


Building successful Functional Skills programmes and partnerships for apprenticeship growth in the NHS
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Apprenticeships - HEE



Developing people
for health and
healthcare

www.hee.nhs.uk

NHS apprenticeships – the year in figures

Largest employer in England **1.2m** employees*

Expected to deliver **1/3** of public sector apprenticeships

Estimated to contribute over **£200m** of levy each year

To deliver **28,500** new apprenticeship starts including
5,000 Nursing Associate apprenticeships (18/19)
7,500 in 19/20

** Figure from NHS choices*

Why Apprenticeships in NHS?

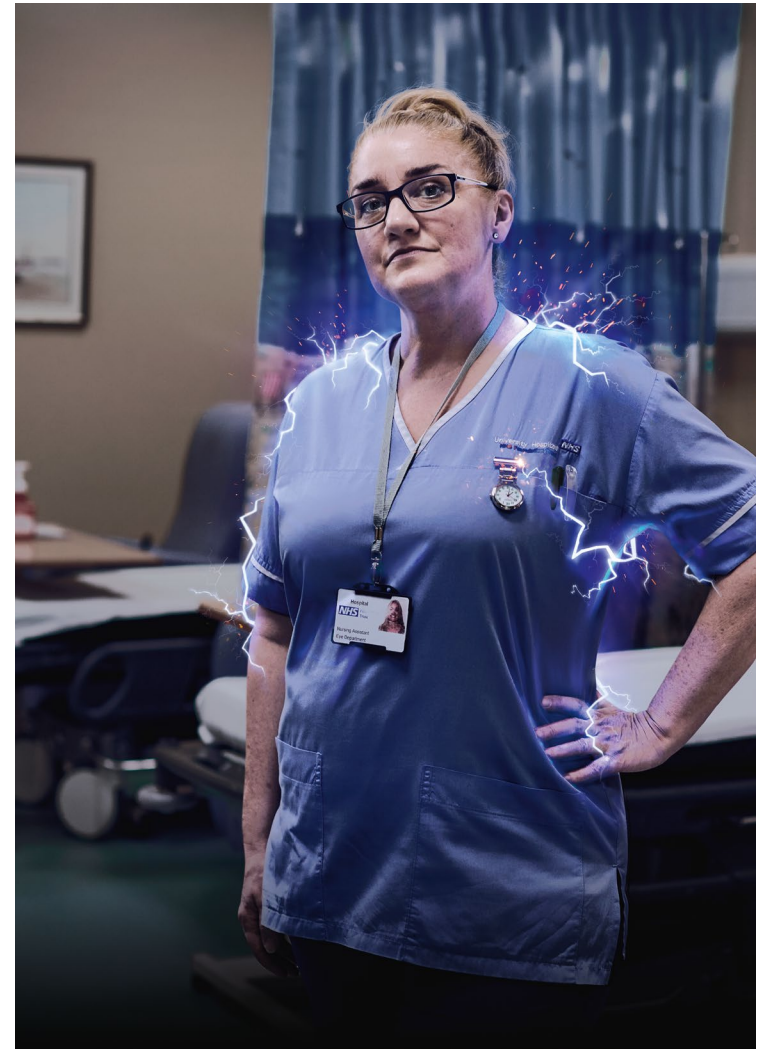
- Increased demand on services
- Ageing population
- Demand for more innovation in service delivery and skills
- Maturing workforce presenting short/medium/long term skill shortages
- Enhance patient experience - **Patients experience high quality care from skilled staff**

Healthcare Apprenticeships

- HEE have directly supported **more than 70 new healthcare specific Trailblazers**
- Engage with other Trailblazer activity across **non-healthcare specific roles**
- **Enriching the choice** of apprenticeships
- **T Levels** will be another route into the NHS
- Lack of **Functional Skills** or being able to evidence equivalence has proved to be a huge barrier for enrolling existing staff

Healthcare Apprenticeship Standards

- 350 job roles in NHS – 86 frameworks and standards being used
- Healthcare Support Worker – L2 & L3
- Assistant Practitioner – L5
- Nursing Associate – L5
- Registered Nurse – Future Nurse L6/L7
- Midwife – L6
- Advanced Clinical Practice (Nursing and AHP) –L7



Ready for Delivery

- Healthcare Science – Level 2, 4 & 6
- Podiatrist – L6
- Operating Department Practitioner – L6
- Occupational Therapist – L6
- Physiotherapist – L6
- Prosthetist & Orthotist L3 & L6
- Mammography Associate L4
- Sonographer – L6
- Therapeutic Radiographer – L6
- Diagnostic Radiographer – L6

