



Developing Professional Practice and Personal Leadership Skills for Healthcare Support Workers Short Course | Level 4/Certificate Level

Duration:

12 weeks online learning plus one Essentials Clinical Workshop (2 x 2 hour sessions)

Notional Study Time:

150 hours

Delivery:

Interactive Blended Online Learning

Course Assessment:

E-Poster and 500 word reflective commentary (100%)



Course Content:

Healthcare Support Workers (HCSWs) play a key role in delivering excellent patient care within general practice, and therefore developing and retaining those workers is key to developing a workforce that is capable of meeting the future needs of the NHS.

The Developing Professional Practice and Personal Leadership Skills programme is designed for HCSWs and HCAs who wish to develop their professional skills and, in future, progress to a Nursing Associate role. Through our unique programme of interactive blended online learning, students will learn to reflect and build on their existing knowledge and experience in order to respond to future healthcare requirements and confidently manage change in the workplace.

The first part of the course (Weeks 1-4) focuses on the four key pillars of the Health Education England General Practice Nurses Service Education and Career Framework (2015) and includes three online learning modules:

- Introduction to Leadership and Management
- Facilitation of Learning
- Coaching in Practice

These online learning resources are supported by practical activities and two interactive webinars.

The fourth pillar (Clinical Skills) is addressed by attending one of Education for Health's 'Essentials of...' workshops. Learners may choose to focus on Asthma, COPD, Diabetes, or CVD, and can undertake the workshop at any point during the programme (dates subject to availability).

The remainder of the course (Weeks 5-12) introduces the Nursing Associate role and provides an opportunity for learners to familiarise themselves with the health and care standards they will work towards if they choose to undertake a Nursing Associate qualification. Through a range of independent study activities, learners will explore themes such as promoting health, being an accountable professional, and contributing to integrated care. Throughout the programme learners will also be supported to develop academic writing and research skills, in preparation for completing an assessed piece of work at the end of the programme.

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Knowledge and Understanding:

Learners successfully completing this course will typically be able to:

1. Discuss how quality improvement models can be used in practice to improve patient care.
2. Demonstrate an understanding of how developing personal leadership skills can benefit professional practice and support career progression.
3. Demonstrate an understanding of the Public Health principles of health promotion, health protection, and health improvement.

Skills and Attributes:

Learners successfully completing this course will typically be able to:

1. Demonstrate an awareness of different learning and communication preferences and how these can be met through facilitation and information sharing.
2. Discuss how behaviour change strategies can be used to help patients make and sustain healthy lifestyle choices.
3. Demonstrate an understanding of Reflective Practice and its value in developing personal resilience and contributing to practice improvement.

Course Outcomes:

Completion of the programme is intended to support career progression by providing an enriched focus on quality care and support for people living with long-term conditions. The course aims to support learners to:

- Develop their personal leadership skills in order to take a more proactive role in practice improvement; and
- Develop a reflective approach to learning that enables constructive evaluation of their own knowledge and skills; and prepare for future study
- Discover Higher Education Institutes in their area that provide the Trainee Nursing Associate funded progression route

Entry Requirements:

To enrol on this programme you must have achieved or be working toward care certificate level and actively be employed as a Healthcare Assistant or Healthcare Support Worker with aspirations to be a Nursing Associate. Functional skills or equivalent qualification is required for entry to the Nursing Associate course, support will be offered to gain this if required.

This opportunity was commissioned by NHS England/ NHS Improvement.

