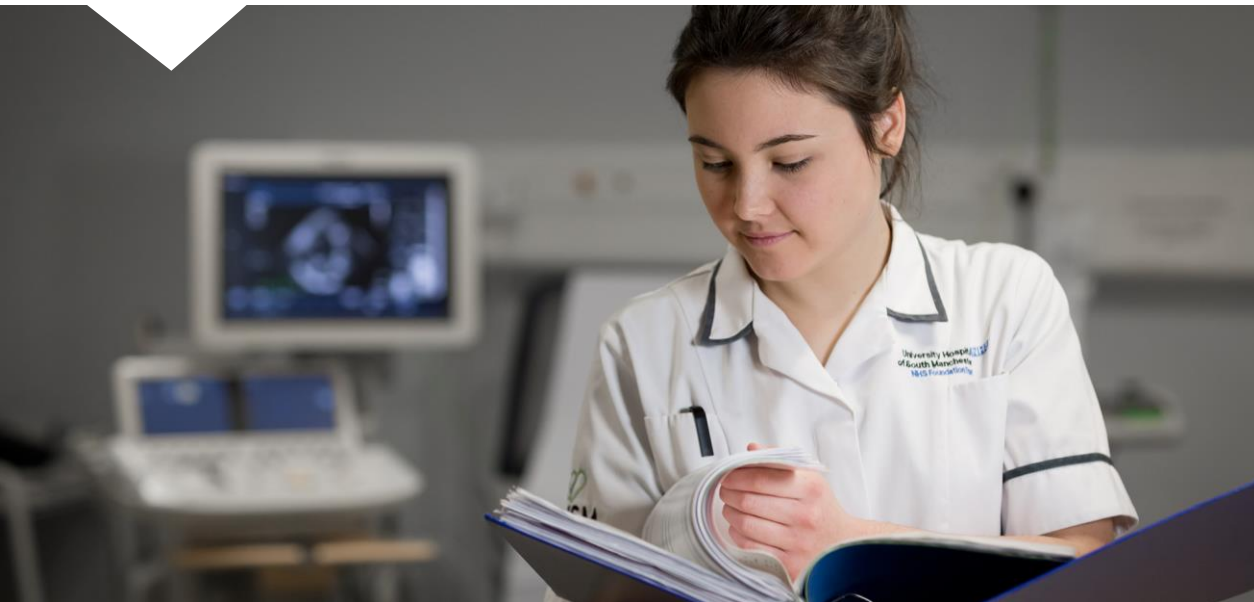


# ACCEND

## 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, Workforce conference, 21<sup>st</sup> February 2023**

# Presented by:

**June Davis**

Lead Nursing and Allied Health Professional Advisor- Macmillan Cancer Support and ACCEND co-programme lead

# 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.
- 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 (CRUK 2021).
- 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.

# 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.
- The absence of a defined route for a nurse or allied health professional (AHP) to have a career in cancer.
- The need for a stronger focus on succession planning for specialist cancer nurses and allied health professionals.

**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, and a cancer workforce without the knowledge, skills and capabilities to deliver the care expected by People living with cancer.**

