

ACCEND

Aspirant Cancer Career and Education Development Programme



Addressing the professional and educational issues for the cancer nursing and allied health professions workforce: A collaborative, strategic, UK-wide approach

Wessex Cancer Alliance Integrated CNS and AHP symposium, Southampton Science Park, 18th November 2022

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Introduction

ACCEND is a multi year funded programme (2022 – 2025)

Providing end-to-end transformational reform in the education, training and career pathways for cancer support workers, nurses and allied health professional's supporting people affected by cancer both now and in the future.



Background

- Cancer is a complex and significant disease (that includes around 200 types and subtypes of disease) that will affect 1 in 2 of us during our lifetime (1).
- In the United Kingdom (UK), the number of people living with a cancer diagnosis is set to double from more than 2 million in 2021 to 4 million in 2030. Cancer is also the most common cause of death in the UK (2).
- In order to meet the ever increasing needs of people living with cancer now and in the future: we need to develop and invest in the cancer workforce and address key issues.

(1) [Cancer - NHS \(www.nhs.uk\)](http://www.nhs.uk)

(2) Cancer Research UK (2021) *Cancer Statistics for the UK*. Available at: <https://www.cancerresearchuk.org/health-professional/cancer-statistics-for-the-uk#heading-One>

What are these key issues?

- The lack of one nationally agreed competency and skills framework for cancer support workers (CSW's), pre-reg students, cancer nurses and allied health professionals (3,4).
- The absence of a defined route for a nurse or allied health professional (AHP) to have a career in cancer (3,4).
- The need for a stronger focus on succession planning for specialist cancer nurses and allied health professionals (5,6,7,8)

There is a need for decisive, long-term and co-ordinated action to address these issues. No action risks a shortage of cancer nurses and AHPs (9), and a cancer workforce without the knowledge, skills and capabilities to deliver the care expected by People living with cancer.

(3) Health Education England (HEE) (2017) *The NHS Cancer Workforce Plan*. Available at: <https://www.hee.nhs.uk/our-work/cancer-workforce-plan>

(4) Cancer Research UK (CRUK) (2015) Independent Cancer Taskforce Strategy (2015) *Achieving World Class Cancer Outcomes. A Strategy for England 2015-2020*. Available at: https://www.cancerresearchuk.org/sites/default/files/achieving_world-class_cancer_outcomes_-_executive_summary.pdf

(5) Macmillan Cancer Support (2021a) *Workforce*. Available at: <https://www.macmillan.org.uk/about-us/what-we-do/we-make-change-happen/we-shape-policy/workforce.html>

(6) Macmillan Cancer Support (2021b) *Cancer Nursing on the Line*. Available at: <https://www.ippr.org/files/2021-03/recover-reward-renew-march-21.pdf>

(7) Macmillan Cancer Support (2018b) *Allied Health Professional Workforce report* https://www.macmillan.org.uk/images/allied-health-professional-workforce-report_tcm9-344100.pdf

(8) Macmillan Cancer Support (2017) *Cancer Nursing Census*. Available at: <https://www.macmillan.org.uk/about-us/what-we-do/we-make-change-happen/we-shape-policy/workforce.html>

(9) Macmillan Cancer Support (2017b) *Thinking Differently*. Available at: <https://www.macmillan.org.uk/documents/policy/thinking-differently.pdf>

Purpose

The overall purpose of the ACCEND programme is to provide clear and transparent guidance and direction on the knowledge, skills and capabilities required by all CSW's nurses and allied health professionals who care for people affected by cancer in generalist and specialist cancer services and roles as part of multi-professional teams across the four UK nations.

The ACCEND programme will seek to address and provide solutions to key issues that challenge the cancer workforce both now and into the future.

