


Apprenticeships Implementation

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Developing people
for health and
healthcare

www.hee.nhs.uk

Why Support Apprenticeships?

- Provide career development and upskilling for existing staff and new recruits
- Leads to a better skilled, more qualified workforce, therefore better patient care
- Training is paid for by the apprenticeship levy
- Apprenticeships have been designed by employers to map to job roles
- You can have a greater say in how training is delivered
- Apprentices are more likely to become long term members of staff

Why Apprenticeships

What does this mean for learners?

- Alternative to university path
- Debt free degree / training
- Earn as you learn
- Relevant work experience – skills employers want



Apprentices completing a **higher apprenticeship** could earn

£150,000

more, on average, over their lifetime

After finishing, 77% of apprentices stay with the same employer, 46% received a pay rise, and 36% reported getting a promotion

83%



of apprentices said their career prospects have improved

Apprenticeships in Context

Challenges

- Increased demand on services
- Aging population
- Demand for more innovation in service delivery and skills
- Maturing workforce presenting short/medium/long term skill shortages
- Reducing funding for education and training for new and existing staff

The Opportunity

- Opportunity with apprenticeships to upskill and develop staff :
 - Staff equipped with the **right skills**
 - Staff have **the knowledge and skills to deliver new services**
- Create transformational change – new models of care
- Enhance patient / service user / client experience – **Patients / service users / clients experience high quality care / services from skilled staff**

Apprenticeships: the opportunity



Health Education England

Priority	How apprenticeships could help
Retention of existing staff and attracting new talent	<p>Recruit existing appropriate staff to apprenticeships to develop skills and competence to meet service needs and create career pathways</p> <p>Support engagement with local communities, schools, colleges to market apprenticeships and future employment opportunities</p>
Supporting new roles and skills	<p>Standardise and promote new roles through development of appropriate apprenticeship.</p> <p>Apprenticeships development could support new roles and provide opportunities for rotation and flexible workers</p>
Whole system organisation development	Shared understanding of apprenticeships, training education and career progression

What is an Apprenticeship?

An apprenticeship is a job with training.

Apprentices will gain the technical knowledge, practical experience and wider skills and behaviours they need for their immediate job and future career.

The apprentice gains this through formal off-the-job training and the opportunity to practise these new skills in a real work environment.



Public Health Practitioner Standard



Health Education England

Public Health Practitioner (Degree)

Close X

This apprenticeship standard is approved for delivery.

Public health practitioners (PHPs) work as part of a national workforce that strives to help people and communities to maximise their potential for a healthy, happy and productive life, to live healthier for longer. PHPs focus on health at a community or population level, assessing and managing risk of disease and ill-health, and the prevention of premature deaths. They monitor and promote health and wellbeing to ensure fairer health outcomes between different communities and groups (health inequalities). They put in place protection measures to protect the public from environmental hazards and risks. They evaluate sources of evidence, interpret it and design and plan health interventions.

Please be advised: Skills for Health is not directly involved with this Trailblazer, therefore, the information is accurate and up to date to the best of our knowledge.

Route: Health and Science

Funding £ (Max): 20,000

Reference: ST0631

Typical length: 36 months

Notes:

Level 6

Links:

- [Organisations involved](#)
- [Proposal submitted](#)
(anonymised version)

Status: Approved



1. Proposal Approved
2. Standard Approved
3. EPA Plan Approved
4. Funding Band Assigned
5. Training Provider Registered
6. EPAO Registered

STANDARD

ASSESSMENT

APPRENTICE FAQs

CONTACT

Career Pathway?

Public Health Practitioner (Degree)

LEVEL 6

Regulatory Compliance Officer

LEVEL 4

Safety, Health and Environment Technician

LEVEL 3

Can this apprenticeship increase social mobility and support inclusive growth if we lowered entry and experience requirements?

Apprenticeships – The Employer Journey

Where to start...

- Workforce Planning
- Vacancy - Recruitment – New Staff
- Current staff development
- Support to apprentice
- 20% off the job training
- Training provider engagement

Employer Responsibilities

Apprentice Recruitment

Who is your target audience?

- Existing workforce?
- New entrants?
- Or a mix?

Job Role

- Must have a productive purpose
- Should provide the apprentice with the opportunity to embed and consolidate the knowledge, skills and behaviours gained through the apprenticeship

Responsibilities of the Employer

Pay, Terms and Conditions

- Ensure the apprentice has a suitable contract that covers the duration of their apprenticeship (including end point assessment).
- Pay the apprentice at least apprenticeship minimum wage - [click here for details](#) - the cost of the apprentice's wages must be met by the employer.
- NHS Trust / Local Authority – terms and conditions.
- SME's

Responsibilities of the Employer

Working hours

Working hours are the apprentice's paid hours, not including any overtime

Apprentices must complete their apprenticeship (including any training) during paid working hours

The apprentice must work enough hours each week so that they can undertake sufficient regular training and on-the-job activity

This is to ensure the apprentice is likely to successfully complete their apprenticeship

This includes English and maths if required

Off-the-Job Training and On-the-Job Training

Off-the-Job Training is a Statutory requirement.

Training which is received by the apprentice, during the apprentice's normal working hours (paid hours excluding overtime), for the purpose of achieving the knowledge, skills and behaviours of the apprenticeship

Apprentices must spend at least 20% of their working hours doing OTJ training.

