

Apprenticeship Alert Newsletter

Skills for
Health



Welcome to the fourth edition of the Skills for Health (SfH) Apprenticeship Alert.

This issue celebrates the achievement during 2009/2010 of over 8,100 new apprenticeships within the health sector, a testament to the hard work and contribution by many stakeholders working in partnership. Collaborative projects such as the health sector

unions' introduction of Advanced Apprenticeships in the East of England in relation to Maternity Support workers are featured in this issue, alongside details on new Information, Advice and Guidance (IAG) resources.

Email: Sue Grattan at sue.grattan@skillsforhealth.org.uk

Building Union Capacity

Skills for Health is working with the joint health unions and Unionlearn (TUC) to help trade unions engage with Apprenticeships.

The Building Union Capacity project is raising awareness of the Apprenticeships strategy among regional full-time trade union officials and senior regional trade union lay representatives.

We are promoting the benefits of apprenticeships to trade union members and discussing the contribution that unions can make towards encouraging more Apprenticeships in the health sector.

For more information email Tony Chandler at t.chandler@unisonplus.net

IN THIS ISSUE...

- Building Union Capacity 1
- Achieving growth 2
- IAG materials 2
- Delivering apprenticeships in England – key changes 3
- Advanced Apprenticeship launched 4
- Moving on – branding and key messages 4
- Skills for Health Position Statement 5

Our collaborative approach is helping to strengthen existing regional partnerships between key stakeholders that deliver Apprenticeships.

The project will also involve creating a multi-purpose briefing resource on Apprenticeships for trade union workplace representatives to use.

We're now visiting sites to discuss people's needs and identify existing good practice. All of the information that is gathered will be used to inform the next steps of the project and to produce bespoke resources.

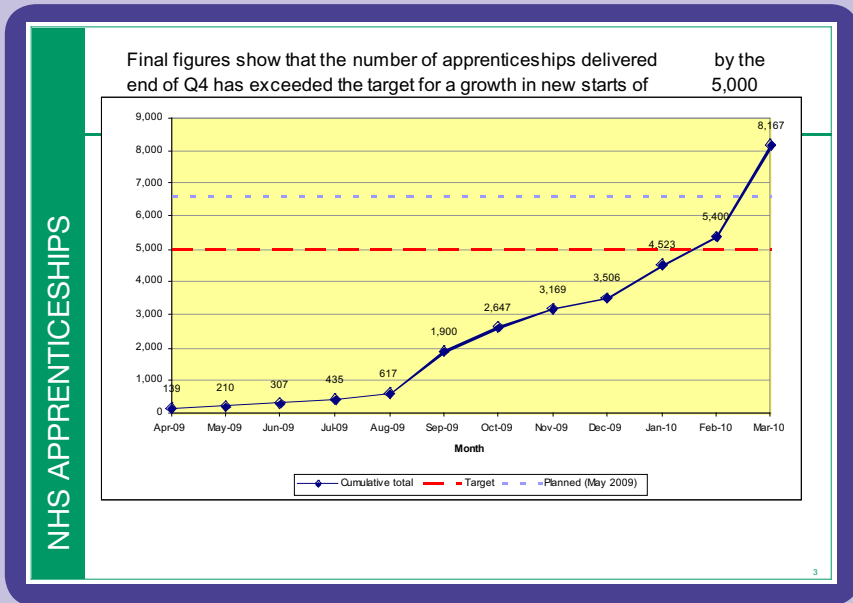
Achieving growth

In the past year (2009/10) 8,100 people started an Apprenticeship in the NHS in England.

This represents a considerable growth from that of previous years, which is testament to the hard work and commitment of employers and education providers championing Apprenticeships.

This figure exceeds the target of 5,000 new apprentices in the NHS agreed between the Department of Health and Strategic Health Authorities.

Of the 8,100, 44 per cent started clinically-focused apprenticeships, with the others joining a wide range of non clinical apprentice frameworks. Just under half of the people starting an apprenticeship (45 per cent) were aged 24 or under.



The contribution that Apprenticeships can make to existing staff development is evidenced by the fact that around 66 per cent were existing health care staff, two thirds of which were

employed within the acute health sector. This achievement provides a firm foundation for subsequent sustainable delivery of Apprenticeships within the health sector.

Information, Advice and Guidance (IAG) materials

Skills for Health has produced leaflets for anyone providing careers advice to potential apprentices.

The leaflets offer summary information about the range of job roles for which Apprenticeships are currently available within the health sector.

It is anticipated the leaflets will be updated in the Autumn to reflect the changes in Apprenticeship and wider qualification arrangements.

The leaflets are at:

www.skillsforhealth.org.uk/apprenticeships
(click on 'employee' and 'job roles')



Delivering apprenticeships in England – key changes

Employers and education providers should note and consider the implications of key policy changes.

November 2009 heralded two significant changes. Firstly the Apprentice, Skills, Children’s and Learning Bill (ASCL Act) received Royal Assent on 12 November 12, followed on 16 November by the publication of the Skills Investment Strategy White Paper.



Summary of key changes

ASCL Act

- First legislative overhaul of Apprenticeships for nearly 200 years, placing Apprenticeships on a statutory footing from April 2013.
- From 2013 all 17-18 year-olds will be entitled to vocational learning including an apprentice, which is a key step in achieving the ambition that one in five young people will undertake an Apprenticeship by 2020.
- Information Advice and Guidance about vocational learning is guaranteed.
- Local authorities responsible for securing education/ learning for all 16-19 year-olds, Skills Funding Agency (SFA) to oversee a demand-led approach to education provision for adults.
- From April 2011 apprentices will be on the same legal footing as other employees, for example they will have the same annual leave allowance, probationary period, making them an employee first and trainee second.
- Central issuing of completion certificates – April 2011.
- Official requirements for apprenticeships are defined, for example, SASE.