# 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.

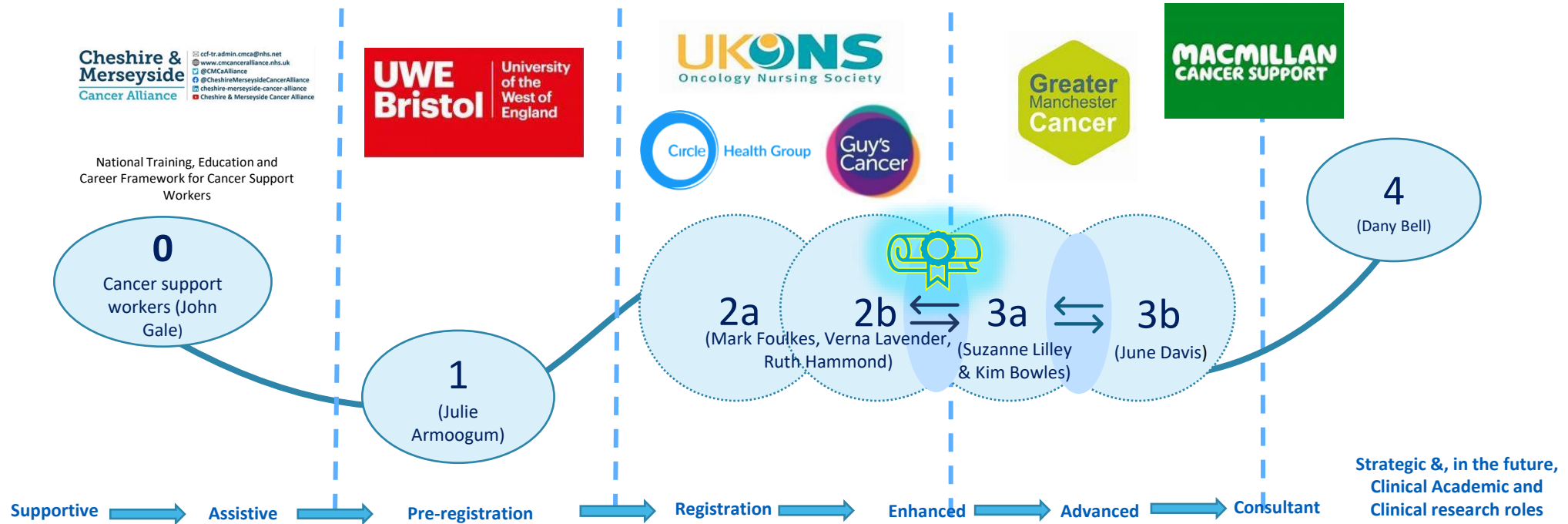
# Aims

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

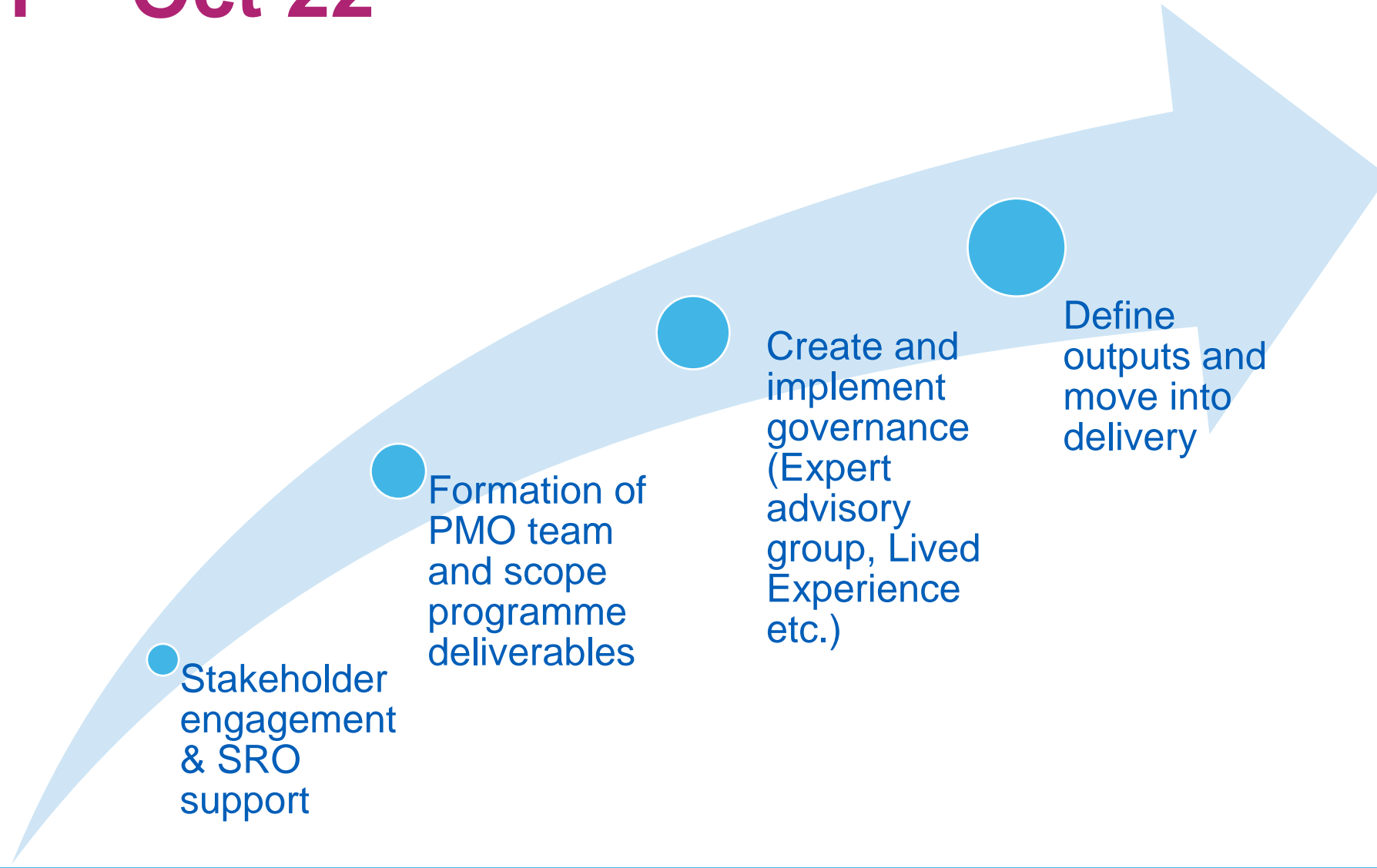
- Development of a nationally approved career pathway and education framework for nursing and the allied health professions providing care to people affected by cancer in general and specialist services.
  - A national career and education development programme for:
  - Cancer Support workers, Pre-registration 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'

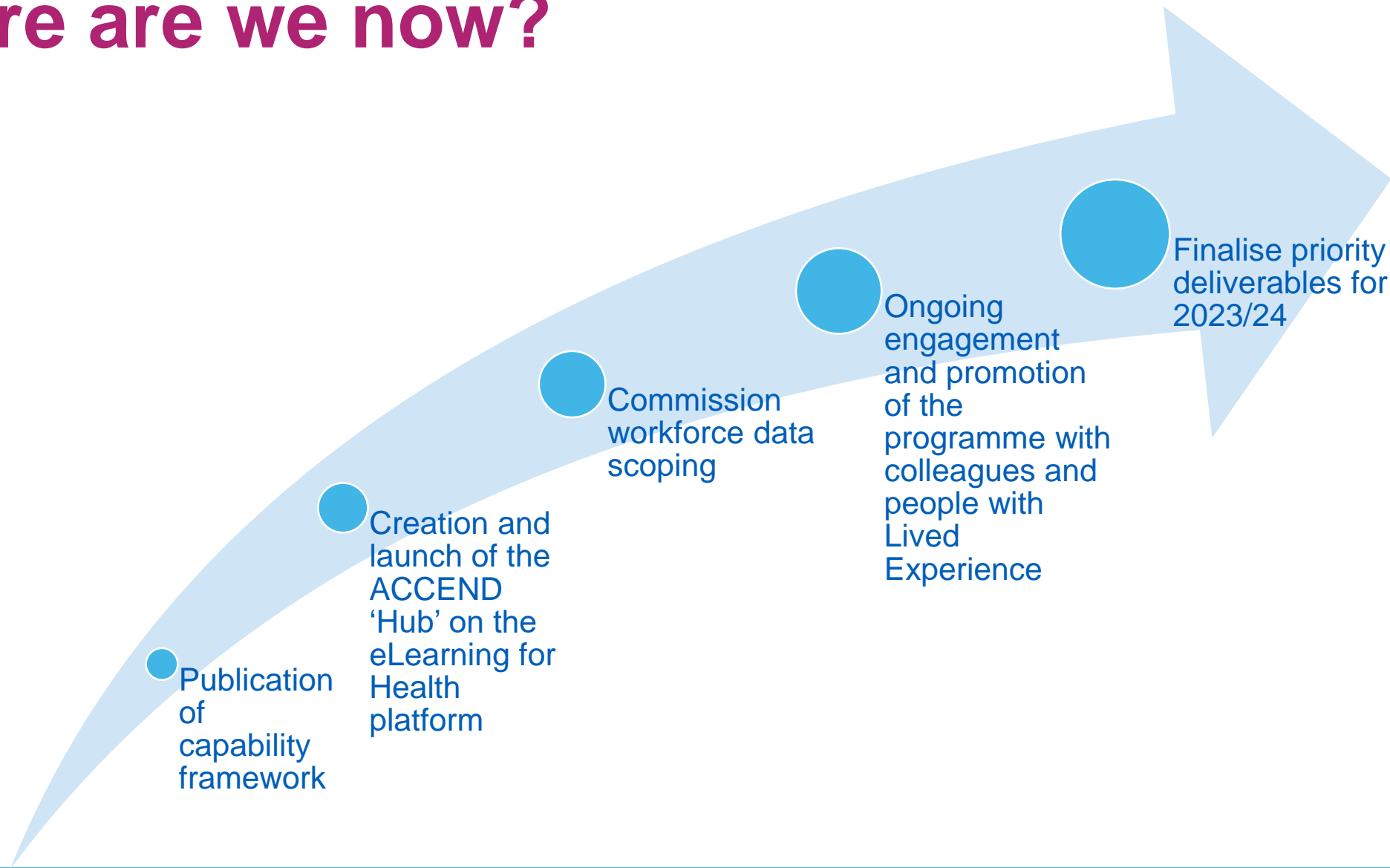


Outputs from each of the workstreams				
Nationally agreed career and education pathway	Curriculum resources E-learning modules in patient pathway	2A: Early career/general: Education and training/role development programme	3A Enhanced: specialist clinical leader	4 Cancer strategic leadership/Consultant:
Education, training, and support for CSW's matched to ACCEnD capability framework	Careers and placement opportunities	2B: Enhanced: practice: Qualification in Speciality/Apprenticeship/PG Cert	Accredited modules 3B: Advanced Practice in Cancer	Education and training offer PhD doctorate in cancer
Standardisation of the role and requirements of the CSW	Council of Deans collaboration for student leadership award in cancer			