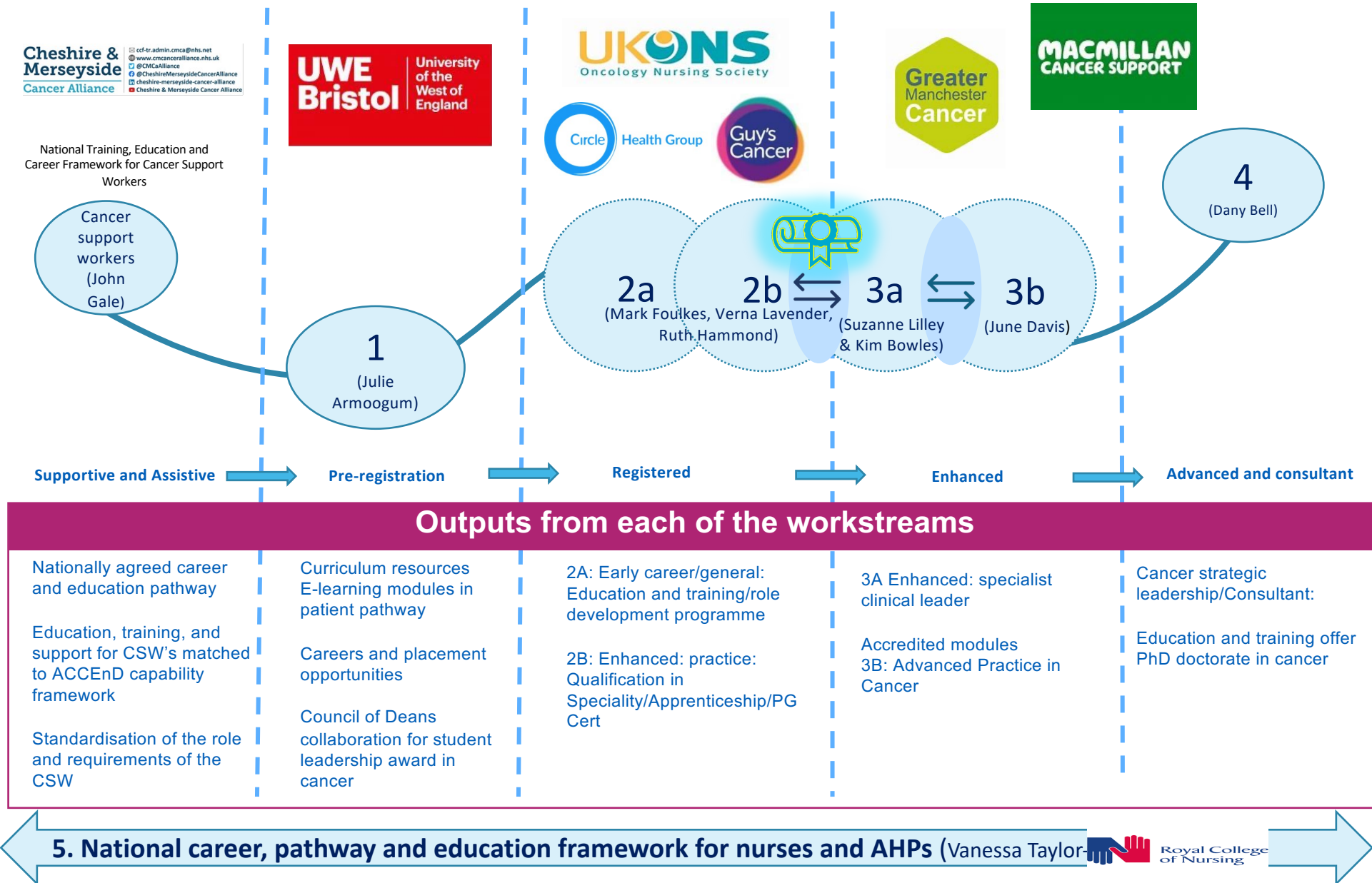
Aims

Attract	Attract registered nurses and allied health professionals into a career in cancer care to secure the future specialist workforce.
Develop and promote	Develop and promote a nationally agreed, multi-level education framework and career pathway for those nursing and allied health professionals aspiring to work at all levels in specialist cancer roles/services.
Reduce	Reduce attrition and loss of a skilled cancer workforce by providing an exciting and rewarding structured aspirant career pathway for all aspiring to be cancer professionals.
Develop, design and provide	Develop, design and provide access to contemporary pre and post-registration education, learning and development opportunities that will underpin the knowledge, skills and competencies required for their role/service, wellbeing and career aspirations.
Enable	Enable employers to deliver high quality services to people affected by cancer, support workforce transformation and the health and wellbeing of staff.
Host	Host the creation of a national e-learning for healthcare (elfh) cancer hub that will host the ACCEND programme providing a 'go to' place for the cancer workforce.
Develop	Develop workforce capabilities that are fit for the future within an area of healthcare that is experiencing rapid change and advancements in diagnosis, treatment and management of care.

