

NHS Apprenticeships

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Talent for Care



Developing people
for health and
healthcare

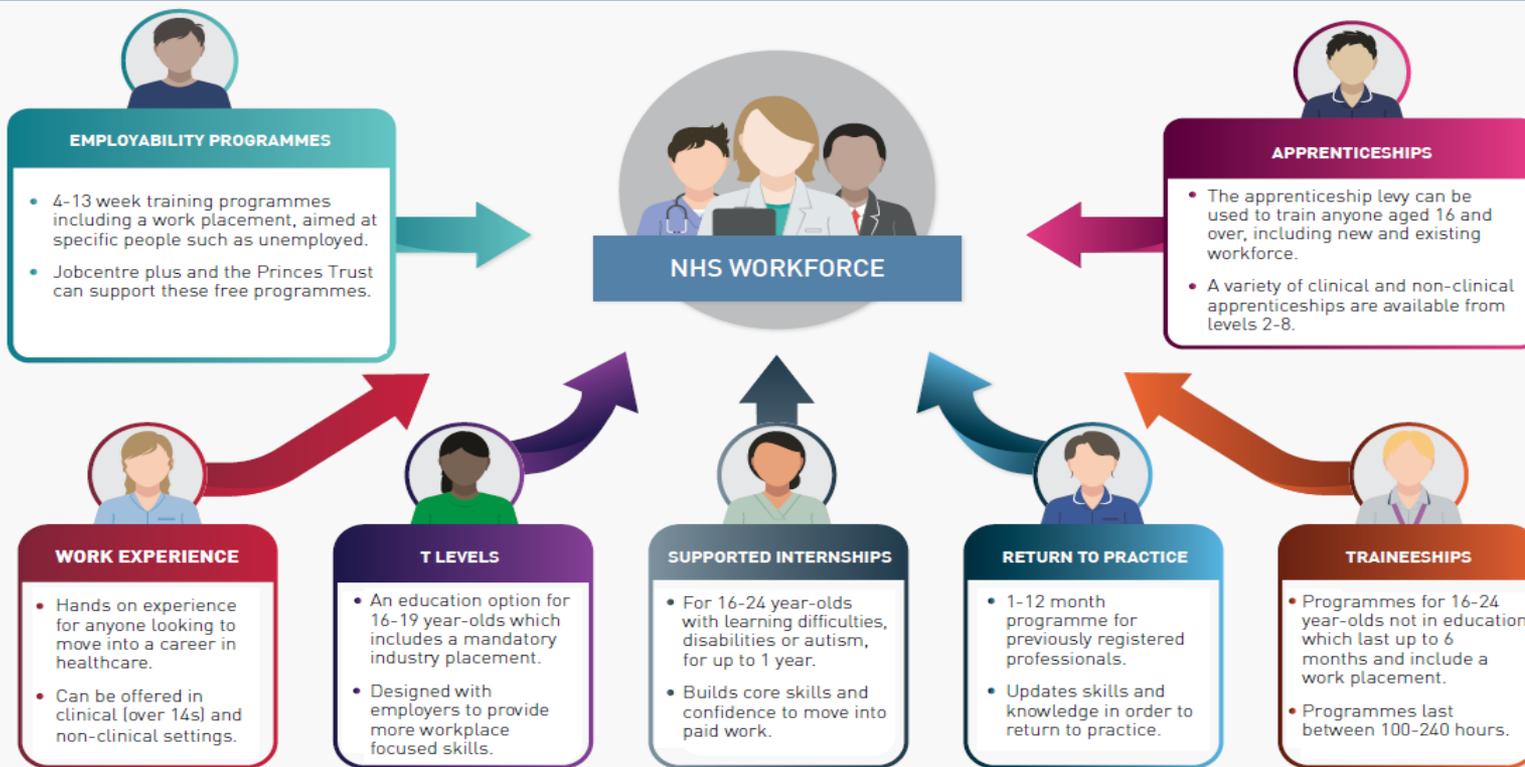
www.hee.nhs.uk

HEE Talent For Care Agenda

- Work Experience
- Traineeships
- T Levels
- Widening Participation – increasing diversity in the workforce
- Apprenticeships – new recruits & upskilling existing staff
- Progression routes to Higher Level & Degree Apprenticeships
- Level 2 to Level 7 career pathways

ROUTES INTO THE NHS

Routes to support your traditional talent pipelines and workforce supply



FURTHER INFORMATION

- www.nhsemployers.org/apprenticeships
- www.nhsemployers.org/thinkfuture

- www.nhsemployers.org/tlevels
- www.nhsemployers.org/yourcommunity

- www.nhsemployers.org/jcp
- www.nhsemployers.org/routes-in



What is an Apprenticeship?

