



# An Academy approach

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# The Scale of the Challenge



Shortage of qualified OHAs  
Demographic of current  
OHAs  
Difficulties in achieving OH  
qualification  
Preferences of qualified  
OHAs



# Identifying the gap.....



# What we would look for in an applicant

Qualified Health Professional in discipline that would include some understanding of medical conditions, pathology and treatment pathways

2 years minimum post registration experience

Excellent communications skills

Reasonable IT skills

A real passion/interest in OH

Good written work \*



# Broad spectrum of specialities applied

- General Nurses
- Physiotherapists
- Occupational Therapists
- Midwives
- Registered Mental Nurses
- OHAs lacking experience/confidence in case management
- Unqualified
- Rocket scientists!



# The journey

2 day face to face intro

8-week taught programme

12 months as a Trainee (with consolidation sessions)



# The first 2 days are important...

Two day face to face welcome:

- Meet key people in the business
- Understand company values and culture
- Form strong team/cohort bonds
- Get IT up and running
- Have some fun!
- Enthuse and build confidence



# Overview of the learning

Week 1: **Understanding the work role and environment** – what OH is and is not, work and health, legal aspects

Week 2: **The assessment process** – the whole person concept, non-medical factors, cognitive, functional, psychological assessment

Week 3: **Formulating an opinion** – disability matters, adjustments and the concept of ‘reasonable’, suicidal ideation and safeguarding

Week 4: **Report Writing** – answering the question/s, knowing your limits, consent options, supporting a manager to manage

Week 5-8 – Worked examples, first practice steps

12-month programme as a Trainee





# Has it worked?

Now over 50 health professionals working as Case Managers /  
Trainees – Cohort 4 starts on Monday

Expanding to regular 6 x yearly cohorts in 2024

Some staff have gone on to begin the OH qualification

Some leavers (less than 10%) *“I thought working from home would be easy!”*

Some fantastic feedback from both the trainees, and from  
employees they have assessed

A real sense of pride from the business in the hard work and  
achievements of these Academy trainees

