



England
London

Higher Development Award

Webinar for Trust Leads
and Managers

HIGHER
DEVELOPMENT
AWARD



UNLOCKING POTENTIAL

The story of the HDA

HIGHER DEVELOPMENT AWARD



UNLOCKING POTENTIAL

- Personal and professional development programme for **all clinical & non-clinical support staff**
- Does **not** take the place of an Apprenticeship
- Fulfilling potential **in many settings**: Acute, Primary, Social Care, homeless charities, Local Authorities and Voluntary sector

Why HDA was created?



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

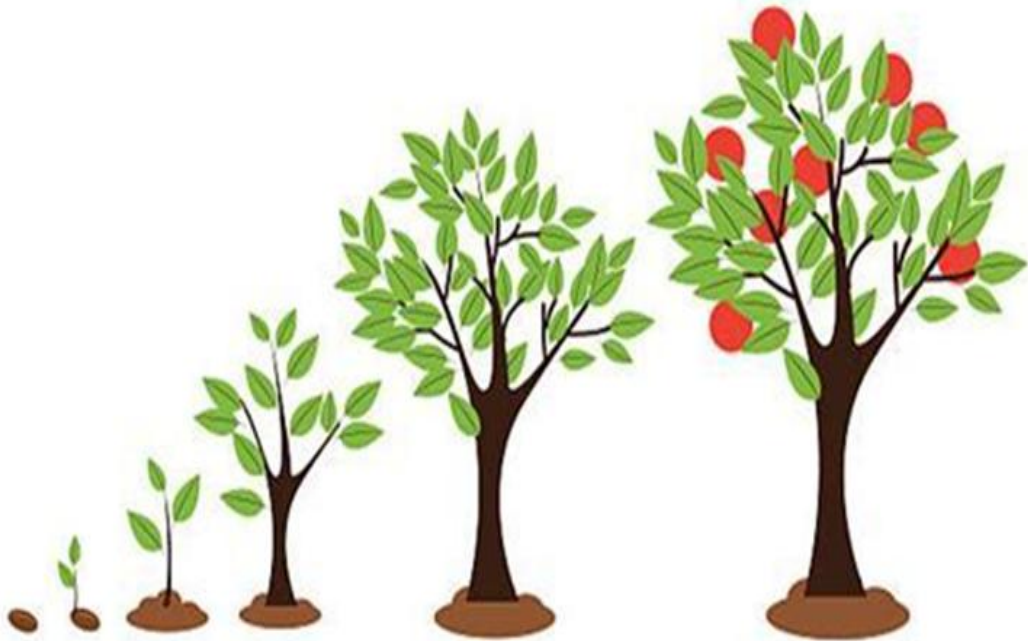
The effort and sacrifice required for some to reach their goal is huge and overwhelming.

The HDA:

- helps to build confidence to succeed in taking next step in career or job role.
- provides a baseline to build on and tackles some of the negative aspects which affect ability to study.

Why HDA was created?

“Being the best and acknowledging potential”



- Responded to Support Staff who wanted underpinning knowledge to complement the already wide range of skills they put into practice everyday.
- Acknowledged that some Support Staff are:
 - not able to access apprenticeships, higher learning/ education programmes
 - not confident enough to embark on a course that requires academic knowledge or qualifications