- A programme to develop knowledge and skills.
- Combination of theoretical knowledge and competency based assessment.
- Nationally accredited qualification.
- Mixture of “on-the-job” and “off-the-job” training.
- Related to a job role.



Apprenticeship Myths



- *“Apprenticeships are for plumbers or hairdressers”*
- *“Apprenticeships are for people who aren’t academic”*
- *“Apprentices get paid peanuts”*
- *“Graduates earn more than apprentices”*
- *“Apprenticeships don’t lead to jobs”*
- *“Apprentices make the tea”*

Apprenticeship Myths



- *“NHS apprenticeships are only clinical”*
- *“I didn’t get good GCSE’s so can’t apply”*
- *“I am too young or too old”*
- *“Degree apprenticeships are lower quality than traditional degrees”*
- *“I can’t change roles on an apprenticeship”*
- *“Apprenticeships don’t offer job security”*

<https://www.youtube.com/watch?v=ciE9ZqxfFUY&feature=youtu.be>

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 **£220m** of levy (19/20)

To deliver **28,000** new apprenticeship starts

18/19 – **23,248** apprenticeship starts nationally – **83%** of target achieved
and **86** different apprenticeships in use

What does this mean for learners?

- Alternative to traditional university route
- 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

There are currently more than **70 healthcare specific apprenticeships**

Prosthetist and Orthotist	Dietician
Podiatrist	Registered Nurse
Therapeutic Radiographer	Occupational Therapist
Diagnostic Radiographer	ODP
Speech and Language Therapist	Health Care Science Practitioner
Arts Therapist	Advanced Clinical Practitioner
Sonographer	Paramedic
Midwife	District Nurse
Physiotherapist	

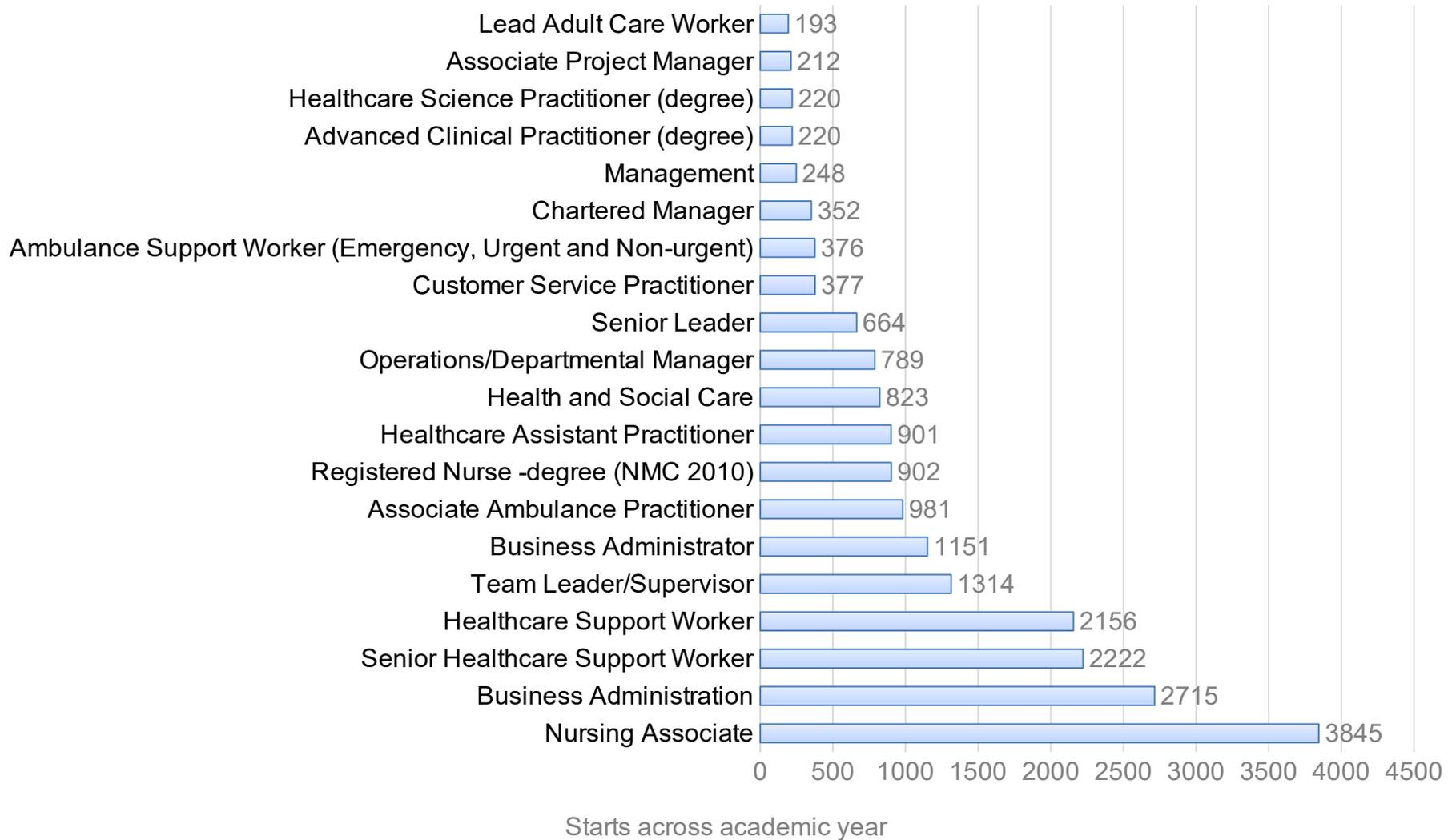
Many more **non-healthcare specific apprenticeships** that are used in the NHS

