran two workshops on best practice at the recent regional Public Sector Apprenticeship Summit event and held an 'Apprenticeships in the NHS - Making Things Happen' event for their education and training teams, the new East Midlands National Apprenticeship Service team and Skills for Health colleagues.



"The Government has agreed with the Department of Health a target of starting 5,000 Apprenticeships from April 09. Going forward for our second year we will be working hand in hand with our partners at the NHS and Skills for Health to achieve our regional contribution to starting 400 Apprenticeships with the recently launched National Apprenticeship Service."

Tom Crompton, Regional Director, LSC East Midlands

Distribution to

CEOs, HR directors and communication leads of trusts
JIF leads (in the local healthcare communities)
Trust JIF leads (in the training and development departments within trusts)
KSF leads
Staffside chairs
LSC providers
Key partner staff – LSC, SHA, SfH and brokers





Skills Pledge sweeps across the East Midlands

Bringing the first year to a close, Derbyshire's local health and social care community has committed to the Skills Pledge, bringing the total of number of NHS organisations across the region to 23 out of 24 - with the last one expecting to commit in June. This achievement exceeds our expectations and is credit to the hard work that has taken place over the last 12 months.

The University of Derby, Derbyshire County Council, Derby Hospitals Foundation Trust, Chesterfield Royal Hospital NHS Foundation Trust, Derby City Council, Derbyshire Mental Health Services Trust and both Derbyshire County and Derby City Primary Care Trusts made a joint commitment to the Skills Pledge on 20th March 2009 attended by Mark Todd, MP for South Derbyshire.

Between them these organisations employ approximately 244,000 staff who can now all potentially benefit from this commitment to training and improving healthcare services across the region.

Kettering General Hospital NHS Trust has also recently committed to the Pledge. Chief executive, Dr Mark Newbold, said: "This confirms our commitment to developing all of our staff to reaching their potential and, ultimately, helps us to deliver better care to patients."

Minister of state for care services, Phil Hope MP, attended the signing at Kettering. He said: "I am delighted that Kettering General Hospital is committing to the Skills Pledge and encouraging and supporting their staff to take up learning at work. The Hospital's investment in this training will allow every member of the workforce to gain qualifications up to the equivalent of five GCSEs as a minimum and it will develop their skills giving them the opportunity to reach their full potential."

One East Midlands' trust has made huge progress in its delivery of training since committing to the Skills Pledge. United Lincolnshire Hospitals (ULH) NHS Trust has developed a wide range of additional support for its staff, particularly those in pay bands 1 - 4.

Kevin Teasdale, Skills Pledge lead at ULH said: "We have established closer links with local FE colleges on Essential Skills to ensure that staff have easy access to off-site programmes when they need additional help with literacy or numeracy."



Derbyshire celebrates its commitment to the Skills Pledge

Back row: Bill Robertson, Keith Woodthorpe, Ian Thomas, Sheila Downey, Sue Peake, Mark Todd MP

Middle row: Amanda Rawlings, Helen Langton, Janet Monkman, Kathryn Blackshaw, Gill Collinson

Front row: Nichola Lawrence, Julie Acred OBE

He added: "A particularly successful initiative has been the introduction of individual learning accounts which allow staff in pay bands 1 - 4 to claim up to £250 for work-related education and training. The Trust has supported this initiative through its own resources with over 150 staff benefitting over the last year and we aim to continue this initiative in order to enable an even wider group of staff to gain access to education and training in support of their work roles."

"With support from the Strategic Health Authority and the LSC we have increased our range of NVQs meaning that over 250 staff started an NVQ in the last year. New clinical programmes have also been offered including an eight-day course for new health care support workers to build on their induction programme. We have also worked with the local health community to participate actively in a programme to develop assistant practitioners in clinical areas through a combination of structured work-based training and a college-based foundation degree programme.

"Additionally, in the coming year, we will be participating in the 'Move On' initiative to increase awareness of needs and resources available in support."

Rachel May, director of employment engagement at Lincoln College, said: "We have supported ULH with training for many initiatives and look forward to doing so in the coming years."

For more information or guidance on the training initiatives available at ULH, please contact kevin.teasdale@ulh.nhs.uk

For more information on the courses available at Lincoln College, please call their enquiry line on 0845 270 7227.





Large organisations benefit from new expert team

A new team of experts is now helping to deliver an integrated brokerage service to large organisations across the East Midlands. The large organisation team, from East Midlands Business (EMB), was established on 1st April and is working with organisations, including public sector, employing over 250 staff.

Team leader, Hev Bingley, said: “EMB recognised that larger organisations require a different style of service delivery, with a greater focus on account management. As a result, this new regional team has been brought together to work more closely with key clients, such as local healthcare trusts.