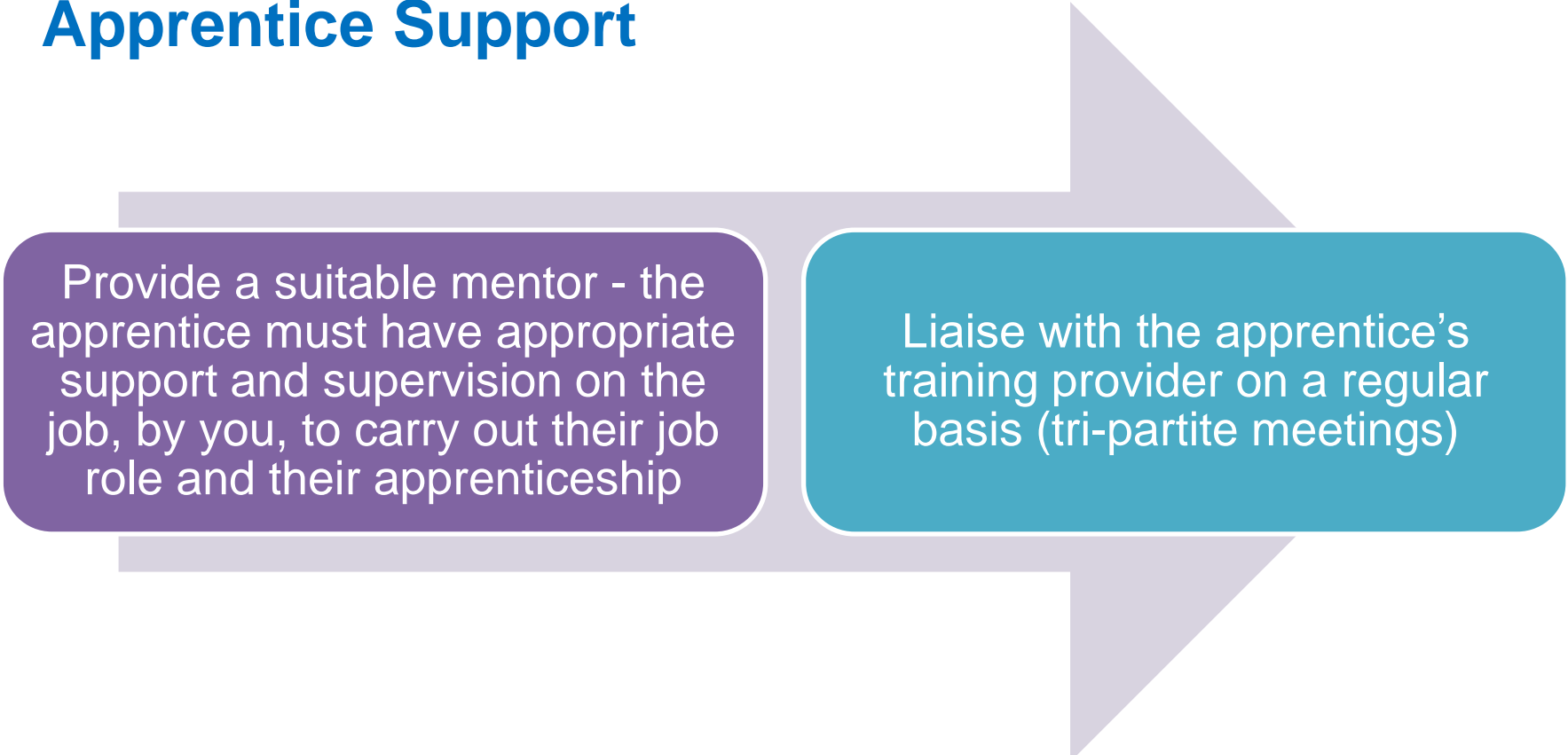
It is not on-the-job training which is training received by the apprentice for the sole purpose of enabling the apprentice to perform the work for which they have been employed (training that does not specifically link to the knowledge, skills and behaviours set out in the apprenticeship).

Off-the-job training must be directly relevant to the apprenticeship.



Responsibilities of the Employer

Apprentice Support



Provide a suitable mentor - the apprentice must have appropriate support and supervision on the job, by you, to carry out their job role and their apprenticeship

Liaise with the apprentice's training provider on a regular basis (tri-partite meetings)

Employer Incentives

- £2,000 per apprentice for those under the age of 25 and £1,500 for those aged 25 and over who start before March 31st 2021
- In addition to the existing £1,000 payment the Government already provides for new 16-18 year old apprentices and those aged under 25 with an Education, Health and Care plan.
- <https://www.gov.uk/guidance/incentive-payments-for-hiring-a-new-apprentice>

Collaborative Working

Rotational placements?

Considerations:

- What are the skills the learners can only gain from external placements?
- Greater partnership working?
- Health and Social Care integration?
- What is the end goal?
- Where will these learners work when they complete?
- Who will manage rotations?
- Will it add value?

Healthcare Apprenticeships Standards Online

NHS
Health Education England



Healthcare
Apprenticeships

Helping employers find the right apprenticeship standard

LOOKING TO BECOME
AN APPRENTICE?

Search...



HOME

STANDARDS

TRAILBLAZERS

T LEVELS

TOOLKIT

SKILLS FOR
LIFE

COVID-19

NEWS

RESOURCES

FAQS



<https://haso.skillsforhealth.org.uk>



Thank You!

Getting in touch

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Talent for Care

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