# Oct 21 – Oct 22



# Where are we now?



# Years 2 and 3 (2023-2025)

## Some anticipated deliverables:

Development of  
'MORE training'

Launch  
ELFH  
Hub

Deliver  
standardised  
education for the  
supportive &  
assistive workforce  
(Principles in  
Cancer)

Curricula  
guidance and  
Student  
fellowship  
programme

Education offers  
for PG  
Cert/Module  
(2b/3a)

Leadership  
education and  
development

Digitalisation of  
capability  
framework/ UK  
deployment of the  
framework

# ACCEND Career Pathway, Core Capabilities in Practice & Education Framework



# Purpose

The purpose of the Framework is to support the development of the workforce providing care to people affected by cancer by providing guidance on:

- routes to working, and career progression, in cancer care
- the core cancer related knowledge and capabilities in practice (CiPs) for:
  - pre-registration nursing and AHP learners/students, trainee Nursing Associates and
  - the supportive, assistive, registration level workforce providing cancer care in general and specialist services/roles across the four UK nations

Framework includes 3 components:

**1. Career pathway**

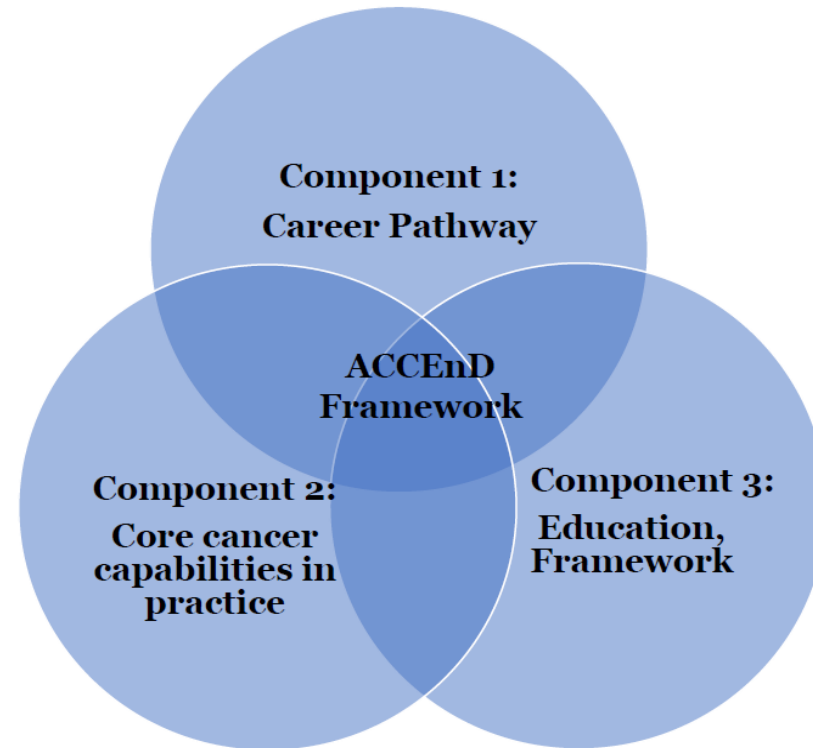
- i. Levels of practice

**2. Core cancer capabilities in practice**

- i. Colour-coded for each level of practice

**3. Education framework – setting standard**

- i. Foundations in cancer care  
(Supportive, Assistive, Pre-registration)
- ii. Fundamentals in cancer care  
(Registration – Consultant levels)
- iii. PGCert/Diploma
- iv. Aligns to national frameworks for advanced and consultant levels
- v. Pre-registration level: [Cancer Nursing Careers - eLearning for healthcare \(e-lfh.org.uk\)](http://www.cancer-nursing-careers.org.uk)



# Useful links

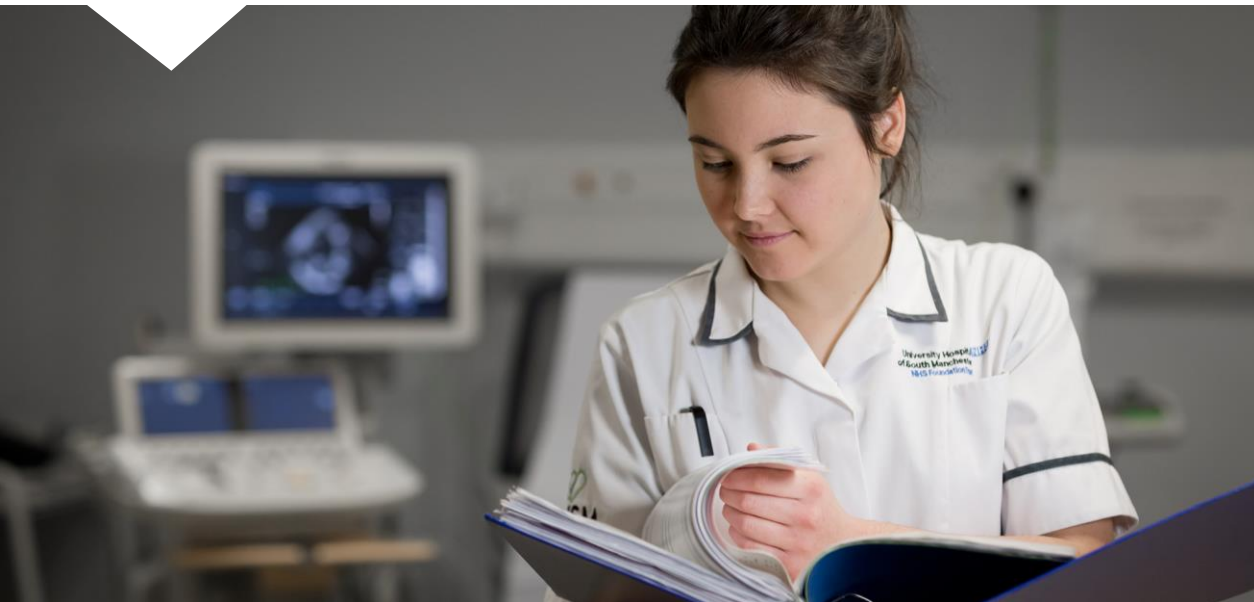
To read the framework and the accompanying implementation guides visit [the HEE ACCEND framework webpage.](#)