“The team’s business support brokers work closely with organisations through the four stages of the Skills Pledge to offer an independent and impartial service, identifying current and future skills needs in relation to their organisational aspirations. These needs are then built into a skills development plan that encourages growth and improved business performance and employers are supported to put the plan into action. The brokers are supported by business support co-ordinators who help by conducting research following client meetings and liaising with providers to ensure the clients’ development needs are met.”

Meet the team:

Hev Bingley - business support broker/team leader – Nottinghamshire and mid-Lincolnshire

Hev has been working with the larger organisations over the past 12 months and specifically with the NHS, East Midlands Ambulance Service and NHS Nottinghamshire County. Although the past nine years have been spent within the business support arena, part of a previous role was to conduct patient satisfaction surveys within a number of NHS trusts across the UK.

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Marilyn Saddington - business support broker – Northamptonshire and South Lincolnshire

Marilyn is an experienced workforce development professional, who has worked with a number of large organisations, including Kettering General Hospital NHS Trust, Northamptonshire Healthcare NHS Trust and Northamptonshire Teaching PCT. Over her career, Marilyn has worked within the training and development arena in local authorities, higher education sectors and the NHS, before moving to the business support sector.

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Lucie Andrews - business support broker – North Derbyshire, North Nottinghamshire and North Lincolnshire

Lucie has worked within the Train to Gain/Employer Training Pilot arena for the past seven years and has a wealth of knowledge and experience of working with clients in the public sector to deliver NVQ programmes. In addition, between 2003 and 2005, she was the Skills for Care lead in Derbyshire.

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James Lund - business support broker - South Leicestershire, South Lincolnshire and Rutland

Although set for a career in banking and finance, James joined Leicestershire Training & Enterprise Council working within the workforce development arena and has worked with a number of initiatives including the Employer Skills Offer and Train to Gain. James has experience of working within the public sector, including local authorities and schools.

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Ian Hanson - business support co-ordinator

Ian joins EMB and the large organisation team from Suzuki, bringing with him a wealth of knowledge and experience of analysing client needs and undertaking the subsequent research in order to meet those needs. Ian is used to working with larger clients and suppliers and has excellent account management skills.

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Dominick Goldsmith - business support co-ordinator

Dominick began his EMB career working on the Leaders First programme before joining the large organisation team. Alongside strong research and analytical skills, Dominick brings experience of working with clients and training providers to deliver effective solutions to meet client needs.

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Supporting the Government's apprenticeship drive

Trish Knight, deputy director of workforce Skills for Health opened the 'Apprenticeships in the NHS Making Things Happen' event on 24th April by congratulating the attendees on the success of the Healthcare JIF and thanked all parties for their hard work.

Sharon Forton, employer services director, and Carolyn Savage, learner services director of the newly formed National Apprenticeship Service (NAS) talked about the Government's plans to create around 21,000 Apprenticeships within the public sector across England in 2009-10, including 5,000 more in the NHS across all areas of the workforce (over 97 types of job roles) in areas such as customer service; dental nursing; health and social care; pharmacies; learning and development posts.

The event provided the new NAS directors with a great opportunity to hear how all of the partners can contribute to achieving 400 new apprenticeship starts from April 09 in the East Midlands.

Bridget Herniman, project manager Apprenticeships for Skills for Health, shared information with the group about resources that are being developed to signpost employers to the range of Apprenticeships appropriate for the wide range of jobs in the NHS.

The Government is committed to driving up the number of public sector Apprenticeships, and laying down a marker to the wider economy of the need to create a new generation of skilled workers. Currently the public sector employs 20 per cent of the national workforce but offers fewer than one in 10 Apprenticeships.

This commitment also extends towards the Government's long-term ambition that one in five young people will complete an apprenticeship and 250,000 adults will start an apprenticeship by 2020.

Commenting on the 5,000 new Apprenticeships in the health sector, health secretary Alan Johnson said: "Apprenticeships are an excellent way of creating a highly skilled, highly motivated and loyal workforce. In the past we made a commitment as part of Lord Darzi's Next Stage Review to double our investment in Apprenticeships by 2012/13, but now we aim to go further and faster and we are starting with an additional 5,000 Apprenticeships for delivery within the NHS."

The case for Apprenticeships

Apprenticeships are the gold standard for getting the skills that are relevant, and there are good economic and social reasons for the public sector to employ apprentices. They are a way of:

- Developing the skills of local people
- Bringing new people into the workforce and a proven means of improving efficiency and productivity
- Involving the local community in the delivery of local services
- Training the organisation's current workforce and growing the workforce of the future
- Increasing staff morale, productivity and retention

The National Apprenticeship Service (NAS)

The NAS was launched on 1st April and will provide an end-to-end service for Apprenticeships that includes: employer services, learner services and an on-line vacancy matching system.