Challenges involved with enrolling to HDA

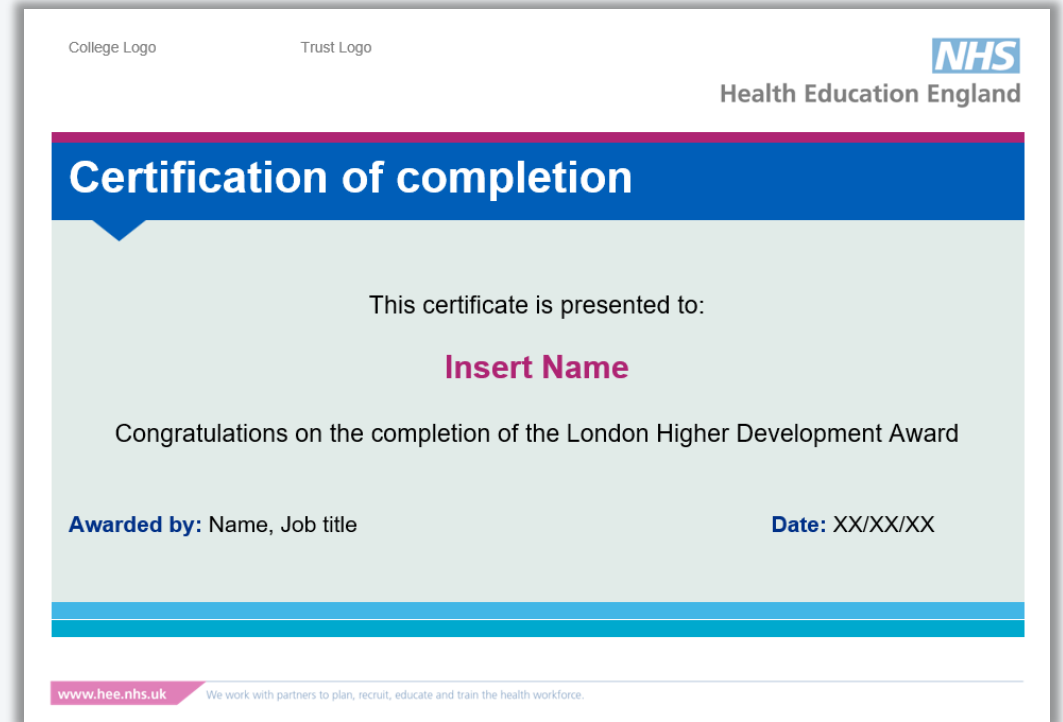


Challenges (for learners and managers):

- Time
- Confidence
- Past experiences with education
- Identifying areas for service improvement project
- Visibility of information available
- Protected time/Study leave
- Allocating appropriate learners to the HDA

What will your staff/learners gain?

- ☑ Boost in confidence
- ☑ Learn skills to manage time and stress
- ☑ Improve teamwork and communication
- ☑ Understand self and others
- ☑ Problem solving



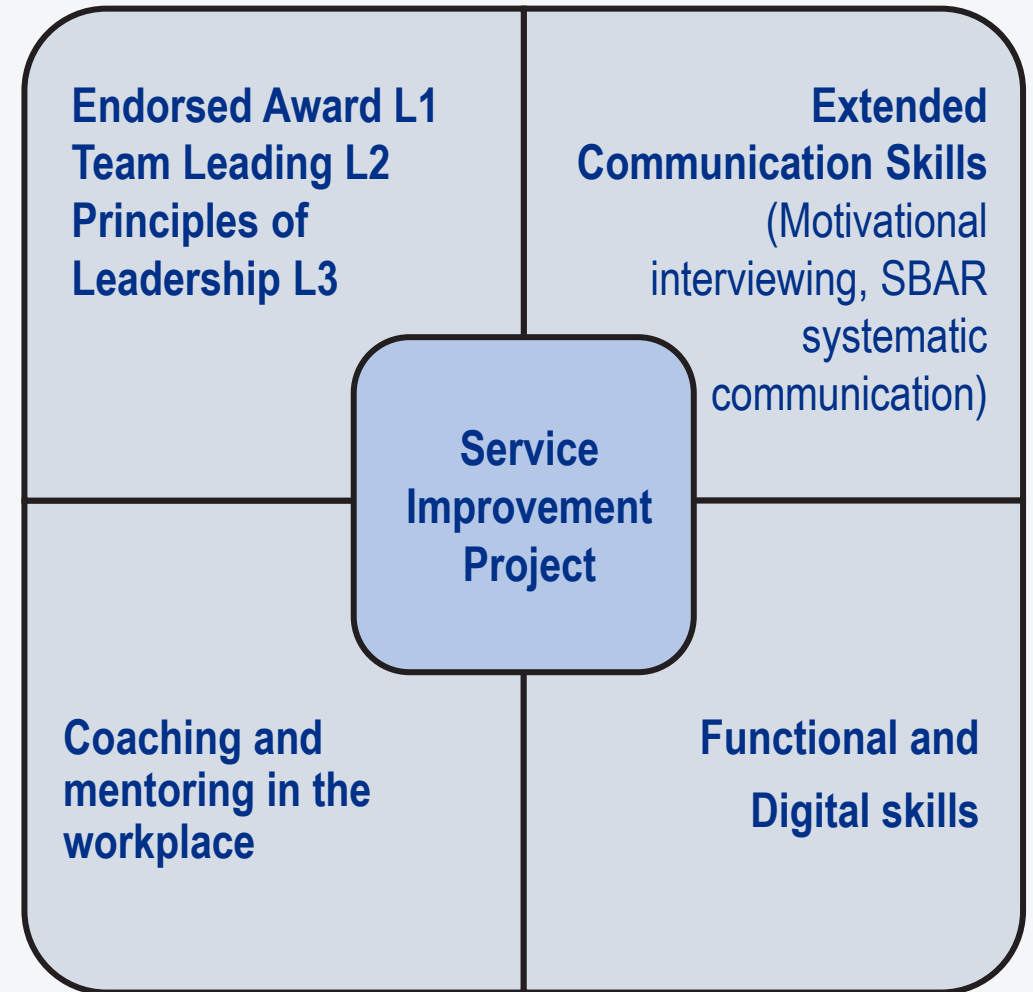
And the best part?

