


What Can We Learn From Other Apprenticeships?

Fay Lane

Apprenticeship Relationship Manager – North East and Yorkshire



Developing people
for health and
healthcare

NHS Apprenticeships



Largest employer in England **1.2m employees**

Health Education England

251 NHS Trusts

10 Ambulance Trusts

7,454 GP practices

243 NHS trusts are in the top 1000 account managed employers

Estimated to contribute over **£220m of levy**

Currently more than **70 healthcare specific apprenticeships**

Dozens of more **non-healthcare specific apprenticeships** that are **applicable to a Health setting**

With a target to deliver **28,000 apprenticeship starts** annually

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 experience - **Patients experience high quality care 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> <p>Development of existing staff to work in community teams across care pathways</p>
Whole system organisation development	Shared understanding of apprenticeships, training education and career progression

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?

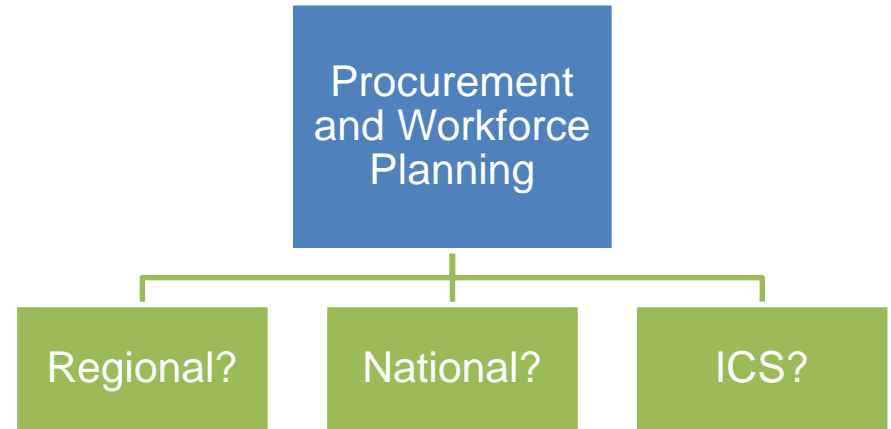
Collaborative Working

Can we create systematic apprenticeship solutions?

Working together with professional groups to understand apprenticeship numbers and capacity.

Examples:

- ACP National Procurement
- Pan London Nurse Procurement
- ODP Yorkshire Procurement
- STP / ICS workforce planning



Considerations:

- Do numbers warrant a central approach?
- Does demand need to be regionally led?
- What does the next 12 months look like?
- What about 5 years?

Collaborative Working

Rotational placements?

Examples:

- Derbyshire integrated apprenticeship pilot
- Trainee Nurse Associates

Considerations:

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

Collaborative Working

Employment Models

Examples:

- Central employment by one body or Trust
- Individual employment

Considerations:

- Salary and pay scales – standardisation?
- Training wage with annual increases?
- Annual leave
- Terms and conditions
- How would this work with rotations?

Collaborative Working

Other considerations:

- Who are the potential providers? Can you engage with them now?
- 20% off the job?
- Who is your target audience? existing workforce? new entrants? Or a mix?

Apprenticeship Procurement

Procurement is:

- Required to ensure that public funding is appropriately spent
- Can be used to specify what the apprenticeship looks like, how the learning is contextualized, and where the training should take place.

Aims:

- to gather planned provider capability apprenticeship delivery
- To provide realistic indicative employer forecasts of learner numbers
- HEIs are encouraged to offer innovation and employer partnerships for course delivery, rather than a pure “traditional” university attendance model.
- HEE toolkit - <https://haso.skillsforhealth.org.uk/procurement/>

Let's not reinvent the wheel....

**.....Utilise existing models and
partnerships**

**But at the same time can you create
something innovative?**

'HASO'

Healthcare Apprenticeship Standards Online NHS Apprenticeship Implementation Toolkits



Search for standards

Health sector 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

FIND A STANDARD

Occupation/Keyword
Any Level

SEARCH

28 Approved For Del...

Apprenticeship Standards

Healthcare Apprenticeship Standards Online lets you see standards at different stages. From 'Being Explored' to 'In Development' to 'Approved for Delivery' or 'Closed'. Once the standard and assessment documents are available you can download them directly from here.

If you can't see the standard you are looking for please use the "suggest" button to tell us there may be a gap.

Occupation/Keyword

Approved For Delivery

Level 6

Level 5

Level 4

Level 3

Level 2

Approved For Development

Level 7

Level 6

Level 5

Level 4

SEARCH

SUGGESTIONS

Spotlight a gap? Click the button below if you want to suggest a new standard for development.

SUGGEST

Search

Use the search box to look for standards. You can search either by keyword or by level, or both. You can search for a single word or particular phrase eg "healthcare support worker". You can reset your current search by clicking on the "Reset" button on the right.

Results for 'nursing'

Title	Stage	Count	Yes	N/A
Nursing Associate	Approved For Development	0	Yes	
Registered Nurse (Degree)	Approved For Delivery	3	Yes	
Senior Healthcare Support Worker	Approved For Delivery	2	N/A	
Healthcare Support Worker	Approved For Delivery	0		
Community and Public Health Nurse	Being Explored			

@NHS_HealthEdEng

#TalentForCare

Thank You!

Getting in touch

Fay.Lane@hee.nhs.uk

Talent for Care

talentforcare@hee.nhs.uk

Healthcare Apprenticeships Standards Online

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