You can also find out more about the framework and the ACCEND programme by:

- viewing [a recording of a short presentation by Professor Vanessa Taylor, author of the framework.](#)
- listening [to the latest episode of the Lovegrove on Health podcast](#)

# ACCEND

## Aspirant Cancer Career and Education Development Programme



### The Cancer Support Workforce Programme

Wessex Cancer Alliance, Workforce conference, 21<sup>st</sup> February 2023

Presented by John Gale – Programme Manager

# The Cancer Support Workforce

Primary Care

Faster Diagnosis

Treatment

Living with & Beyond  
Cancer



Primary /Community care liaises with secondary care

Facilitates investigations through to diagnostic resolution (MECC)

Offers personalised care and support planning during treatment

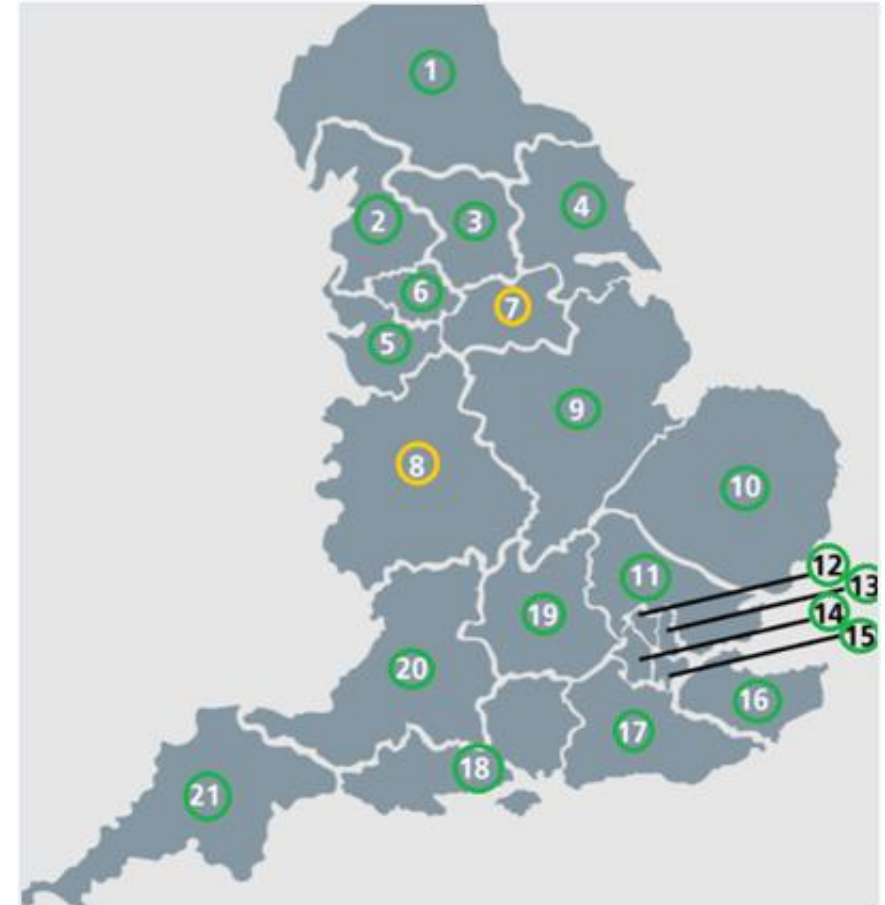
Facilitates self supported management through personalised stratified follow up.



# Response to Questionnaire

To ensure the project team had a national representation of the cancer support workforce a survey was sent to 21 cancer alliances and key stakeholders across England. This took place between October 2021 and December 2021.

The projected outcome of the questionnaire was to inform the national programme of work and support the development of a National Training, Education and Career framework for CSWs.



## ACCEND Programme Assurance Board

Macmillan: SRO, Programme co-lead  
HEE: SRO, Programme co-lead, Cancer Programme lead, AHP  
Programme lead, Nursing Senior Lead  
NHSE: Senior Nursing, Cancer Strategy Lead

## ACCEND Steering Group

Co-Leads: June Davis, Libby Potter  
ACCEND Programme Team Lowri Sira-Parfitt & Brian Zimmer  
Workstream Leads, Vanessa Taylor, Julie Armoogum, Dany Bell, John  
Gale, Kim Bowles, Mark Foulkes, Ruth Hammond, Verna Lavender

## Cancer Support Workforce Steering Group

Over 60 individuals including:

**June Davis** (Chair), Lead Allied Health Professional Advisor and Nursing Advisor Centre of Clinical Expertise (Co-chair ACCEND) **Lesley Smith**, Living with and beyond programme lead, NHSE

**Clare Byrne**, Associate Director of Cancer, LUFHT

**Ben Chiu Senior** Strategy Manager – Policy & Strategy  
NHS Cancer Programme

**Sukvinder Kaur** National Programme Manager, Cancer and  
Diagnostics, Directorate of Education and Quality - National

**Andrew Lovegrove**, Senior Consultant Skills for Health

**Professor Richard Griffin** Kings Collage London

**Dr Anthony Cunliffe** Macmillan National Clinical Adviser for  
Primary Care

**Janet Keeling** Person with lived experience

**Ben McDougall** Cancer & Diagnostic National Team

**Gabriel Ford** AHP Lead HEE

## Cancer Support Workforce Programme Team

**John Gale**

Programme Manager  
(1.0 WTE)

**Lucie Conway**

Project Support  
(0.6 WTE)

**Cheshire &  
Merseyside**  
Cancer Alliance

## Cancer Support Workforce Advisory Task & Finish Groups

3 groups with approx. 15 individuals per group:

