

UK-08

Talent for Care

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Talent for Care is the first ever national strategic framework for the development of the healthcare support workforce. Despite having a huge impact on patient care and delivery, those in support roles have traditionally received little investment and input into their development; the support workforce make up around 40% of the 1.7 million workers in the NHS, provide around 60% of direct patient contact and yet do so with less than 5% of the national training budget.

Following extensive national, regional and local consultation and formally launched in March 2015 alongside Health Education England's *Widening Participation* strategy, Talent for Care is making the most of national drivers such as the HEE mandate, the Francis Inquiry and the Cavendish Review to change the landscape of education, training and investment for the support workforce. We expect to see an increase in the quality of patient care and a more flexible workforce for organisations, as well as recognising the value and vital contribution of those in these roles.

At the heart of Talent for Care are three strategic themes, which emphasise the importance of attracting and recruiting young people, making best use of apprenticeships for new and existing staff, supporting staff to achieve the Care Certificate and nurturing talent and potential. Many local organisations are already achieving great things under each of these themes, making a really positive difference to their workforce, their patients and service users and their local community.

Get In is about opportunities for people to start their career in a support role – including work to improve work experience, pre-employment and ambassador programmes, and enhance the careers information, advice and guidance available.

Get On focuses on supporting people to be the best they can be in the job they do – including apprenticeships as a training option for both new and existing staff, the Care Certificate for new Health Care Assistants as part of their induction and proposals for a Higher Care Certificate, and a challenge to employers to provide more than mandatory training and annual appraisals for their support staff development.

Go Further seeks to provide opportunities for career progression, including into registered professions – including a framework to support the progression from Health Care Assistant to Registered Nurse, commissioning more part-time degree study programmes, a new bridging programme to enable those with vocational qualifications to acquire the study skills needed to progress and succeed in a Higher Education setting, and working with universities on the acceptance of prior learning and vocational qualifications.

The national Talent for Care team are now working with colleagues in LETBs, trade unions and national organisations to implement the strategic framework, including building a network of champions who have pledged their support and commitment to deliver in partnership the ten strategic intentions in their own organisations.