**Skills passports**

The concept of a skills passport is taken from the HEE [AHP Support Worker Competency, Education and Career Development Framework](https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/developing-role-ahp-support-workers/ahp-support-worker-competency-education-career-development) and is advocated as a way of recording and demonstrating learning with increased transferability using competency frameworks.

One of the challenges and frustrations that AHP support workers face, is that their learning is not always transferrable. One way to address this is to create skills passports which allow support workers to record their learning, including trust-specific training packages to support local requirements of their roles. If developed at systems or network level, passports can be applied across organisations (and boundaries) supporting transferability and reducing transaction costs, such as repeating learning (because employers recognise each other’s learning). This will also assist co-delivery of apprenticeships and support consistency through a common approach to job design. Skills passports help clarify the boundaries of roles and allow space for recording informal learning.

\*Allied Health Professions’ Support Worker Competency, Education, and Career Development Framework. Realising potential to deliver confident, capable care for the future

Example of [Skill Passport for London Midwives](https://www.hee.nhs.uk/sites/default/files/documents/CapitalMidwife%20Skills%20Passport.pdf) developed by Health Education England and NHS Improvement

**Example of a skill’s passport for AHP’s**

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| --- | --- | --- |
| **Skills passport additional Allied Health Professionals**  **Learning Log** | | |
| **Topic**  **(Corporate Lead)** | **Frequency** | **Date completed or equivalent training demonstrated** |
| **Must complete within the first 2 weeks of joining the organisation** |  |  |
| Statutory and mandatory training | Annual |  |
| **Must complete within the first 6 months of joining the organisation** |  |  |
| Managing work and life stress  To enable participants to recognise stresses in their lives and to develop ways of reducing, managing or eliminating stress | Once |  |
| Appraisal and Knowledge and Skills Framework for staff | Once |  |