

Growing our own in Life Sciences

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Our Problem

- Retention
 - Biomedical Support Workers
 - Registered Biomedical Scientists – Specialists
- Progression
 - No career pathway in place for BSW staff due to lack of degree in East.



Solution: November 2009.

- Collaboration with Adam Smith and Forth Valley Colleges to deliver programme by twilight teaching
- Funded by Skills Development Scotland – 20 places
- 13 staff funded
 - 5 level 2 qualification [National Progression Award]
 - 8 level 3 qualification [Professional Development Award]
- Success
 - Level 2 – all 5 passed
 - Level 3 - 7 staff passed.



Problems

- Twilight teaching
 - 2pm – 7pm
 - Long days for staff
 - Difficulty in allocation of rooms
 - Difficulty in carrying out practical elements – all students travelled to Fife to undertake practicals at the College.
- Still no progression for successful staff at level 3
- No recurrent funding



Solution - 2012

- Formal partnership with Fife College
- Utilised space within laboratory suite at St John's Hospital to establish The Science Training School
 - Class Room
 - Resource Room
 - Training Laboratory
- Developed a bespoke programme aligning to laboratory and professional requirements delivered by both tutors and NHS Lothian staff

The Science Training School

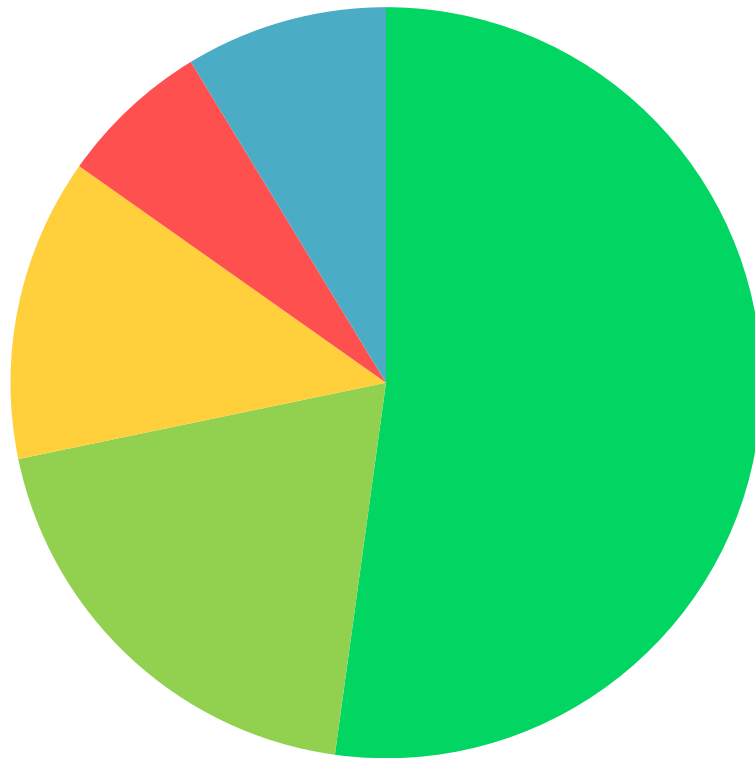


Programmes delivered at the STS HNC Applied Science

- Offered to staff in employment [public and private sector]
- Programme delivered over 2 years
 - Yr1: Monday – professional Development Award
 - Yr2: Tuesday – HNC Applied Science [15 credits]
- Accredited by Royal Society of Chemistry
- Current employer contribution: £2500

Success

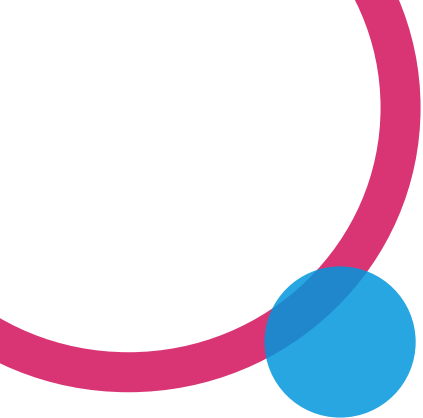
HNC Applied Science [46]