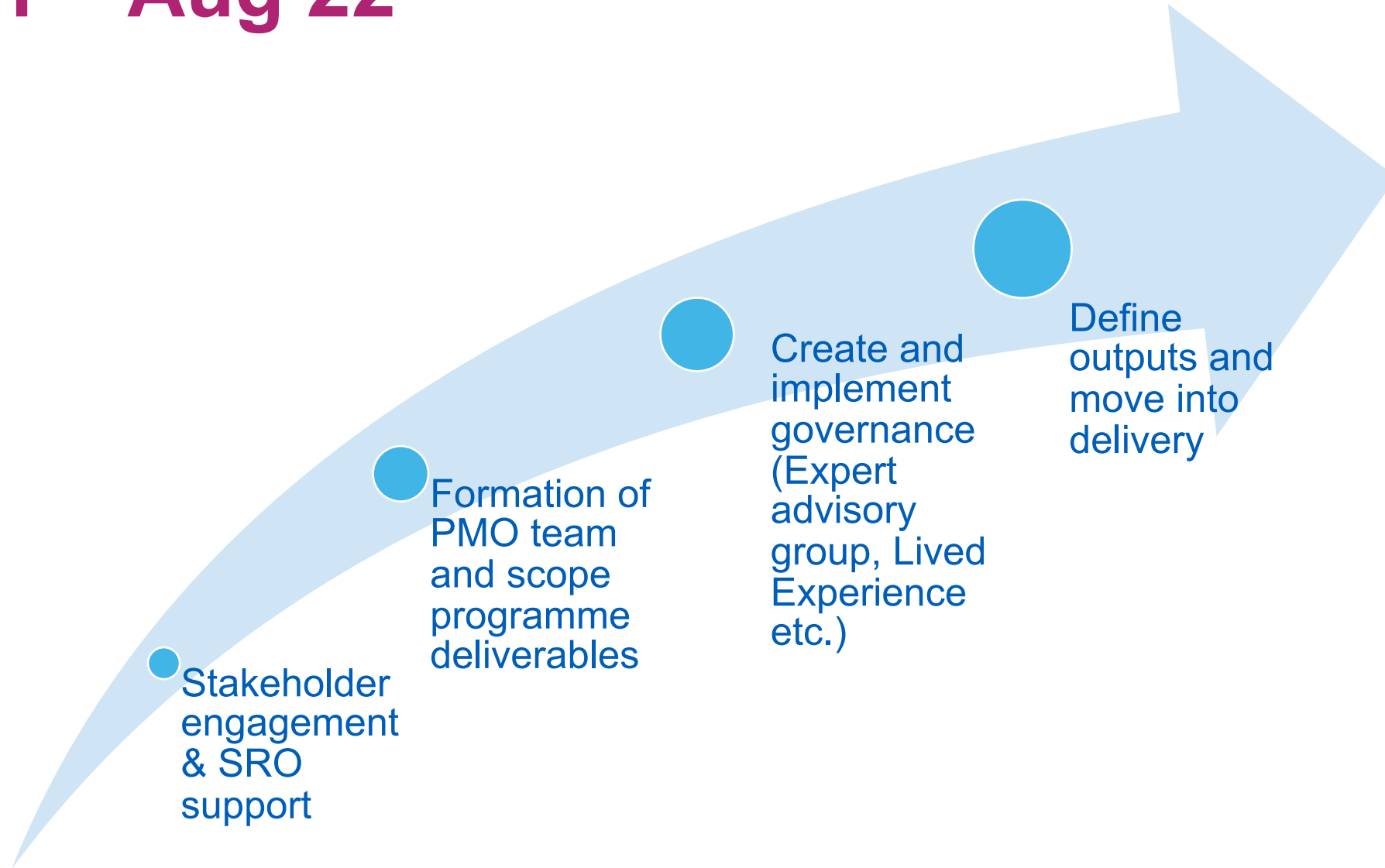
Key Deliverables

- Development of a nationally approved career pathway and education framework for nursing and the allied health professions providing care to people affected by cancer in general and specialist services.
 - A national career and education development programme for:
 - Cancer Support workers, Pre-registration nursing associates, nursing and allied health professional students. Post-registration Professionals, enhanced, advanced and strategic/consultant level nursing and allied health professionals and nurses providing cancer care in specialist roles/services.
