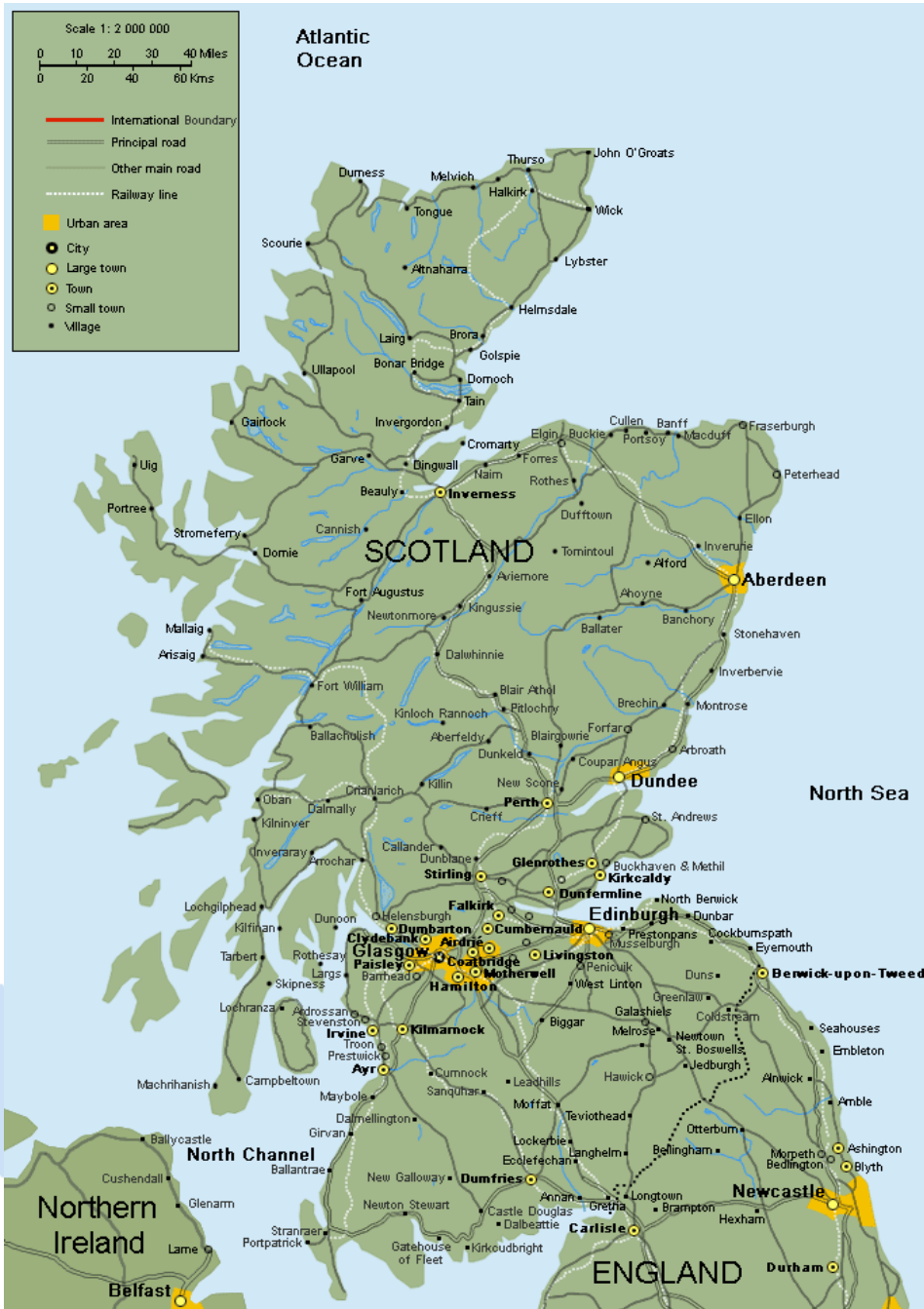




NHS TAYSIDE HEALTH CARE ACADEMY

Alison Smith
Development Officer
Rab McEwen
Development Practitioner



Health Issues

- Ageing
- Co morbidities
- Changing expectations

Workforce Issues

- Ageing workforce
- Declining population
- High employment levels in Scotland
- Competition for labour
- Changing labour market

Tayside specific



- 3000 square miles
- Population 390,000
- Urban & rural
- Areas of significant deprivation

- Ageing population
- Change in industry profile
- Rurality
- Tourism/seasonal working
- Deprivation

- Service Delivery
- Delivery reflecting locality needs
- Role development

Background

Public sector and large employers to tackle aspects of in-work poverty by providing employees with the opportunity to develop skills and progress in their career.