They get credits and real qualifications.

Learners will choose their own path

- Level 1: starting strong
- Level 2: building up
- Level 3: leading the way

Each with its own focus and growth points.



Study Leave

Study leave for the main HDA programme does not include the FS release time.

This must be considered at time of enrolment.

Level of FS will determine which programme most suitable.

The learners job banding does not equate to the level of programme!

Pathways to the Higher Development Award

Level 1

Programme Structure:
5 days, credits determined
by choice of awarding body & Qual

The programme has 5 modules:

- Developing yourself
- Motivating yourself and others
- Personal management – time and stress
- Emotional intelligence
- Introduction to personalities and behaviour
- Assertiveness and perception management
- Personalities and team working
- Developing self – understanding how you learn

- **Functional skills – Maths and English/ESOL/Digital Skills

Level 2

Programme Structure:
6 days, 17 credits

The Certificate has 8 units and 17 credits:

- Developing yourself as a team leader
- Leading your work team
- Planning and monitoring work
- Improving performance of the work team
- Using information to solve problems
- Gathering, interpreting and utilising data in the workplace
- Understanding good practice in workplace coaching
- Undertaking coaching in the workplace

- ** Continue Functional skills to achieve L2 qualification

Level 3

Programme Structure:
9 days, 37 credits

The Certificate has 9 units:

- Understanding leadership
- Understand how to establish an effective team
- Developing yourself and others
- Giving briefings and making presentations
- Solving problems and making decisions
- Understanding innovation and change in the workplace
- Planning change in the workplace
- Understanding communication process in the workplace
- Understanding training and coaching in the workplace
- Additional day for motivational interviewing

Their Story in Action

The Service Improvement Project



A simple project using what they've learned to make their workplace better in terms of:

- improved patient experience,
- better care,
- time and financial efficiencies
- or improved ways of working.

They will see how small ideas can create big waves. Small changes make a big impact!

And boost their confidence.

The Behind-the-Scenes Bit — Study Leave

Learners are advised to speak with their manager regarding the suitability of this programme and where the HDA fits in.

Study leave is needed for the HDA (but not always for English and Maths).

The whole journey may take 6–12 months depending on learner's goals.

