

PEER WORKER APPRENTICESHIP EMPLOYER TOOLKIT

This toolkit has been designed to support employers to:

- Understand more about the Peer Worker Apprenticeship standard
- Gain an understanding of what other apprenticeships staff who complete Peer Worker Apprenticeship can progress onto
- Develop knowledge of how apprenticeships can form part of a career pathway
- Provide options for service leads whose Peer Workers may not be eligible to undertake the apprenticeship

Introduction

The [peer worker apprenticeship standard](#) has been developed to support increased opportunities for people with lived experience to enter and progress in Peer Worker roles. This apprenticeship standard will provide a significant steppingstone into a wide variety of peer support roles including leadership roles such as Senior Peer Support Worker, Peer Support Lead or Peer Support Supervisors.

The Peer Worker apprenticeship standard has been co-produced with Peer Workers who have drawn on their own personal experience of the peer role to inform the knowledge, skills and behaviours.

You can find out more about the apprenticeship at the below:

- [Peer worker apprenticeship FAQs](#)
- [Peer worker apprenticeship stakeholder slide deck](#)

Peer Worker Apprenticeship; providing choices and options

Click here to explore the 'apprenticeship tree' to discover the different apprenticeships options staff can explore for progression of diversifying their skills* once they have completed the peer worker apprenticeship

** dependant on the needs of the service*

Career progression opportunities

Once staff have completed the Peer Worker Apprenticeship service have the opportunity to develop them further and utilise their important skills set, for example development opportunities may include:

Peer leadership roles such as Peer Supervisor, Peer Support Development Worker, Peer Coordinator, Lead Peer Mentor, training, and development, coaching and other health and social care professions.

Create progression pathways using apprenticeships

Click here to explore how you can create career pathways for staff using apprenticeships

Other training opportunities

The Peer Worker Apprenticeship does not replace existing education and training, the apprenticeship has been designed to enable an additional education option. It is recognised that in addition to the Peer Worker Apprenticeship there are also other frameworks which offer different approaches to training and education such as:

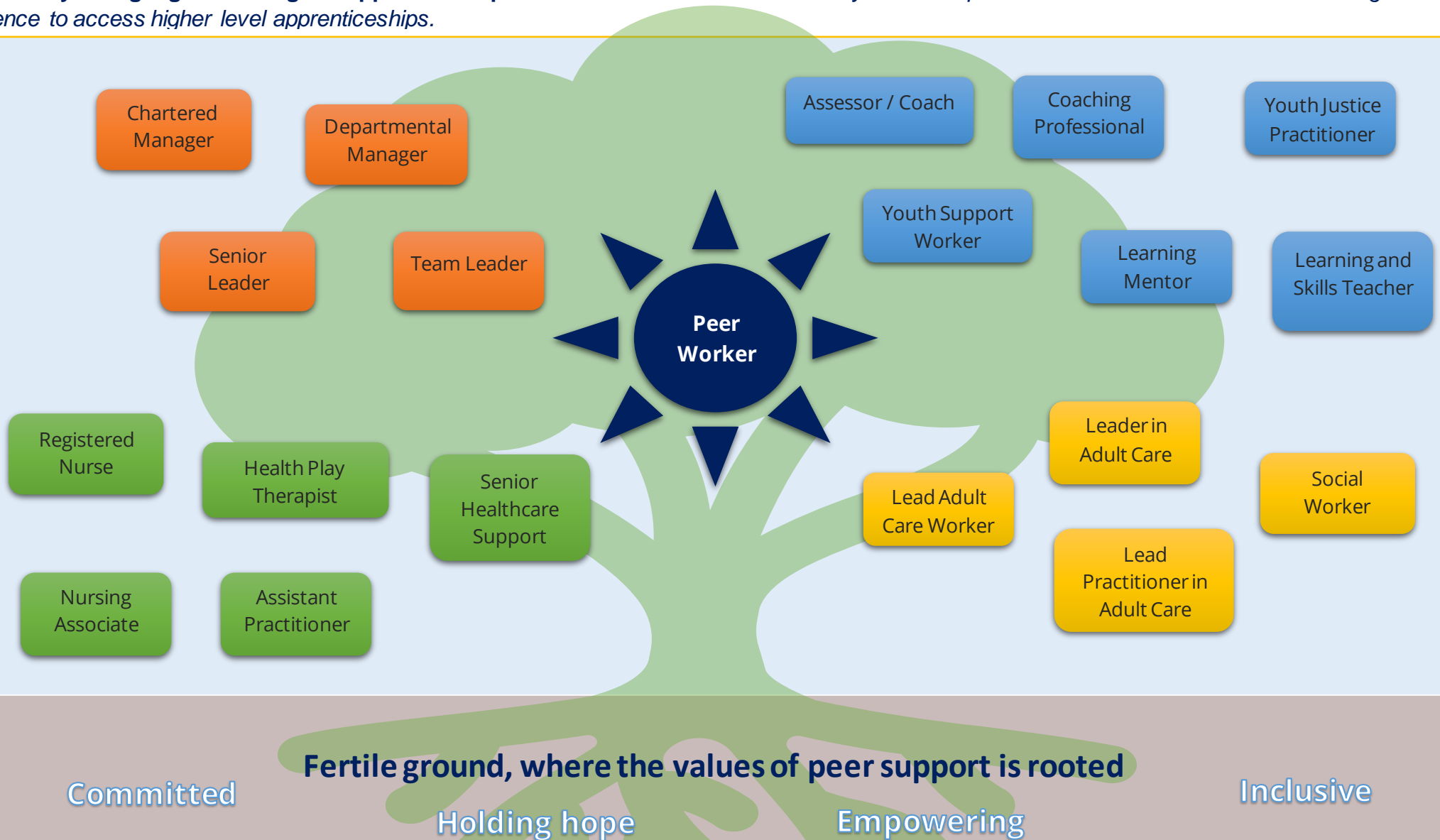
- peer-led approaches to peer support (Intentional Peer Support, Hearing Voices approach)
- in-house trainings developed by employers
- co-produced open-source training
- or approaches to peer mentoring, befriending, or peer coaching