*“Closing the Opportunity Gap” The Scottish Government:
December 2007*

“The (Healthcare Academy) will target the long term unemployed, those on incapacity benefits, those from socially deprived backgrounds, and aim to implement the philosophy of creating employment to sustain health, by offering opportunities and preparing people for real jobs in NHS Tayside.”

NHS Tayside Strategic Workforce Development plan 2005

Healthcare Academy

Guiding Principles



- Reflecting Social Inclusion and the Equality and Diversity policy agenda
- Contributing to the overall and long term health of the region through the creation of employment and development opportunities.
- Providing quality services with a focus on essential support work.

Partners



Part of the Department
for Work and Pensions



Action

- Identify potential candidates for Healthcare Academy Programmes



Part of the Department
for Work and Pensions

- Gaps within essential support services throughout NHS Tayside identified -examine trends in staff turnover and recruitment and retention figures
- Establish 'buy-in' from managers and partners

Modern apprenticeship

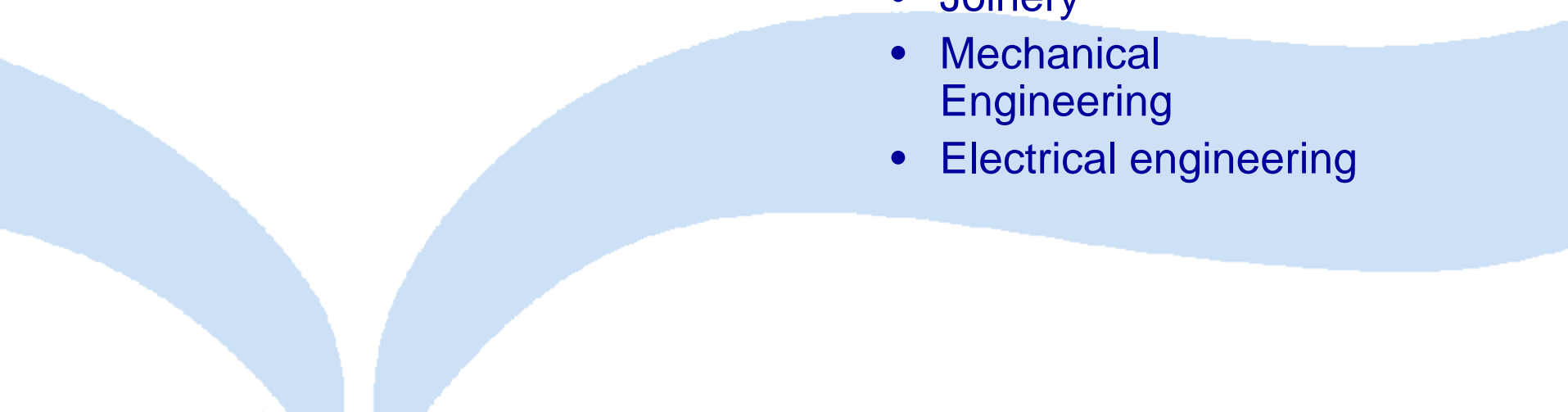
4 Year apprenticeship

- College

- Work based

10 year rolling programme

6 apprentices per year to date

- Plumbing
 - Joinery
 - Mechanical Engineering
 - Electrical engineering
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, curved, light blue shapes that resemble waves or stylized hills, extending across the width of the page.