### Advisory Group Leads

Professor Richard Griffin  
Maggie Tween  
Molly Pipping  
Sharon Rowe

### Cancer Alliances

Claire Poke  
Bernadette Roach  
Karen Stenlund

### Macmillan

Donna Munro  
Anthony Cunliffe

### Supportive Workforce

Josephine Tibbles  
Gill Nolan  
Angela Broadley

### Patient Groups

Northern Voices  
ACCEND PWLE

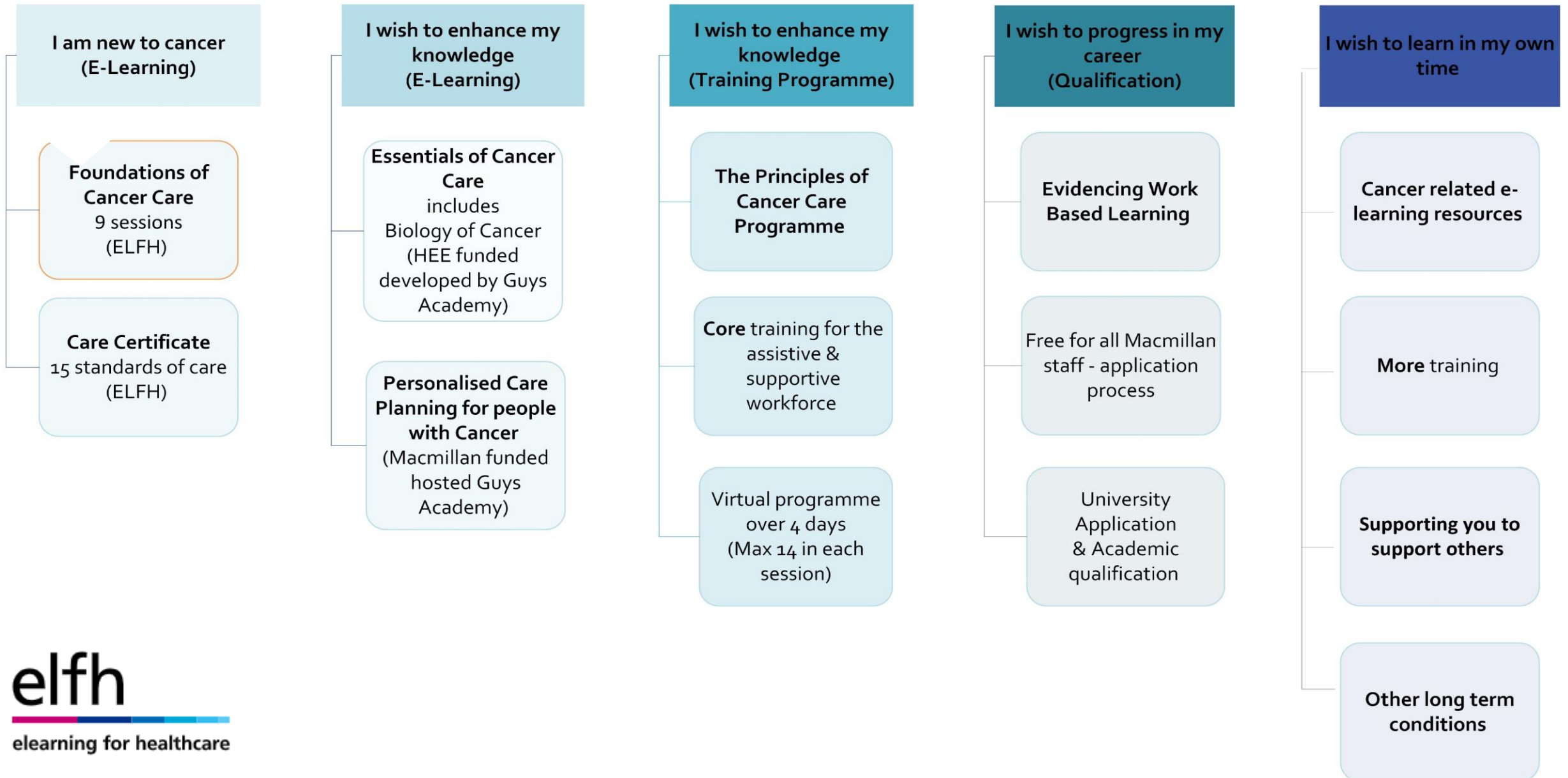
1. Framework

2. ACCEND Hub  
E-learning & Resources

3. Standardisation &  
Career Pathway

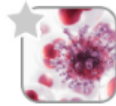
4. Apprenticeship

5. Principles of Cancer  
Care



### My elearning

[View full catalogue](#) ★



Aspirant Cancer Career & Education Development Programme (ACCEND)



Global Learners Programme for All (Public Access)

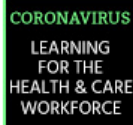


Health Inequalities (HIE)



Stroke

### Coronavirus (COVID-19)



We have created a new programme for the health and care workforce that contains key information from HEE elfh's catalogue of content as well as curated materials from other trusted organisations — [Coronavirus \(COVID-19\)](#).

[Find out more](#)

### My account

Laura Pope

Primary email address:  
**[laura.pope@hee.nhs.uk](mailto:laura.pope@hee.nhs.uk)**

Place of work:  
**Unknown location** | [Update](#)

### My statistics - last 12 months

Number of sessions launched

528

### Recent activity

**ACCEND: The Supportive & Assistive workforce** ➤

Last accessed: 28 Nov 2022



Play

**How to wash your hands (from nhs.uk)** ➤

Last accessed: 17 Nov 2022



Play

**Resources from Royal Colleges and other professional bodies** ➤

Last accessed: 17 Nov 2022



Play

**COVID-19 Learning Hub (from Royal Society of Medicine)** ➤

Last accessed: 17 Nov 2022



Play

**Coronavirus disease 2019 (COVID-19) - Best Practice Overview (from** ➤

### Notifications



**e-LFH and General Data Protection Regulations (GDPR)** !

22 May 2018, 12:00



**Verifying completion of updated COVID-19 Vaccines training**

19 Oct 2022, 12:00



**Have your say on the Dementia elearning programmes**

13 Jan 2022, 12:00

[My elearning](#) > [Cancer Nursing Careers \(CNC\)](#)



















- ▶ [ACCEND](#)
- ▶ [Cardiovascular Disease Toolkit](#)
- ▶ [Care Certificate \(CCT\)](#)
- ▶ [Congenital Heart Disease \(CHD\)](#)
- ▶ [Coronavirus \(COVID-19\)](#)
- ▶ [Data Security Awareness \(NHSD\)](#)
- ▶ [Dementia \(DEM\)](#)
- ▶ [Dermatology \(e-Derm\)](#)
- ▶ [Educator Training Resources \(ETR\) NEW](#)
- ▶ [Embedding Public Health Into Clinical Services \(PLT\)](#)
- ▶ [End of Life Care for All \(e-ELCA\) Public Access](#)
- ▶ [Essentials of Digital Clinical Safety \(DCS\)](#)
- ▶ [Frailty \(FTY\)](#)
- ▶ [Global Learners Programme for All \(Public Access\)](#)
- ▶ [Health Inequalities \(HIE\)](#)
- ▶ [Health Inequalities \(PWP\)](#)
- ▶ [Infection Management \(PWP\)](#)
- ▶ [Informatics Skills Development Network \(ISDN\) Toolkit](#)





























