

Apprenticeship Alert Newsletter



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

In this newsletter you will find updates and information about:

- delivering apprenticeships
- new SfH apprenticeship video
- the success of regional apprenticeship schemes
- the National Apprenticeship Conference.

We hope you will find it informative and useful and we would also value your feedback. Please contact us with any comments and items for future newsletters.

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Health sector apprenticeship resources – out now

New online resources will help inform and guide employers and training providers delivering apprenticeships within the health sector.

The Health Sector Apprenticeship Resources were developed by Skills for Health in collaboration with employers, SHAs and other key stakeholders.

The resources address key issues such as how to access funding and how to best showcase your Apprenticeships. A full list of the appropriate Apprenticeship Frameworks within the health sector is also available, complete with a search facility to help identify appropriate frameworks against specific job roles.

These resources can be found at www.skillsforhealth.org.uk/apprenticeships and are available to download.

We'd welcome your feedback on these. Please email Sue Grattan with your comments, or alternatively fill in and return the feedback form found in folder 16 of the Employer resource.

Delivering apprenticeships in England – key changes

Apprenticeships are key to improving the skills of the UK workforce.

Here are some of the recent national changes to policy drivers and related reports everyone delivering apprenticeships in England should be familiar with:

- Apprenticeships, Skills, Children and Learning Act 2009
- Skills for Growth – The National Skills Strategy (BIS Nov 09)
- Skills Investment Strategy 2010-11 (BIS Nov 09)
- Towards Ambition 2020 (UKCES Oct 09)
- Higher Ambitions – The Future of Universities in a Knowledge Economy (BIS autumn 2009)
- Employment White Paper 'Building Britain's Recovery: Achieving Full Employment' (DWP 15th Dec 09).

The Apprenticeships, Skills, Children and Learning Act 2009 has identified a series of actions to be addressed by the Government, including:

- Apprenticeship Entitlement to those who do not have a level 2 + duty to secure these places
- encouragement to participate for over 19s
- statutory right for employees to request time to learn
 - changes in Frameworks by April 2011 via the Specification of Apprenticeship Standards for England (SASE).
- new Adult Advancement and Careers Service (Aug 2010).

The government's response via the Skills White Paper and related Investment Strategy and Employment White Paper includes the following

- 75% adults to participate in higher education or advanced apprenticeships (up from 50%)
- create the 'technician class – associate professionals'
 - almost double advanced/higher apprenticeships for 19-30 year olds (35,000 over the next two years)
 - revision of Leitch target from 250,000 starts by 2020 to now 360,000 by 2020
- all level 3-4 frameworks to have UCAS points by April 2011 and show clear progression and, if relevant, bridging models
- boost for creating Higher Apprenticeships
- Skills Accounts for each learner
- employers to become more involved in contributing to learning and apprenticeships – 50% match funding for those who do not access full entitlements.
- Young Person's guarantee extended to 24 year olds for people approaching 12 months unemployment with additional support.

Promoting apprenticeships

SfH have launched a new video promoting apprenticeships within the health sector.

Apprenticeships in the Health Sector: What's in it for you? features interviews with apprentices, their managers and service users who share their views on the value and benefits of apprenticeships.

The video also captures the increasing range of apprenticeships available – there are now more than 80 appropriate for use within the health sector.



The video can be viewed at www.skillsforhealth.org.uk/apprenticeship-video

All you need to know



An 'all you need to know' Apprenticeship guide is being launched in NHS Trusts across the East Midlands.

The brochure is aimed at managers and individuals who recruit apprentices and covers everything from what apprenticeships are and who they are for to the benefits and costs.

For more information contact JIF communications manager Sarah Gallivan at

sarah.gallivan@eastmidlands.nhs.uk

Working with NAS

SfH is actively working with stakeholders to propel the delivery of apprenticeship frameworks specific to the health sector.

In autumn 2009 we held a two day workshop for regional staff employed by the National Apprenticeship Service (NAS). The event saw delegates explore how today's health service is structured and how to best communicate and liaise with key staff. It also considered the unique drivers and business case for apprenticeships in the health sector and the diversity of opportunities available.

