

## Notes from Workshop 1 – Progression pathways

### Chaired by Anne Campbell Ayrshire College

#### Summary points - PROGRESSION PATHWAY

4 Key areas

1. Articulation HNC CAP
2. Funding is a major barrier
3. There should be a review of placement requirements

NHS Lanarkshire has a success rate of 99% for placement

There is a frustration around the lack of acknowledgement of prior learning

4. There should be an examination of flexibility concerning qualifications

Presentations by Anne Campbell on HNC / Kenny Anderson on SWAP / Janet McLean and Mary Buchanan on progression pathways and widening access in NHS Lothians

These were the main points discussed

Articulation

- There is an opportunity to increase numbers articulating to university programmes via HNC CAP. There is no doubt, however, that funding is a barrier and some of the most academically able students do not articulate as a consequence.
- There is an opportunity to review placement requirements for colleges in partnership with universities.
- Research focusing on financial constraints, from Samantha Bannerman, GCU, is due for publication imminently.

Sharing of good practice

- We heard excellent examples of Health Care Support Workers undertaking the HNC CAP through the endorsed route. This was from NHS Lanarkshire and NHS Lothian. It would be worthwhile sharing these case studies with other Boards.
- There were also interesting models of using professional development awards at NHS Lothian. These can provide flexibility for a wide range of employees.

Frustrations

Many students, coming from other countries, do not have their qualifications either fully or partially recognised and have to repeat years of learning. These can be considered with RPL developments in order to “save time” for learners.

Future framework

The group were confident that we have sufficient qualifications, but that work requires to be done around the flexibility of the qualifications in meeting the needs of individuals and the workforce needs.