- Creation of ACCEND 'Hub' providing one single point of access/central portal of resources, material and helpful toolkits for all cancer professionals.
- Gather enhanced understanding of the workforce data and education/training needs.
- Engagement with the system – specialists in the profession, people affected by cancer (PABC) via expert advisory groups (EAG).

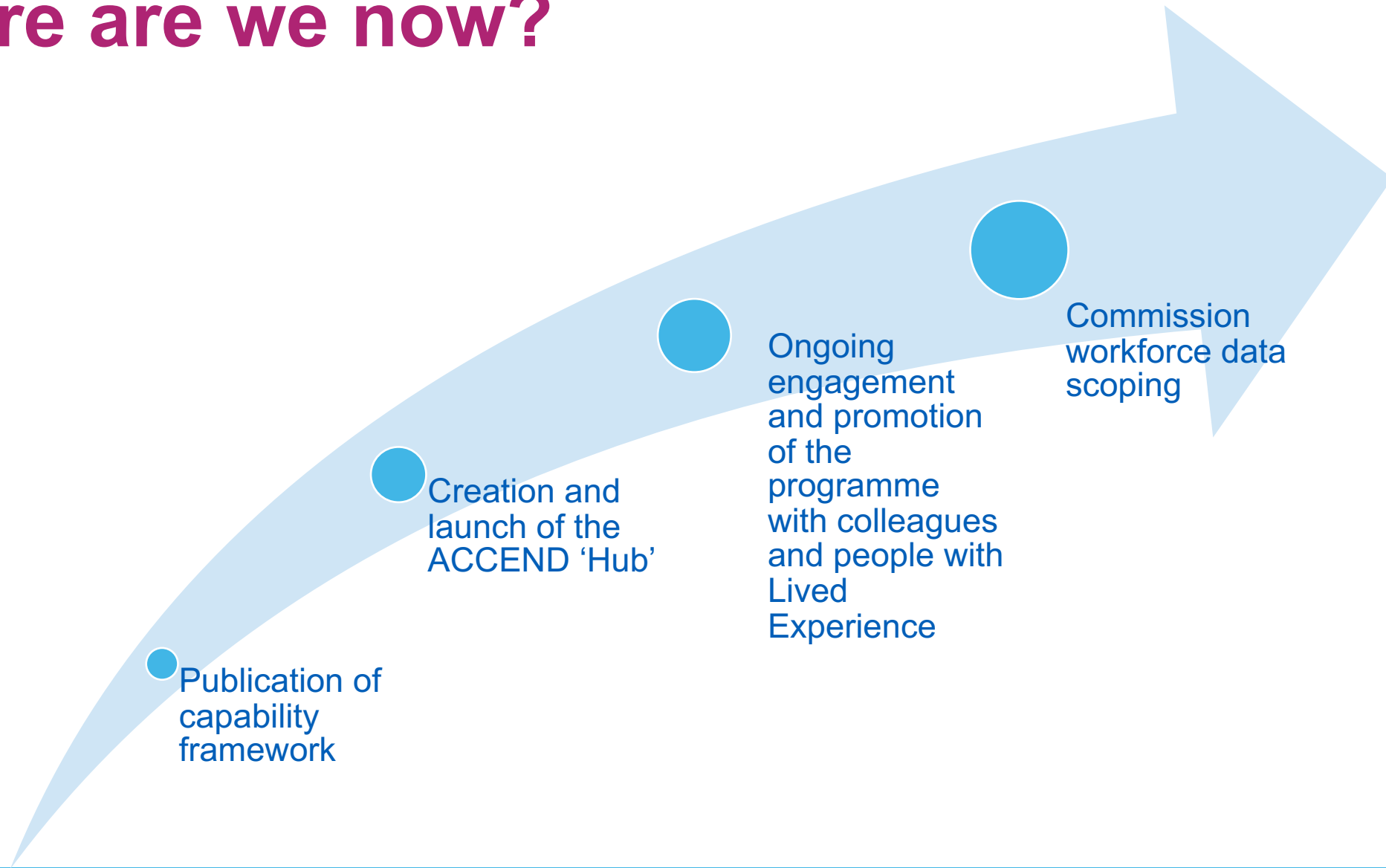
'An end-to-end career pathway for a cancer professional'