## Aspirant Cancer Career & Education Development Programme (ACCEND)



[My elearning](#) > [Cancer Nursing Careers \(CNC\)](#) > [Cancer Nursing Careers](#)


- ▶  [ACCEND](#)
- ▶  [Cardiovascular Disease Toolkit](#)
- ▶  [Care Certificate \(CCT\)](#)
- ▶  [Congenital Heart Disease \(CHD\)](#)
- ▶  [Coronavirus \(COVID-19\)](#)
- ▶  [Data Security Awareness \(NHSD\)](#)
- ▶  [Dementia \(DEM\)](#)
- ▶  [Dermatology \(e-Derm\)](#)
- ▶  [Educator Training Resources \(ETR\) NEW](#)
- ▶  [Embedding Public Health Into Clinical Services \(PLT\)](#)
- ▶  [End of Life Care for All \(e-ELCA\) Public Access](#)
- ▶  [Essentials of Digital Clinical Safety \(DCS\)](#)
- ▶  [Frailty \(FTY\)](#)
- ▶  [Global Learners Programme for All \(Public Access\)](#)
- ▶  [Health Inequalities \(HIE\)](#)
- ▶  [Health Inequalities \(PWP\)](#)
- ▶  [Infection Management \(PWP\)](#)
- ▶  [Informatics Skills Development Network \(ISDN\) Toolkit](#)

-  [The Supportive & Assistive workforce](#)    [Play](#)
-  [Pre-registration workforce](#)   [Play](#)
-  [The Registered Workforce](#)   [Play](#)
-  [Enhanced Workforce](#)   [Play](#)
-  [Advanced workforce](#)    [Play](#)  
Last accessed: 04 Oct 2022
-  [Consultant workforce](#)   [Play](#)
-  [Workforce](#)   [Play](#)
-  [Workforce](#)   [Play](#)

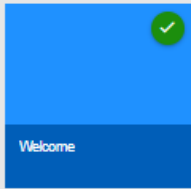
 The Supportive Workforce: Healthcare Assistant, Healthcare Support Worker, Therapy Assistant, Allied Health Support Worker, Cancer Navigator & Cancer Support Worker, Cancer Care Co-ordinator

# Aspirant Cancer Career and Education Development (ACCEND)

Education, training, and career pathways for nurses and AHPs who support people affected by cancer



## Welcome



## General

✓  
 ACCEND

✓  
 Framework

✓  
 Implementation guide  
 supportive framework

✓  
 Personas and case studies

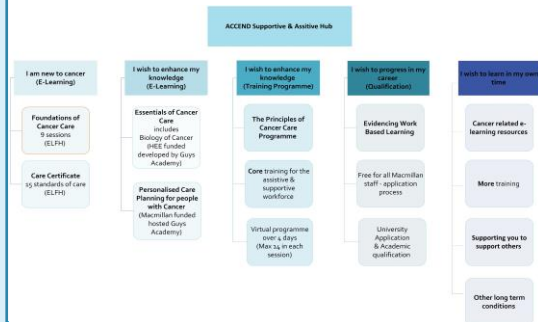
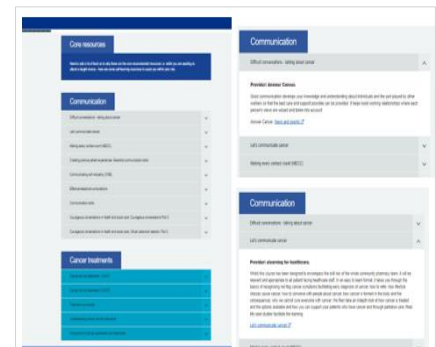
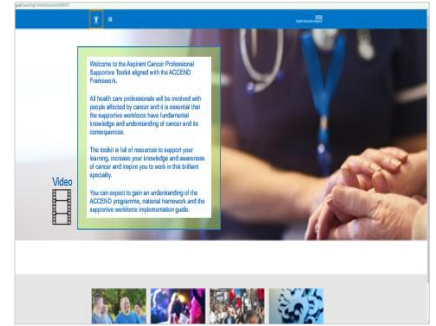
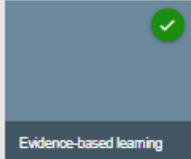
## Courses and resources

✓  
 Step 1

✓  
 Step 2

✓  
 Elearning resources

✓  
 Principles in cancer care  
 programme





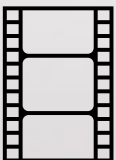
Welcome to the Aspirant Cancer Professional Supportive Toolkit aligned with the ACCEND Framework.

All health care professionals will be involved with people affected by cancer and it is essential that the supportive workforce have fundamental knowledge and understanding of cancer and its consequences.

The toolkit is full of resources to support your learning, increase your knowledge and awareness of cancer and inspire you to work in this brilliant speciality.

You can expect to gain an understanding of the ACCEND programme, national framework and the supportive workforce implementation guide.

## Video



## Core resources

Need to add a bit of blurb as to why these are the core recommended resources i.e. whilst you are awaiting to attend a taught course – here are some self-learning resources to assist you within your role.

## Communication

Difficult conversations - talking about cancer



Let's communicate cancer



Making every contact count (MECC)



Creating positive patient experiences: Essential communication skills



Communicating with empathy (CWE)



Effective telephone consultations



Communication skills



Courageous conversations in health and social care: Courageous conversations Part 2



Courageous conversations in health and social care: Virtual classroom session: Part 3



## Cancer treatments

Cancer and its treatments 1 (CAIT)



Cancer and its treatments 2 (CAIT)



Treatment summaries



Understanding cancer and its treatments



Introduction to cancer awareness and treatments



## Communication

Difficult conversations - talking about cancer



### Provider: Answer Cancer.

Good communication develops your knowledge and understanding about individuals and the part played by other workers so that the best care and support possible can be provided. It helps build working relationships where each person's views are valued and taken into account.

Answer Cancer. [News and events](#)

Let's communicate cancer



Making every contact count (MECC)



## Communication

Difficult conversations - talking about cancer



Let's communicate cancer



### Provider: elearning for healthcare.

Whilst this course has been designed to encompass the skill mix of the whole community pharmacy team, it will be relevant and appropriate to all patient facing healthcare staff. In an easy to learn format, it takes you through the basics of recognising red flag cancer symptoms, facilitating early diagnosis of cancer, how to refer, how lifestyle choices cause cancer, how to converse with people about cancer, how cancer is formed in the body and the consequences, why we cannot cure everyone with cancer. We then take an indepth look at how cancer is treated and the options available and how you can support your patients who have cancer and through palliative care. Real life case studies facilitate the learning.

