

# Healthcare Pathway Pilot



## Background

Skills Development Scotland and NHS Scotland are working in partnership to pilot a new qualification: the Healthcare Pathway Pilot. This new qualification will develop the transferable skills that allow young people to progress into a career as a Healthcare Support Worker. The qualification will also support progression into a career in the wider health and social care workforce.

Healthcare Support Workers assist nurses, therapists, midwives, hospital doctors and other care professionals to deliver high-quality person-centred care. You can enter the workforce at a range of levels, and you don't need a degree.

## Course aims

The Healthcare Pathway Pilot will run during Academic Year 2023-24. If you are entering S4, S5 or S6 next year, and are interested in a career in health or care, this qualification could be for you. If you complete the qualification, you will be supported to progress into work and/or a Modern Apprenticeship in your local area.

The pilot qualification will develop transferable meta-skills like communication and problem solving. These, alongside your other achievements at school, will help you progress into a career as a Healthcare support worker, working in the NHS and/or Social Care.

## Progression

If you're ready to leave school on completion of the Healthcare Pathway Pilot, you will be able to progress into:

- Work as a Health/Care Support Worker, with your local NHS Board or Social Care partnership, via a guaranteed interview scheme
- A Modern Apprenticeship in health and care (subject to meeting entry requirements)
- College or further study, either in healthcare or a related area

Your school Careers Adviser and your local NHS Board will support you with your application, if you decide to progress into work or an apprenticeship.

## Key information

The Healthcare Pathway Pilot will have 24 SCQF credits at level 5. It will run during the 2023-24 academic year. You will be taught through both face-to-face and online learning. You will also complete some workplace visits.

## Content

The qualification includes three challenge projects. You will complete one project per term, from a choice of two. Each term's project will have a different theme:

- In Term 1, the theme will be **Spaces & Places**. Your project will explore the relationship between the physical environment (e.g. hospital, care home, operating theatre) and how people are cared for.
- In Term 2, the theme will be **Community & Wellbeing** and your project will involve learning about how health and care supports the wider community and affects other parts of people's lives.
- In Term 3 the theme will be **Creativity**. Your project will look at creative solutions to a health/care challenge and understanding the importance of creativity skills in the health and care workforce.

The challenge projects will be taught through both face-to-face and online learning. Your lessons will be taught online, at your school. You will also attend visits to health/care workplaces to gain practical understanding and meet staff.

## Further information

For further information, or to apply for a place on the pilot qualification, please contact your school Guidance Teacher, Careers Adviser or Depute Head.

You can find out more about NHS Careers at [www.careers.nhs.scot](http://www.careers.nhs.scot) and by following @NHSScotCareers on Twitter.

## **Appendix – Notes and additional information**

### **Delivery**

The pilot qualification is being developed by Fife College and Skills Development Scotland. It will be delivered in partnership between a local education provider, SDS, the local NHS Board and the local authority.

Learners will access online materials through a virtual learning environment. This online learning will be complemented by face-face workplace visits, practical experience and use of simulated work environments to give learners a taste of work in the health and care sectors.

### **Course content, skills and outcomes**

The following gives an overview of the knowledge, understanding, skills and activities developed through the pilot qualification. Full details will be provided in the unit/project specifications for each term. There may be some changes to these descriptions, as the programme of learning is in development, prior to finalisation before August 2023.

#### **Term 1, Spaces and Places**

Content:

- How environmental barriers can affect patient/service user experience in a health/care setting
- How user centred design can improve patient/service user's experience in the chosen environmental setting.

Skills and activities:

- Redesigning a healthcare environment, to improve patient/user experience.
- Explaining how the plan will help overcome identified environmental barriers
- Research
- Communication and teamwork
- Creative thinking and innovation

#### **Term 2, Community & Wellbeing**

Content

- Unique ways anchor institutions & community interact
- Range of job roles within the NHS
- Reviewing patient journeys

Skills and activities

- Research
- Interviewing staff/patients
- Collaboration
- Communication
- Data-handling

- Social and emotional intelligence

### Term 3, Creativity

#### Content

- Specific health inequalities in local area
- Importance of meaningful patient interactions (Therapeutic Relationship)
- Creating a plan for a new service provision addressing health & social care inequalities

#### Skills and activities

- Researching
- Evaluating current practices
- Communication
- Leadership and innovation
- Social intelligence
- Advocacy
- Active Listening

#### Roles and responsibilities

- **Schools** will make the pilot qualification available to S4/5/6 pupils during option choices. They will timetable the pilot alongside other senior phase options and facilitate pupils' access to the pilot by providing a space to learn and access the virtual learning environment
- **A local provider** (e.g. the regional college) will deliver the pilot through a blend of online and face to face learning, provide the teaching, manage assessment, etc
- **The local NHS Board / Local Authority** will provide a mentor to young people on the pilot, arrange workplace visits and support young people to apply for an apprenticeship or other role after they successfully complete the pilot, should they choose to do so
- **School Careers Advisers and NHS Staff** will work in partnership to help young people with their job application and interview, if they decide to apply for an apprenticeship or other role after they successfully complete the pilot
- **Learners** will attend all learning sessions and activities including workplace visits, complete assessment evidence on time, contribute to group work and participate fully in all tasks and lessons.

#### Further information

For further information visit [www.careers.nhs.scot](http://www.careers.nhs.scot), follow @NHSScotCareers on twitter or contact the NHS Scotland Youth Academy by email on [nhsscotlandacademy@nhs.scot](mailto:nhsscotlandacademy@nhs.scot)

January 2023