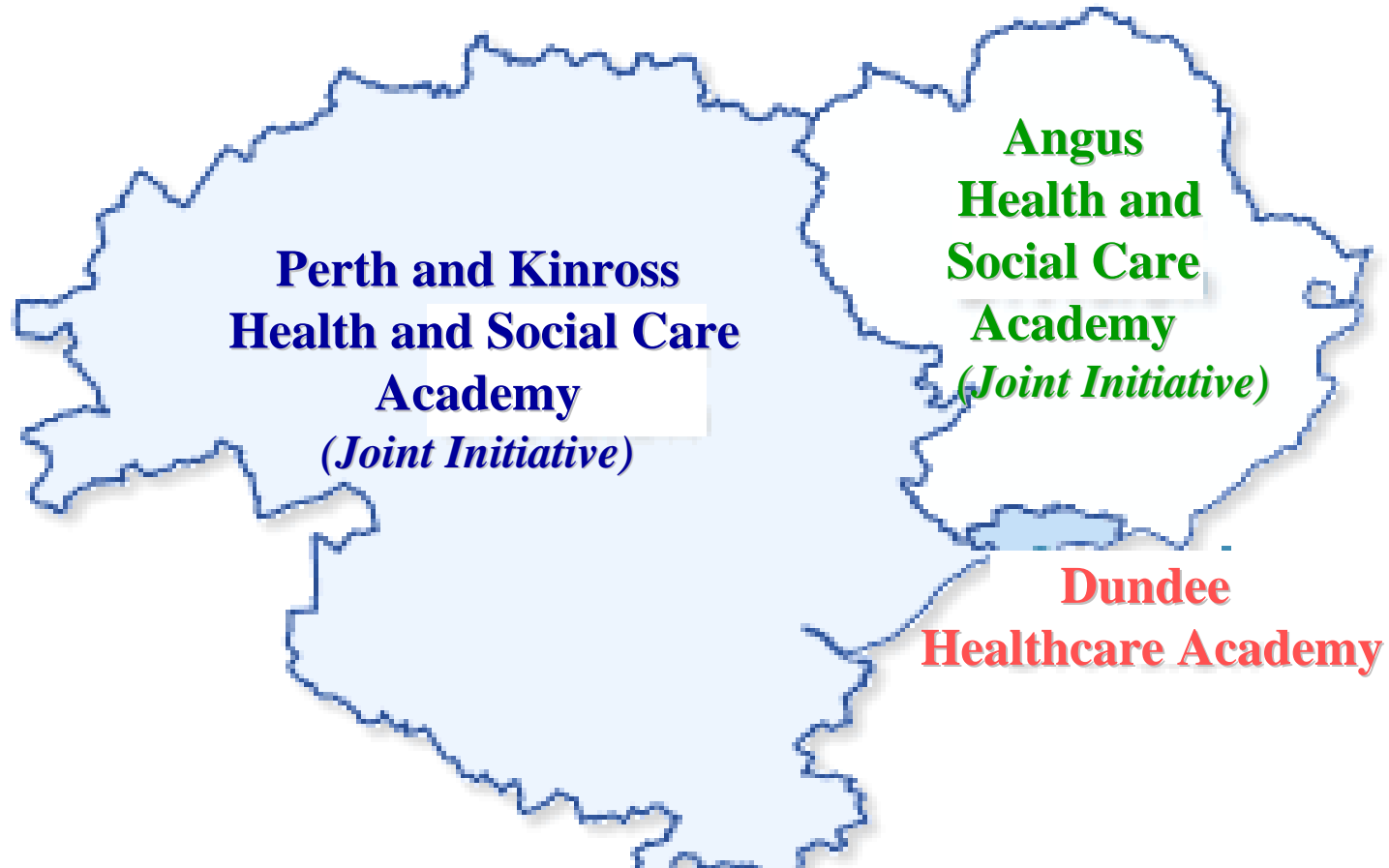
Clinical support worker 20 week programme

- 4 weeks college
Mandatory training
- 16 weeks clinical
placement 2 days each
week
- 3 Core SVQ2 units
 - Developing practice
 - Communication Skills
 - Health and Safety

