

COLLABORATIVE REGIONAL APPROACH FOR SENIOR PEOPLE PROFESSIONAL LEVEL 7 APPRENTICESHIP STANDARD

In June 2021 the Health Education England (HEE) Talent for Care Team launched a national procurement for the Level 7 Senior People Professional and Level 7 Senior Leader apprenticeship standards. This was facilitated by Salisbury Managed Procurement Services through their national framework for Apprenticeships, on behalf of NHS Trusts in England.

The aims of this procurement approach:

- To identify providers with current programmes and enable employers to access those via a simple call-off process.
- To create a roadmap of provision across both standards to identify future provision.

Jennie Stone is the Apprenticeship Relationship Manager for London in the National Talent for Care Team at HEE. In September 2021 Jennie sent a scoping survey to all London Trusts to assess how many potential starts there would be for Level 7 Senior People Professional and the pathways they would be interested in. The results of the survey indicated 17 starts for this standard across the three pathways, HR (Human Resources), OD (Organisational Development) and L&D (Learning & Development). This number has so far increased to 32, and is likely to increase more, as during the project more London Trusts have shown an interest in enrolling apprentices on the cohort.

In November 2021 the London Trusts who submitted a response to the survey were invited to join a steering group to run a mini competition with all the providers awarded on the national procurement. The following questions were asked for each pathway:

1. Full programme of the learner journey required to include start and end date availability, including how many days of attendance (if virtual/remote how many sessions/days) would be required for the programme.
2. Detail of End Point Assessment provision to be provided (where applicable), plus details of system used to monitor progress/portfolio of work.
3. Able to demonstrate a blended learning approach: face to face, MS Teams, e-learning portal where applicable to support learner needs. Is the course able to be delivered 100% via distance learning?
4. Detail how individual support arrangements are identified /met, including details if programme is virtually delivered
5. Quarterly reports on individual progress to be provided as minimum and how you plan to cascade to Managers/Employers/Apprenticeship Leads.
6. Flexibility on start times (Preference given to rolling / termly starts)
7. Entry requirements for the apprenticeship, specifically any expected previous qualifications, professional registration, length and type of experience, job role required.
8. Ofsted – grading detail and if no Ofsted visit has taken place, details of their readiness (self-assessment) plans
9. Added value Qualifications included at no additional cost (If available) for the standard who indicated London delivery.

Jennie reviewed all five mini-competition bids received, and produced a summary document of each bid. The steering group then discussed and reviewed the bids/summary and shortlisted three universities to present their programme to the group, with Salisbury managing the presentation process and invites.

After the presentations, clarification questions were asked of the three universities and reviewed. In March 2022 the university awarded was University of East London (UEL). This approach did require commitment from employers, and a short-term workload for the leads. However, this has paid dividends in ensuring an educationally and professionally robust course for apprentices and was based on quality of provision, meeting the employer led nature of apprenticeships. As a result of working together, the London employers were able to negotiate additional content for the programme provided by the University at no extra cost, including coaching content and support for line managers and mentors.

32+ potential apprentices will join this Pan London cohort. On International Human Resources Day 2022 (20th May 2022) UEL and HEE will be delivering a webinar for apprenticeship leads, line managers of potential apprentices and the potential apprentices, UEL will present detailed information about the pathways offered on this standard, delivery format, frequency of reviews/tuition, programme duration, qualifications or professional membership that is available as part of or upon completion of the programme, programme start dates, entry requirements for the programme and the application process/timelines for the first London cohort. Applications for the first cohort will open 20/5/22 and close 1/7/22.



TOP TIPS

- Workforce planning at employer level is essential when collating numbers for possible starts - will the apprentices be:
 - Existing workforce
 - New entrants
 - Or a mix of both
- Allow plenty of time for planning and evaluation
- Involve as many subject matter experts at the start of the process, through to the end evaluation, and on to creation of bespoke apprenticeships which are employer led
- From the start, set clear responsibilities and roles for HEE, Trust Apprenticeship Leads, subject matter experts and Lead Procurement system
- Set realistic dates for the timetable of dates and book these in your diary, allowing enough time for evaluations, including bid presentations from potential training providers
- Be ambitious about asking for additional content to be included by providers without additional charge – universities especially have the internal resource to be able to deliver supporting content complimentary to the apprenticeship standard without over-burdening the learner
- When evaluating consider:
 - Programme length
 - Delivery methods
 - Delivery locations
 - 20% off the job training
 - What does the programme/timetable look like
 - How will providers help employers widen access and participation
 - How much of an “apprenticeship” is it – should look different to a university student programme
 - How will the provider support not only the apprentice, but the mentors and line managers too
 - How will the provider help employers promote the programme



Advantages of Regional/National Procurement

- Only one set of mini competition documents needs to be produced and the process should be managed by the procurement provider removing workload from employers
- The greater combined volume of apprentices required may be more attractive to training providers and HEIs (Higher Education Institutions).
- One tender response per provider means less “mini competition fatigue”, resulting in more and potentially better quality bids
- Evaluation of the bids can be split between employers and can therefore be quicker
- Opportunity to co-produce/bespoke programmes with providers, including subcontracting delivery
- Open to all public sector bodies (depending on the procurement service used).

Collate numbers for potential starts accord STP/Regions/Nationally
- This includes NHS Trusts/Health & Social Care/Primary Care

Tender document written including all requirements

Evaluate the bids as part of a consortium approach, with panel of professionals from sector.

Presentations from bidders

Award contracts, issues call off order forms and employer guides.

Employer commence work with training providers.

Collaborative Procurement Process