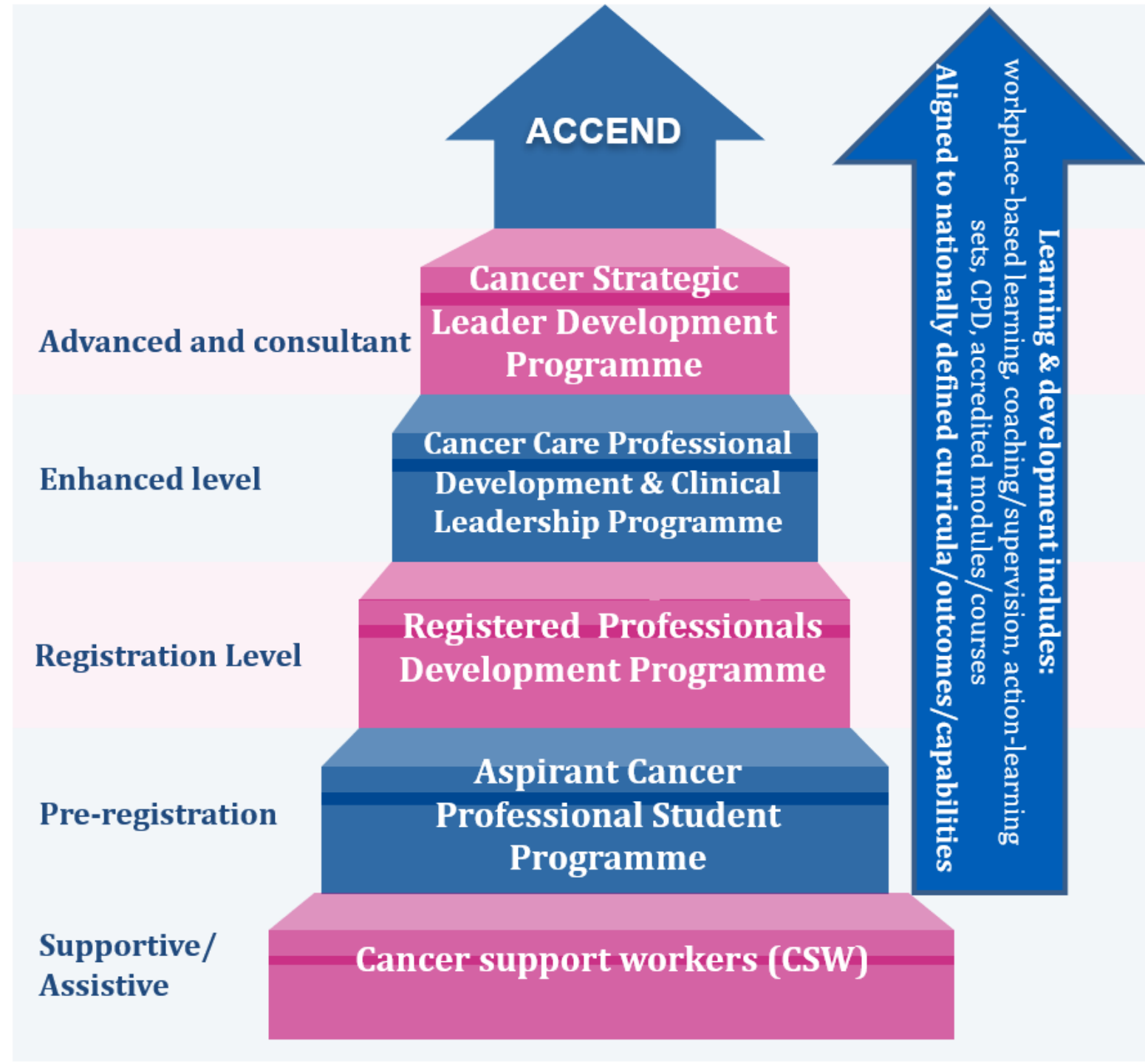
[Let's communicate cancer](#)

Making every contact count (MECC)



Specialist Cancer Care Workforce  
4 pillars of professional practice

General & Specialist Cancer



Learning & development includes:  
workplace-based learning, coaching/supervision, action-learning sets, CPD, accredited modules/courses

Aligned to nationally defined curricula/outcomes/capabilities



**Thank you for listening**

Please visit our website or contact us for more information.

[accend@hee.nhs.uk](mailto:accend@hee.nhs.uk)

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

# HEE's National Advancing Practice Programme



**Wessex Cancer Alliance Conference, February 2023**





**Heather Nisbet, Supervision & Assessment Lead, SE Faculty of Advancing Practice**

# What is Advanced Practice

- Level of practice, characterised by a high degree of autonomy, complex decision-making and managing significant ambiguity and risk
- Delivered by experienced registered health and care practitioners from a variety of backgrounds
- Masters level (L7) education or equivalent
- Encompasses clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.
- Deployed across majority of health and care settings



# Oncology Workforce

<h3>Workforce supply</h3> <p>Without more investment, by 2025 the UK will need <b>at least another 272 clinical oncologists</b> to meet demand.</p>  <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>	<p>“</p> <p>Patients with advancing cancer may have to wait until a colleague returns from leave before a decision can be made about next treatment options.</p> <p>”</p> <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>	<h3>Inadequate capacity</h3> <p>New UK-trained consultants entering the workforce in 2021 will <b>only fill 55% of vacancies.</b></p>  <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>
<h3>Impact on patient care</h3> <p>UK and devolved governments must <b>continue to fund promised increases in training places.</b></p>  <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>	<p>“</p> <p>Workforce shortages have meant an increase in <b>sub-optimal care and complaints.</b></p> <p>”</p> <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>	<h3>Impact on patient care</h3> <p>More than half of UK cancer service leaders (52%) say <b>consultant shortages are negatively affecting patient care.</b></p>  <p><a href="http://www.rcrac.ac.uk/oncology-census">www.rcrac.ac.uk/oncology-census</a></p>