Clinical Placements examples:-

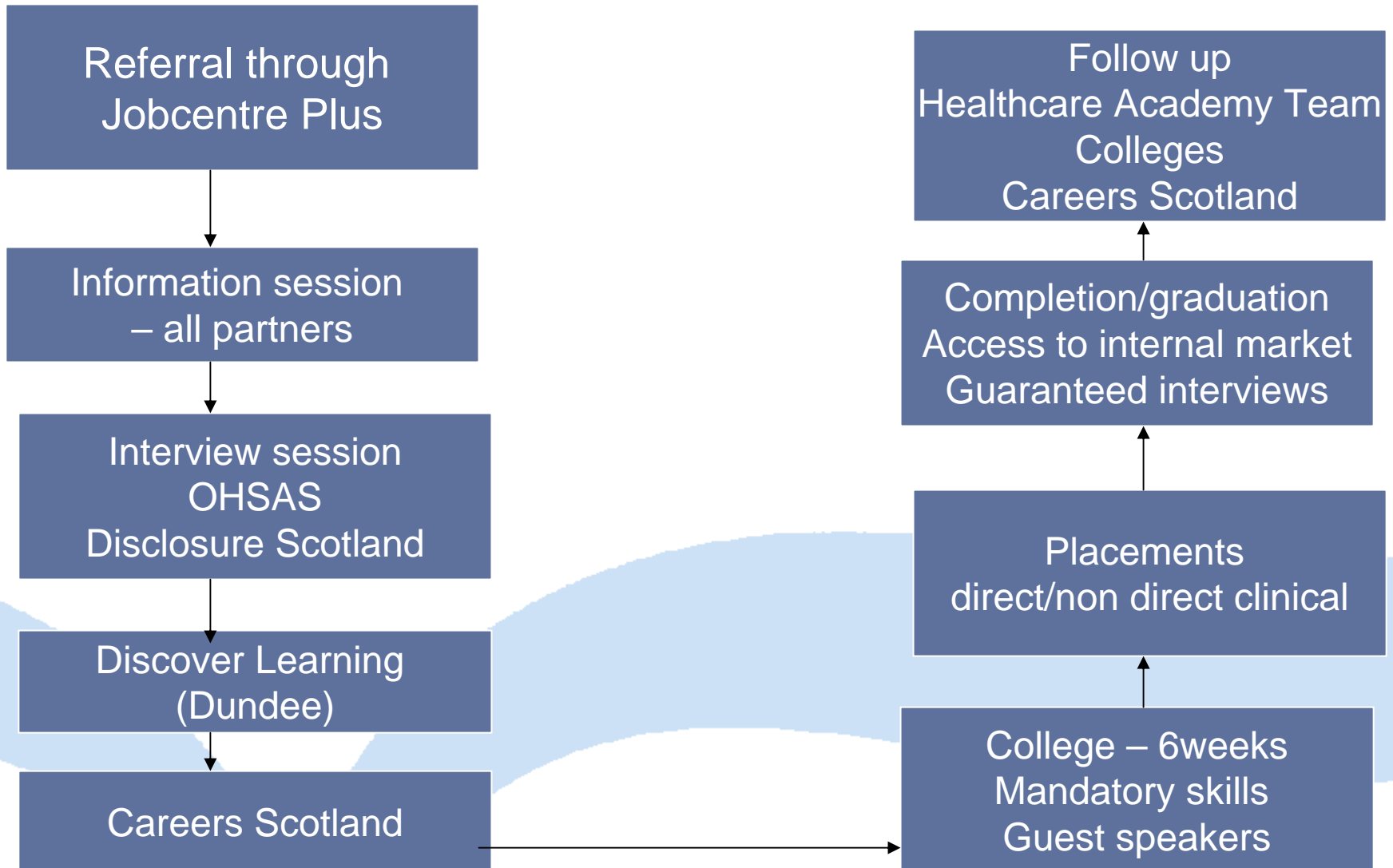
- Physiotherapy
- Community Nursing
Services
- Dietetics
- Radiography
- Stroke Rehab
- Theatres
- Specialist Services

Pre employment training 6 week programme



All preceded by Careers Scotland 'Worknet' and Learn Direct (*Dundee*)

Healthcare Academy Process



What's Involved

College

- Basic First Aid.
- Manual Handling.
- Food Hygiene.
- Infection Control.
- Basic IT.
- Health Service Ethics.
- Care Skills
- Communication
- De-escalation Skills
(TMAV & CALM)

Placements

- Students experience 3 separate placements.
- Placement duration 2 - 4 days
- Students work in the placement area as if permanent staff member.
- A senior staff member from the department provides a report on the students performance.
- Students also report on the placement – information and support received.

