



# ACCEND

## Aspirant Cancer Career and Education Development Programme

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

North Central London Cancer Clinical Nurse Specialist Conference— 12<sup>th</sup> September 2023

## Presented by

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# 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.
- 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.

# Workforce priorities and links to ACCEND

- **Keep the people we have**, with a relentless focus on retention and improved work offer For example, if we reduced the number of people currently leaving nursing to the average leaver rate in 2019/20, then we would have **7,000 more nurses in the workforce by 2025, rising to 30, 500 by 2037**
- **Develop them further:** Fully utilise and invest in the skills and talents of the current workforce to enable them to do more throughout their careers
- **Significantly grow the pluri-potential and generalist workforce:** expand at scale roles and skills that can be deployed across all sectors and settings (i.e. nurses, AHPs, ACPs) as a low-risk/ high benefit investment; distribute Post Graduate growth to support reform (e.g. more generalist/preventative in geographies of need) to take advantage of Undergraduate expansion

# Workforce priorities and links to ACCEND

- **Create new routes into local careers in caring:** work with HEIs and other partners such as Care Academies and digital/global platforms to create faster, more flexible routes in for a local sustainable workforce, seizing the opportunities of a time-limited 'bulge' in 18yo's which we won't see for the rest of the century. Offering good work is one of our greatest prevention levers and opportunities to help 'level up' and improve diversity
- **Develop shared solutions to shared problems:** work with social care and other partners to develop shared solutions, so that spend on the workforce is treated as an investment in human capital that contributes to wider economic health and benefits the local population (anchor institutions)

# What are the 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.

# 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

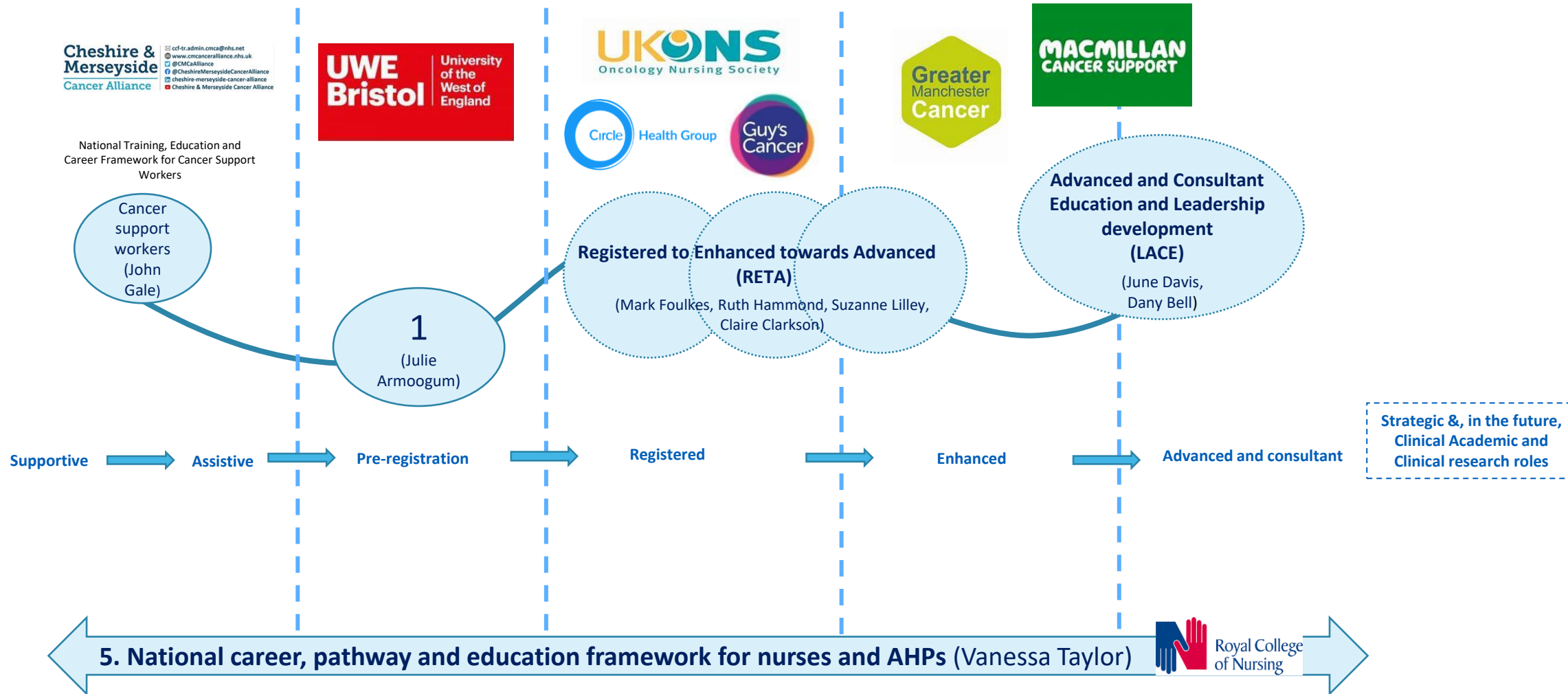
Host the creation of a national e-learning for healthcare (elfh) cancer hub that will host the ACCEND programme providing a 'go to' place for the cancer workforce.

