

Background

The ACCEND framework has been utilised in Calderdale, Huddersfield and Mid Yorkshire NSO Partnership to provide a structured pathway for capability and career development in cancer nursing and the wider oncology workforce.

- Workforce groups included:
- Non-medical oncology colleagues
 - All nursing groups in SACT day units
 - Acute Oncology Service staff
 - Clerical staff
 - ACP's and nurse-led teams

Aim

To map current workforce capabilities, identify gaps, understand opportunities and design innovative solutions for education, training, and personal development planning (PDP).

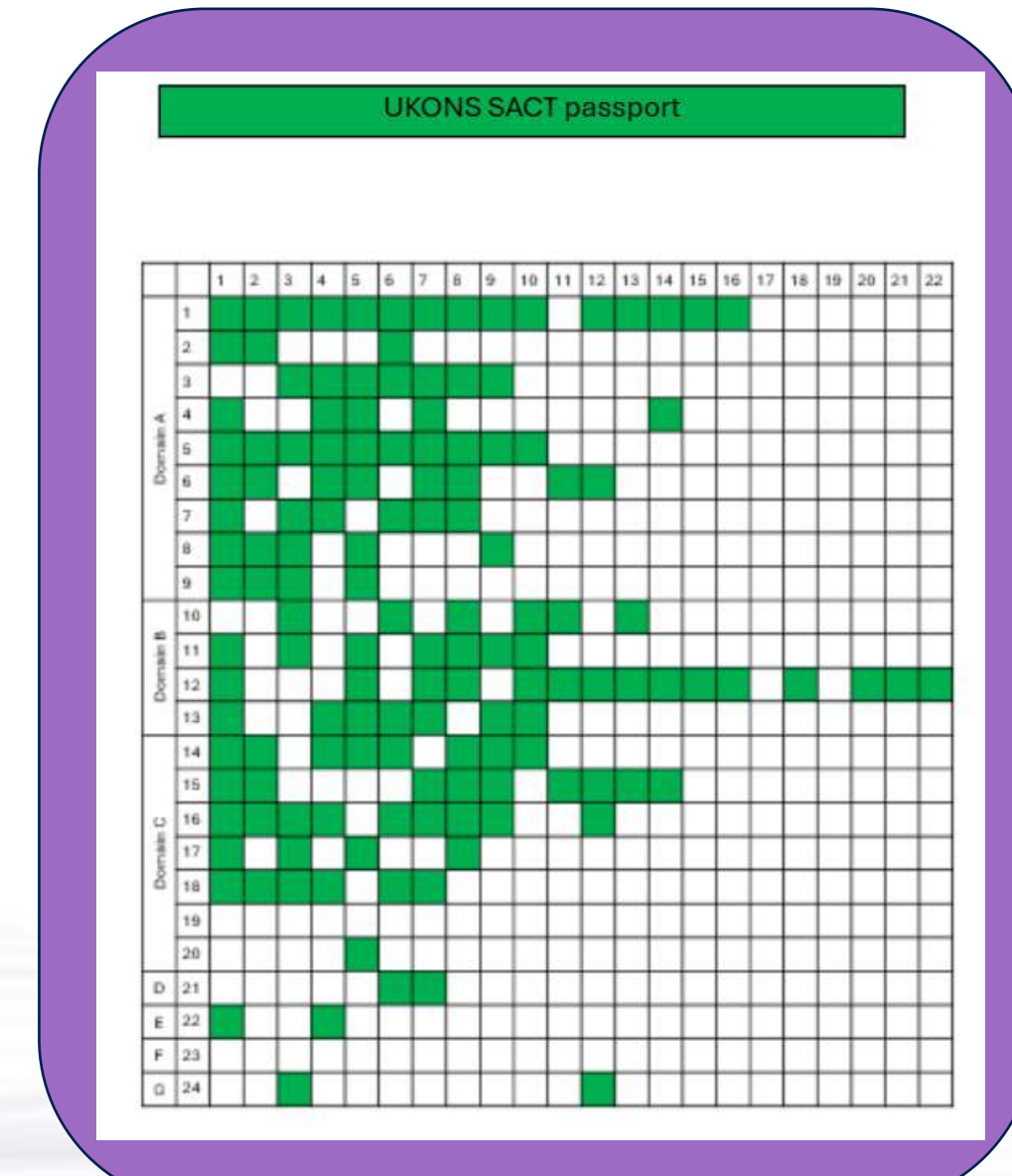
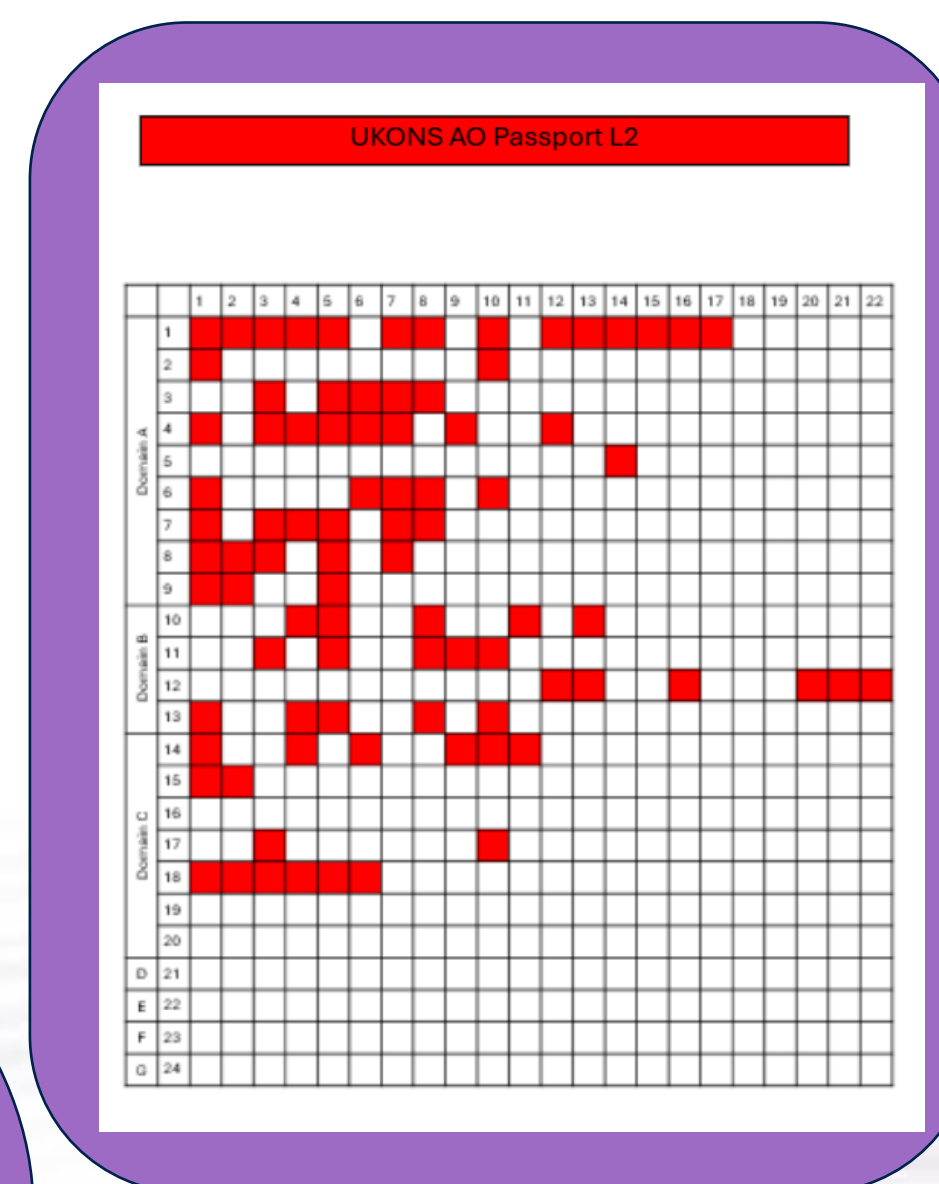
Identified Role Capabilities

