

Higher Development Award

2023

Agenda

Time	Topic	Presenter
10.00	Welcome and Introductions	Monica Marongiu
10.05	Background to Higher Development Award	Dawn Grant
10.15	Higher Development Award at Lambeth College	Desiree Cox
10.35	Functional skills	Daniel Gonzalez
10.45	Enrolment process	Desiree Cox
11.00	Questions	All
11.30	Close	

Higher Development Award



2020 Winner

“Unlocking potential and being the best you can be”

- A programme intended to meet the needs of Support Staff after completing Care Certificate
- Focus on personal development and lifelong learning skills and underpinning current skills/knowledge
- Does not take the place of apprenticeship....

Higher Development Award

- Sponsored by Health Education England
- Started in 2016 in North West London
- Personal development programme for all clinical & non-clinical support staff in London
- Partnership programme – Lambeth College, LSBU, Praeceptor Consulting and HEE

Who can attend?

- Bands 2-4 Support staff working in health and social care. May be clinical or non-clinical roles, for example:
 - Health care assistants
 - Support workers
 - Rehab assistants
 - Therapy assistants
 - Receptionists
 - Administrators
 - Ward clerks
 - Coordinators

London Programme Structure

- **Level 1 – 6 days**
 - Functional skills – Maths and English
 - ILM Endorsed Award – First Steps in Management
 - Digital skills (optional)
 - **Level 2 - 6 days**
 - Functional skills – Maths and English
 - ILM Level 2 Certificate in Team Leading – 17 credits
 - Digital skills (optional)
 - **Level 3 - 6 days (or 9 days*)**
 - ILM Level 3 Diploma in Leadership and Management – 37 credits
 - Motivational Interviewing
 - Service improvement project
 - Presentation
- * 9 days for those who join directly on level 3

Level 1 – Programme Structure

The programme has 6 modules:

- Developing yourself
- Communication
- Personal management – time and stress
- Emotional intelligence
- Assertiveness and perception management
- Personalities and team working

Functional skills – Maths and English – to level one

Level 2 – Programme Structure

The Certificate focuses on:

- Developing role as a team leader
- Understanding how to plan and monitor work
- Awareness of motivation techniques
- Introduction to coaching in the workplace

Assessment through workplace based assignments

Functional skills – Maths and English to level 2

Level 3 – Programme Structure

The Diploma includes:

- 9 days (*6 for those who have completed level 2*)
- 37 credits at level 3 – sufficient to access Nursing Associate and Nurse Apprentice programmes at London South Bank University
- Service improvement project
- Presentation
- Motivational interviewing

Why the HDA ?

Benefits for learner

- The core skills to lead a team successfully
- Motivation techniques to get the best from people
- The confidence to tackle difficult issues
- Tools to develop as a leader
- Improved communication and interpersonal skills
- Increased self-awareness

Benefits for employer

- Confident staff
- Competent and skilled team leaders
- Better communication
- Improved collaboration in teams
- Motivated, self-aware staff
- Impact on patient satisfaction through service improvement project

One word that describes the Higher Development Award



A word cloud of feedback comments for the Higher Development Award. The words are arranged in a circular pattern and include: Interesting, Engaging, Transitional, Insightful, Useful, Knowledgeable, Educational, Fun, Engaging, Life-changing, Amazing, Empowering, Great, Brilliant, Explorative, Thought provoking, and Interesting.

One learner's journey ...



Anna Maria Horvath joined St George's Hospital in 2018 as a healthcare assistant. She achieved her level 2 in English and her ILM level 2 and level 3 Certificates in 2020

The HDA enables people to gain the confidence, academic credits and functional skills they need to progress in their careers.

"I am feeling very proud that during the last year I have been able to complete the Care Certificate and then start and complete the Higher Development Award which enabled me to enrol onto the Trainee Nursing Associate apprenticeship."

<https://haso.skillsforhealth.org.uk/>

Functional Skills

Functional Skills

- Level 1 Pathway to Higher Development Award
- + **Functional Skills English and/or maths at Level 1**
- ILM Level 2 in Team Leading
- + **Functional Skills English and/or maths at Level 2**

Through both levels, learners will be assessed on:

English

- Identifying information and responding to questions
- Communicate, express opinions and using effective language
- Contributions and discussions
- Identifying facts, opinions and facts
- Different situations and different purposes of text
- Textual features and devices
- Comparing and contrasting different texts
- Punctuation, grammar and structure
- Spelling
- Formal and informal language
- Layout, format, structure writing of various texts

