Public Health Apprenticeships

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UWE's Application Deadline Closing in.

The University of West England's Public Health Practitioner degree apprenticeship deadline is close of the day 31st of July 2022.

Employers interested in recruiting in autumn 2022 can email the contacts below;

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Tel: 0117 3281 645

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Degree Apprenticeships Hub
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Tel: 0117 3284 888

Anyone in need of further support with the process can reply to this newsletter.

On-the-Job Training in Apprenticeships in England

On the 7th of July 2022, Dr Michaela Brockman shared [her research](#) on what constitutes quality on-the-job training of apprentices within their organisations.

Dr Brockman echoed Kuczera & Field's (2018) observation of the state of apprenticeships within the England citing the quotation below;

> *"England, the historic responsibility of employers to deliver work-based learning to apprentices has been largely eclipsed by **a focus on training delivered by a third-party training provider.** This is unfortunate, as the key advantage of apprenticeship over other forms of vocational training is work-based learning, delivered by experienced workplace practitioners."*

Expounding on the above statement, the research argued that employers in the driving seat, meant they become more involved, taking active role(s) in every step/ process of the apprenticeship journey to ensure quality delivery of training.

Using Fuller & Unwin's (2003) model for quality apprenticeship as a continuum, Dr Brockman used this as a measure to assess the quality of on-the-job apprenticeship training within four different organisations.

This model can be employed within organisations to identify, structure and or systematically plan apprenticeship programmes.

According to the authors of the model, Fuller & Unwin (2003), an expansive approach to apprenticeship delivery is the ideal on-the-job training delivery format, whilst the restrictive approach tends to result in poor delivery of apprenticeship training.

Find below an illustration of the continuum.

Restrictive	Expansive
Apprentice develops skills for a limited job role without improving on their existing level of competence.	Apprentice develops occupational expertise to standard recognised by the occupational field.
Status as employee dominates: limited recognition of, and support for, individual as learner.	Individual has dual status as learner and employee: explicit recognition of, and support for individual as learner.
Fast transition to productive worker with limited knowledge of the occupational field.	Individual makes a gradual transition to productive worker and is stretched to develop expertise in their occupational field.
Individual treated as extra pair of hands who only needs access to limited knowledge and skills to perform job.	Individual is treated as a member of an occupational community with access to the community's rules, history, occupational knowledge and practical expertise.
Training restricted to narrowly defined job role and workstation.	Individual participates in different communities of practice inside and outside the workplace.
Weak relationship between workplace tasks, occupational standards and assessment requirements.	Individual's work tasks and training closely mapped against recognised occupational standards and assessment

requirements to ensure they
become fully competent.

Links & Resources from the webinar

1. Video Recording
2. Presentation with references

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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