- Number attained HNC & VQ3 [24]
- Number attained the VQ3 only [9]
- Number still progressing [6]
- Number of staff dropped out of course [3]
- Number left the organisation during the course [4]

Programmes delivered at the STS Senior Phase Programme

- Offered to S5 and S6 students
- S5: two year programme
 - Attending the school Tues/Thurs PM
 - HNC Applied Science
- S6: One year programme
 - Monday – Professional Development Award
 - Monday / Tuesday – HNC Applied Science



Success

Senior phase programme 2015-2017

Number of Pupils commenced programme: 14

<i>Outcomes</i>	<i>Number of Pupils</i>	<i>Destination on leaving school</i>
HNC	9	All progressed to Yr2 Science Related University Course
PDA	5	3* Science related apprenticeships with private sector 2* University non science related degrees

Programmes delivered at the STS MA Programme

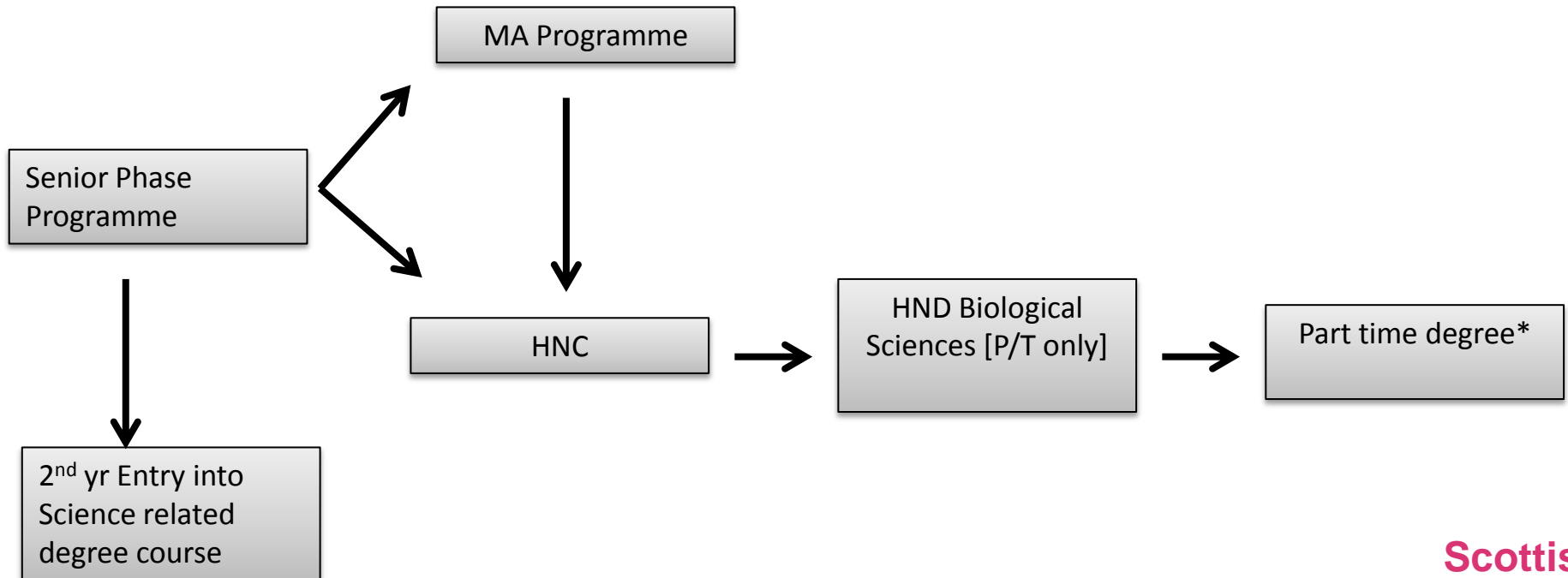
- Offered to Apprentices from private and public sectors
- Two year programme – academic and vocational
- Academic
 - Yr1: Monday – professional Development Award
 - Yr2: Tuesday – HNC Applied Science [15 credits]
- Vocational
 - Monitored and assessed by tutors from Science Training School
- No cost to employer – funded by Skills Development Scotland.