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.



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



# Year 1 – 2022/2023

Set up & engagement with the system

- Over 30 individuals at Expert Advisory Group from across UK incl. Council of Deans support

- Establish governance and Assurance Board with dual SRO support

- Lived Experience Participation

Creation and launch of one nationally agreed multi-level education framework and career pathway for nurses, cancer support workers and allied health professionals with implementation guides and series of comms products (videos/podcasts)

Principles in Cancer Care (PCCP) started across Cancer Alliances

Begin commissioning of 2 educational offers

1. Qualification in Specialty (QIS)
2. Professional Development and clinical leadership module

Launch e-learning 'ACCEND Hub' – Phase 1: supportive/assistive and pre-registration – incl. 9 e-learning modules 'foundations of cancer care'

# 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:**

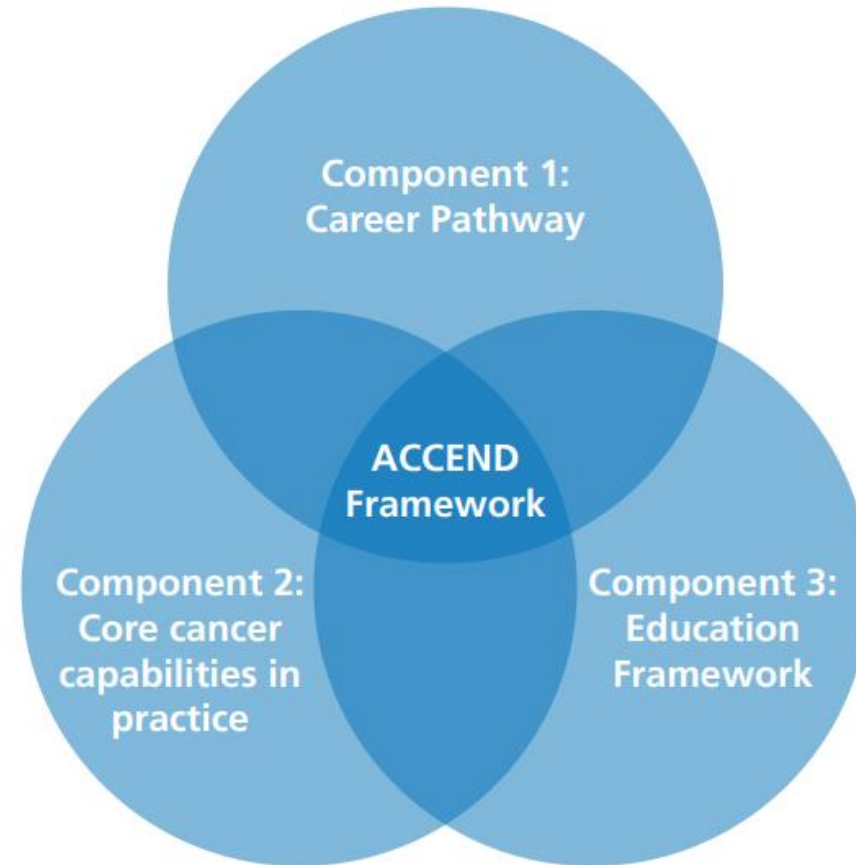
- routes to working, and career progression, in cancer care
- the core cancer related knowledge and capabilities in practice (CiPs) for:
  - pre-registration nursing and AHP learners/students, trainee Nursing Associates and
  - the supportive, assistive, registration level workforce providing cancer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



