**Higher Development Award**

Health Education England continues to engage with Employers and Colleges across the country, providing support to structure the Higher Development Award (HDA) for your area. The HDA is a personal development programme for Support Workers that enables Clinical and Non-Clinical Support Workers from all sectors to “Be the best and acknowledge potential”.

The Award has provided a progression pathway for many, to access multi professional higher and degree apprenticeships as well as traditional pre-registration routes. It also provides development for those wishing to stay in the Support Worker role.

Resources and further information can be found through these links:

* National Higher Development Award stakeholder group – **22nd March 10-11:30**
* NHS HDA Futures site [Higher Development Award - FutureNHS Collaboration Platform](https://future.nhs.uk/HigherDevelopmentAward)
* HEE web page for HDA [Health Education England](https://www.hee.nhs.uk/our-work/talent-care-widening-participation/higher-development-award)
* NHS Employers page [NHS Employers](https://www.nhsemployers.org/case-studies/higher-development-award#:~:text=What%20is%20the%20Higher%20Development%20Award%3F%20The%20Higher,of%20how%20their%20role%20can%20improve%20patient%20outcomes.)
* HASO [Higher Development Award - HASO (skillsforhealth.org.uk)](https://haso.skillsforhealth.org.uk/higher-development-award/#:~:text=HASO%20Case%20Studies%3A%20Higher%20Development%20Award%20Health%20Education,Award%3A%20A%20personal%20development%20programme%20for%20support%20workers)
* Link to HEE HCSW Roadmap [Healthcare support worker learning and development roadmap | Health Education England (hee.nhs.uk)](https://www.hee.nhs.uk/our-work/healthcare-support-worker-learning-development-roadmap)
* [Higher Development Award (southbankcolleges.ac.uk)](https://www.southbankcolleges.ac.uk/courses/maths/higher-development-award?highlight=WyJoaWdoZXIiLCJkZXZlbG9wbWVudCIsImF3YXJkIiwiaGlnaGVyIGRldmVsb3BtZW50IiwiaGlnaGVyIGRldmVsb3BtZW50IGF3YXJkIiwiZGV2ZWxvcG1lbnQgYXdhcmQiXQ==) and videos of learners [Lambeth College - Higher Development Awards](https://www.lambethcollege.ac.uk/higher-development-awards)
* Its own e mail inbox [higherdevelopmentaward@hee.nhs.uk](mailto:higherdevelopmentaward@hee.nhs.uk)

The HDA aims to build on the expansive knowledge support staff already hold, give further tools to increase awareness and improve patient/service user outcomes.

Key considerations:

* Flexibility - remain in their role whilst studying. 6-9 study days (dependent on level) with additional learning in own time to achieve Functional Skills.
* Partnership to deliver programme with local FE or Adult Community College who draw down funding for the programmes and provide accreditation with awarding body.
* Can be delivered via a blended virtual and Face to Face model to Support Staff across Health, Social, community, Mental Health and Primary Care regardless of setting.
* Retention - helps to motivate and engage Support Staff helping to retain staff in their current role as well as those who wish to progress.

If your organisation would like to discuss this development programme further please contact [higherdevelopmentaward@hee.nhs.uk](mailto:higherdevelopmentaward@hee.nhs.uk)