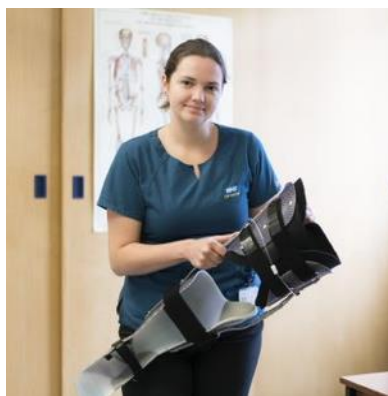


“Making AHP Apprenticeships Happen”



An Introduction to AHP Apprenticeships

Contents

AHP Apprenticeships	4
Context	4
What is an apprenticeship?	5
Apprenticeships in the context of healthcare	5
What are the benefits?	5
How to access funding for apprenticeships.....	6
Develop future workforce using Apprenticeships.....	6
Extending and Advancing Practice using Apprenticeships	7
Advanced Clinical Practice	7
Leadership	7
Enhanced Clinical Practice	7
Entry Criteria for AHP Apprenticeships	8
University Providers	8
Links and Resources.....	9

AHP Apprenticeships

Use the hyperlinks below to explore the AHP Apprenticeships in more detail:

[Operating Department](#)

[Sonographer](#)

[Advanced Clinical Practitioner](#)

[Senior Healthcare Support Worker – therapies pathway](#)

[Assistant Practitioner](#)

[Physiotherapist](#)

[Occupational Therapist](#)

[Podiatrist](#)

[Dietitian](#)

[Diagnostic Radiographer](#)

[Therapeutic Radiographer](#)

[Paramedic](#)

[Speech and Language Therapist](#)

[Arts Therapist](#)

[Prosthetist and Orthotist](#)

AHP Apprenticeships

It has been calculated that we need 27,000 more AHPs in England over the next 4 years. To deliver on the supply agenda, HEE are working collaboratively across professions, Higher Education Institutions (HEIs) and the Council of Deans, professional bodies, office for students and with regulators to share learning and to build ambition. The majority of AHPs qualify through pre-registration education, however, many areas of the country have greater challenges in recruiting the AHPs they need. It is widely recognised that the 'grow your own' approach is valuable to attract, train and recruit people local to the respective organisation and to improve the diversity of those trained. Apprenticeships by their nature will do just this, so are important in our approach to improving AHP workforce supply and sustainably.

Context

Apprenticeships are a key Government and HEE priority. With the introduction of the Apprenticeship Levy and Reforms in 2017. Specifically, HEE has been mandated to contribute to the development of apprenticeship standards in health and to date has worked with colleagues at the Institute for Apprenticeships and Skills for Health, as well as Trailblazer Chairs to develop over 80 health specific apprenticeship qualifications – including 12 AHP degree and masters level apprenticeships for employers and students to use.

As well as degree-level apprenticeships to support the growth our registered workforce, entry, advanced and higher-level apprenticeships are equally important in providing opportunity for our AHP support workforce to develop.

Since 2016 employer led trailblazer groups have been designing degree and master level apprenticeship qualifications for the AHP workforce. As a result, the following professions all now have a degree apprenticeship training route:

- Physiotherapist
- Occupational Therapist
- Speech and Language Therapist
- Diagnostic Radiographer
- Therapeutic Radiographer
- Sonographer
- Operating Department Practitioner
- Paramedic
- Podiatrist
- Arts Therapist
- Dietician
- Prosthetist and Orthotist

In addition to the afore mentioned degree apprenticeships, AHP employers can also utilise the following apprenticeships for the recruitment and development of support staff:

Assistant Practitioner Apprenticeship
(Level 5)

Senior Healthcare Support Worker
Apprenticeship - Therapies support
pathway (level 3)

What is an apprenticeship?

Apprenticeships are work-based training programmes which are designed to help employers train people for specific job roles. At the same time, apprentices get a paying job with valuable training while they work towards a nationally recognised apprenticeship standard or framework.

Apprenticeship qualifications or standards range from levels 2-7. This is the equivalent of GCSE level up to master's degree level.

Anyone in England aged 16 years old and above can do an apprenticeship. There is no upper age limit however where there is a statutory or professional body requirement for people in a particular role to be aged 18 or over, a minimum age limit would apply.

On successful completion of training AHP apprentices will be awarded degree or masters qualification, they are eligible to apply to the HCPC for registration to practise and are eligible to apply for full membership with their relevant professional body.

Apprenticeships in the context of healthcare

Apprenticeships enable employers to recruit a more diverse and local workforce, enabling people without a degree but with relevant experience to train as AHP's.

Recruiting a more local workforce in turn improves staff retention. Apprenticeships are employer led and ensure a close collaboration between employers and Higher Education Institutions (HEIs) to respond to local needs. In addition, the apprenticeship opens an additional funding route for AHP training by using employers' apprenticeship levy.

