

Workforce Solutions Showcase

Thursday 10 May 2018



Workshop session – Helen Thomas

SYREC

South Yorkshire Region Excellence Centre

Working together to develop our care and support staff



**Trainee Assistant Practitioners
A Workforce Development Project
Enhancing Quality of Patient Care**

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The Project

- There are 9 partners including STH
- With the current recruitment and retention problems in the nursing workforce there is a recognisable gap to be filled. To continue providing gold standard care this must be addressed now
- Entry requirements GCSE Maths and English C (level 2) or equivalent, plus 3 study days (study skills) in own time up front to check level of academic competence
- The trainees have been select from level 2 support roles in the trust mainly clinical support workers but some have moved areas for the course

The Course

- Level 5 Diploma from City and Guilds
- The course consists of 17 in-depth modules covering a variety of related topics, for example safeguarding, anatomy and physiology and physiological measurements. The course is delivered over 18 months
- The trainees attend college 1 day per week and remain in the workplace learning 'on the job' for the rest of their working hours
- Expert witness and witness testimonies are gathered as evidence in the clinical area
- They sit one anatomy and physiology exam and have a multitude of assignments and work projects as well as a work related research project to complete
- There are also a range of area specific competencies which enable the trainees to achieve competence in the clinical skills they need for their particular work areas

Where are they based

- 25 trainees in 13 different departments of STH: Frailty unit, Respiratory physiology, Vascular, Cardiology, orthopaedic, Stoke rehab, Neuro-medicine, ENT, Ophthalmic theatres, General Theatres, Urology Theatres, ENT theatres,
- Other areas in the project include A and E, Endoscopy, pre assessment unit, continence service and the Helena Project (Children's)

The project

- The project **is** going well, all the trainees are progressing at or above the levels expected
- Feedback **is positive** regarding the difference they are making on the wards/units
- The Trainees are being seen as a **vital part** of the workforce
- **THEY ARE MAKING A DIFFERENCE**