Apprenticeships for experienced Peer Workers

You may already have very experienced Peer Workers within your workforce, and this may prevent them from undertaking the apprenticeship as the apprenticeship wouldn't give them any new learning or skills. However, there are other apprenticeships they could undertake to enhance their skills, for example a coaching or leadership apprenticeship - use the ['apprenticeship tree'](#) in this toolkit to discover other apprenticeships experienced Peer Workers could complete instead.

Peer Worker Apprenticeship, creating choices and options

Please note this is an example of the range of apprenticeships that learners could progress onto on completion of the level 3 Peer Worker Apprenticeship. Progression is a personal choice and is also dependant on the workforce needs of the service/employer, therefore this is an example only to highlight the range of apprenticeships available. Please note there may be the requirement to undertake additional learning and/or experience to access higher level apprenticeships.

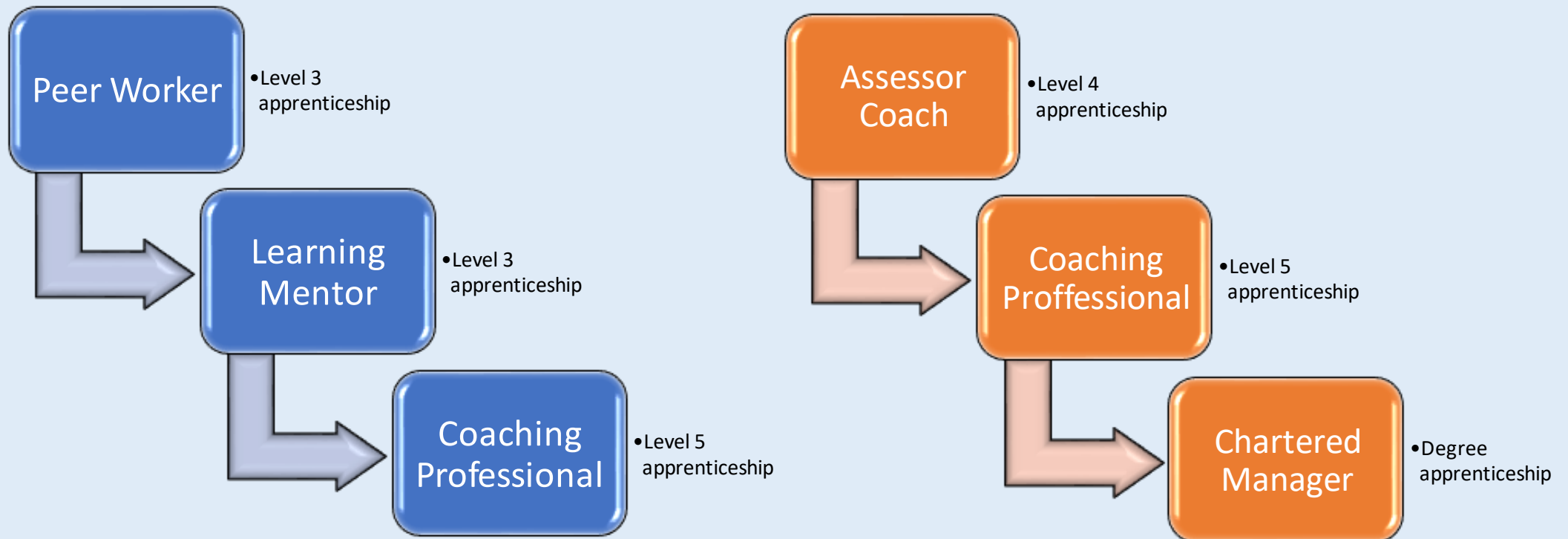


Create a progression pathway using apprenticeships

You can use apprenticeship qualifications to create progression pathways within your workforce. This supports succession planning, retention and creates a skilled workforce.

Below are some example career pathways:

Remember: educational levels don't have to follow an upwards escalator; staff can undertake the same level of education in a slightly different field to equip them with new skills. For example, on completion of the Peer Worker Apprenticeship staff can go onto undertake another level 3 apprenticeship such as the learning mentor apprenticeship.



Additional information

[Peer worker apprenticeship standard](#)

[Peer worker apprenticeship FAQs](#)

[Peer worker apprenticeship stakeholder slide deck](#)

[20% off the job training.](#)

[What is an apprenticeship and what does it involve?](#)

[ESFA Funding Rules](#)

[Apprenticeship Implementation Toolkit](#)

[Apprenticeships in Primary and Social Care Information Pack](#)

[How do I pay for apprenticeship training?](#)

[Apprenticeship Funding Toolkit](#)

[Is there an age limit?](#)

[What happens at the end of an apprenticeship?](#)