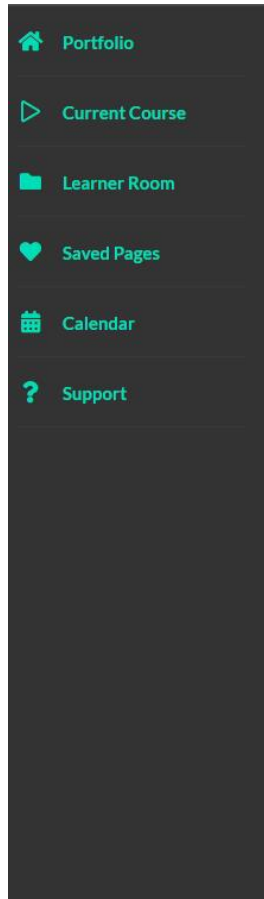
Maths

- Averages
- Probability
- Graphs
- Time and Money
- Perimeter, area and volume (including triangles and circles)
- Converting between measurements (metric and imperial)
- Shapes
- Scale
- Positive and negative numbers
- Decimals, addition, subtraction, multiplication, division
- Multiplying and dividing by 10, 100 and 1000 and rounding
- Fractions
- Percentages
- Converting between fractions, decimals and percentages
- Ratio, inverse and direct proportions



Functional Skills & Digital Skills

- Online delivery (auto-marked) from September to February



Unit 3 | Section 2 | Calculating probability 8 / 28

Expressing probability

Probability can be described in **fractions, decimals and percentages**. In this case, we can say the probability as a percentage is **25%** or as a decimal is **0.25**. Note, if you add up the probabilities of all the possible outcomes of an event it adds up to 1.

See the image below to help you convert percentages into fractions and decimals.

Fraction	Percentage	Decimal
1 whole	100%	1
$\frac{1}{2}$	50%	0.5
$\frac{1}{3}$	33.3%	0.33
$\frac{1}{4}$	25%	0.25
$\frac{1}{5}$	20%	0.2
$\frac{1}{6}$	16.7%	0.167
$\frac{1}{8}$	12.5%	0.125
$\frac{1}{10}$	10%	0.1
$\frac{1}{12}$	8.3%	0.083

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Functional Skills & Digital Skills

- **Face to face workshops (x2)**
 - Exam practice, 1 to 1 review of specific questions and queries.
- **Official exams.** Not limit of chances. Several dates from February.
 - All in Clapham Common campus. Pearsons/Edexcel AB.
 - English: 3 component (Reading, Writing, Speaking and Listening)
 - Maths: 1 component (Non-Calculator, Calculator)
 - Digital Skills: in class based assessment.

Recent Problems

- Learners registering – failing to attend first day
- Learners leaving course with no explanation
- Late arrivals disrupting classes
- Poor engagement from learners
- Lack of commitment to the programme
- Organisations not involved in learners' progress

Solution

- Organisational involvement in nomination of learners
- New enrolment and registration process for all learners
- Course places limited
- Organisation leads updated regularly
- Collaborative working between organisations, Lambeth College and Praeceptor Consulting
- Course places limited

Process

- Organisations nominate staff to attend
- Staff complete an expression of interest
- Organisations approve and this is then sent to Lambeth College
- Lambeth College assess learners for functional and digital skills
- Learners allocated to appropriate level of course
- Learners advised of dates and joining instructions sent
- Organisations kept informed of learners' progress – joining, mid and end programme

Available Places

Preference given to learners already on their Higher Development Journey

- Level One – 32 places
- Level Two – 32 places
- Level Three – 32 places

Expression of interest

- Name, role, department
- Band
- Length of time in role
- Reasons for attending / career aspirations
- What they would improve about their workplace (service improvement idea)
- Commitment to attend 100% workshops

Timeline

- Open Days March / April
- Open expressions of interest End April
- Assess and allocate learners May
- Joining instructions sent out End June
- Learners join – leads updated September
- Mid-programme assessment and update to leads End November
- End programme – update to leads March / April

Benefits

- Organisation leads committed to Higher Development Award:
 - Support learners
 - Take an active interest in the programme
 - Facilitate learners' progression as appropriate
- Committed learners who attend sessions, complete assignments and finish the course
- Avoids poor attendance at open days – waste of time
- Avoids learners who never show up for first day

Pathway

Career conversation
Pre-course screening /Assessment

Level 1
Functional skills Digital skills
ILM Endorsed Award

Level 2
Functional skills – level 2
ILM Level 2 Certificate in Team Leading

Level 3
ILM Level 3 Certificate in Leadership and Management

Level 4/5 Apprenticeship
Trainee Assistant Practitioner
Trainee Nursing Associate
Senior Maternity Support Worker

Level 2 Apprenticeship.
HCSW/Therapies/Theatres/
Maternity/Nursing
Apprenticeship(core pathways)

Level 3 Apprenticeship
(eg Senior HCSW Apprenticeship)
HCSW/Therapies/Theatres/
Maternity/Nursing
Apprenticeship(core pathways)

Higher or degree apprenticeship

Level 3
ILM Level 3 Certificate in Leadership and Management

Level 4/5 Apprenticeship
Trainee Assistant Practitioner
Trainee Nursing Associate
Senior Maternity Support Worker

The diagram shows potential pathways for those people wishing to progress in their careers

Any Questions?



How to contact us:

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