

WHY APPRENTICES SHOULD BE SUPPORTED TO CONTINUE THEIR PROGRAMME DURING THE COVID-19 PANDEMIC



1 Mitigate impact on future apprenticeship starts; pausing apprentices may affect provider capacity in the future when apprentices restart their programme and this may result in delayed start dates for future cohorts.

Fill workforce gaps and skills needs; these gaps will still be there after the pandemic and pausing apprenticeships now will compound these issues in the mid-long term.

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3 Prevent potential non-completions; pausing apprentices may increase the chances of those apprentices not completing their programmes.

Discontinuation of some programmes; apprentices returning from a break in learning might not have a programme to return to and in some cases, won't be able to transfer to an equivalent programme due to apprenticeship funding rules.

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5 Rich opportunity for skills development; apprentices will be learning a wealth of new skills and reinforcing what they have already learned on programme, allowing them to capture a lot of evidence for their programme.

Ensure your staff are adequately trained to provide the best possible patient care; in many cases, the training that staff receive through their apprenticeship directly enables them to learn their job role and become better able to care for patients and take on more responsibility.

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7 Continue to utilise apprenticeship levy; pauses on apprenticeship programmes mean that less apprenticeship levy will be spent, potentially impacting on the amount of funding that expires and the timing of the expiration.

Ensuring apprentices do not stay on an apprenticeship wage longer than necessary, or that they cannot progress in their careers, through no fault of their own.

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9 Protect training providers from ceasing trading, therefore causing a lack of supply for future apprenticeship provision; finances will be affected by apprenticeship pauses and the impact on achievement rates may stop providers from delivering programmes in the future.



For all updates, advice and guidance relating to apprenticeships during the Covid-19 pandemic, please visit [here](https://haso.skillsforhealth.org.uk/).