Oct 21 – Aug 22



Where are we now?



Current focus of the workstreams

Supportive/assistive workstream

- Formation of national steering group and UK wide membership
- Survey to 21 cancer alliances Oct 21: report March 22
- Important survey findings informed project
- Identified 21 different job titles, areas of practice and core skill requirements
- 3 key aims:
- Core capability framework for cancer support workers
- Core and More national training framework
- End to end education
- Agree role descriptor
- Develop content area on the ACCEND hub
- Developed persona's for roles and people working at supportive/assistive level

Pre-registration workstream

- Formation of workstream and UK wide membership
- Scope out the existing experiences of the student experience in cancer education (evaluation between February-March 2022 (report to be presented October 3rd)
- Core capability framework
- New 'Foundations of cancer care e-learning module to be launched this financial year:
 - The context of cancer
 - The basic science and treatment of cancer
 - Personalised treatment and care for cancer
 - Living with and beyond cancer
 - Palliative and end of life care
 - Understanding the impact of cancer on the individual, families and health care professionals
 - Communication and team working in cancer care
 - Clinical leadership and management in cancer care
 - Evidenced based practice and applied research in cancer
- Persona's
- ACCEND hub development

Registered: early career and enhanced

- Formation of the workstream and UK wide membership
- UKONS survey and analysis
- UKONF workshop to identify persona's and TNA
- Developed specification for the PG Cert in Cancer
- FAQ for PG Cert
- Attended demand scoping workshop with regional leads
- Scoping for practice education
- Led workshops exploring enhanced level practice and aspirant pathway
- ACCEND hub development
- Developing persona's and identifying roles and people working at enhanced
- Development of capability framework

Specialist clinical leaders: enhanced

- Formation of the workstream and UK wide membership
- Scoping of the CNS workforce needs undertaken
- Developing persona's and creating a digital format
- National CNS day launch
- Further workshops held to scope the module development
- Developed specification of professional development and clinical leadership module
- Developed FAQ's
- Supported the demand scoping exercise
- Supporting the ACCEND hub development
- Supporting the enhanced capability framework

Advanced practice

- Formation of the workstream and UK wide membership
- Completed mapping of post graduate cancer education delivered via education provider (non HEIs) and HEIs
- Development of persona's and people working within roles at advanced practice
- Working with colleagues from the centre for advanced practice to understand the career and education requirements
- Supporting the capability framework
- Supporting the pathway to consultant project
- Supporting the ACCEND hub development