- Plotted each role on ACCEND levels of practice.
- Reviewed relevant capabilities for each role.
- Cross-mapped with existing opportunities (e.g. MAST training, team meetings, patient feedback reviews).
- Calculated remaining capabilities requiring development.

ACCEND Level of Practice	Roles in SACT Day Units	Number of ACCEND capabilities	Number of capabilities met if 100% compliant with MAST/MART/IPR Give&Receive Feedback	Number of capabilities Not applicable for the SACT Day Unit role	Remaining ACCEND capabilities to meet <u>TARGET</u> number of capabilities per person
Table 1					
Supportive	CSW / HCA Reception / Wd Clerk Co-ordinator	82	26	0	56
Assistive	xxx	120	38	0	82
Pre-reg	xxx	121	39	0	82
Registration	B5	172	54	0	118
Enhanced	B6	222	75	12	135
Advanced	B7 SACT managers	294	75	29	190
Consultant	xxx	320	75	0	245

Mapped Individual Capabilities

- Assessed each staff member's demonstrated competence.
- Documented evidence of capability.
- Highlighted gaps at individual and team levels.



Mapped Training & Educational Resources

- Reviewed current education & competency tools.
- Identified additional local, regional, and national resources (cost & accessibility considered).
- Created transparent overlay grids showing how resources build capability.
- Designed a peer-observation tool for capability assessment in practice.
- Built an electronic resource library (tiered: free/self-directed → formal postgraduate).

PDP Planning with Staff - Clinical educators met each staff member to:

- Overlay transparent capability grids → visual picture of achieved vs. gap.
- Use capability reference numbers to map gaps to appropriate training resources.
- Build bespoke PDPs for each individual.
- Staff ≥80% competent → developed aspirational PDPs to support career progression.

Innovations

- Transparent grid system for capabilities → intuitive visualisation.
- Overlay approach makes capability building clear
- Electronic resource library ensuring equal access to training materials.
- Peer observation tool strengthens experiential learning.
- Aspirational PDP planning promotes retention & career development.

Impact / Outcomes

- Increased engagement of all workforce groups in ACCEND.
- Improved clarity of individual learning needs.
- More equitable access to training resources.
- Strengthened team culture through peer learning and reflective practice.
- Created a scalable model for other oncology centres.

Conclusion

The ACCEND framework can be implemented across diverse oncology workforce groups using visual mapping, innovative training resources, and structured PDP planning. This approach supports both capability building and career progression, ensuring high-quality, patient-centred oncology care.