

# CONVERSATIONS WITH YOUR BOARD ABOUT APPRENTICESHIPS

Apprenticeships will be a priority in different ways for each member of your board. Use this resource to begin conversations with your board as to why apprenticeships should be a priority for each of them.



## CHAIR AND NON-EXECUTIVE DIRECTORS

Apprenticeships are integral to workforce planning. They can improve recruitment, retention, and access to training and education, as set out in the NHS Long Term Plan.



## CHIEF EXECUTIVE

Apprenticeships provide existing staff with career pathways and development opportunities which can lead to better retention. They also provide an opportunity for people in the local community to enter the NHS, better representing the community they serve, leading to better patient experience and outcomes.



## CHIEF INFORMATION/IT OFFICER

IT apprenticeships provide many opportunities for people to work in the NHS in non-clinical roles. They can also provide progression routes for existing staff.



## DIRECTOR OF WORKFORCE AND ORGANISATION DEVELOPMENT

Hiring apprentices or retraining staff through apprenticeships can improve overall staff satisfaction and retention rates, helping you to redesign your workforce, meeting skills gaps with new roles.



## CHIEF OPERATING OFFICER

Apprenticeships can be used to fill gaps in the workforce by upskilling or reskilling existing employees, enabling the delivery of excellent patient care. Inclusive apprenticeship recruitment can improve patient experience and outcomes as your workforce will mirror the patient population.



## DIRECTOR OF ESTATES AND FACILITIES

Apprenticeships offer an alternative route into the NHS for people seeking to work in estates and facilities management.



## MEDICAL DIRECTOR

Apprenticeships for medical associate professions (MAPs) enhance the workforce, performing a range of tasks (under supervision) traditionally associated with doctors in training. Advanced clinical practitioners (ACPs) enhance capacity and capability within multi-professional teams.



## DIRECTOR OF FINANCE

Long-term investment in apprenticeships leads to increased staff engagement, lower turnover and better retention of staff. This investment will reduce recruitment costs, agency spend and turnover rates.



## DIRECTOR OF NURSING/CHIEF NURSE

Apprenticeships offer people an alternative route into the service, helping to develop a local recruitment pipeline. In addition they offer career development opportunities for existing staff.



Find out more at:  
[www.nhsemployers.org/  
apprenticeships-board-  
conversations](http://www.nhsemployers.org/apprenticeships-board-conversations)