Consultant and strategic leaders

- Formation of the workstream and UK wide membership
- Development of persona's (ongoing)
- Supported the consultation of CF
- Supporting HEE commissioned work to develop a consultant development pathway for cancer professionals (current 1st cohort is LDA)
- Scoping further opportunities within consultant and strategic with workshops in early new year
- Supporting the development of the ACCEND hub

ACCEND capability framework

Results of the consultation and implementation proposals

Headlines from the data- 494 responses

- **Vast majority either strongly agreed or partially agreed (no less than 92%), strongly 'agrees' above 80% with (10) :**
 - Please indicate the extent to which you agree that Background is clear and understandable
 - Do you think the strapline is an accurate reflection of the framework's content and objectives?
 - Please indicate the extent to which you agree that Structure of the Framework is clear and understandable
 - Please indicate the extent to which you agree that Who is this framework for is clear and understandable
 - Please indicate the extent you agree with the Career Pathway for Cancer Nursing & Allied Health Professional
 - Please indicate the extent you agree with the Education Framework
- **Vast majority either strongly agreed or partially agreed (no less than 90%), strongly 'agrees' above 80% with (10):**
 - The framework will provide a clear standard to be met in service provision.
 - The framework will support safety in service provision.
 - The framework will support the planning of roles and/or teams.
 - The framework will support clinical supervision and/or appraisal processes.
 - The framework will support effective funding or commissioning of services. *70% strong agrees 20% partial agrees-slightly lower
 - The framework could help inform the design and delivery of education and/or training.
 - The framework will help support training needs analysis.

To what extent did respondents agree with each Capability Domain?

Domain	Strongly Agree or Agree	Partly Agree	Do Not Agree	Unsure
G: Education and developing self and others	85%	9%	1%	5%
F: Developing evidence-based practice and improving quality	83%	9%	1%	7%
D: Leadership and collaborative practice	83%	11%	3%	3%
B: Assessment, investigations and diagnosis	82%	11%	4%	3%
E: Developing Evidence-based practice and improving quality	82%	12%	4%	2%
A: Person centred collaborative working	80%	13%	1%	6%
C: Condition management, treatment and planning	80%	14%	5%	1%

Qualitative Analysis

- Full qualitative review undertaken- as well as indicating the extent to which people agreed with the various components of the Framework people were invited to leave comments if they so choose – each of these comments has been reviewed and considered
- A number of comments/themes have been picked up on and these are in the process of being reviewed and amendments where possible being made and/or additional work will be produced.
- This will then lead to the production of a final draft of the Framework and move to publication/launch by Christmas

FURTHER WORK

Proposed next steps

Produce a range of supporting tools for practitioners to sit alongside the Framework which could include:

- Self-Assessment of Capability Template
- Personal Development Plan Template
- Portfolio Reflection Template
- Consultation Observation Tool Guidance & Template
- Cased Based Discussion Guidance & Template
- Multi-Source Feedback Guidance & Template
- Patient Satisfaction Questionnaire Guidance & Template
- Clinical Supervisors Report Template
- Debrief & Tutorial Guidance
- Capability Cross Referencing Template

- Develop high-level exemplar Job Descriptions for each career framework level (these would be positioned as for guidance/reference and not intended to be lifted and dropped)
- Develop user guides for the Framework, written with a specific audience in mind
- Produce FAQs which people can refer to



Proposed next steps

- The need to ‘celebrate and promote’ the framework at launch is key, using a variety of formats:
- Podcast
- Video
- UKONS conference
- NHS bulletins
- Social media campaign
- Further ‘drip feed’ of comms and engagement planned