Employment

- Areas of employment
 - Health care assistant
 - Mental health services
 - Primary care
 - Acute care
 - Domestic Services
 - Estates
 - Admin and Clerical
 - Pharmaceuticals
 - Sterile Services

Follow up support

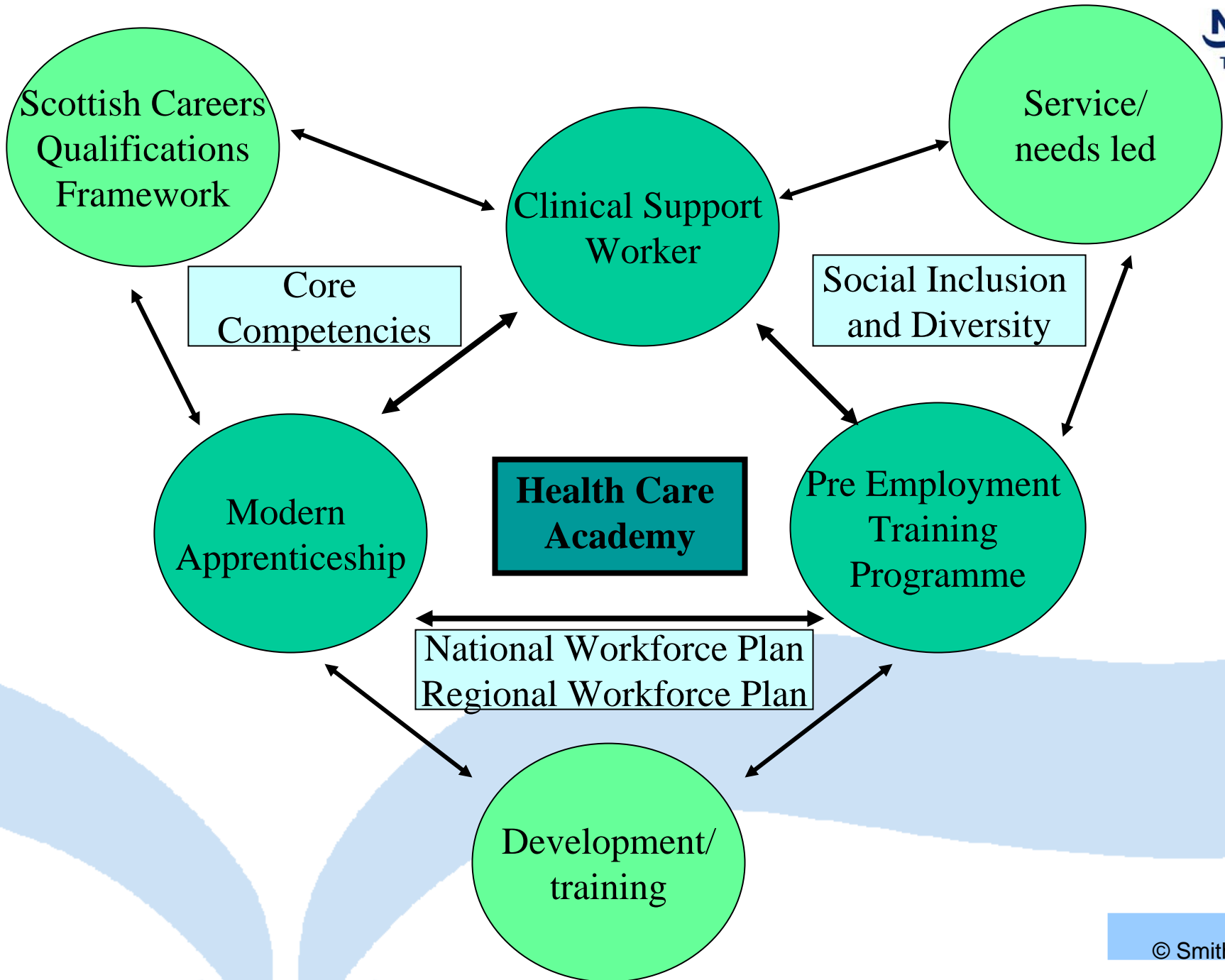
- F.E. Colleges
- Careers Scotland
- Discover Learning
- NHS Tayside
 - Learning and Development



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What does the Health Care Academy do?

- Address social inclusion and diversity
- Develop roles commensurate with real need
- Develop in line with professional role development
- Link with partner programmes
- Provide a skills escalator in line with SCQF
- Showcase NHS as a nurturing employer with prospects
- **Skilled sustainable workforce**



So what is the Healthcare Academy?

HOPE

CAREER

ACHIEVEMENT



A FUTURE