## Available now!

The framework has 3 components

- Career pathway
- Core cancer capabilities in practice
- Education framework



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

# ACCEND Learning Hub



Phase 1

Phase 2



Welcome

General:

- ACCEND
- Framework
- Implementation guide Supportive Framework
- Personas/ Case Studies

Courses & Resources:

- I am new to Cancer
- I wish to enhance my knowledge
- I wish to progress in my career
- I wish to learn in my own time

### The context of cancer

This session provides an introduction to cancer in the UK. It will focus on how common cancer is and perceptions and attitudes to cancer. It will also provide an overview of cancer policies and how they shape care and services.

### The science of cancer

This session will explore the process of carcinogenesis, examining how normal cells become cancer cells. This will include a discussion of the cell cycle, the genes involved and how mutations in these genes lead to the formation of a tumour. The different approaches to the grading and staging of cancer are explained, alongside the principles of cancer treatments.

### Self-care, ethics and clinical leadership in cancer

This session focuses on compassionate person-centred care and covers topics including shared decision making within clinical assessment and ongoing care, your leadership approach and the ethical culture within your own practice team.

### Evidence-based and applied research in cancer care

The session focuses on evidence in cancer care; how evidence is developed, how it relates to clinical practice and how it impacts people affected by cancer.

### Communication and team working in cancer care

This session explores the area of communication and provides useful tools to ensure you are getting the right information to the right person at the right time.

### Living with and beyond cancer

This session focuses on living with and beyond cancer.

### Palliative and end-of-life care

This session explores the key principles of palliative and end-of-life care.