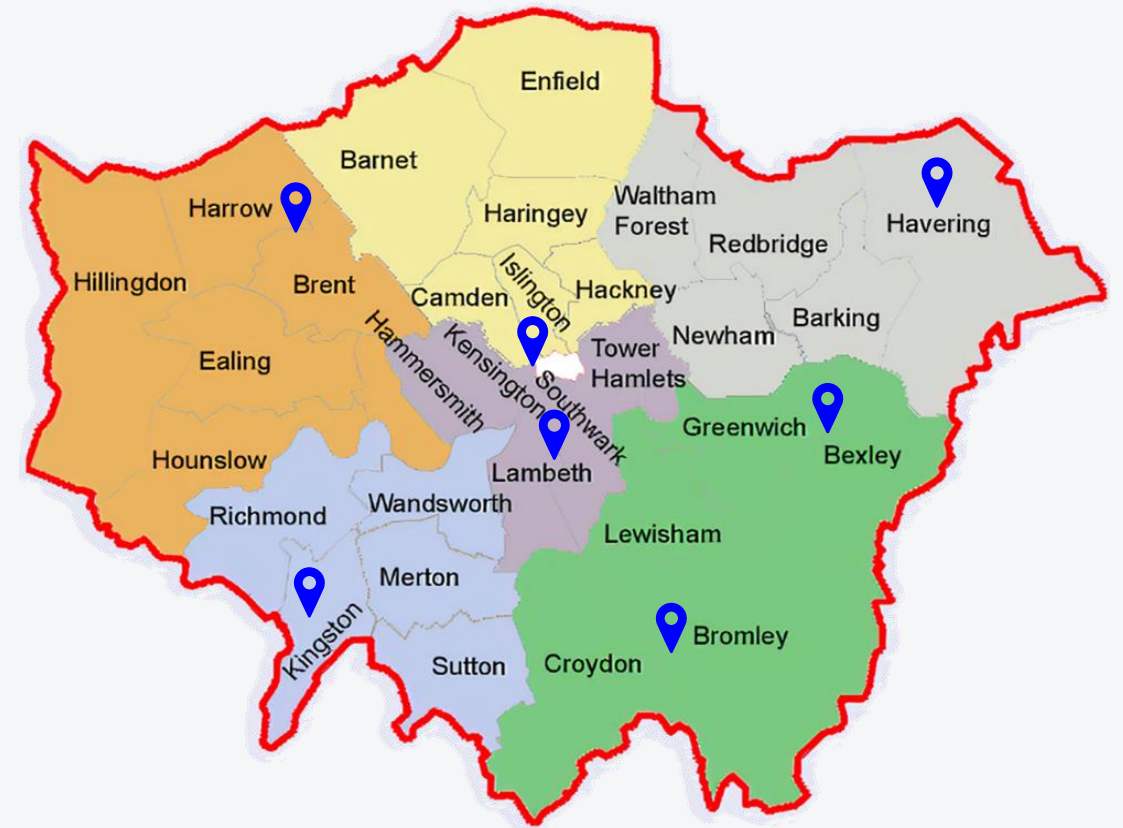
- Study leave for the main HDA programme does not include the Functional skills (English and Maths) release time. This must be considered at time of enrolment.
- Level of Functional Skills will determine which programme is most suitable. The learners job banding does not equate to the level of programme
- The study leave requirements for both the HDA and Functional Skills **must be discussed and agreed** between the learner and their manager.
- The HDA L2 takes 6 months to complete. If learner needs to complete English and Maths this will take an additional 6 months.

Who's Got Your Back — Local Colleges

You're not on this journey alone."

Share that many London colleges run the HDA and will support learners through it.

They will be part of a wider community of support workers learning together.



