



# Your pathway to apprenticeships

With a wide range of apprenticeship reforms underway, it's more important than ever for your organisation to be prepared and have an effective plan in place.

We're here to help with impartial advice, sector-specific guidance and not-for-profit services developed for healthcare sector apprenticeships by healthcare sector experts.

We are the UK's leading authority in healthcare apprenticeships, offering you in-depth support, information, advice and guidance to ensure you make the most of apprenticeship opportunities and funding.

## Why work with us?

As experts in the design and delivery of health sector apprenticeships, we offer a range of services and practical support, whatever the size of your organisation. We're a national not-for-profit organisation, recognised by the Government as a specialist, impartial, objective source of advice and guidance.



*We are a large, complex organisation that has taken the first steps into integrating apprenticeships with a view to making this an intrinsic part of our employment structure in the future. The NSA has been essential in the success of this venture.*

*Anticipating, advising and intercepting problems that have arisen. Steering us through sometimes difficult employment situations, interacting fantastically with managers, HR personnel, staff and apprentices alike.*

Brighton and Sussex University  
Hospitals Trust

## We can:

- ✓ Deliver
- ✓ Manage
- ✓ Coordinate
- ✓ Support
- ✓ Guide
- ✓ Mentor
- ✓ Share expertise
- ✓ Help you save money
- ✓ Work with you
- ✓ Recruit

Whether you're taking on an apprentice for the first time or a levy payer developing strategies to maximise your return on investment, we can tailor our services to your specific needs.

Our aim is to help you make the most of apprenticeships.

# Be apprenticeship ready

**We speak to healthcare professionals every day and we know that many of you are unsure about the changing world of apprenticeships.**

**You may be keen to engage more directly with apprenticeships or develop your existing capability. Our experience with small and large healthcare employers means we can help you, whatever support you need.**

Taking on an apprentice has so many benefits – from improving future skill levels and service quality, to boosting productivity, staff retention and morale, and bringing new ideas into your organisation.

We want to support you to take advantage of apprenticeships funding and opportunities for your organisation. Our expert teams have in-depth experience of the healthcare sector, and we're happy to answer any questions you may have about apprenticeships.

- What benefits can apprentices bring to our organisation?
- What will the new apprenticeships system mean for us and are we ready?
- How will we recruit and find training providers?
- Do we have staff who fully understand apprenticeships?
- What investment will apprenticeships require and what will be the return?
- How can we validate and manage training through a third party?
- How can we optimise our investment and ensure it's sustainable?

## Our services at a glance

**As the UK's leading specialists in health sector apprenticeships, we understand that your organisation may need our support in different ways – from strategy and management, to delivery and assessment.**

As a not-for-profit organisation, our prices are competitive and we offer proven value for money – helping you to ensure your apprentices are properly trained to the right quality standards, and can provide the services you need to the best of their ability.

Here's an at-a-glance summary of the range of services we offer, which we can tailor to meet your specific requirements and budget.

## **Apprenticeship strategy**

*“We need a sustainable strategy for apprenticeships that will ensure our workforce is prepared to meet changing patient needs”*

## **Apprenticeship standards development**

*“We can’t find a relevant apprenticeship standard for a new role we have developed. How do we go about designing new standards?”*

## **Apprenticeship learning materials**

*“We need to develop work-based training materials that will support job-specific learning and study”*

## **Apprenticeship delivery**

*“We want to include apprenticeships as part of our workforce development, but we need practical support with making it happen”*

## **Apprenticeship quality assurance**

*“How can we be sure we’re meeting the right quality and delivery standards?”*

## **Apprenticeship programme and fund management**

*“We need support with managing our apprenticeships programmes, levy funding and financial administration”*

## **Apprenticeship end-point assessment**

*“How do we go about validating the final stages of our apprentices’ journey”*

## **Apprenticeship impact assessment**

*“Have we achieved what we set out to achieve, based on our objectives? What impact has this made on our service?”*



*Skills for Health helped to develop our organisation's apprenticeship strategy. This was a collaborative and supportive process that enabled us to determine priorities in accordance with workforce challenges, and plan a systematic career progression framework.*

**Cathy Skilbeck**

Clinical Workforce Development Coordinator – Organisational Development,  
York Teaching Hospitals NHS Foundation Trust



**Want to start or grow your apprenticeships programme?**

Get in touch and we'll talk you through the process, demystify the jargon and give you the confidence to navigate the changing apprenticeships landscape.

**Thinking of becoming a registered provider?**

We can offer objective, impartial guidance to help you get there. As a registered provider of apprenticeship training within the healthcare sector with many years experience, we can partner with you to support your first steps and make your application a success.

## A quick guide to the apprenticeships levy

- The government's new apprenticeship levy came into effect on 6 April 2017.
- UK employers in both the private and public sectors with an annual pay bill of more than £3million a year will be required to pay.
- The levy will be 0.5% of your total pay bill, minus a 'levy allowance' of £15,000 per year.
- Different funding arrangements apply in England, Wales, Scotland and Northern Ireland.

**Now is the right time for larger employers to prepare to access this funding – and we can support you to do so.**

## We're ready to help

**Not sure how to become apprenticeship ready? Get in touch.**

✉ [apprenticeshipsinfo@skillsforhealth.org.uk](mailto:apprenticeshipsinfo@skillsforhealth.org.uk)

☎ 0117 910 2286

🖱 [www.skillsforhealth.org.uk/apprenticeships](http://www.skillsforhealth.org.uk/apprenticeships) or

[www.nsahealth.org.uk/your-one-stop-shop-for-apprenticeships](http://www.nsahealth.org.uk/your-one-stop-shop-for-apprenticeships)

