

Apprenticeship, an overview:

Community Health and Wellbeing Apprenticeship (Level 3)

Fay Lane

Apprenticeship Workforce Lead - NHS England



By 2031 the proportion of clinical education delivered via an apprenticeship will grow from 7% to 22%

The NHS Long Term Workforce Plan makes a significant commitment to growing clinically qualifying apprenticeships.



- The NHS has led the way in apprenticeship delivery – **since 2017** there has been **over 130,000 starts** and **80% of the service’s levy is utilised**.
- This is our chance to **shift control of student intakes** through partnership working.
- There will have been **300,000 apprentice starts by 2038**.

	Training intake		Plan	Assessment of need		% of apprenticeships (of annual intake)		
	Baseline (2022)	2028	2031	Modelled range*	% of current	Current	2028	2031
Medical school places	7,500	10,000	15,000	12,000–15,000	160–200%	0%	9%	13%
Nursing*	29,860	40,000	53,858	49,225–53,858	165–180%	9%	20%	28%
Nursing associates	5,000	7,000	10,500	10,000–10,500	200–210%	30%	50%	50%
Midwifery	3,778	4,269	4,269	3,778–4,269	100–113%	<1%	5%	5%
Allied health professionals*	15,076	17,000	18,822	17,902–18,854	119–125%	6%	22%	35%
Healthcare scientists	776	876	1,024	930–1,039	120–134%	0%	20%	40%
Total	80,346	102,225	131,738	120,359–132,532	150–165%	7%	16%	22%

What is an Apprenticeship?

An apprenticeship is a job with training.

Apprentices will gain the technical knowledge, practical experience and wider skills and behaviours they need for their immediate job and future career.

The apprentice gains this through formal off-the-job training and the opportunity to practise these new skills in a real work environment.



NHS Context

Workforce 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**



Benefits

- Provide career development and upskilling for existing staff and new recruits
- Leads to a better skilled, more qualified workforce, therefore better patient care
- Training is paid for by the apprenticeship levy
- Apprenticeships have been designed by employers to map to job roles
- You can have a greater say in how training is delivered
- Apprentices are more likely to become long term members of staff
- Widening participation and engaging learners from diverse backgrounds



Apprenticeship Funding

There are three ways to access funding to pay for apprenticeship training. All funding is accessed and paid via the employers Digital Apprenticeship Service (DAS) account.

- 1. Apprenticeship Levy.** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2. Funding Reservation (government co-investment).** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3. Levy Transfers.** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).

Step by step

STEP 1: Assess your workforce development needs and skill mix.

STEP 2: Research and understanding funding

STEP 3: Choose apprenticeship training.

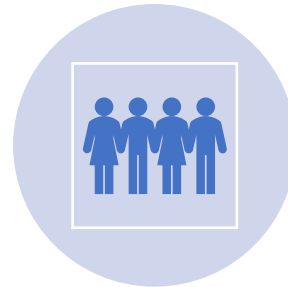
STEP 4: Advertise a vacancy / recruit.

STEP 5: Provide ongoing support for the apprentice

Key Considerations



Manager guidance /
mentors



Widening participation



English and Maths
(functional skills)



Apprenticeships for
existing staff

Thank you

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