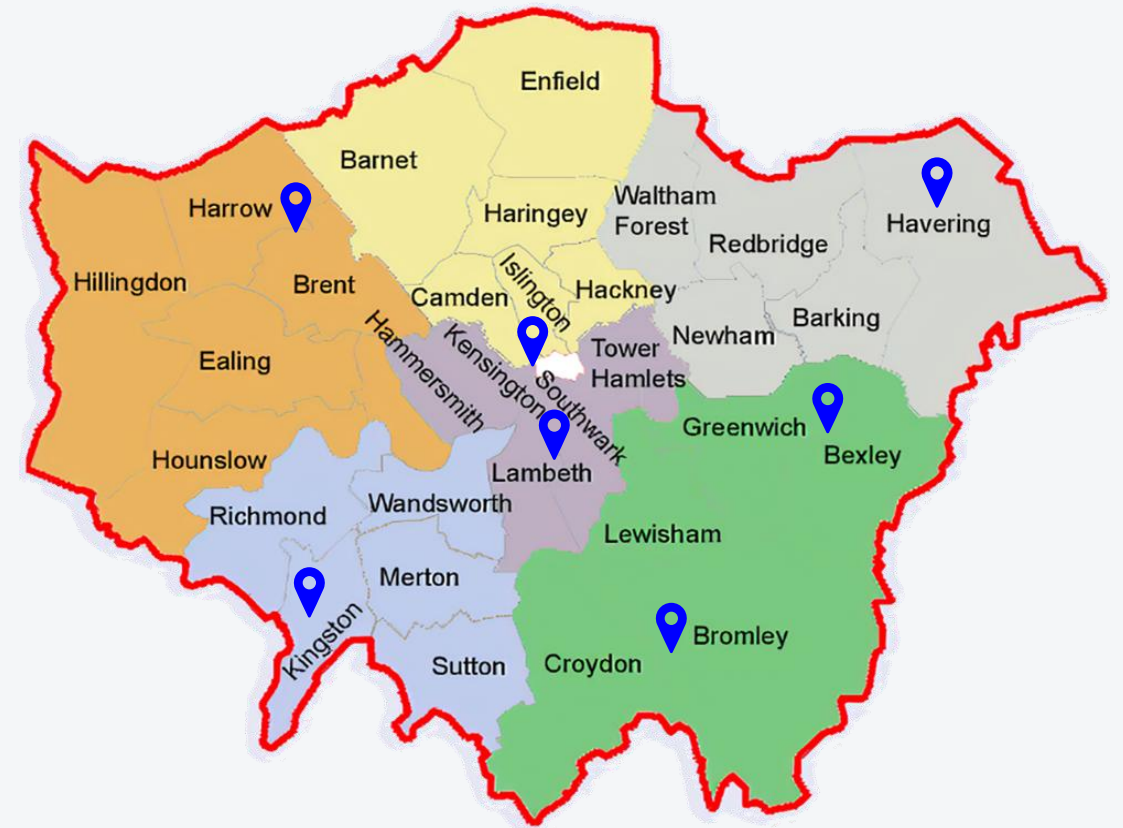
- Harrow, Richmond & Uxbridge Colleges (HRUC)
- United College Group - CNWL College/City of Westminster College
- South Thames College
- Havering Community College
- Greenwich Community College
- Lambeth College
- London Southeast Colleges

Course enrolment

Start dates will vary dependent on the college.

Usual start dates are during the autumn and spring.

Learners will be advised by the colleges what additional information they will need to provide at enrolment.



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What Comes Next

The Award can provide:

- progression pathway to access multi-professional higher, degree apprenticeships and traditional pre-registration routes.
- development for those wishing to stay in their support worker role.
- The programme support learners at different entry levels ensuring equal opportunities for all levels and ability.
- Possible to achieve 3-4 qualifications:
 1. Personal development
 2. English
 3. Maths
 4. Digital skills
- Empowering and motivating in their role but also life-long development journey

APPRENTICE OF THE WEEK
CLARE FOWLER
LEVEL 6 REGISTERED NURSE
DEGREE (NMC 2018)



Clare Fowler
Substance Misuse Nurse

What is your current role and how did you get into your role?

My new role is that of a Substance Misuse Nurse at Central and North West London NHS Foundation Trust. I had a lot of exposure to patients that were dealing with addiction issues throughout my training and previous job role in A&E. I saw the job advertised for a band 5 nurse to work at ARCH (Addiction Recovery Community Hub) in Uxbridge and applied and was lucky enough to be successful

We spoke to Clare Fowler recently who completed the Higher Development Award and Care Certificate initially, then went on to complete the Level 6 Registered Nurse Degree (NMC 2018) apprenticeship, keep reading to learn more.

