Challenges and potential solutions for health sector apprenticeships

Talent for Care
NHS apprenticeships – the year in figures

Largest employer in England 1.2m employees*

243 NHS trusts are in the top 1000 account managed employers

Expected to deliver 1/3 of public sector apprenticeships

Estimated to contribute over £200m of levy (17/18)

To deliver 27,500 new apprenticeship starts including 5,000 nursing apprenticeships (18/19)

* Figure from NHS choices
Technical Education reforms


‘T levels’ - three employer panels for ‘Health, Science and Healthcare science T levels’ - led by the Department of Education/Institute for Apprenticeships.

- T Levels will change potential career paths - linked to occupational maps, and act as a recruitment path to employment and apprenticeships.

- To support the education sector engage with the health and care sector in developing the approach to Industry placements, and the specialist component of the learning, the impact on delivery of clinical care, and support of young people in the work place.

- Potential to support future workforce and early talent pipelines!
NHS strategic approach

Supporting Employers - NHS trusts who pay levy
Smaller employers and Primary Care

By region/system – engaging with Employer Networks

Supporting transformation: positioning apprenticeships at the heart of developing workforce plans.
Talent for Care

Get Ready

Get in

Get on

Go further
Key messages

- Enrich the choice of apprenticeships
- Facilitate employer engagement
- Raise public awareness
- Encourage under-represented groups
- Initiate new apprenticeship standards
- More than 70 new healthcare specific occupations Trailblazers
- Also engaged with other Trailblazer activity across non-healthcare specific roles
- Quality of apprenticeship provision is a key priority
Apprenticeship standard development - health

Ready now…. 

- Health Level 2 Health Care Support Worker 
- Health Level 3 Senior Health Care Support Worker 
  - Level 3 Options - Adult Nursing, Maternity, Perioperative, Child and Young Persons, Mental Health, Allied Health professions 
- Healthcare Science Levels 2,4 – 6 (Degree) 
- Assistant Practitioner Level 5* 
- Nursing Associate Level 5* 
- Registered Nurse BSc Level 6 
- Advanced Clinical Practice MSc Level 7 (Inter-professional)

*with Foundation Degree
Apprenticeship standard development – Health

In development….

- Continuing Health Care Support Level 4
- Mammography Associate Practitioner Level 4
- AHP BSc Level 6 (Degree) - Physiotherapist, Occupational Therapist, Dietetics, Prosthetics, Podiatrist, Arts Therapists
- Radiography
  - Therapeutic Level 6 (Degree)
  - Diagnostic Level 6 (Degree)
  - Sonography Level 6 (New undergraduate degree entry Autumn 2018)
- Specialist Community Public Health Nursing (Level 7)
- Midwifery Level 6
- Physician Associate MSc Level 7 (Medical Associate Professions)
- And many more!

*due to NMC review of standards for practice*
Many other Trailblazers apply in healthcare

- Management and Leadership
  - Team Leader Level 3,
  - Operations manager Level 5
  - Chartered Manager Level 6 (Degree)
  - Senior Leader Level 7 (Masters degree)
- Coaching professional
  - Level 5 - in development
- HR Business Partner Level 5
- Cleaning and Support Services Operative Level 2 (in development)
- Customer Service Level 2, 3
- Business Administration
  - Level 3, Level 2 in development
- Hospitality
  - Levels 2, 3 and 4
- Education
  - Learning Mentor Level 3
  - Assessor/Coach Level 4
  - Teacher Development Levels 6/7

For all standards available across occupational routes - see
https://www.instituteforapprenticeships.org/apprenticeship-standards/
Potential development pathway using clinical and non-clinical apprenticeship standards

Entry point

Get In
- Receptionist

Get On
- Customer Service Level 2

Additional clinical skills development, e.g. venepuncture

Business Administration Level 3

Consolidation and practice

Teaching and Mentoring, Assessing in practice (FE) L3-6

Operations Manager L5

Onward Progression point

Senior Healthcare Support Worker L3

Leadership and Management L3

Advanced Clinical Practice L7

Registered Nurse L6

AHP L6 Apprenticeship

HCPC Registered professions

Chartered Manager L6

Senior Leader L7

Yellow - development in role/applies at all levels
Orange - progression points at full occupational competence
Blue - new role and apprenticeship development standard
Red - explanatory note

*Adult nursing care, Theatre, Mental Health inc LD, CYP, Maternity Support, AHP,
Procurement models
Procuring training from registered providers is still subject to usual public sector procurement processes. Employers are tackling this in line with their local business advice and practices.

- Mini tender
- Local Framework Agreement
- Dynamic Purchasing Solution
- Employer - provider

*RoATP.MAILBOX@education.gov.uk*
Levy transfers

Employers can for transfer to other employers to pay for their apprenticeship training and assessment.

https://www.gov.uk/guidance/transferring-apprenticeship-service-funds

ESFA Digital - Forecasting Tool (new release)

Reporting on progress

Organisations in scope are required to report annually on progress towards the target
HASO’ Healthcare Apprenticeship Standards Online
NHS Apprenticeship Implementation Toolkits

Search for standards
Healthcare employers in England use a wide range of apprenticeships to train staff in clinical and non-clinical roles. Here you can:
- Search for and download standards that are approved for delivery and ready to use
- Keep up to date with which standards and assessment plans are still in development
- See what is being considered for development or where expressions of interest have been submitted
- Suggest new standards
- Read about standards which have not progressed
- Respond to consultations
- Check the status and last start dates of healthcare frameworks
- Discover additional resources and blog posts

Apprenticeship Standards
Healthcare sector employers can use the standards to inform their workforce strategy. The standards are published in a consistent format, with key information visible on the title page. Health Education England provides guidance and advice on developing apprenticeships for the healthcare sector.

Find a standard
Occupation/Keyword
Any Level

28 Approaches
Approved for delivery
Approved for development

Approved for delivery

Approved for development

Approved for delivery

Approved for development

Approved for delivery

Approved for delivery

Approved for delivery

Approved for delivery

SUGGESTIONS
We would love to hear your feedback. If you have any suggestions, please let us know.

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#TalentForCare
Getting in touch

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Healthcare Apprenticeships Standards Online
https://haso.skillsforhealth.org.uk