What are the benefits?

Apprenticeships bring several tangible benefits to NHS and other organisations they can create skilled, motivated, and qualified employees and, if used properly, can help to address skills shortages across the workforce, including

Apprenticeships can develop your existing workforce

Apprenticeships have lower attrition rates

Return on investment

Create a flexible training route

Attract and recruit from a wider pool of people in your local community

Recruit a diverse and representative workforce

How to access funding for apprenticeships

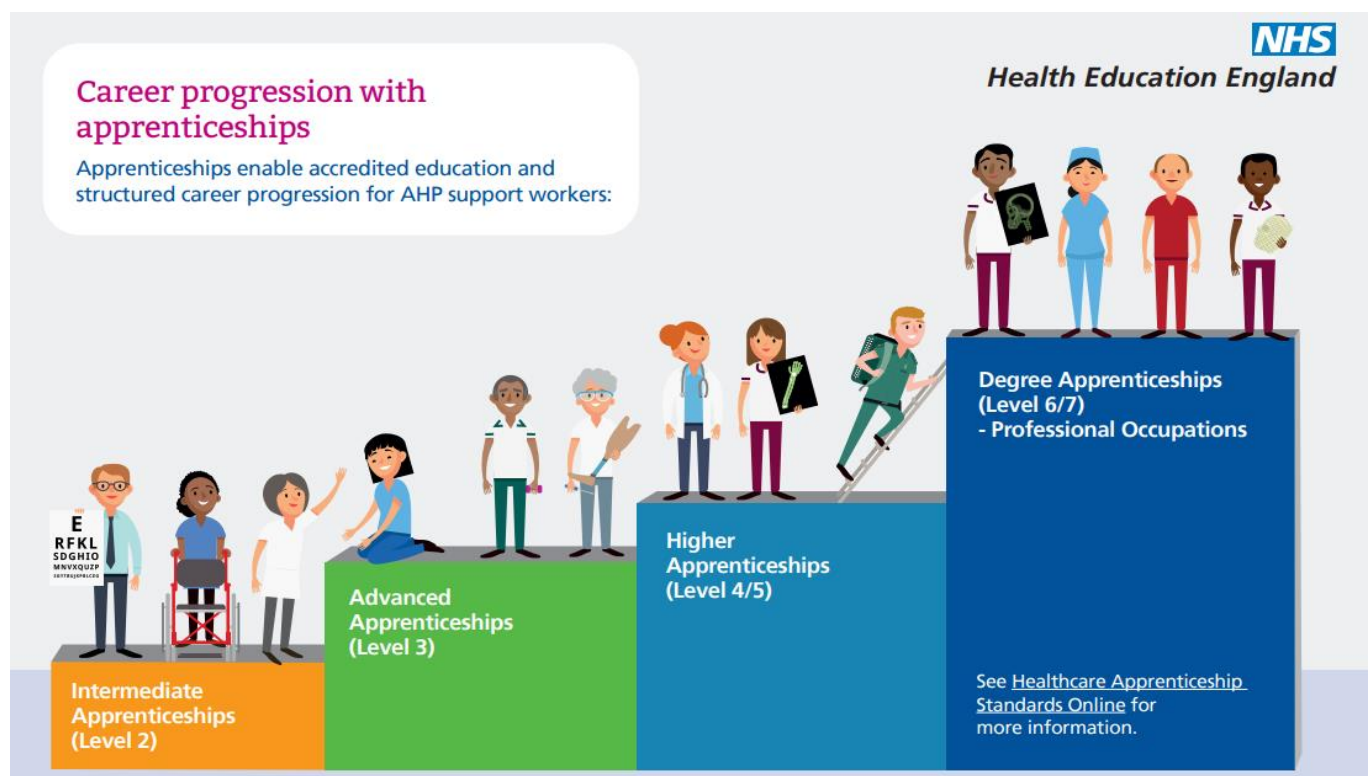
There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

1. **Apprenticeship Levy** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
2. **Reserve government co-investment** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
3. **Levy Transfer** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).

Develop future workforce using Apprenticeships

Apprenticeships enable accredited education and structured career progression for AHP support workers. Apprenticeships provide not only provide a career pathway to registered professions, but they cement a standardised level of skills and education across the support workforce and therefore should be considered not only for career progression but for workforce upskilling.

Support workers, senior support workers, assistants, and assistant practitioners work in, with and alongside the allied health professions (AHPs), providing high quality care across a range of acute and community services. Access to training and education, and clear career pathways, for this crucial workforce is essential to meeting the needs of patients, populations, and future healthcare.



Extending and Advancing Practice using Apprenticeships

Advanced Clinical Practice

A very important part of career development is extending the skills of the AHP workforce to meet the needs of populations. This may mean extending skills that were traditionally the remit of AHPs or broadening skills sets across professional boundaries. Targeted continued professional development that enables a clear clinical career path will help retain highly valued and skilled staff; support service/workforce transformation; and support areas of workforce shortfall.

