

Workshop notes

PH Apprenticeship Symposium – 14/11/19

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Opportunities for new entrants

- Where do you see the opportunities are to bring in new entrants onto a PH Practitioner Apprenticeship?
 - Opportunity to start a new career grade role equivalent to a position like a staff nurse within the NHS
 - Drop experience and qualifications criteria from JD & PS, this opens up the opportunity to people working in communities (often supporting individual health in third sector/VCS organisations)
 - Enable the diversity of Public Health Careers to be highlighted to younger audience 16/17 year olds looking at different careers opportunities
 - Think about system wide possibilities, especially within provider services and the wider public health workforce

Opportunities for new entrants

- How would you sell this PH Apprenticeship to an employer (*Social Inclusion/Cost reduction/Training*)
 - Lowering entry requirements (quals and experience) enables targeted recruitment from communities, improve social mobility, support inclusive growth
 - Ability to lower the costs of training as this is provided from the Levy
 - Potential to lower the number of people needing to complete an MPH, this may be reserved for Advanced Practitioners
 - Increase the value of the Degree in Public Health
 - Ability to lower the band of the Apprenticeship post due to the lowering of quals and experience criteria therefore providing costs savings.

Opportunities for new entrants

- Is it realistic and practicable for new entrants to work across the public system whilst on the Apprenticeship (advantages/disadvantages)?
 - Can see the advantage in being placed within different services where population health is influenced i.e. transport, housing, planning.
 - Can see the advantage of placed based partnership. Apprentices could be placed in the wider workforce or provider service but could undertake rotational placements in the NHS, LA Public Health Teams other key partner organisations
 - Has the potential to share costs between partners
 - Has the potential for levy gifting so that smaller partner can gain from fully funded degree based training in Public Health

Opportunities for new entrants

- How would you see the degree provider element being delivered (distance learning/block study/summer school etc)
 - Not fully explored, but the perception was that the Uni has to come to the Employer as much as practicably possible
 - Distance learning O.K but blended learning more advantageous
 - Uni's to be explorer rolling/multi intakes, cant be just traditional academic years
 - Can Uni's run this alongside a standard BSc in Public Health?

Opportunities for existing staff

- Where do you see the opportunities are to upskill existing staff via the PH Practitioner Apprenticeship
 - Ability to grow your own staff and bridge the gap between Admin/Project Officer type roles to being a fully qualified Public Health Practitioner (UKPHR registered or not)
 - Ability to provide a fully funded development route
 - Ability to link Apprenticeships i.e. start Business Admin, then to Project Manager, then to PH Practitioner
 - A viable alternative to the MPH???
 - Opportunity to include rotational placements in areas which PH are keen to influence

Opportunities for existing staff

- Can the PH Apprenticeship help to create an improved career development structure in Public Health? How?
- Cant be any worse that what we have, most people in Public Health didn't start their careers in PH
- As most PH Practitioner didn't start in Public Health, they quite often did an degree in something else which necessitates post graduate quals like the MPH
- Enables people to gain work based experience alongside the qualification. Only low numbers opting to do a standard alone BSc in Public Health as they don't have the work experience needed to secure a role as a PH Practitioner.

Opportunities for existing staff

- Do you believe that there could be demand from employers and staff who's role is not core public health (wider workforce).
 - Has not been tested as very new
 - But why not, they are many organisations outside of the PH team that are recognising the role they have to play in Public Health
 - Should enable smaller organisations and partners to improve their workforce offering to staff through fully funded training provision
 - Should enable other organisations to embed Public Health and Prevention into the work they do and enable the Core Public Health team to widen their influence and partnership working