

Radiography Support Workforce



Webinar Two- Apprenticeships

Grace Smith- SE Regional workforce fellow

Session overview:



Overview of the Radiography workforce programme within the SE



Sam Wright- Diagnostics Practice Development and Training Officer (Pathology & Radiology), Hampshire Hospital Foundation Trust



Lizzie Kirkpatrick- Lead Practice Placement Facilitator, Frimley Park Hospital



Mohammed Ahmed- Lead Radiographer- Practice Education, Oxford University Hospitals



Get you thinking about your on services, apprentices/potential apprentices...

Aims

- Update on SE Radiography programme
- AHP support worker programme
- Apprenticeship provider experiences:
 - Various stages in journeys
 - Top tips
 - Pastoral support
 - Operational support
- Upcoming webinars



SE AHP Radiography workforce plans

Situation: Across the region significant supply challenges forecast against workforce demands. This has been further compounded with the impact of the pandemic and subsequent elective care recover. Targeted action is necessary to improve the situation.

Strengthen Radiography leadership and influence

Support sustainable growth

Transform and retain the workforce

Leadership and influence

- Ensure visibility of profession
- Increase leadership opportunities

Support workforce and Apprenticeships

- Support development of radiography support worker career pathways
- Increase awareness and participation in level 3, 5 and 6 apprenticeships

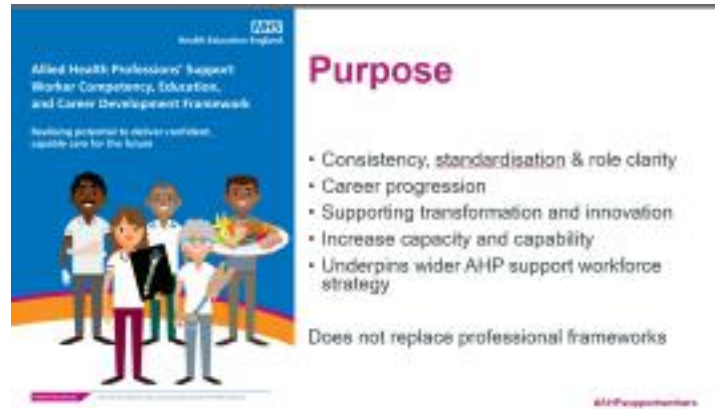
Student placements and pre reg

- Reduce pre-registration student attrition
- Expand the number of student placements

Enhancing practice and transformation of new roles

- Retain Radiographers
- Offer attractive career pathways
- Develop and support new ways of working and roles.

Resources available



- HEE website:
 - [Developing role of AHP support workers](#)
 - [AHP Support worker competency, education and career development framework](#)
- Webinars available to be rewatched

Sam Wright

Lead Practice Placement Facilitator
Hampshire Hospitals Foundation Trust

A hand holding a globe with the word 'LEARNING' repeated in various colors and orientations. The globe is the central focus of the slide, with the text 'Radiography Apprenticeships – Our experiencesSo far' overlaid on it.

Radiography Apprenticeships – Our experiencesSo far

Sam Wright – Diagnostics Practice
Development & Training Officer

Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

Why Apprenticeships????

- Levy Funding
- Recruitment
- Future Strategy
 - Grow within.....



Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

Level 6 – Radiographer Degree Apprenticeship

- Access to Posts
- Recruitment pool
- Candidate eligibility
- Working patterns
- Mentors
- Funding



Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

Level 3 – Team Leader

- Internal programme
- Candidates
- OTJ
- Challenge Level Vs Band.....



Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

Level 2 – Customer Care – Supported Apprenticeship

- Project Choice internship
- Programme structure
- Mentor input
- EPA variability



Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

Level 4 – Mammography Associate Apprenticeship

- Posts
- Provider options
- Candidate pool
- Entry requirements
- Funding



Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital

**Thank you for listening- Q&A
session at the end.**



**Andover War Memorial Hospital
Basingstoke and North Hampshire Hospital
Royal Hampshire County Hospital**

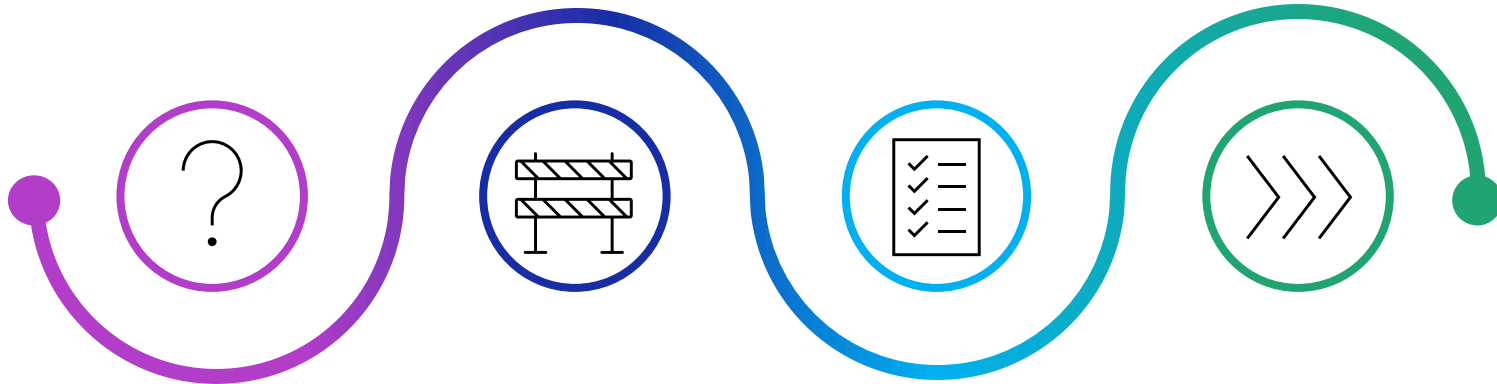
Lizzie Kirkpatrick

Lead Practice Placement Facilitator

Frimley Park Hospital, Frimley Health Foundation Trust

RADIOGRAPHY APPRENTICESHIP

OUR JOURNEY AT FRIMLEY PARK HOSPITAL



How did the
process start?