The ACP apprenticeship is a key development, the apprenticeship is aligned to the ACP framework and the four pillars of ACP practice. The ACP apprenticeship will support more AHPs working across traditional boundaries to support care of people and will also provide national training pathways, qualifications, and governance structures to ensure consistent ACP practice and development for AHP's.

It should be noted that not all staff are eligible for the ACP apprenticeship and therefore credentialing and traditional routes of education will continue to run alongside the apprenticeship.

Leadership

Other level 7 Apprenticeship opportunities are open for AHPs to explore which lead to level 7 qualifications, such as Leadership. The level 7 senior leadership apprenticeship was designed by employers to develop the strategic leadership skills of those responsible for the overall performance and long-term sustainability of their organisations.

“The MSc apprenticeship in Leadership and Strategy has brought together a diverse cohort from all areas of the NHS allowing networking and sharing of ideas. The course involves undertaking a range of modules such as global strategy and innovation, leading in a complex environment and organisational governance. The benefit of the apprenticeship is that it allows individuals to grow professionally and bring innovations and concepts back into the Trust.”

Graham Moore – Orthotist, Doncaster & Bassetlaw Teaching Hospitals NHS Foundation Trust

Enhanced Clinical Practice

The Enhanced Clinical Practitioner Apprenticeship Standard has been recently approved for delivery by the Institute for Apprenticeships and Technical Education. This apprenticeship offers an additional training opportunity for enhance the skill mix of current AHP teams.

The Enhanced Clinical Practitioner apprenticeship is an extended role rather than advanced role, they work at an enhanced level of practice with specific knowledge and skills in a field of expertise. For example, Specialist Oncology Dietician, Specialist Paramedic, or an Extended Scope Practitioner (physio/dietician/ podiatrist).

A qualified ECP would manage a discrete aspect of a patient's care within their current level of practice, which will be particular to a specific context, be it a client group, a skill set or an organisational context. This is in contrast to Advanced Clinical Practitioners who have developed their knowledge and skills to an advanced level of practice and would manage the whole episode of a patient's clinical care, from the time they first present, through to the end of the episode.

Entry Criteria for AHP Apprenticeships

When recruiting AHP apprentices it is vital you work with your training provider to set out each of your requirements and expectations for the entry criteria to the apprenticeship. For example, your potential apprentices may be recruited from existing workforce, and some may not have typical academic entry criteria, in this instance you would need to work with your provider to recognise their work experience and in-house training. The provider may also offer a bridging module in they have a gap that cannot be evidenced through APEL/RPL.

Entry criteria vary for each apprenticeship and for each training provider or university. As a benchmark the *typical* entry criteria can include the following:

Degree Apprenticeships

- English and maths (GCSE Grade C or 4, or functional Skills level 2)
- Foundation Degree
- A levels
- Access course
- Assistant Practitioner Apprenticeship
- The provider may also take experience and evidence of readiness for level 4 study for existing staff who lack traditional academic qualifications

Level 2- 5 Apprenticeships

- Some providers will ask for English and maths on entry, others will expect learners to achieve English and maths as part of the apprenticeship (GCSE Grade C or 4, or functional Skills level 2)
- The provider may also take experience for existing staff who lack traditional academic qualifications.

University Providers

To support the implementation of the AHP apprenticeship standards, the HEE Talent for Care Team has facilitated several national and regional quality procurement exercises to secure the development of a strong provider market which meets quality ambitions for AHP apprenticeships.

The following apprenticeships all have national and regional universities delivering them:

- Physiotherapist
- Occupational Therapist
- Diagnostic Radiographer
- Operating Department Practitioner
- Paramedic
- Podiatrist
- Prosthetist and Orthotist
- Therapeutic Radiographer

Universities are anticipated to start delivery of the following in 2022/23:

- Sonographer
- Arts Therapist
- Dietician
- Speech and Language Therapist

For a full list of all university providers please contact talentforcare@hee.nhs.uk

Links and Resources

- [Healthcare Apprenticeship Standards online \(HASO\)](#)
- [How to have Apprenticeship conversations with your board](#)
- [What apprenticeships are and how to use them](#)
- [Allied Health Professional apprenticeships](#)
- [Initial assessment and recognition of prior learning guidance](#)
- [RPL / APEL guidance](#)
- [Transferring unused apprenticeship funds to other employers](#)
- [Small employers – how to reserve funding](#)
- [Navigating the Assistant Practitioner standard](#)
- [Procurement](#)
- [Achieving the benefits of apprenticeships](#)
- [English and maths functional skills guidance for employers](#)
- [Supporting disabled apprentices and those with LDD](#)
- [What is 20% off the job training](#)
- [steps to expanding placement capacity](#)
- [employer approaches to building placement capacity](#)
- [Collaborating on apprenticeships](#)
- [Using the levy to embed apprenticeships across the trust](#)