Proposed next steps for supporting implementation

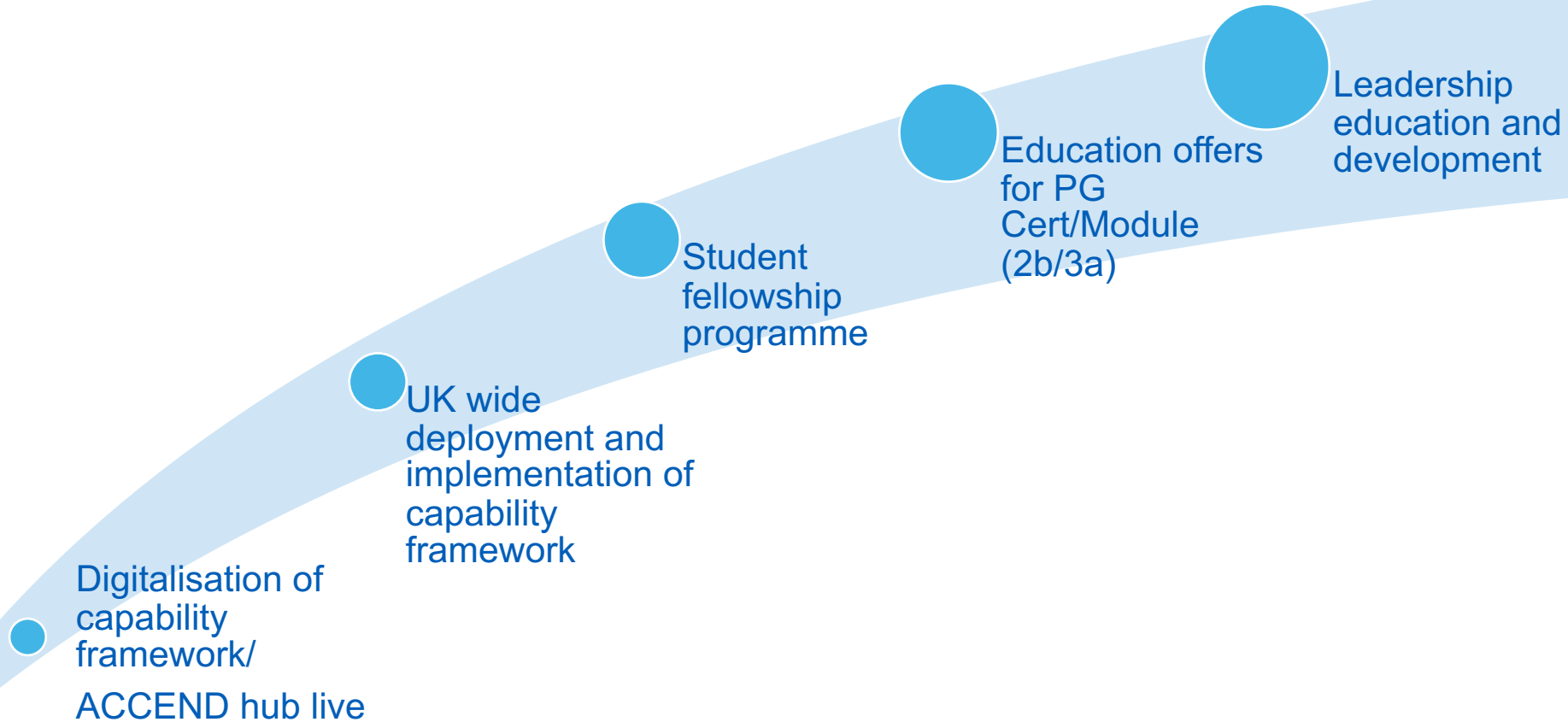
Roundtable events



- The roundtables are likely to take place late 2022/early 2023
- They would be virtual given the time pressures and the demands on the workforce during the winter period
- We would look for each workstream lead to work with their group to identify people who'd be willing to participate. The ask is for each workstream to identify:
 - 4 volunteers in total (1 for each of the 4 roundtables)
 - 45-60 minute time commitment
 - People would receive a briefing pack prior to the discussion
- These would be recorded and made available (to help support others)
- Summary report would be produced with potential recommendations for ACCEnD to consider for 2023/24