In Development

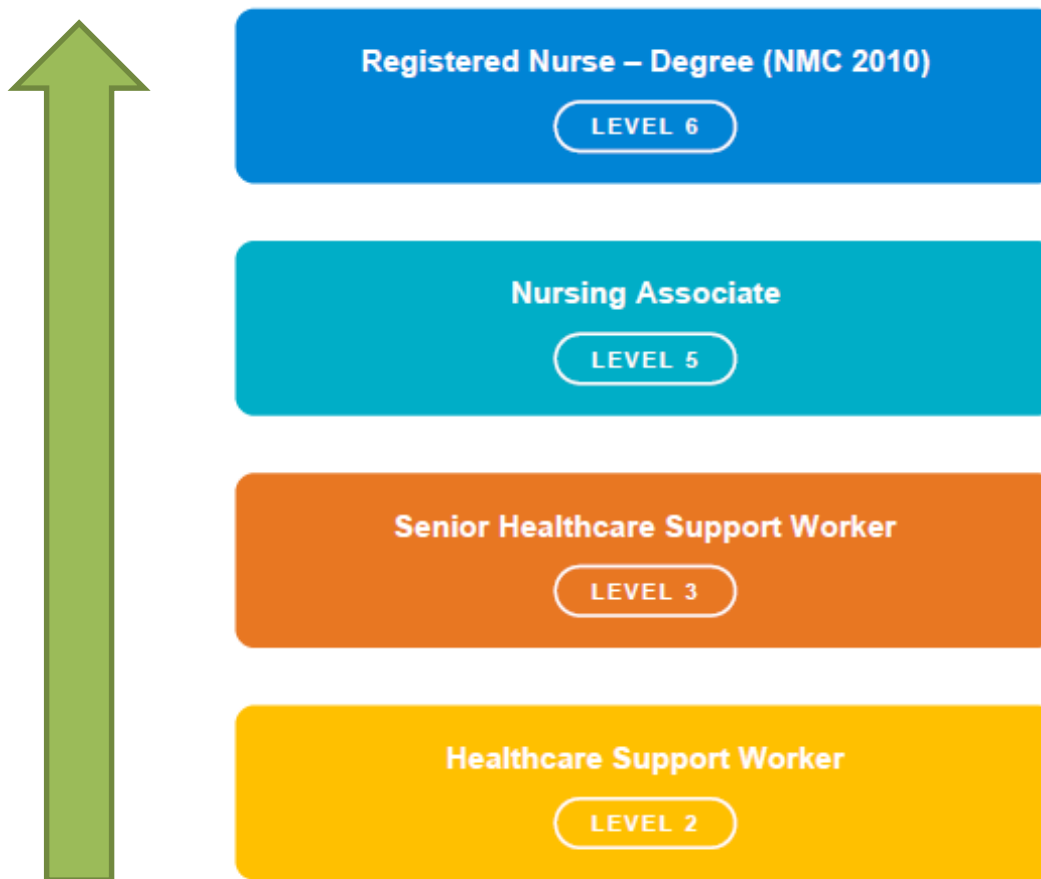
- Physician Associate – L7
- Psychological Wellbeing Practitioner – Level 6
- Dietician – L6
- Speech & Language Therapist – L6
- Play Specialist – L5
- Health Visitor – L6/7
- District Nurse – L6/7
- Clinical Coding L3
- Procurement L3

