

Supporting the implementation of the Aspirant Cancer Career and Education Development (ACCEND) framework in practice.

ACCEND is an ambitious programme transforming career pathways and development opportunities across all levels of practice. The ACCEND framework supports workforce growth by guiding core cancer knowledge, highlighting relevant learning and development opportunities, and showcasing clear routes for career progression within cancer services. The programme has been recognised in the NHS Long Term Workforce Plan and Cancer Alliance Planning guidance as a tool to support workforce growth and development.

Over the last 3 years, the Greater Manchester (GM) Cancer Alliance has supported funding for practice educators and education development leads to guide implementation, hosted ACCEND webinars and Q&A sessions, developed an ePortfolio aligned with framework to support learning, established an ACCEND mentor community of practice, developed ACCEND resources, mapped and developed education aligned with capabilities and much more.

This poster highlights key areas where the Workforce and Education team have supported the implementation and practical use of the ACCEND framework and its principles.



Shaping workforce pathways

Recognising wide variation in workforce processes across GM, we worked with lead cancer nurses, chief AHPs, senior leaders, HRDs, and other experts to standardise processes, define and set clear role expectations whilst supporting meaningful development aligned to the ACCEND framework.

So far, we have worked with teams to embed the ACCEND principles across key workforce processes, including:

- **Standardising job descriptions (JD)** – agreed templates for Band 6 & 7 CNS roles, with supportive workforce JDs to follow.
- **Aligning appraisals and career conversations** – working with team leaders and line managers to incorporate the three ACCEND components, enabling more focused reviews and clearer target setting.
- **Strengthening inductions** – supporting teams to use ACCEND within new starter inductions, ensuring structured support and clarity of expectations from day one.



Cancer Education: Essentials to Specialist

We identified the need for core cancer education for all healthcare professions across all levels of practice, which then transitions into specialty education and skill as staff move into enhanced roles. Workforce also stated they often didn't know where to access education and guidance was needed to navigate relevant learning opportunities.

Our approach:

- **Core Cancer Essentials** – Developed to provide a strong foundation oncology knowledge for all staff, aligned with relevant ACCEND capability.
- **Specialty Education** – Working with GM Pathway Boards to identify core specialist learning needed to build relevant ACCEND capabilities, knowledge and skills.
- **ePortfolio learning library** - Guiding staff to relevant ACCEND mapped education across all domains and pillars, using the platform not just to log learning but to demonstrate knowledge transfer and enhance patient care.



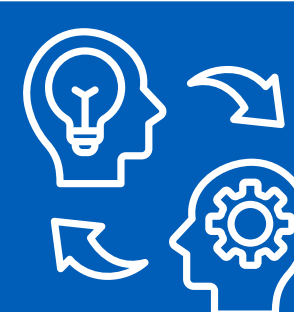
Supporting future and aspiring workforce

From our 2023 survey, 94% of pre-registration learners expressed interest in cancer-focused placements. A more recent survey of recently qualified staff found that 40% were unaware of cancer career opportunities, and 29% wanted more guidance on available career pathways.

We saw an opportunity to influence pre-registration curriculum and practice placements, using the ACCEND framework to shape learning and development.

- **Influencing Curriculum:** Collaborating with local HEIs to embed cancer education into current and future programmes, including simulations, eLearning, and clinical skills.
- **Practice Placements:** Supporting trusts to develop cancer-focused placements, exploring the whole patient pathway and using ePortfolio & ACCEND to build transferable skills – suitable for both the pre- & post- registration workforce

Success Story: Three learners who completed a cancer placement we developed recently applied for oncology roles, with one securing a post.



Guiding & Growing Talent

It was recognised staff needed practical guidance on using the framework and utilising senior expertise within the workforce was the key.

Following a successful ACCEND Innovation Fund bid, the ACCEND Coach model was developed to support cancer nurses and AHPs in professional growth and leadership. Coaches helped staff identify gaps in knowledge, access education, and build portfolio evidence using ACCEND principles.

Key outcomes:

- 20 senior staff trained as coaches, shifting support from supervision to development-focused mentoring
- Embedded ACCEND in routine processes and career portfolio support
- Expanded to 90+ ACCEND mentors across GM
- Supportive resources developed and GM ePortfolio to utilise digital framework and mapped education