Barriers and
solutions

Where are we
at now?

Advantages
and future
planning

LIZZIE KIRKPATRICK

RADIOLOGY PRACTICE PLACEMENT FACILITATOR

LIZZIE.KIRKPATRICK@NHS.NET

HOW DID THE PROCESS START?



Initially approached by InHealth, Sept 2020

Deliver MRI service at FPH

They facilitated MRI placements for our undergraduate students

Agreement to facilitate placements on a reciprocal basis

We would facilitate plain film, fluoroscopy, mobiles & theatre placements

InHealth would use their own services for CT, MRI, RNI, US placements

Contacted our current HEI to ensure no impact on undergraduate placements

Tripartite agreement not necessary

Honorary contract needed if not employed by trust

Approached by InHealth, Mar 2021

Agreement to facilitate placement for another MRI radiology assistant starting programme with University of Exeter in March 2021

Scoping survey to radiology assistants

50/50 split response for development into radiography apprenticeship or support worker development





BARRIERS AND SOLUTIONS

Arranging Placements

Block release vs occasional week

Lack of awareness and understanding of radiography apprenticeships

Research course requirements

Unsure of funding/procurement process

Trust Learning & Development manager

Apprenticeship Levy

Entry requirements

Access courses

Assessment Strategies

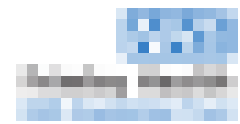
Training via TEAMS

Staffing

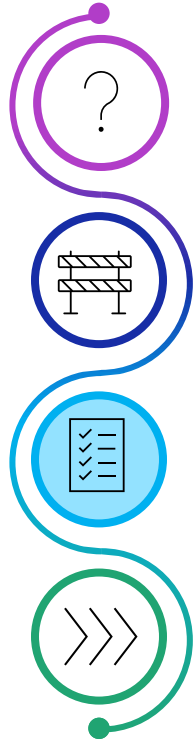
Split rota

APPRENTICESHIP ROTA					
	Mon	Tue	Wed	Thu	Fri
STUDENT 1	STUDY DAY	ASSISTANT	ASSISTANT	PLACEMENT	PLACEMENT
STUDENT 2	STUDY DAY	PLACEMENT	PLACEMENT	ASSISTANT	ASSISTANT





WHERE ARE WE AT NOW?



Providing placements for 3 apprentices from InHealth

1 first year and 2 second year apprentices

2 FPH assistants enrolled on apprenticeship March, 2022

Split rota

Support for apprentices

Student Ambassadors

Regular Tutorials

Assessment support

Tripartite Meetings

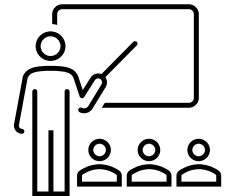
Planning for future apprenticeships

Recruiting

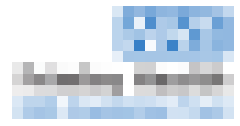
Entry requirements

Working towards protected practice educator time

50/50 clinical and educational role



ADVANTAGES AND FUTURE PLANNING



Alternative routes into career

Undergraduate degree

Apprenticeship

Promoting career progression within department

Support worker progression

Developing future workforce

Supporting future colleagues

Access course for future apprentices

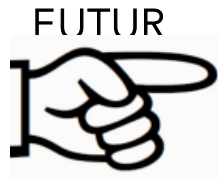
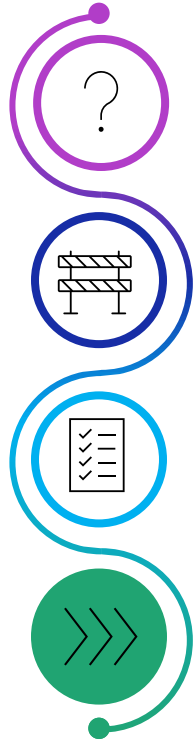
Allow for annual apprentice applicants

Starting apprenticeships at our other sites

Interviewing candidates at our Frimley North sites

Approaching universities for Sept, 2022 start date

March and September cohorts



Mohammed Ahmed

Lead Radiographer- Practice Education
Oxford University Hospitals NHS Foundation Trust



Oxford University Hospitals
NHS Foundation Trust

Radiography support workforce- Apprenticeships

Mohammed Ahmed
Lead Radiographer-Practice Education
OUH



Upcoming webinars

- **Webinar Three- Developing radiography support workforce within**
- July 7th 1200-1300
- Will include:
 - Non-apprenticeship support worker development
 - Training resources
 - Please encourage your support workers to attend where possible
- Invite went out last week

- **10k webinar Three- Radiography support workers: Developing beyond the role**
- Proposed date and time: 22 June 2022 1000-1100
- Led by SE HEE Cancer and Diagnostics team with support from AHP team

EOI form for radiography programme of work : Click [HERE](#)

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