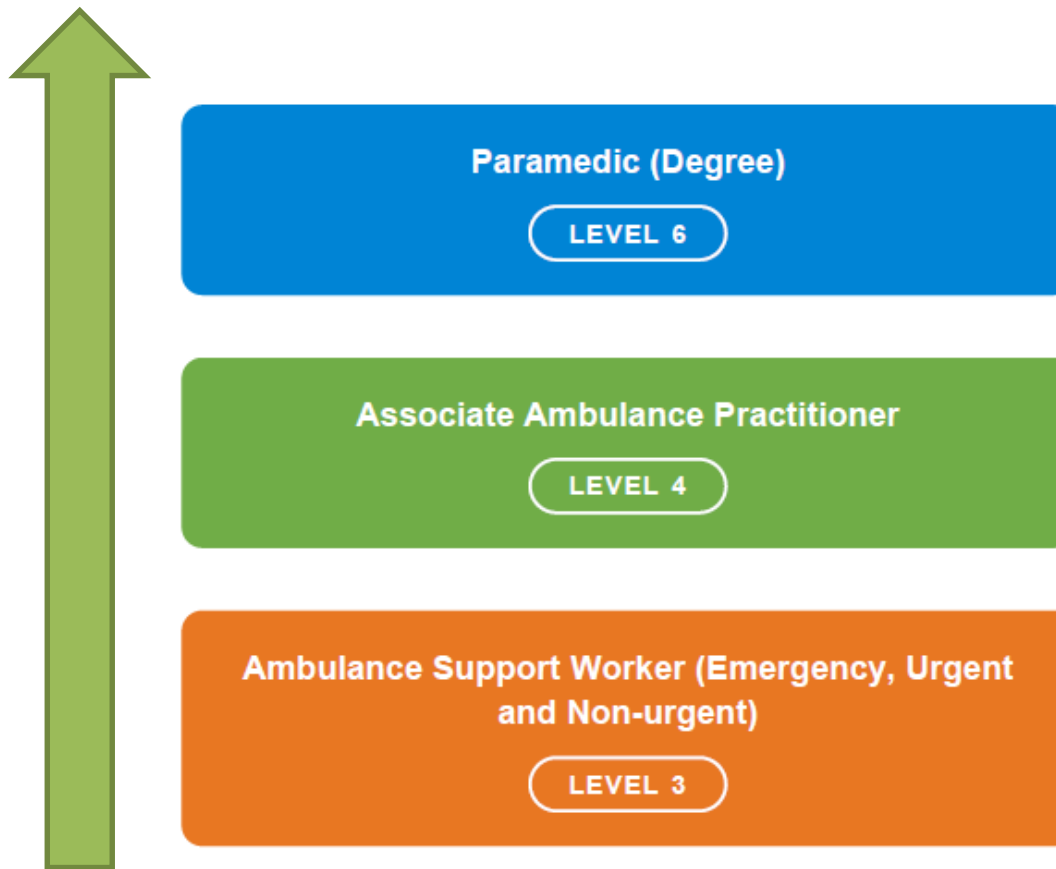
Life long careers

Workforce planning – career pathways



Health Education England





What does this mean for learners?

- Alternative to university path
- Debt free degree / training
- Earn as you learn
- Relevant work experience – skills employers want



Apprentices completing a **higher apprenticeship** could earn

£150,000

more, on average, over their lifetime

After finishing, 77% of apprentices stay with the same employer, 46% received a pay rise, and 36% reported getting a promotion

83%



of apprentices said their career prospects have improved

Functional Skills Challenges

- Access to initial assessment and diagnostic tools
- Certificates or evidence for exemptions
- NARIC – for overseas equivalents
- Providers adding as an entry requirement even if standard says by Gateway
- Frontloaded on delivery plans but still not achieving by Gateway
- HE/FE Partnerships essential especially for L5 Nursing Associate
- Regional coverage – some areas no access to FS delivery
- Standalone intensive FS programmes essential
- Contextualised content – many HCA's say “ I can't do Maths” but are actually doing it all day in their roles

Functional Skills Challenges



Health Education England

- Lack of English & Maths qualifications barrier to career progression
- Flexible blended delivery essential – night shifts etc.
- FS delivery not included in 20% Off the Job can be a difficult sell to managers
- Funding is low so not attractive for NHS employer providers
- Strong partnerships needed with FE Colleges and ITP's
- Bespoke programmes based on needs of Learners
- Full programme or access to exams only
- Access to resources and support
- Address stigma and make learning fun!

Healthcare Apprenticeships Standards Online

NHS
Health Education England

The screenshot shows the homepage of the Healthcare Apprenticeships Standards Online website. At the top left is the Skills for Health logo. Next to it is the text 'Healthcare Apprenticeships' with the tagline 'Helping employers find the right apprenticeship standard'. On the top right, there is an orange button that says 'LOOKING TO BECOME AN APPRENTICE?' and a search bar with a magnifying glass icon. Below these elements is a horizontal navigation menu with the following items: HOME, STANDARDS, TRAILBLAZERS, TOOLKIT, CONSULTATIONS, NEWS, FRAMEWORKS, and FAQs. The main content area features a large image of three healthcare professionals (two women and one man) smiling and looking at a tablet. Overlaid on the bottom of this image is the text 'Healthcare Apprenticeship Standards Online'.

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

Thank you

Questions?