Skills Investment Strategy

- More Advanced and Higher Level Apprenticeship opportunities.
- Progression into Higher Education and the professions opportunities for Apprentices through the attribution of UCAS points – details pending.
- Apprentice scholarships a fund to be created of up to £1000 to 1000 of the best apprentices seeking entry to Higher Education.
- 20,000 Apprenticeships will be provided through procurement over the next three years with a requirement that employers working with Government provide apprentice opportunities.
- £5 million pounds investment in developing Higher Apprentice frameworks.
- In future no SFA contracts will be issued to providers for under a quarter of a million pounds in value – this could impact on small providers effective August 2011.
- Funding allocation against ages will be maintained, currently up to 19 years-old all cost are met, 19-24 years 50 per cent of recommended retail price paid (RRP) 25 years plus 40 per cent of RRP given Note half of the total national funds will be allocated to 19-24 year-olds.
- All funding rates have been reduced by three per cent overall and a further reduction of 10% for 25 years plus funding.
- For an employer over 1,000 employees there will be a further 25 per cent reduction.
- Overall more money is available than in the past for adult apprenticeships – there is an expectation of some financial contribution from employers.
- Note the funding arrangements for 2011/12 may change.





Advanced Apprenticeship launched

A new Advanced Apprenticeship has been launched to help staff prepare for the role of maternity support worker.

It is being piloted in the East of England, initially with existing staff who are completing an academic Level 3 Apprenticeship, incorporating a Health and Social Care Qualification with a Maternity and Paediatric Support Pathway.

The Advanced Apprenticeship is being delivered as a pilot in the first instance, across the East of England, against an anticipated minimum cohort of 60.

Existing local education providers will deliver the qualification to ensure training reflects local service, workforce, role and skill requirements.

The Advanced Apprenticeship is being hailed as a welcome addition to the NHS, driven by national policy, and the recognition that well trained support staff are key to delivering quality services.

Jenni Saunders, the Strategic Human Resource Manager says that this initiative is being made possible through active support from key stakeholders, including trade unions. She anticipates that if the pilot is successful that future consideration may be given to providing further apprentice opportunities.



Moving on – branding and key messages



We've been talking to the Department of Health, NHS Employers and The National Apprenticeship Service on how best to promote health sector Apprenticeships in a consistent and effective way.

It has been decided that each organisation will use its own corporate brand, together with the logo/s of the National Apprenticeship Service, to create a consistent image of health sector Apprenticeships.

To support this, key messages will be agreed for the group to use for marketing and promotional purposes.

Skills for Health Position statement

for the health sector on progression from Young Apprenticeships and the Diploma for Society, Health and Development.

With some 5,000 students completing the Young Apprenticeship in health, social care and childcare and the Diploma for Society, Health and Development (SHD) this summer, the health sector has the significant opportunity to recruit from a pool of well-informed and motivated young people.

At Skills for Health we have worked with partners and stakeholders to design programmes and qualifications that provide maximum benefits to both learners and employers and prevent duplication of learning.

The Diploma in SHD and the Health and Social Care Apprenticeship Framework have been developed to ensure that where an apprentice has already completed the Diploma in SHD they will already have achieved:

- **Functional Skills in Maths, English and ICT**
- **Personal, Learning and Thinking Skills (PLTS).**

It is also the intention to exempt learners from the Certificate in Working in the Health Sector where the learning has already been covered in the Diploma in SHD. Discussions are currently taking place between Skills for Health and the relevant awarding organisations to formalise this recognition.

Recruiting from this pool of young people into an Apprenticeship is likely to increase retention rates and reduce wastage as both the Young Apprenticeship and Diploma students have undertaken academic learning and work placements within the health sector as part of their courses. They are motivated individuals who have already demonstrated a keen interest and commitment in working in the sector.



Skills for Health Apprenticeship Team

Bridget Herniman

Project Manager
Apprenticeship Frameworks
bridget.herniman@skillsforhealth.org.uk

Jane L Fox

Development Manager
Apprenticeship Frameworks
jane.l.fox@skillsforhealth.org.uk

Sue Grattan

Administrator
sue.grattan@skillsforhealth.org.uk

Sarah McGregor

Marketing & Communications Manager
sarah.mcgregor@skillsforhealth.org.uk

Coming up next issue

- SASE and QCF update
- Apprenticeships as a development route for health staff levels 1-4
- Supporting information, advice and guidance for prospective apprentices

Get in Touch

If you have an item for a future issue or you'd like to tell us what you think of our newsletter please get in touch.

Email sue.grattan@skillsforhealth.org.uk



About Skills for Health

Skills for Health (SfH), is the employer-led Sector Skills Council for the health sector, serving the NHS, independent and voluntary sectors (2.1 million employees throughout the UK). SfH was relicensed in 2009 with an 'outstanding' contribution to workforce redesign. We are the authoritative voice on skills issues for the health sector and offer employers proven workforce solutions and tools – with the expertise and experience to use them effectively.

To sign up for our quarterly newsletter and our monthly Skills & Workforce Digest, please visit www.skillsforhealth.org.uk/newslettersignup

Please browse our website www.skillsforhealth.org.uk to access our online resources and find out how SfH can help you to develop a skilled, flexible and productive workforce.



Skills for Health (Head Office)
Goldsmiths House
Broad Plain
Bristol
BS2 0JP

Tel: 0117 922 1155
Fax: 0117 925 1800
E-mail: office@skillsforhealth.org.uk
Website: www.skillsforhealth.org.uk



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