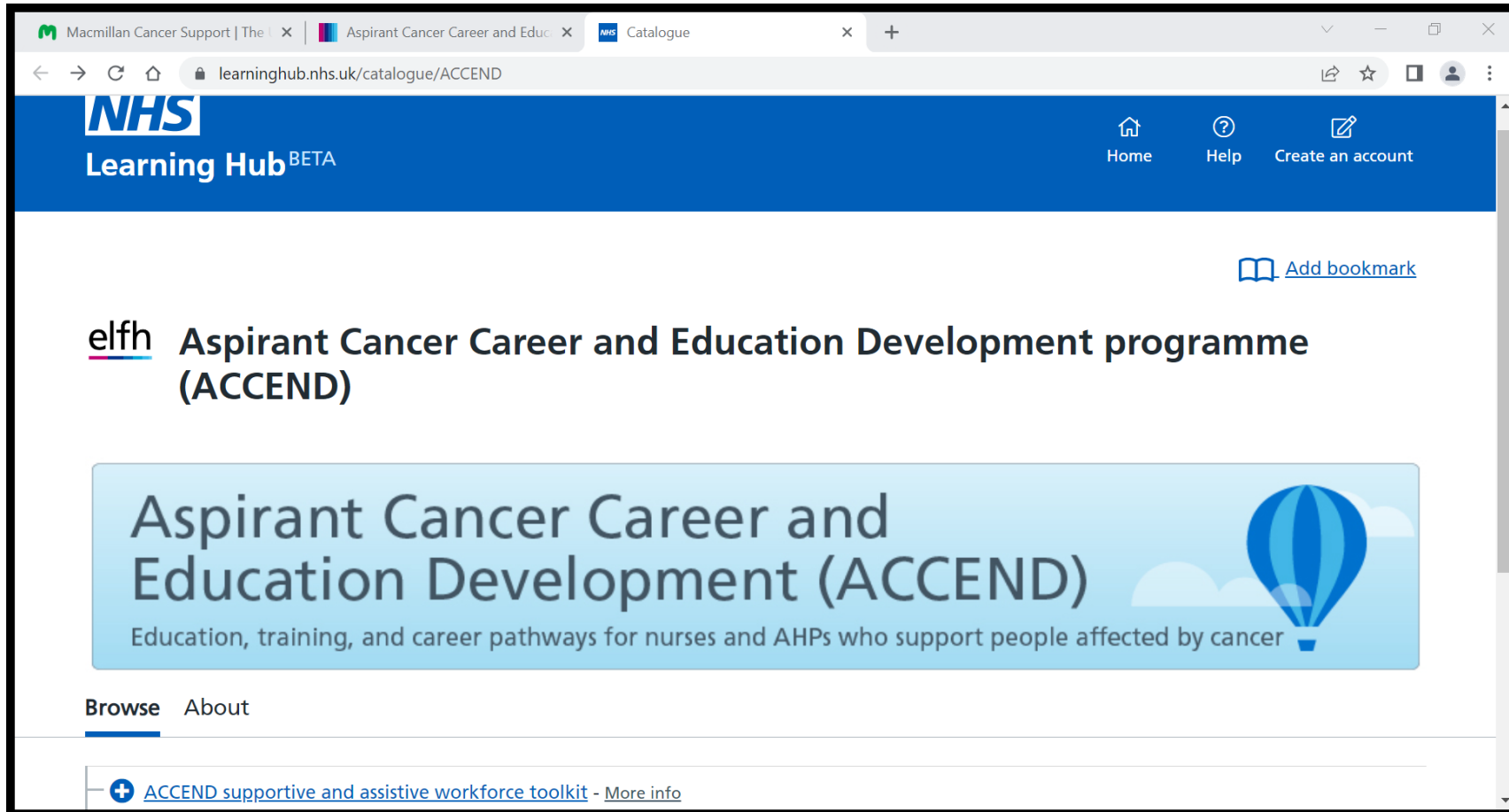
### Understanding the impact of cancer on the individual, families and healthcare professionals

This session examines the potential psychosocial consequences of a cancer diagnosis and its treatment for people affected by cancer, including patients, families, lay carers and healthcare professionals. The concept of social support and assessing support networks will be used to identify the different types of support people affected by cancer may need. The support needs of healthcare professionals when providing care to people affected by cancer will also be considered.

### Personalised treatment and care for cancer

This session outlines treatment options for people with cancer and introduces personalised care and support for people affected by cancer.