Career Framework – NHS Lothian

Delivered in the
Science Training School

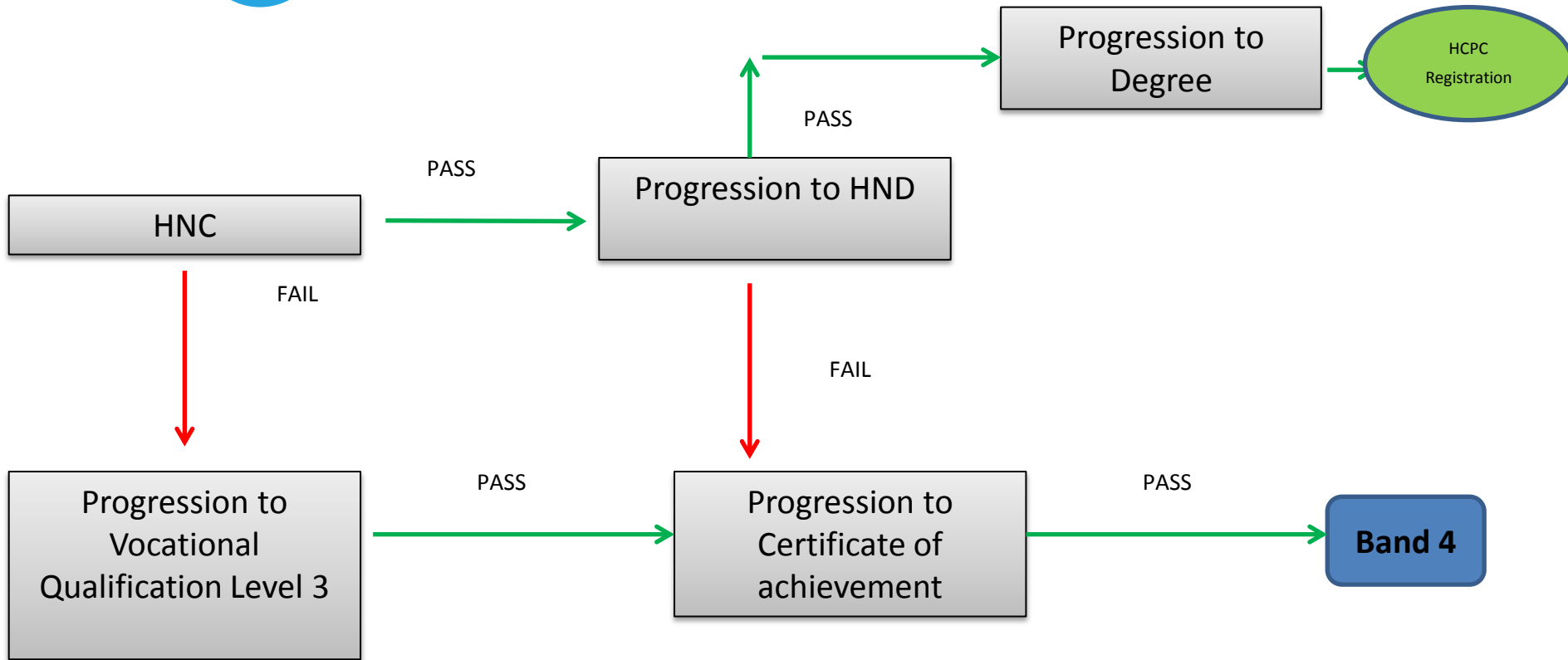
Delivered at Fife
College

Delivered at Edinburgh
University



**Application for IBMS Accreditation being made in Jan 18*

Career Framework – Vocational vs Academic



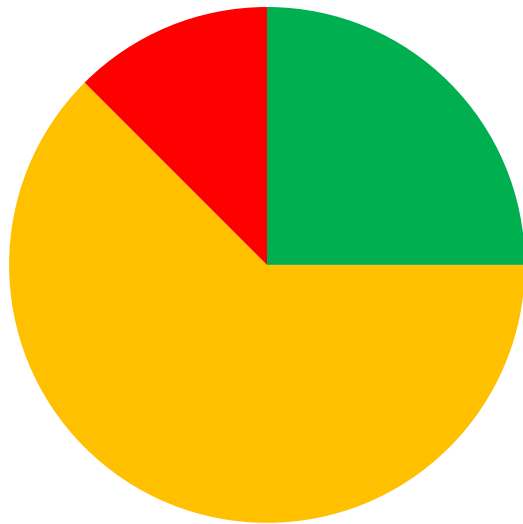


Career Framework – NHS Lothian

- All programmes have direct entry and exit – true step on / step off pathway
- Mapped to roles within Laboratory Medicine
 - Senior Phase – Modern apprentice
 - HNC – Band 3
 - HND – band 4
 - Degree – Annex U Band 5
- Complete pathway in place from school to registration. **Scottish Pathology Network**