Additionally, it examined how apprenticeships can lead to academic and professional progression. Particular attention was paid to the ways NAS can help meet the needs of the sector and provide relevant support and advice.



World Class Skills

We've successfully bid to the Learning & Skills Improvement Service's World Class Skills Programme under the theme 'models of engagement with employers' – how to move from a transactional relationship to a strategic relationship.

As a result SfH ran two successful focus groups that looked at building on existing models of engagement and employment research. This involved representation from both employers and providers, and the outcomes will be reported late spring on the SfH web site and will inform future work.

As a second strand of the World Class Skills Agenda, SfH are also working with KPMG who have been commissioned by LSIS, to offer education providers specific awareness training about key sectors including health.

Four training seminars are now being delivered to help education providers be more aware of specific sector needs and how they can meet them through innovation and partnership working.

National Apprenticeship Conference

More than 230 key people involved in the health sector apprenticeship agenda across England have attended a National Apprenticeship Conference.

The event, on 25 February, was co-hosted by the Department of Health (DH), NHS Employers and Skills for Health (SfH). It aimed to raise awareness of the work of the National Apprenticeship Advisory Committee (NAAC), explore the changing policies and future strategies associated with providing health sector apprenticeships, and share ideas and good practice.

Keynote speakers included health secretary Andy Burnham, who discussed the Government's long-term commitment to apprenticeships, and Richard Marsh from the National Apprenticeship Service, who talked about issues around the long-term sustainability of apprenticeships in the NHS.

Dean Royles, who is the North West Strategic Health Authority's workforce director explored the implication for national drives from a regional workforce planning perspective, and the chair of the National Apprenticeship Advisory

Committee Ron Kerr, together with a panel drawn from the DH, trade union and SfH representatives, considered what lies ahead.

The key messages from the conference were that:

- more than 5,000 apprentices have started working in the NHS (England) this year
- there is a continuing need to evidence the value and benefits of an apprenticeship
- apprenticeships are a key strand in workforce planning
- apprenticeships offer a 'win-win' for employers
- there is a need to demonstrate what is special about the NHS to help attract apprentices

- good leadership is vital to the sustainability of apprenticeships
- the personal accounts presented by a number of apprentices during the day provide vital lessons for the future and demonstrated the power of apprenticeships in delivering personal development and quality health services.

Throughout the day delegates took part in workshops covering apprenticeship themes currently being considered by NAAC. The event also saw the launch of new SfH Health Sector Apprenticeship Resource webpages, designed for employers, training providers and potential apprentices.

Visit the SfH website later in March for a full event report. www.skillsforhealth.org.uk/apprenticeships





The cream of the apprenticeship crop

Throughout the year there are many opportunities for you to gain formal recognition for the work of your apprentices and the teams that support them.

Here are two competitions to look out for this year.

National Apprenticeship Awards

These recognise the nation's top apprenticeship employers and apprentices. The deadline for this year's awards has passed, but you can look out for the regional ceremonies between April and June, to find out more about the cream of the apprenticeship crop. The national ceremony takes place on 15 July.

To find out more information, or if you are considering entering next year's awards, visit www.apprenticeships.org.uk

Adult Learners' Week Awards

The Adult Learners' Week Awards celebrate the achievements of extraordinary adults who have transformed their lives for the better. Award winners are announced during Adult Learners' Week from 15 to 21 May 2010.

The deadline for 2010 has passed, but to enter the 2011 competition, visit the Adult Learners' Week website for updates at www.alw.org.uk



Supporting apprenticeship training leads



New apprenticeship co-ordinator roles have been established across the South Central and South East Coast Strategic Health Authorities.

They will support apprenticeship training leads across these areas to plan, establish, deliver and promote apprenticeships in bands 1-4.

The co-ordinators will provide a central point of contact for the training leads and a link to partners including the National Apprenticeship Service, Business Link, Connexions and Jobcentre Plus.