# ACCEND Cancer Learning Hub - Available now!

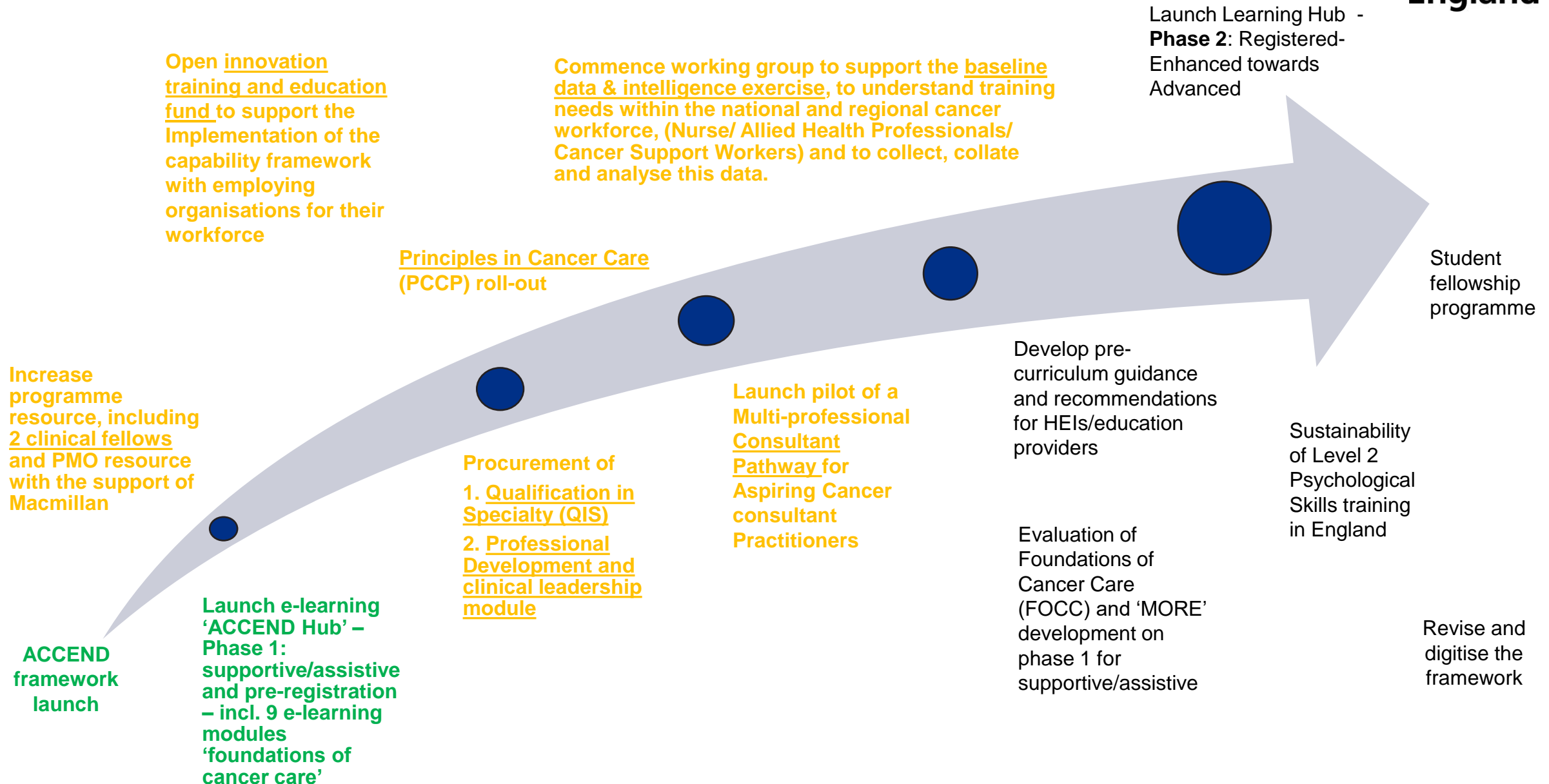


The screenshot shows a web browser window with the URL [learninghub.nhs.uk/catalogue/ACCEND](https://learninghub.nhs.uk/catalogue/ACCEND). The page features the NHS Learning Hub BETA logo in the top left and navigation links for Home, Help, and Create an account in the top right. Below the navigation bar, there is an "Add bookmark" link. The main content area displays the text "elfh Aspirant Cancer Career and Education Development programme (ACCEND)" with "elfh" underlined. A large light blue banner below this contains the text "Aspirant Cancer Career and Education Development (ACCEND)" and "Education, training, and career pathways for nurses and AHPs who support people affected by cancer" next to a hot air balloon icon. At the bottom left, there are links for "Browse" and "About". At the bottom right, there is a link for "+ ACCEND supportive and assistive workforce toolkit - More info".

