



NURSING ASSOCIATE (NMC 2018) REF [ST0827](#) – APPRENTICESHIP FUNDING POSITION

This guidance provides additional information to the health sector around the clinical placement activity in this apprenticeship standard. It is for information only and does not replace the requirement to follow the [apprenticeship funding rules](#).

Queries should be directed as follows:

ESFA Apprenticeship Service Support on 08000 150 600.

Main providers and employer-providers may also contact their account manager.

Eligibility

1. An individual can become a nursing associate, if
 - a) they meet the entry requirements for the programme as [set out in the standard](#),
 - b) their employer believes they are capable of the academic learning required and
 - c) they possess the values/behaviours required.
2. If required, employers can [advertise apprentice vacancies](#) to attract new candidates.

Funding a Nursing Associate Apprenticeship

3. Apprenticeship funding will cover the cost of the training and assessment (including end-point assessment) up to the maximum of the assigned funding band. Apprenticeship funding includes the funds in an employer's levy account.
4. Where there are insufficient funds in an employer's levy account, or the employer does not pay the apprenticeship levy, the principle of employer-government co-investment will apply. This is where the employer contributes a percentage of the total cost of the apprenticeship with the government contributing the remaining amount.
5. The Level 5 Nursing Associate standard is assigned to funding band 18, which means that a maximum amount of £15,000 of apprenticeship funding can be used. As with any apprenticeship, if the employer can negotiate a lower rate with a main provider, they must do so.
6. Employer-providers and employers acting as a subcontractor are both required to work on an 'actual costs basis' only. Employers must not profit from apprenticeship delivery to their own employees and they must meet any costs over the funding band maximum.

Clinical Placement Activity

7. This standard requires a minimum of 460 hours to be spent in external practice placements. Up to £2,500 of the total negotiated price may be spent on eligible clinical placement costs.

8. The £2,500 is **not** an employer 'rebate' and it is not expected that £2,500 will always be needed to support this activity for every learner, this is a maximum amount and must only be used on approved eligible costs.
9. A full list of eligible costs is included in the [apprenticeship funding rules](#).
10. The eligible costs that we expect to be associated with the mandatory placements include:
 - a) staff teaching time within the clinical placement (please see paragraph 13)
 - b) planned feedback/assessment (progress reviews), and
 - c) administrative costs related to the training and assessment.
11. The costs of taking part in the above activities may be included in the costs attributed to the clinical placement activity (and therefore to the total negotiated price of training and end-point assessment).
12. Eligible costs associated with the placement, above £2,500, must be met in full by the employer. Apprenticeship funding must not be used to cover ineligible costs; these include wages, travel and accommodation costs.

Involvement of Delivery Subcontractors and Third Parties

13. It is for the employer and provider to agree the delivery of the apprenticeship, including who is best placed to deliver the training. With regards to the clinical placement:

- a) Where the employer is working with a main provider but is delivering the clinical placement activity and the associated training themselves:

The employer is a delivery subcontractor and must be on the Register of Apprenticeship Training Providers (ROATP) to receive funding for the delivery of this training.

The main provider must adhere to the subcontracting requirements set out in the apprenticeship funding rules and make eligible payments to the employer through a subcontracting arrangement. The main provider is responsible for the actions of all delivery subcontractors including the employer.

- b) Where the employer is an employer-provider and they are delivering the clinical placement and the associated training themselves:

The employer will already be on the Register of Apprenticeship Training Providers and so subcontracting is not applicable. The eligible placement costs (up to £2,500) should be included in the total price. Please note that all employer-providers and employers must only claim actual costs.

- c) Where another organisation (e.g. a GP surgery) is hosting the apprentice on a clinical placement but this organisation is not delivering any apprenticeship training:

This organisation is a third party (rather than a delivery subcontractor). There is no requirement for this third party to be on the Register of Apprenticeship Training Providers as they are not delivering training. They can still receive apprenticeship funding, but only if they are delivering a (non-training) eligible cost listed in the funding rules (e.g. administration).

Why £2,500?

14. The Institute for Apprenticeships and Technical Education considered the evidence relating to the eligible costs of the clinical placements. A maximum of £2,500 was placed on this activity. As with the total negotiated price, if the eligible costs within the placement do not amount to £2,500 then the actual costs claimed will be less than this.
15. This does not mean that the employer (where funding is routed through a main provider) cannot support other aspects of the apprenticeship (outside of the clinical placement) and be paid for this contribution through a subcontracting arrangement (e.g. the delivery of other aspects of the standard). The £2,500 relates to the clinical placement activity only.

Recognising Prior Learning

16. As with all apprenticeships, if the individual has prior learning that would contribute towards the standard, then this must be considered when negotiating the price. Prior learning will reduce the content required and therefore reduce the duration and the price of the programme.

Inducements

17. As the activities associated with the clinical placement are eligible costs, as defined by the funding rules, this is not considered an employer inducement; the employer is delivering a legitimate activity associated with the apprenticeship. This is not a rebate.

Apprentice Contributions

18. Under no circumstances can an employer ask an apprentice to contribute financially to the direct cost of training or assessment. This includes where an apprentice has completed their programme or has left the programme early and is often known as a tie-in arrangement or bond.

END

REVIEW DATE: This position relates only to version 1 of Standard ST0827. If the standard is updated, then this paper must also be reviewed for accuracy and updated if required.