Maria Moradi
Central and North West
London NHS Foundation
Trust



Maria is a Healthcare Assistant (HCA) at Central and North West London NHS Foundation Trust. She has completed the Higher Development Award and has just been accepted on a Level 6 Registered Nurse - Degree (NMC 2018) apprenticeship standard. We spoke to her about her experiences.



What apprenticeship are you studying and what does the study involve?

I applied for an apprenticeship degree in mental health nursing, within my organisation for the next cohort in January 2024, and by UCAS on my own

Do you feel that completing the Higher Development Award helped with your career progression?

Of course, my work experience wouldn't be enough without them.

What is your current role and how did you get into the role?

I am a Band 3 HCA on a mental health

Higher Development Award



We spoke with Holly Leech a Nursing Associate Apprentice at Harefield Hospital part of Guy's and St Thomas' NHS Foundation Trust who has completed the Higher Development Award (HDA).

What were you doing when you completed the Higher Development Award?

I started in Mount Vernon Hospital in 2012, and this is where my journey as a Health Care Assistant started. After working there for 5 years I got the job opportunity to work at Harefield Hospital Surgical Unit. I gained loads of experience, knowledge and clinical skills and managed to get a band 3 job. It was then that I got offered the opportunity to do my Higher Development Award.

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

I was very nervous to start my Higher Development Award as going back to college at a higher level worried me, but I'm so happy I did! I was able to bring my learning back to my work place and got the opportunity to talk about the project being done and bring it to the ward.

This all gave me the confidence to apply for the Trainee Nursing Associate apprenticeship, which I started back in March 2020. The Pandemic has brought challenging times to the apprenticeship, but I am enjoying it and the brilliant learning experiences I'm getting is amazing.

FUNCTIONAL
SKILLS

From Care Certificate to Apprenticeship



We spoke with Annamaria Horvath a Trainee Nursing Associate at St Georges Hospital who has completed the Care Certificate and the Higher Development Award (HDA).

What were you doing when you completed the Care Certificate?

I started at St Georges on a Trauma and Orthopaedic Ward in 2018 and completed the Care Certificate straight away. I really enjoyed doing it, meeting other colleagues and getting support from my team to complete it. I used the workbook and I learnt together with colleagues when I was with patients. I feel the Care Certificate is a crucial basis to education and patient care, it also made me aware of my ability to learn.

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

What made you apply for the Higher Development Award?

A short time after completing the Care Certificate I saw advertised the Higher Development Award and also the Trainee Nursing Associate role. I began to apply for the HDA and had to complete the L3 English aspect of Functional Skills as Naric had already converted my maths qualification from Hungary as equivalent to A level. I absolutely enjoyed completing the HDA, it really improved my confidence - that was the main thing about it. I was happy to be developing myself to prepare me for completing the Trainee Nursing Associate apprenticeship interview and role.

CARE
CERTIFICATE

Your Learning Journey

The HDA can be found in the support worker learning and development roadmap.

It is for all Support Workers, educators and managers to have learning, development, and career conversations.

It contains tools to support conversations and information about the training and professional development opportunities available for HCSWs.

Support Worker Learning and Development Roadmap

Designed to be a useful resource for support workers, educators and managers, this roadmap can support you to identify your learning and development goals and to improve your skills to deliver the best possible patient care. The roadmap will help you develop the following skills.



Access the roadmap and all of the online resources by scanning the QR code or visiting www.hee.nhs.uk/SWroadmap



Where to Get More Info

For further information please contact your organisation's Higher Development Award (HDA) Education Lead:

If your organisation is not listed, please contact the **London HCSW Programme team** at:

✉ london.nursingworkforce@nhs.net

Barts Health NHS Trust

✉ athmajothi.husson@nhs.net

Central and North West London NHS Foundation Trust (CNWL)

✉ maggieorr@nhs.net

St George's, Epsom and St Helier University Hospitals and Health Group

✉ sharon.suggett@stgeorges.nhs.uk

Guy's and St Thomas' NHS Foundation Trust (GSTT)

✉ linda.athroll1@nhs.net

✉ lakshmi.nedumpillil@gstt.nhs.uk