Employer services supports employers to:

- Raise their awareness and understanding of Apprenticeships and how they can be utilised in their business
- Develop and deliver apprenticeship programmes for their workforce by providing information, guidance and facilitation
- Encourage and support them to use the on-line vacancy matching system
- Work with their respective sector skills councils to develop an apprenticeship framework where one does not already exist

The newly created on-line vacancy matching system means it is now much easier to recruit apprentices. It is designed to provide opportunities to match potential apprentices with employers who have vacancies.

For more information on Apprenticeships visit www.apprenticeships.org.uk or contact the East Midlands National Apprenticeship Service team by telephoning: 0116 228 1908 or e-mailing emrapprenticeships@lsc.gov.uk

Alternatively, contact the JIF partnership manager, Julie Bellm on 0116 295 2246 or 07825 725 197, julie.bellm@eastmidlands.nhs.uk





Lincolnshire is all fired up with Apprenticeships

Since joining JIF and making the Skills Pledge, Lincolnshire Partnership NHS Foundation Trust is in the process of recruiting 20 new apprentices to address the shortage of skills across the county.

In answer to the Government's drive to encourage more employers to consider taking on an apprentice, the Trust has embedded the apprenticeship ethos into its recruitment practices and the programmes are open to existing as well as new employees. One of the first to be appointed is Chloe Green. Aged 17 and from Gainsborough, Chloe joins the Trust as an apprentice administrator on a two-year contract. She heard about the opportunity whilst studying business administration at Gainsborough College.

She said: "The job is absolutely amazing and the work isn't difficult because you're so well prepared for what you have to do. I think Apprenticeships are a very good idea because there are a lot of people who want the jobs but don't necessarily have the right qualifications and experience. If they show they have the enthusiasm and they apply themselves then it's a great opportunity."

Sue Bradshaw, NVQ assessor at NLT Training Services, who are delivering Chloe's training support, said: "She is an excellent learner and is progressing well. I'm in regular email contact to keep an eye on her work and visit her at least once a month to observe her in the workplace. Chloe also receives one to one support from our tutor at NLT who helps her with Application of Number Key Skill Level 1. Chloe requested support especially with fractions and ratios as she struggled with these at school but she is now feeling much more confident in these subjects."

Chloe Shepherd from Lincoln has been appointed an apprentice administrator at Moore House in Lincoln on a two-year contract.

Chloe, also 17, went to North Kesteven School, had studied at sixth form for two months and left to go into a retail fashion apprenticeship. She said: "I just knew straight away that sixth form wasn't my thing so I left to go into retail. Although I preferred working I wanted to move into the admin side of things and I thought the NHS would be a good place to start.

"I think it's great to give younger people a chance and for someone like me, who knows they want to work and learn on the job rather than sit in a classroom and study, Apprenticeships are ideal."



Chloe Green (left) and Chloe Shepherd

Richard Appleton, learning and development broker at ISIS Training, commented: "We have developed a good working relationship with Chloe and her employer. The flexibility of our electronic learning system has enabled Chloe to make progress with her programme between assessor visits. She has been able to undertake learning activities and submit evidence that demonstrates her competence in the workplace."

Beverley Edwards (equality and diversity lead) and Tony Kavanagh (head of human resources) jointly implemented the apprenticeship programme across the Trust.

Tony said: "The programme has been devised as one strand of our Equality and Diversity Strategy as a means of supporting those people from less well represented groups, who don't always have the traditional qualifications and skills, to embark on a career within the Trust. The programme has attracted interest from school leavers and those currently in further education, to service users - as well as older people seeking a career change.

"What's important is that we have introduced salaries that are far above and beyond the recommended statutory minimum as well as terms and conditions which mirror the rest of the NHS. For example, all staff receive a minimum 27 days annual leave and eight bank holidays, as well as an opportunity to join the NHS pension scheme. A substantive post, should the person meet all their necessary competencies and gain their NVQ at the end of the two years, is also on offer. There are not many apprenticeship programmes that can offer these opportunities and we think that is represented in the quality of our current apprentices."

For more information, contact Beverley Edwards on 01529 222284 or beverley.edwards@lpft.nhs.uk





Highlighting best practice – West Notts College

The Sherwood Forest Hospitals NHS Foundation Trust continues to work in partnership with West Nottinghamshire College in the provision of NVQs in health and social care and business administration and has done for nearly six years. New to the training plan this year is the 'Health NVQ' which the Trust is delivering successfully on its own but with supported funding from West Nottinghamshire College.

Phil Smith, manager of the partnership network for the College's employer engagement department, works closely with the Trust's NVQ manager, Karen Cowley, to plan their training needs and to identify funding for the study programmes. He said: "We have a very good, long-standing relationship with our colleagues at the Trust. The relationship is what you would call an organic one which has improved over time.