Success: HND Biological Science

Of the 24 students that passed the HNC Applied Science, 16 have commenced the HND course

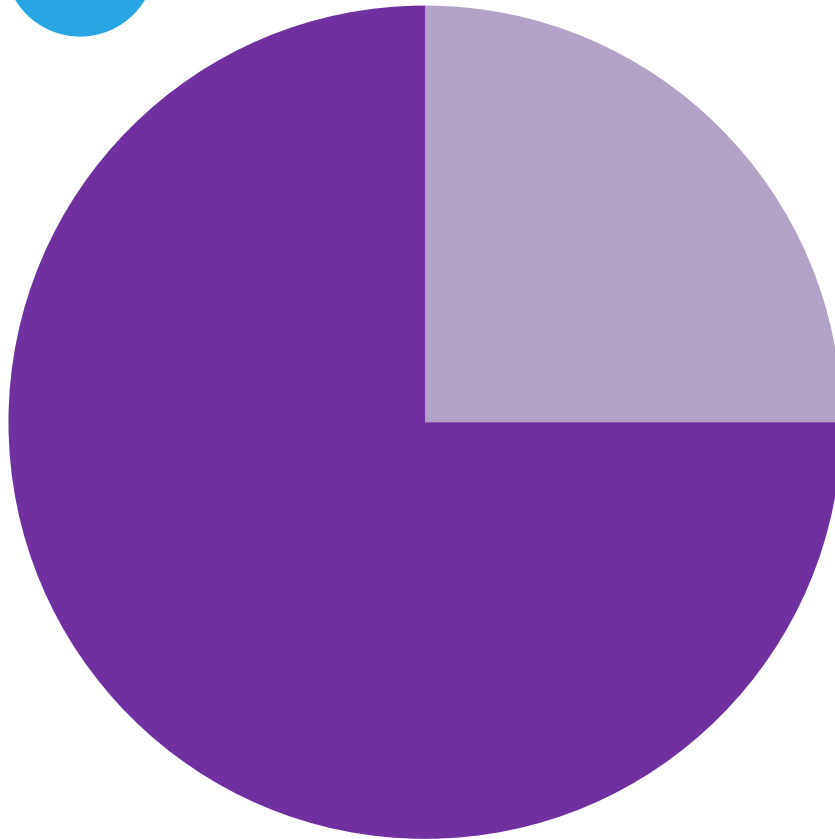


■ Number HND attained [4]

■ No Staff still progressing [10]

■ Number of staff dropped out of course [2]

Success: Promotion B3 – B4



■ Not progressed [4]

■ B3 - B4 progression [12]



Current development

- Degree IBMS accreditation: Edinburgh University: Full/ Part time course
- HCS MA Programme
 - developed and formally ratified
 - Next step is to implement apprenticeship programme in NHS Lothian
 - Develop this into a regional programme
- HND Delivery: Bring HND Yr 1 back into STS

Questions