



Office for Health  
Improvement  
& Disparities

# **Benefits of Apprenticeships to the wider Public Health System - Capacity, Capability and Social mobility**

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# Skills and Knowledge

- Public/population health improvement requires a system wide partnership of many different organisations and services that all work together.
- L3 CHWB Apprenticeship provides a platform to develop knowledge, skills and behaviours for a wide range of core and wider workforce public health workforce roles.
- Approved by the Primary Care Institute for the specialist personalised care workforce
- Enables the workforce to gain a better understanding of the core and wider determinants of our health
- Enables people to have the competence and confidence to identify and address health and wellbeing needs, improve health, prevent ill-health and reduce inequalities.



# Develop and retain staff

- Investing in training and development generally improves motivation and enables people to perform better
- It gives employers the chance to equip the workforce with a fully funded\* entry level course for a wide variety of public/population health roles.
- Opportunity to create innovative new roles that target health inequalities in underserved communities/populations
- Opportunity to widen the scope of skills of your workforce i.e. if you provide a service to the community, how can your service support the health and wellbeing of the people you support or work with?
- Opportunity for services to enhance an holistic 'what matters to you' approach health improvement and ill health prevention



# Improve social mobility

The L3 CHWB doesn't potentially require prior experience or qualifications

Could be suitable for:

- People with lived experience of ill health or addiction (experts by experience)
- People in underrepresented groups or communities (inclusive/diverse employment)
- People looking to start a career in health with little experience/quals (school leavers/people changing careers)
- Former volunteers that worked with people in communities that need a recognised occupational qualification (also includes Maths and English)
- People that wish to gain a formal qualification that will enable them to progress via a step on/step off career pathway. L4/5/6 Apprenticeships



# Create Partnerships

- Opportunity to create a place based partnerships and rotational apprenticeships
  - Apprentice is employed by one organisation but spends time working in other services
  - Apprentice is employed by one organisation but undertake specific projects with partners organisations
- Opportunity for larger organisations to levy gift to place based partners that deliver health and wellbeing services i.e. VCS
- Opportunity for anchor institutions and even commercial businesses to enhance their social and corporate responsibility and work with the PH system to improve and prevent ill health.



## How can this Apprenticeship work for YOU?