"We work closely with both the College's schools of learning and the hospital training department to ensure the Trust's training needs are met through our franchised partnership. Just as we have a great reputation for delivering high quality training to businesses, the Trust has a solid reputation for providing a qualified and confident workforce."

Within the next year, the College will be delivering specialist cleaning NVQ's at the hospital which will help keep the Trust's cleaning staff ahead of the mission to minimise infection within the healthcare setting.

In addition to the provision of NVQ's, a valuable range of placements have been provided by the Trust, to enhance learning for 24 full-time students undertaking health and social care courses with the College. Karen Cowley said: "The students had the chance to visit an operating theatre, shadow work in a range of wards/departments including Accident and Emergency, Physiotherapy, Day Case and X-ray and to attend training events and seminars within the hospital."

The progress of the students is monitored through regular meetings with the College's placement consultants and the NVQ centre coordinator. Last year, in conjunction with West Nottinghamshire College, the Trust was able to offer sign language taster sessions. This course is designed to improve communication skills and learn how to assist hearing impaired visitors. 24 staff participated in the programme with 11 progressing on to the entry Level qualification. Due to the success of these sessions further courses are to be arranged.

For more information, please contact Phil Smith on 01623 627191 ext 8160 or philip.smith@wnc.ac.uk or Karen Cowley on 01623 622515 ext 3576 or karen.cowley@sfh-tr.nhs.uk

Moving on at the NHS – working together for skills for life

Since the inception of the Skills Pledge, it has become apparent that one significant area of need is the development of assessment methods and the subsequent delivery of training in relation to Skills for Life - literacy, numeracy and language.


With that in mind, NHS East Midlands, supported by the Move On programme team, is preparing to launch a region-wide promotional campaign, using resources available at a national level to promote the importance of meeting the skills for life needs.

NHS organisations are working with LSC providers to develop their approaches to conducting assessments and in ensuring that, where staff have gaps in their literacy or numeracy skills, these needs are met with a range of training programmes. A regional steering group has also been set up to develop generic materials that can be customised to the individual organisation's requirements and support is available from Train to Gain brokers.

Julie Bellm, JIF partnership manager said: "The importance of good levels of English and maths in the workforce is recognised. This campaign was felt to be the most effective way of highlighting skills for life needs and giving employees the opportunity to refresh their skills."

For more information please contact Julie Bellm on tel 0116 295 2240 or email julie.bellm@eastmidlands.nhs.uk





We've got your number!

Training providers - remember ILR codes! These are essential when identifying a learner's employer out in the field against their unique employer ID code.

We have 23 trusts in the East Midlands which have all been allocated a unique employer code. Beneath the trusts sit almost 2,000 employers in the region which have all been aligned to their respective trust's unique employer ID code. It is imperative that providers identify the right ILR code in order for us identify LSC funding spent on learners through the JIF initiative.

These learners will either be NHS employees or employees of GPs or dental surgeries.

On the ILR we need you to complete field A47A with the unique employer code from the A-Z listing we have provided. The listing has been designed to make it easy for you to identify the correct unique code against an employer name at a glance. You can find a copy of the A-Z listing on the JIF website at:

http://readingroom.lsc.gov.uk/lsc/EastMidlands/JiF_Employer_list_A_to_Z_Jan2009.pdf

or for any further information on ILR codes contact Andrew Potterton on 0116 228 1870 or email andrew.potterton@lsc.gov.uk

Over to you...

Please let us know your views and news – we would like to know your ideas for future editions. Do you have an interesting case study or story you would like to share? If so, please email:

liz@cartwrightcommunications.co.uk.

Do you have a colleague who you think would benefit from receiving this newsletter? If so, please send details to:

liz@cartwrightcommunications.co.uk

Useful links

Joint Investment Framework

<http://www.lsc.gov.uk/regions/EastMidlands/whatwedo/JIF+++Joint+Investment+Framework.htm>

The East Midlands Multi Professional Deanery

<http://eastmidlandsdeanery/nhs.uk/>

Contact us...

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Forthcoming events

Adult Learners' Week 14 -19th May 2009

Adult Learners' Week is the UK's largest and longest running festival of learning, it aims to encourage more and different adults to take part in learning activities and events across England. If you would like to get involved in Adult Learners' Week, you can now order materials to help you get the best out of your events and attract participants in your activities. Visit www.niace.org.uk/ALW/2009/ for more information.

Skills Academy for Health Regional Consultation - Monday 8th June 2009

A Skills Academy for Health regional consultation with take place at the Hilton Hotel, City Centre, Nottingham from 9.30 - 1pm followed by lunch. The event aims to ensure that trusts and partner organisations have the opportunity to find out more about the SAfH and to identify their own requirements. For more information about the event contact Christina Austin on 07826 917381 or christina.austin@skillsforhealth.org.uk

