

June 2017 Proposal to develop a new apprenticeship standard

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Q1. Please confirm that you have read the "How to" guide for Trailblazers on gov.uk (see link here), that you are content that this proposal meets all the criteria for final approval set out within it and that you have discussed the proposal with a relevant Route Relationship Manager within the Institute (Please specify who).

I have read the 'how to' guide for Trailblazers on gov.uk? Yes

Name of my Relationship Manager

Bhavena Patel

Q2. Name of proposed trailblazer group

Dietitian

Q3. Are you an existing Trailblazer Group already with approval to develop other standard(s)? If yes or partly, please provide full details.

No

Q4. Name of proposed apprenticeship standard(s).

Dietitian

Is this a proposed core and options standard? If yes, please give the titles for each of the options.

No

How many standards are you proposing to develop? Please be aware that commitment from at least 10 employer members for each proposed standard is required.

One

Will there be a requirement for additional new standards to be developed in the future? If so, please provide brief details of what these will be.

No

Have you submitted a proposal for an apprenticeship standard in this role(s) before? If yes, please give details below including comments from the (pre April 2017) DfE approvals panel or the Institute.

Yes, in May 2017.
 Feedback received was :
 The Dietitian proposal needs to bring out the 'on the job' element of the apprenticeship rather than just the degree element. There needs to be a clearer differentiation of why this is an apprenticeship and not a degree with work experience.
 The proposal focuses heavily on Knowledge over Skills and Behaviours. The Committee are particularly interested in the quality of the experience apprentices have in the workplace. All degree apprenticeships need to demonstrate the quality of the work element effectively.

Q5. Please insert details about each proposed standard below.

	Name of occupation	Proposed level of the standard	Proposed as a degree apprenticeship?	Intended to replace/partly replace an existing apprenticeship Framework? [if so please give details]	Do you expect any age restrictions to apply to this standard?	Estimated annual take-up across entire relevant sector(s) (This is separate to the number of apprentices that each individual employer group member will take on)	When do you estimate this apprenticeship would be ready to deliver starts?
1	Dietitian	6	yes	no	no	56	September 2018
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-

Q6. <https://www.gov.uk/government/publications/apprenticeship-standards-in-development> Please provide any relevant information below regarding potential overlap with other Trailblazer standards published or in development. It is important that you review your proposal against all other apprenticeships published and in development to confirm there is no significant overlap, in overall occupation or in the content of potential skills/knowledge/behaviours. Where there is potential of any overlap, we ask that you contact the existing Trailblazer(s) before submitting a new proposal to discuss whether the existing standards would cover your needs (or email apprenticeship.trailblazers@education.gov.uk). Please then provide below full details of any possible overlap identified, interaction with relevant Trailblazers, and any relevant further detail explaining why this occupational role is sufficiently unique to still justify separate apprenticeship standard. The existing list of standards in development, is [here](#) The list of existing published standards and Trailblazer contact details, is [here](#)

We confirm that there is no significant overlap with other standards published or in development. This is a unique occupation defined in statute.

Q7. Please provide a full description below of what the occupational role involved (or roles in the case of a proposed core and options standard). The information you provide here is crucial to our assessment of whether the occupational role is suitable for an apprenticeship, so please be as comprehensive as possible, and always refer to the criteria and guidance set out in the "How to" guide for Trailblazers. In particular, the information should include: Main duties and responsibilities - please set out clearly what someone in this occupation will actually be doing; the range of environments/sectors/industries in which someone in this occupation could work; a summary of key competencies/skills etc required for full occupational competence; how the occupational role typically fits within the wider work hierarchy; who would they be working with, and what is the usual relationship between the roles.

Many people claim to be experts in nutrition yet have very limited knowledge and offer no protection to the public. Dietitians are the only nutrition professionals to be regulated by law, and are governed by an ethical code to ensure that they always work to the highest standard.

What is a Registered Dietitian?

Registered Dietitians are the only qualified health professionals that assess, diagnose and treat dietary and nutritional problems at an individual and wider public health level. They work with both healthy and sick people. Uniquely, Dietitians use the most up-to-date public health and scientific research on food, health and disease, which they translate into practical guidance using advanced communication and behaviour change skills to enable people to make appropriate lifestyle and food choices.

Dietitians are the only nutrition professionals to be regulated by law by the Health and Care Professions Council (HCPC), and are governed by an ethical code to ensure that they always work to the highest standard. Registered Dietitians can find employment in the NHS, private practice, industry, education, research, sport, media, public relations, publishing, government and Non-Government Organisations. Dietitians advise and influence food and health policy across the spectrum from government, to local communities and individuals.

In line with regulatory and professional body standards, the focus of this degree apprenticeship will be to ensure that the apprentice develops the knowledge, skills and behaviours of a safe and competent Dietitian. To underpin nutrition and dietetics clinical practice in the workplace, the apprentice will be required to develop and apply a knowledge base to include biochemistry, physiology, applied sciences and research methods. On completion of the degree apprenticeship, the apprentice will meet the minimum requirement for registration with the HCPC.

Where do they work?

Dietitians work in the NHS and in private clinics. They work with healthy and sick people in a variety of settings. Dietitians can work in the food industry, workplace, catering, education, sport and the media. Other care pathways they work in include mental health, learning disabilities, community, acute settings and public health. They often work as integral members of multi-disciplinary teams to assess, treat and manage complex clinical conditions across the age spectrum from pre-conception to older people. Clinical conditions may include the following list (which is not exhaustive): diabetes, food allergy and intolerance, irritable bowel syndrome, cancer, heart disease renal disease, eating disorders, chronic fatigue, malnutrition, kidney failure and bowel disorders. Many dietitians have extended roles and responsibilities within these fields, thus playing a crucial part within the multi-disciplinary team.

