

Considering moving forward in your career?

Why not propel your career aspirations through the “Higher Development Award”

The Higher Development Award - Is a personal and professional development programme that equips clinical and non-clinical staff to enhance their skills, techniques and knowledge to improve their personal confidence, capability, and life chances. The programme aims to unlock leadership skills, enhance functional and digital skills, improve the experiences and outcomes of patients, service users, families and ultimately unlock the potential for exciting career progression opportunities for you.

Many support staff from clinical, administrative, estates and facilities want to progress in their careers or become more knowledgeable in their current roles but lack the confidence and self-belief. This programme focuses on the personal learning needs of the individual and will support you all the way with your personal goals and career aspirations.

There are a variety of modules included; **coaching, mentoring, functional and digital skills** are a core part of the programme.

The programme results in the Level 2 Certificate in Principles of Team Leading alongside the HDA qualification and any functional skills qualifications that are needed.



Higher Development Award Levels



DERBY COLLEGE GROUP

Level One

An introduction to personal development and team skills whilst studying for the level one in functional skills if not already attained.

Suggested delivery model: 3hrs a week for up to 12 weeks for each functional skill and 3hrs a week for the personal development and team skills element. This can be remote, classroom sessions or a blended approach dependent on individual's need/ability and the business needs. Students who achieve their functional skills at level 1 can then progress onto the level 2 programme.

Level Two

This gives students the Level 2 Certificate in Principles of Team Leading. The Team Leading element will be a blended delivery of 7 full day, face to face classroom sessions and 6 half day interactive on-line sessions over a 6-month period.

All students will have the opportunity to study the level 1 or 2 in functional skills maths or English if desired. The math's and English element will be 3 hours every week for up to 12 weeks per functional skill. This can be remote, classroom sessions or a blended approach dependent on individual's need/ability and the business needs. The Team Leading qualification covers the following units:

Principles of team leading

Understand business

Understand how to communicate work-related information

Understand how to manage performance and conflict in the workplace

Principles of equality and diversity in the workplace

Understand how to develop working relationships with colleagues

Understand health and safety procedures in the workplace

Understand how to develop and deliver a presentation.



What next?

Following the successful completion of the above programme, students can access Information, advice and guidance sessions to discuss further progression opportunities which could include:

Level 3, 4 and 5 programmes

Credits/entry requirements for level 6 registered apprenticeships.



If you would like further information, please express your interest for the cohort 2 Higher Development Award, starting 12th March 2025 via the QR code.

