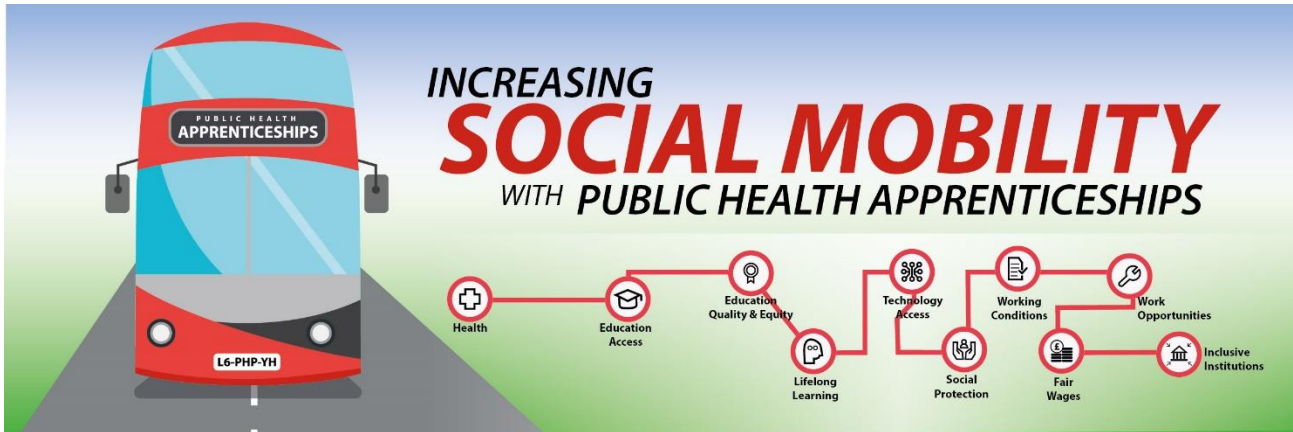




Public Health Apprenticeships

A Newsletter for Public Health Apprenticeships in Yorkshire & Humber

13 Apr 2022 – Vol 2 – Special Ed 1



Social Mobility Considerations

Advertising

- Many public services have established routes for advertising vacancies for example Council Jobs sites, NHS Jobs etc, these are often picked up by other online job websites.
- Ideally all apprenticeships should also be advertised on the national apprenticeship website, as this source is used for people actively seeking an 'Apprenticeship opportunity'.
- Consideration should be given to where this apprenticeship opportunity will be seen. Ideally the employing department/team should take steps to forward the advert to systemwide partners, this could include Commissioned Services, Voluntary, Community and Social Enterprise sectors (VCSE) etc. **This could also be reflected in the advert i.e. that qualifications and experience are not essential but a demonstrable passion to tackle health inequalities and improve the health of our population is.**
- Consideration should also be given how this advert could be circulated to underrepresented groups/networks, i.e. these could be networks representing carers, faith groups etc.



Person Specification

Apprenticeships provide both experience 'on the job learning' and a formal qualification 'off the job learning'. Primarily the applicants you are looking for will be the ones that would benefit most from an 'Apprenticeship' i.e. will benefit from both the 'on the job' experience this apprenticeship provides and the 'off the job' qualifications that comes with this.

Qualifications

- We do need to ensure that the applicant is able to complete a degree programme, however this shouldn't necessarily mean that we need to specify a set of qualifications they need in order to be shortlisted as this may discount people range of people with valued lived experience but minimal qualifications.
- Evidence of Maths and English at Level 2 is generally required for University acceptance and will generally be the minimum needed

Experience

- We should acknowledge that the Apprenticeship should provide the experience needed to be occupationally competent upon completion therefore it is not necessary to require experience of working within Public Health, however experience of working in a voluntary capacity should be highly valued that can include, experience of being a unpaid carer, working with individuals to improve their health, this can include family members. School or college programmes such as Duke of Edinburgh, Covid-19 Volunteer scheme, student/school leadership schemes etc.

Skills and Knowledge

- A good range of skills and knowledge will be required, try to ensure that the wording can support people to give a full answer even if their example is not from a work situation. It is possible to assess team working, problem solving, time management, analytic skills etc from a range of day to day examples that can be drawn from home life, school life, volunteer life etc.



Interviewing

Candidates may be under the impression that paid work experiences are the only ones that scores at interviews. In view of that, candidates may be encouraged to consider using volunteering opportunities, school, home etc examples.

Interview Questions:

1. Presentation:

- a. Consider asking for a presentation as this is something that the applicant can prepare for in advance, you will also be able to score on why the 'Apprenticeship' aspect is valued.
 - i. Do they value both the experience and qualification, why they need/want this?
 - ii. Why Public Health? What drives them to this vocation?
- b. Question: 'Why I applied for the Public Health apprenticeship practitioner role within xxx Local Authority'
 - i. Following up question if not covered in presentation
 1. What, skills and personal qualities do you have which you think make you the right candidate for the role?

2. Sample Interview Questions:

- a. The role requires you to collaborate with different colleagues currently in a virtual environment.
 - i. What experience do you have of working with different people? What qualities do have that make you a successful team player?
- b. Describe a situation when you noticed a particularly important detail and had to alert others to its importance.
- c. Describe a situation when it's been necessary for you to create and maintain data accurately. What did you do to ensure the data began and remained accurate?
- d. Can you tell us about a time when something you did went wrong or didn't go to plan?

- i. What did you learn from this experience?
- e. Tell me about a time when you've had to take a stand against something that went against your values

3. After the interview:

- a. Any questions for us?
- b. Usual checks and when notify

Useful Links

[L6 PHP Job Description example](#)

[L6-PHP Apprenticeship Video](#)

[L6-PHP Implementation Guidance](#)

[Employing an apprentice](#)

[Apprenticeships funding rules for employers](#)

Send any concerns/ queries to
yhphworkforce@phe.gov.uk

[Y&H PHP Apprenticeship Website](#)

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