Senior Leader	Departmental Manager
Chartered Manager	Data Analyst
Team Leader	Customer Service Practitioner
Cyber Security Technical Professional	Learning and Development Specialist
Improvement Leader	HR Support
Project Manager	IT Technician
Senior Compliance / Risk Specialist	Payroll Administrator
Clinical Coder	Finance Assistant
HR Business Partner	

Top 20 Apprenticeships for 2018/19

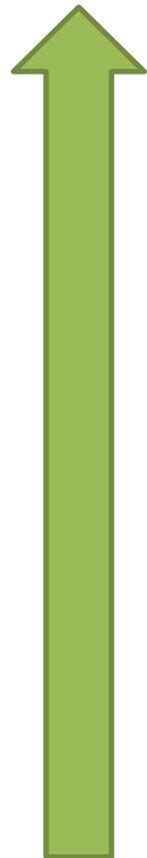


Health Education England



Lifelong careers

We can create a career pathway



Registered Nurse – Degree (NMC 2010)
LEVEL 6

You might aspire to be here...

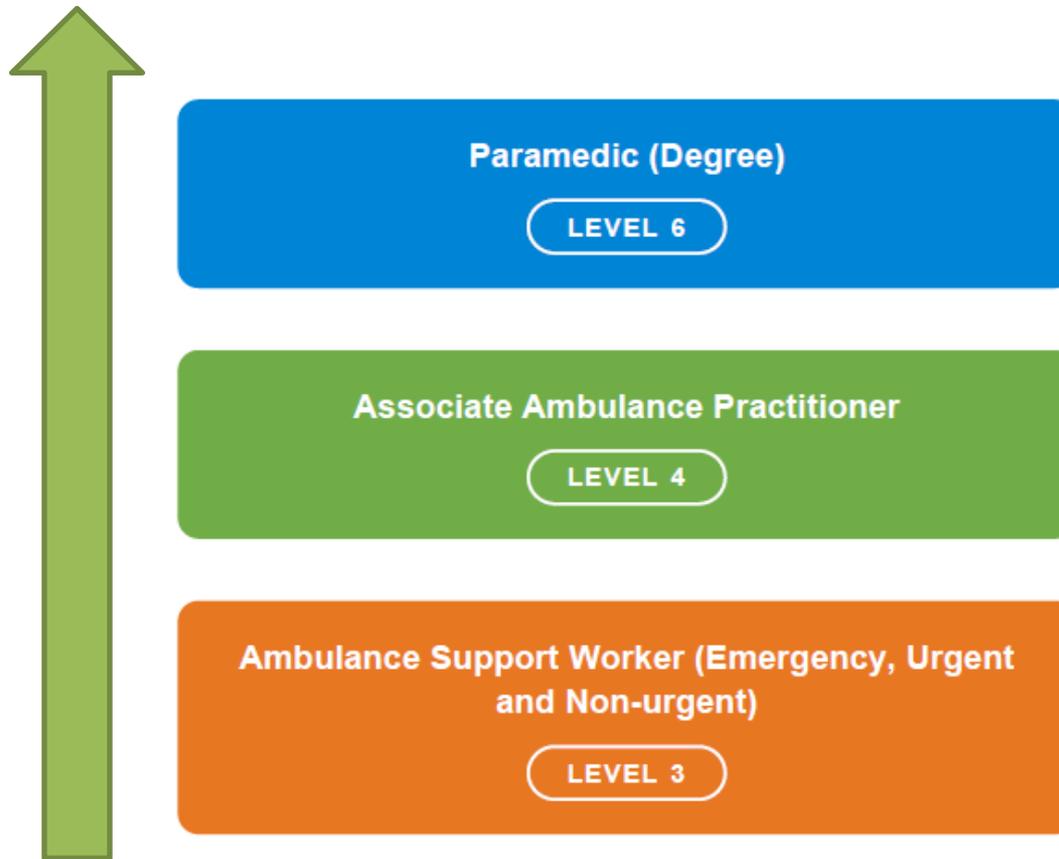
Nursing Associate
LEVEL 5

Senior Healthcare Support Worker
LEVEL 3

But you might start here...

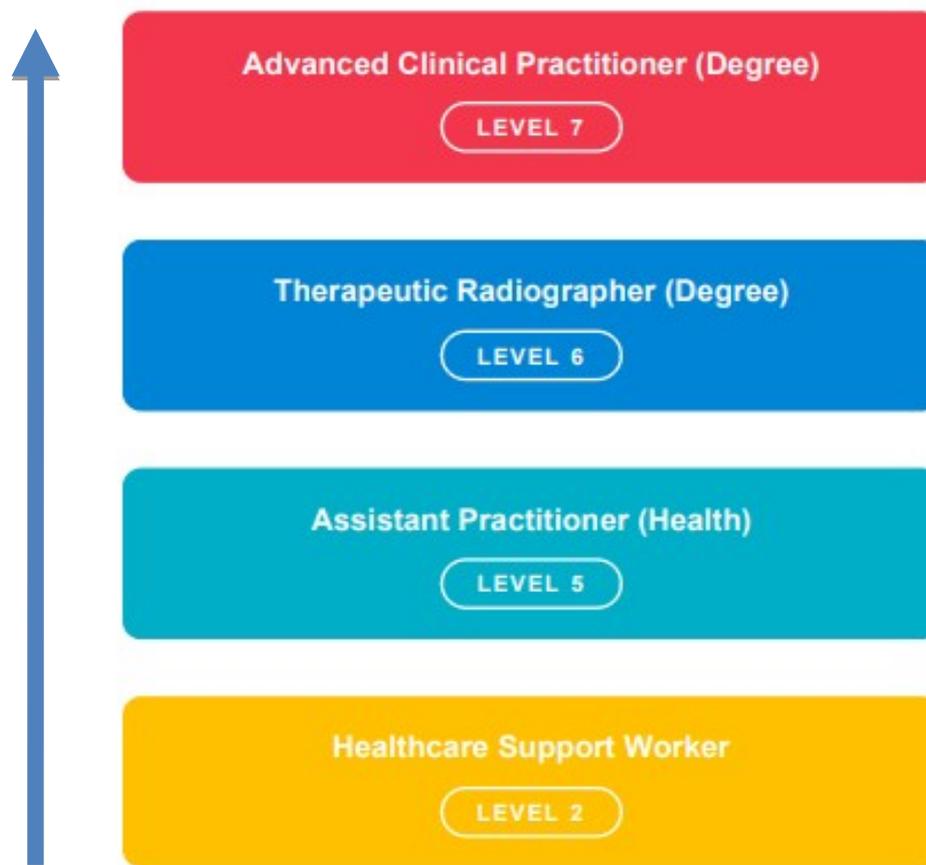
Healthcare Support Worker
LEVEL 2

And that's fine!





Creating a career pathway



What is the NHS looking for when recruiting apprentices?