The new co-ordinators are:

- **Ian Weller** – Oxfordshire, Berkshire and Buckinghamshire, email ian.weller@skillsforhealth.org.uk
Member of the Skills Academy for Health
- **Rob Smith** – Hampshire and the Isle of Wight, email robert.smith@skillsforhealth.org.uk
Member of the Skills Academy for Health
- **Denise Hurdle** – Surrey, email denise.hurdle@southeastcoast.nhs.uk
- **Lizzie Powell** – Kent, email elizabeth.powell@southeastcoast.nhs.uk
- **Laurence Deakins** – Sussex, email laurence.deakins@southeastcoast.nhs.uk

Apprenticeship initiative success

Worcestershire Primary Care Trust has welcomed its first cohort of apprentices, and will appoint more this month.

The scheme is offering invaluable experience and formal qualifications to individuals looking to start their career with Worcestershire PCT. So far it has welcomed new members of staff in a range of roles and settings.

Apprentices will work as part of a trust team for 12 months whilst also having nominated study time to achieve their apprenticeship.

At the end of their apprenticeship the individuals will have successfully achieved

an NVQ level 2 qualification, a technical certificate level 2, and also completed a variety of accredited key skills. The apprentices are supported throughout the programme by the trust's apprenticeship educational partner JHP training.

Jane Sleeman, workforce planning manager, says:

"I am delighted that we were able to launch this scheme and provide a fantastic opportunity for people to start their career with us as an apprentice. I'm sure the individuals themselves will be a great asset to their teams and our thanks go to all the managers whose continued support is invaluable."



Amy's just the job!

An apprentice in Nottinghamshire has become one of the first to obtain a substantive role within the NHS in the East Midlands.

Amy Coupe, 21, from Rainworth in Mansfield, started her apprenticeship at the Oates Hill Health Centre in Sutton in Ashfield in March 2009.

She says: *"I was finding it difficult to get a job as I didn't have much work experience. I thought that an apprenticeship would give me the opportunity to gain the experience and knowledge required to kick-start my career within the NHS."*

Amy says that the health centre team had made her really welcome so, when a job opportunity arose, she applied for it. *"The Nottinghamshire Apprenticeship Forum helped me prepare for my interview and my colleagues and training provider, Prostart, supported me throughout the process."*

She was offered the job and continuing with her apprenticeship. On being told the good news, Amy said she felt shocked and couldn't stop smiling. *"Everyone has been so supportive," she says. "I am really happy to be permanently joining the team at the health centre."*

Denise Newcomb, managing director at Prostart Training says: *"Amy is an excellent ambassador for Apprenticeships in the NHS. Her enthusiasm*

and eagerness to learn and develop was quickly recognised and has resulted in an early post being offered to her, which she fully deserves."

Amy's new job will involve reception duties such as liaising with patients, dealing with telephone enquiries and making appointments. She will also be supporting the district nurses, school nurses and health visitors in an administrative role.

Amy adds: *"I want to carry on training and learning and would like to continue on to a Level 3 Advanced Apprenticeship once I've completed my Level 2. There are so many opportunities available within the NHS and I would recommend Apprenticeships to anyone."*



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Coming up next issue

- NAAC update
- OFSTED Apprentice Good Practice report
- Developments in relation to Maternity Support Worker role
- Supporting Union Learning representatives project update
- Update on QCF transitions and related frameworks
- Plus lots more

Recent Events

The Department of Health has hosted an informal reception to celebrate the success of apprenticeships across health and social care.

The event was held at Richmond House on 2 February during National Apprenticeship Week. Secretary of State for Health and Minister of State for Care Services co-hosted the reception which also provided continued impetus to drive the use of apprenticeships in the future.



Get in Touch

If you have an item for a future issue Apprenticeship Alert 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 is the Sector Skills Council for the UK health sector (the National Health Services, independent healthcare providers and voluntary organisations). We help develop solutions that can deliver a skilled and flexible workforce to improve health and healthcare.



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