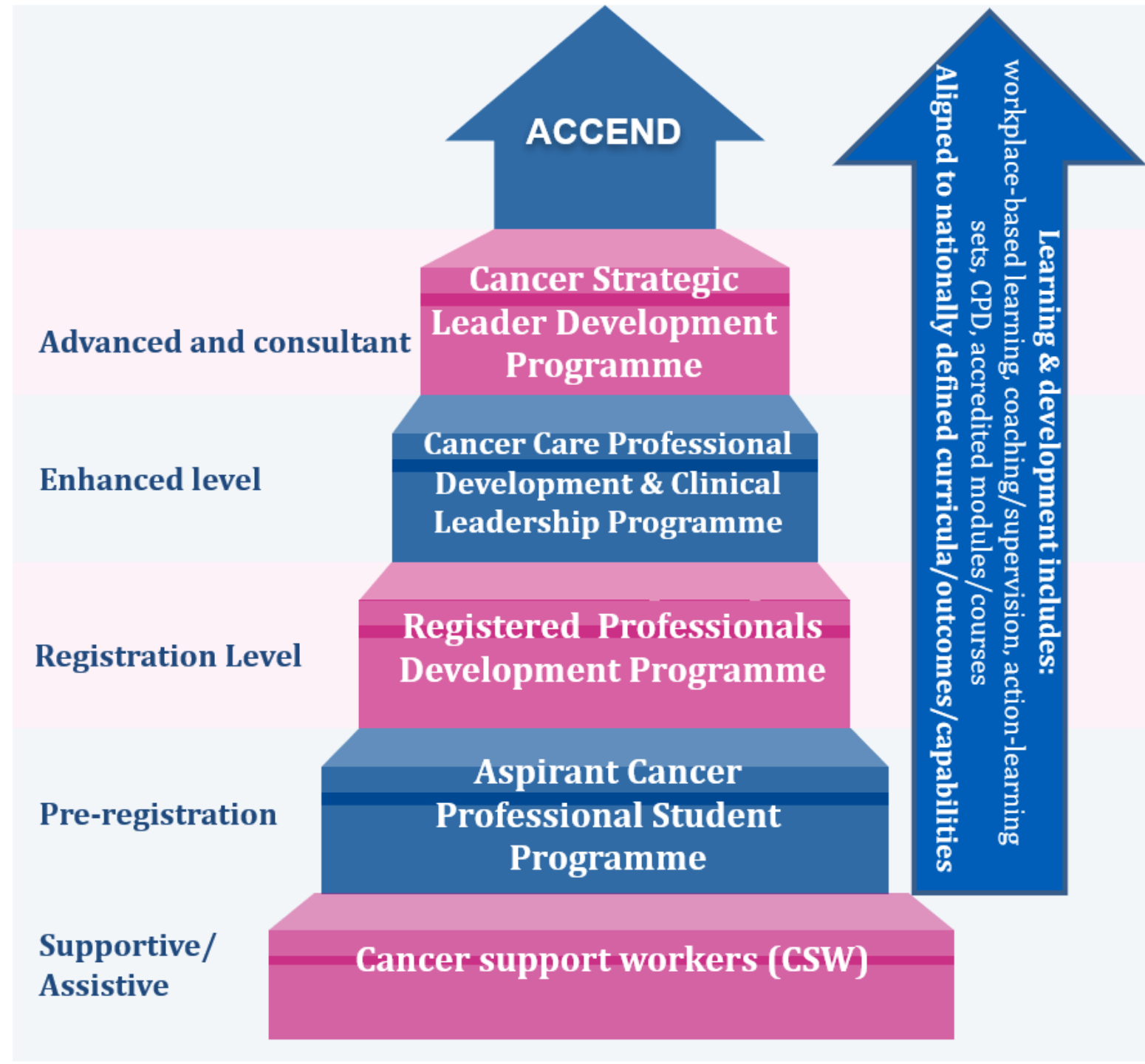
Years 2 and 3 (2023-2025)

Currently business planning but some deliverables:



Specialist Cancer Care Workforce
4 pillars of professional practice

General & Specialist
Cancer





Thank you for listening

Please visit our website or contact us for more information.

accend@hee.nhs.uk

<https://www.hee.nhs.uk/our-work/cancer-diagnostics/accend>