The employment market in dietetics is buoyant and completion of this degree apprenticeship will be an excellent basis for a job-ready Dietitian to have a nutrition related career in a wide variety of sectors, including:

- National Health Services (Acute and Community);
- Education / Academia / Research
- Public Health
- Food and Drink Industry
- Medical nutrition industry
- Sports Nutrition
- Media
- The diet industry
- Private practice

Please provide an overview of the knowledge, skills and behaviours required for these roles.

SKILLS:

Dietitians are able to:

- accurately assess nutritional needs of individuals groups and populations, in a sensitive and detailed way using appropriate techniques and resources
- change their practice as needed to take account of new developments or changing contexts
- gather appropriate information select and use appropriate assessment techniques
- undertake or arrange investigations as appropriate
- analyse and critically evaluate the information collected in order to identify nutritional needs and develop a diagnosis
- analyse and critically evaluate assessment information to develop intervention plans including the setting of timescales, goals and outcomes
- conduct appropriate diagnostic or monitoring procedures, treatment, therapy, interventions or other actions safely and effectively
- monitor the progress of nutrition and dietetic interventions using appropriate information, techniques and measures
- critically evaluate the information gained in monitoring to review and revise the intervention
- use nutritional analysis programs to analyse food intake, records and recipes and interpret the results
- use research, reasoning, and a logical and systematic approach to problem solving skills to determine appropriate actions
- use statistical, epidemiological, and research skills to gather and interpret evidence to make reasoned conclusions and judgements to enhance dietetic practice

KNOWLEDGE:

Dietitians know and understand:

- nutrition and dietetic practice eg clinical dietetics, clinical medicine, epidemiology, microbiology
- food hygiene, food science, menu planning
- the principles behind the use of nutritional analysis programs to analyse food intake records and recipes and interpret the results
- the context of nutrition and dietetic practice legislation relating to food labelling and health claims
- the use of appropriate educational strategies, communication, and models of empowerment, behaviour change and health promotion in the context of nutrition and dietetic practice

BEHAVIOURS:

Dietitians work across a multitude of environments and continually adapt to a rapidly changing employment environment in which continual professional development and lifelong learning plays an essential role. Working with patients and the public, they must be caring, compassionate and committed individuals, who are critical thinkers and willing to challenge. They will need to be resilient, self-aware and show discretion in their work.

How will the apprenticeship allow the individual to develop transferable skills to perform the role in a business of any size or relevant sector?

On completion of this degree apprenticeship the apprentice will be eligible to apply to become registered with the HCPC as a Dietitian. This enables them to apply to work as a Registered Dietitian in any sector.

During the apprenticeship, employers will ensure that the apprentice is given sufficient range of opportunity and quality of experience to ensure that they develop all the knowledge, skills and behaviours defined by the degree apprenticeship standard. They will be job-ready on completion of the degree apprenticeship.

Q8. Will the occupation require rigorous and substantial training of at least 12 months prior to the end-point assessment to achieve full competence, with off-the-job training accounting for at least 20% of the apprenticeship? Please provide detail of what this will include.

This degree apprenticeship will require rigorous and substantial education and clinical training in the workplace. The apprentice will develop the underpinning knowledge, skills and behaviours defined by the apprenticeship standard, which will also lead to the award of an HCPC recognised BSc (Hons) in Dietetics.

Approximately 80% of the apprentice's contracted hours will be spent developing their clinical skills, behaviours and practices in the workplace. The remaining 20% will be spent off the job acquiring the underpinning knowledge which they will need to apply in the workplace. This will equate to 4 days in the workplace and 1 day in university although delivery models will be determined through negotiation between the apprentice, employer and provider.

To ensure that apprentices achieve competence across the full range of knowledge, skills and behaviours and are completely job ready they may be required to rotate across a range of different work-based contexts, including different clinical areas or organisations which may not be their main employer. The employer will decide how the apprentice will develop their clinical practice in the workplace, in collaboration with other organisations or teams.

What will the duration of the apprenticeship be?

Typically over a 3 year period (and maximum of 5 years).

Q16. In future, Technical Education will be arranged around the common framework of 15 technical education routes identified in the Sainsbury Review. These encompass all employment-based and college-based activity. The aim of these new routes is to facilitate the progress of young people from compulsory schooling into skilled employment and the highest levels of technical competence. A technical route could be followed either through an apprenticeship or in a college where the training would be supported by a substantial work placement, with both programmes being based on employer-designed occupational standards. In light of this, we have introduced a new criterion requiring any standard approved for development to align with one of the 15 technical routes. Details of the 15 routes can be found on page 22 of the Government Skills Plan here. Please detail which of the 15 Sainsbury Technical Education Routes your standard(s) aligns to. Also, if an occupational map is available for this route, there will be a link to it on the "How to" Guide for Trailblazers webpage. Please refer to this and specify which occupation detailed in the route map your proposed standard covers.

	Proposed Standard (s)
Agriculture, Environmental and Animal Care	-
Business and Administrative	-
Catering and Hospitality	-
Childcare and Education	-
Construction	-
Creative and Design	-
Digital	-
Engineering and Manufacturing	-
Hair and Beauty	-
Health and Science	Dietitian
Legal, Finance and Accounting	-
Protective Services	-
Sales, Marketing and Procurement	-
Social Care	-
Transport and Logistics	-