The Application Process



Health Education England

- **Where to find vacancies** - Vacancies can be found on the [NHS Jobs website](#). NHS Jobs is the dedicated online recruitment service for the NHS and other health related organisations. The site receives around 20,000 adverts every month
- Vacancies for apprenticeships appear on the [Gov.uk website](#), [NHS Jobs website](#) and many more
- Unlike university applications, there is no fixed deadline when it comes to applying for Apprenticeships – always keep an eye out!
- Online Applications
- No C.V's (unless applying via training provider) – online competence based application process will still be required
- There are lots of hints and tips [online](#) – its good to do a practice application!

Top Tips

Someone not looking for an easy option

An apprenticeship is not an easy option - apprentices will be expected to achieve academically and at work, managing their time well and adjusting to longer hours with fewer holidays than at school or university.

An appetite to learn

Apprentices will need to be self-motivated during independent study, and be prepared to put what they learn into practice.

Enthusiasm

Personal aptitude and enthusiasm go along way, rather than just academic ability

An interest in the role

It helps if apprentices have a particular interest in the area they want to work in and can demonstrate this from previous experience. Anything that can demonstrate your interest and readiness for work could help you stand out from the crowd.

NHS values

Anyone applying for a role in the NHS will be asked to demonstrate the values of the [NHS Constitution](#) and how they would apply in their everyday work. **Test your values with a free new e-tool** <http://nhsvaluestool.e-lfh.org.uk/>

Key messages for students



Health Education England

1. Degree apprenticeships - they are equivalent to undergraduate degrees!

The degrees earned via an apprenticeship are awarded by the same universities and set at exactly the same standard to those gained using the full-time academic route.

2. Apprenticeships can be an alternative to University or College.

Degree level apprenticeships can appeal to people who may not have seen university as a viable option and there are no training fees or student loans to pay back. Debt free degree!

3. They can offer a great start to a career – not just a job! 90 per cent of apprentices in England remained in employment after qualifying and 71 per cent stayed with the same employer.

4. Apprenticeships can provide a career pathway! Apprentices can start at Level 2 and work towards a profession; for example, start as an apprentice health care support worker and then become an apprentice nurse.

Key messages cont..

5. Entry requirements – these differ per apprenticeship and employer but normally GCSE Maths and English Grade C/4 as a minimum or Level 2 Functional Skills. However for L2 or L3 apprenticeships there is the opportunity to do the L2 Maths and English alongside the apprenticeship

6. Experience is required - All apprenticeships will give full on and off the job training so no experience necessary however volunteering or work experience is a good way to stand out from the crowd

7. Tailor your application to the specific vacancy – don't just use generic applications or cut and paste

8. Ensure you have a professional email address and voicemail!

Rudebwoy20@hotmail.com will not impress prospective employers nor Grime on your voicemail!

9. Ask for feedback – competition for some roles will be fierce so if unsuccessful don't be afraid to ask for feedback so you can improve your chances for the next interview.

Resources & Information

1. Online free resources and information

- Health Careers www.healthcareers.nhs.uk
- Step into the NHS www.stepintothenhs.nhs.uk
- Amazing Apprenticeships <https://amazingapprenticeships.com/>
- Apprenticeship Guide www.apprenticeshipguide.co.uk/

2. Register on 'find an apprenticeship'

Find an apprenticeship is a live jobs website. You can quickly and easily register for an account, which allows you to set up email and text alerts about new apprenticeship opportunities to pass on to your students. Visit: <https://www.findapprenticeship.service.gov.uk/>

Resources & Information

4. Use social media

Twitter and Facebook are fast becoming the go-to places to find the latest employer apprenticeship schemes and vacancies. Follow **@Apprenticeships**, **@HealthCareersUK** and **@AmazingAppsUK** on twitter for updates.

5. NHS apprenticeship vacancy snap shot

New feature 'Vacancy Snapshot' which is being developed to bring you the very latest information about apprenticeship vacancies. Visit:

<https://amazingapprenticeships.com/vacancies/employer/nhs/>

Healthcare Apprenticeships Standards Online

NHS
Health Education England



Healthcare
Apprenticeships

Helping employers find the right apprenticeship standard

LOOKING TO BECOME
AN APPRENTICE?

Search...



HOME

STANDARDS

TRAILBLAZERS

TOOLKIT

CONSULTATIONS

NEWS

FRAMEWORKS

FAQS



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

Thank You!

***Over to you....
Questions and answer
session***