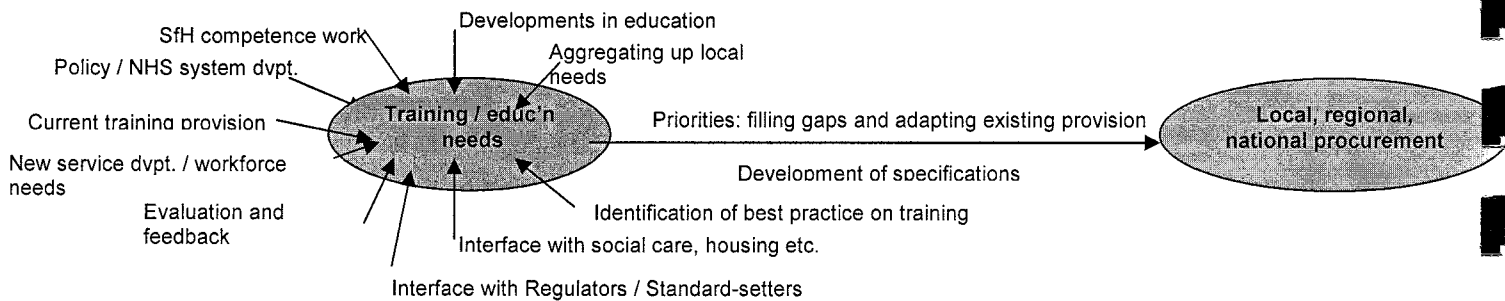


service to help them obtain more relevant and cost-effective training provision

These needs can be illustrated as follows.



- sustaining and building capability to improve opportunities for lifelong learning / career development with a focus on staff at the lower end of the skills escalator. This would include building on existing provision and infrastructure (for example the Open University and LearnDirect). It would also involve ensuring that cross-sectoral strategies aimed at offering educational opportunities for less skilled staff groups (eg. Foundation Degrees) take account of or can be adapted for health sector use and promoting access to such opportunities for NHS staff. NHSU has undertaken the development of a number of initiatives to improve access to learning and these can be built on
- building capability to secure NHS leadership / corporate development – building on the work of the NHS Leadership Centre and enhancing NHSU’s early work on eg. an NHS-wide induction programme
- ensuring portability of training through a “pre-qualification” process involving a national agreement by providers to reciprocity of credits / qualifications. A major issue for NHS employers is the current limited portability of training / qualifications other than professional qualifications already governed by explicit accreditation arrangements. Staff members who complete training in, say, risk assessment in one part of the country may find themselves repeating the training when they transfer to a similar post with different employers. NHSU has started work to achieve better portability of training and we believe there is a key continuing national role to facilitate such portability through the procurement function.
- a strong, professional and “intelligent” procurement function, with the capability to procure at local (Trust / PCT), regional and national level, with clear principles governing what is procured at which level, to improve the vfm and quality achieved for the >£3billion NHS investment in education and training