<https://learninghub.nhs.uk/catalogue/ACCEND>

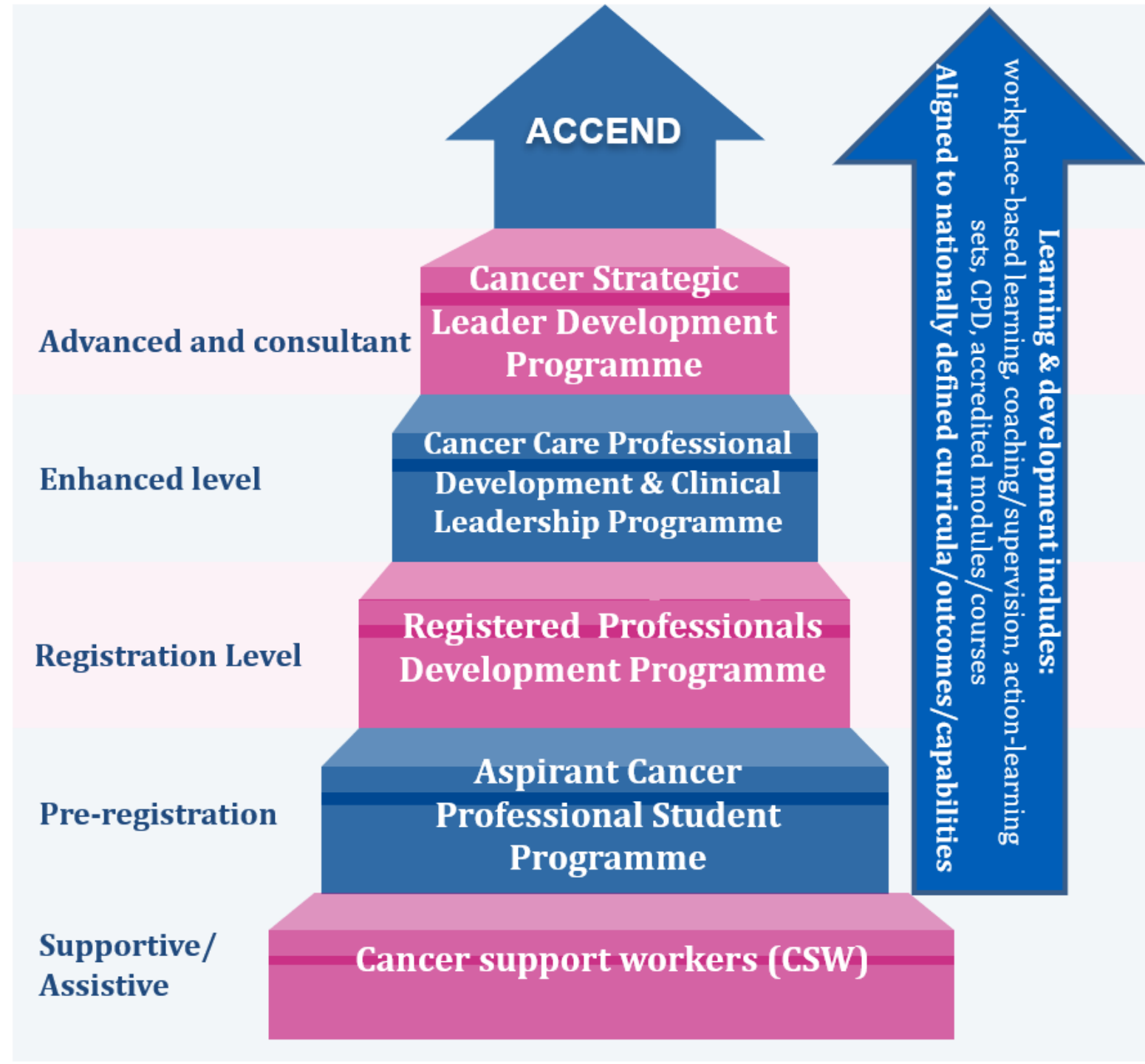


# Future Opportunities: 23-25



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

Any questions?