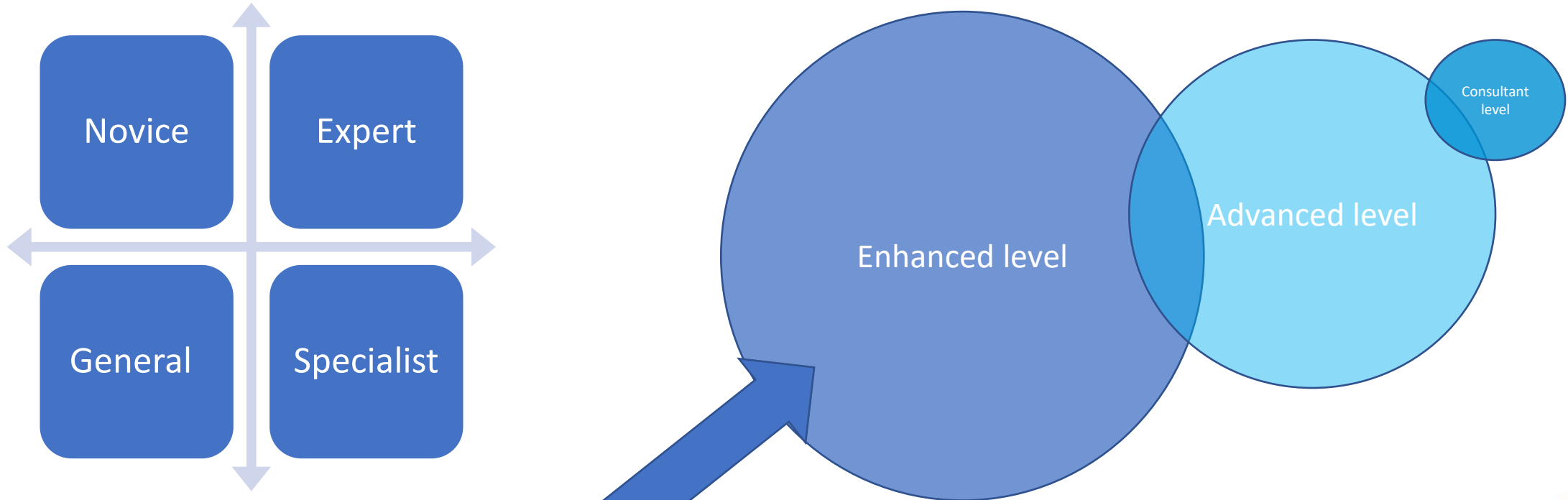
# Advancing Practice in Oncology

## **MULTI-PROFESSIONAL**

- Nurses
- Therapeutic Radiographers
- Pharmacists
- AHPs
- Health Care Scientists



# Advancing Practice in Oncology



- Enhanced level
- Advanced level
- Consultant level

# Oncology Workforce

Developing the advanced level workforce through:

- Workforce planning – HEE Workforce Transformation Team
- Alternative to medical replacement model
- Business cases
- Multi-professional options
- Job plans and job descriptions



# Advanced Practice Regional Faculties

## Funding Model Intention

Health Education England



# Advanced Practice Funding Offers

## ACP MSc

- tuition fees + education grant
- inclusive of supervision payment
- maximum of 3-year duration

## Supervision

- apprenticeship route only
- applied for annually, maximum of 3-yrs
- 0.25 pa = minimum of 1 hour per week

## Top Up

- from ACP PgDip to ACP MSc
- not 'other' PgDip or individual CPD modules
- inclusive of supervision payment

## Credential

- Centre for Advancing Practice credentials
- integrated into MSc or complement to existing
- NOT credentialling – i.e. RCN, RCEM, FICM

# Additional funding - AIMS

---

Embed Multi-professional Framework for Advanced Clinical Practice

---

Opportunities for advanced practice training in cancer and diagnostics

---

Increase awareness of advanced practice in cancer and diagnostics

---

Support supervisor development

---

ePortfolio support

A decorative graphic in the bottom right corner consisting of a blue curved shape that transitions from a light blue to a darker blue.

# The Offer



Health Education England

1. HEE's South East Regional Faculty for Advancing Practice standard offer for Full ACP MSc trainees

2. Subject to confirmation of funding, the national offer will provide additional funding of:

Year 1\* of 3 Sept 23- Aug 24 £10,000 per trainee

Year 2\* of 3 Sept 24- Aug 25 £10,000 per trainee

Year 3\* of 3 Sept 25- Aug 26 £10,000 per trainee

**(\* subject to confirmation of the national comprehensive funding review)**

# Who can apply?

## REGISTERED HEALTHCARE PROFESSIONALS

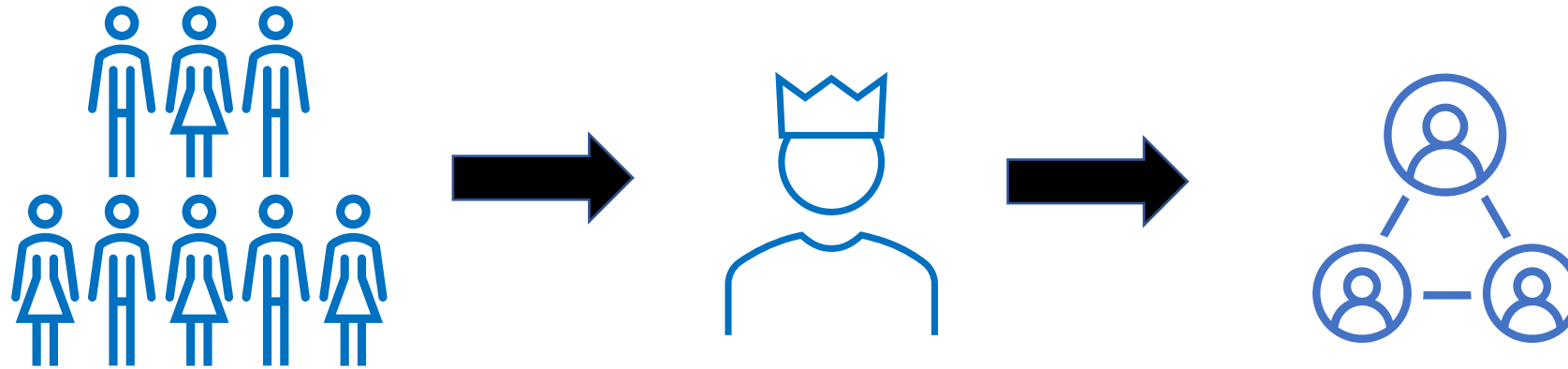
Cancer pathway – any nursing or allied health professional working at any point along the cancer pathway from diagnosis to end of life

Imaging – aimed at therapeutic and diagnostic radiographers + other healthcare professionals working within imaging services

# Application Submission Approach

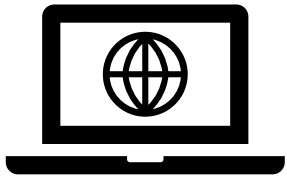


Health Education England



1. Discussion with heads of service and professional leads
2. Informed by workforce plans and funding of posts
3. Collated 'funnel' application via Organisation/Hub AP Lead
4. Secure online SharePoint submission to AP Faculty team

# Staying Connected



HEE Centre for Advancing Practice website:

<https://advanced-practice.hee.nhs.uk/>

Regional Faculty websites:

<https://advanced-practice.hee.nhs.uk/regional-faculties-for-advancing-practice/>



Email:

[Heather.Nisbet@hee.nhs.uk](mailto:Heather.Nisbet@hee.nhs.uk)



Twitter:

[@nisbet5050](https://twitter.com/nisbet5050)

# Q&As

**NHS**

Health Education England

