



Job Families

Leaders are found in every part of the health sector, working at all levels and in all disciplines. Managers in the health sector work in a wide variety of disciplines including clinical care, human resources, finance, project management, hotel services and communications and corporate affairs. There are various routes into management. An apprentice could work their way up from a more junior role; apply for a place on the Graduate Management Training Scheme or gain relevant experience in another sector before applying for a position in the NHS.

Leadership and Management

Healthcare
Apprenticeships



Level 3 Team Leader / Supervisor

A Team leader or supervisor is a first line management role, with operational and project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. They provide direction, instructions and guidance to ensure the achievement of set goals. Working in the private, public or third sector and in all sizes of organisation, specific responsibilities will vary, but the knowledge, skills and behaviours needed will be the same whatever the role.

Entry Requirements: The entry requirement for this apprenticeship will be decided by each employer, but may typically be five GCSEs at Grade C or higher.

Qualifications: Apprentices without level 2 English and maths will need to achieve this level prior to taking the endpoint assessment. On completion, apprentices may choose to register as Associate Members with the Chartered Management Institute and/or the Institute of leadership and management, to support their professional career development and progression.



Level 4 Junior Management Consultant

Management consultants provide business advice to public, private and not-for-profit organisations. This usually involves helping them solve a challenge of some kind, such as how to grow their business, how to make it more efficient or how to organise and structure itself in a different way. Some specialist consultancies have a particular focus – for example, how to write proposals for new work, or how to change an organisation or how to develop their workforce. Individuals in this role might be involved in conducting research, analysing and interpreting data or be responsible for organising the logistics of the project.

Entry Requirements: Individual employers will identify entry requirements in terms of previous qualifications, training or other criteria. Most candidates will have Level 2 Maths and English (equivalent to GCSE grade C or above), ideally as part of 5 GCSE A-C grades or other comparable qualifications.

Qualifications: Apprentices without English or Maths at Level 2 must achieve this prior to the completion of the Apprenticeship.

Level 5 Operations / Departmental Manager

An operations or departmental manager is someone who manages teams and/or projects. They achieve operational or departmental goals and objectives, as part of the delivery of the organisation's strategy. They are accountable to a more senior manager or business owner. Working in the private, public or third sector and in all sizes of organisation, specific responsibilities and job titles will vary, but the knowledge, skills and behaviours needed will be the same.

Entry Requirements: The entry requirement for this apprenticeship will be decided by each employer, but may typically be five GCSEs at Grade C or higher.

Qualifications: Apprentices without level 2 English and maths will need to achieve this level prior to taking the end-point assessment. On completion, apprentices can register as full members with the Chartered management institute (CMI) and/or the Institute of leadership and management, and those with 3 years' of management experience can apply for Chartered manager status through the CMI.



Level 6 Chartered Manager (Degree)

A Chartered Manager is someone who can take responsibility for people, projects, operations and/or services to deliver long term organisational success, with the professional recognition of their ability to deliver impact, behave ethically and demonstrate their commitment to continual learning and development.

Entry Requirements: Individual employers will set the selection criteria for their apprenticeships. Most candidates will have A levels (or equivalent) or existing relevant Level 3 qualifications, and English, Maths and ICT at Level 2. Other relevant or prior experience may also be considered as an alternative.

Qualifications: As part of their apprenticeship, apprentices will complete a degree in management and business [either BA (Hons); BSc (Hons) or BBA (Hons)]. English and Maths will be required to be demonstrated at a minimum of Level 2. Successful apprentices will have the option to apply for professional recognition as Chartered Managers and Members of the Chartered Management Institute (CMgr MCMI) and/or as a member of the Institute for Leadership & Management or other relevant professional body.

Level 7 Senior Leader

Senior Leaders are a key component of all types of business models where there is a workforce to lead, manage and support. The broad purpose of the occupation is to provide clear, inclusive and strategic leadership and direction relating to their area of responsibility within an organisation. Typically, this involves setting, managing and monitoring achievement of core objectives that are aligned to the overall strategic objectives of their organisation's Board (or equivalent).

Entry Requirements: Individual employers will identify their own selection criteria.

Qualifications: Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. This standard aligns with the following professional recognition:

- Chartered Management Institute for Chartered Manager or Chartered Fellow individual member grade
- The Institute of Leadership for Management for Fellow member grade



Level 7 Senior People Professional

Senior People Professionals may specialise in either Human Resources (HR), Learning and Development (L&D) or Organisation Development (OD). Senior People Professionals improve people practices in organisations in order to drive organisational performance and effectiveness. They are the in-house experts in people, work and change. They champion the people agenda to create working environments and cultures that help get the best out of people, delivering great organisational outcomes.

Entry Requirements: Individual employers will identify their own selection criteria.

Qualifications: Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. This standard aligns with the following professional recognition:

- CIPD for Chartered Member

Training Providers:

Click on the below links for a list of registered providers for each standard:

- [Level 3 Team Leader/Supervisor](#)
- [Level 4 Junior Management Consultant](#)
- [Level 5 Operations/Departmental Manager](#)
- [Level 6 Chartered Manager](#)
- [Level 7 Senior Leader](#)
- [Level 7 Senior People Professional](#)



All providers who want to deliver apprenticeship training must be on the Register of Apprenticeship Training Providers (RoATP). Employers must choose a provider from the Register. Providers must meet a clear set of criteria in order to be included on the Register. These include financial health, capacity/capability and quality criteria. If a provider does not meet these criteria they will not be included on the Register.



As part of their apprenticeship, apprentices will have to complete end-point assessment. The end-point assessment organisation will assess the apprentice in line with the Assessment Plan. This ensures that all apprentices are assessed holistically to a consistent standard at the end of their apprenticeship. Organisations offering end-point assessment will need to be registered on the Register of End-Point Assessment Organisations (RoEPAO).

End Point Assessment

Click on the links for EPAOs registered for each apprenticeship standard:

- [Level 3 Team Leader/Supervisor](#)
- [Level 4 Junior Management Consultant](#)
- [Level 5 Operations/Departmental Manager](#)
- [Level 6 Chartered Manager](#)
- [Level 7 Senior Leader](#)
- [Level 7 Senior People Professional](#)

Applying and Further Advice

Candidates interested in applying for any of these apprenticeships should visit [NHS Jobs](#), [Find an Apprenticeship website](#) and the [Register of Apprenticeship Training Providers](#). It may also be worth contacting training providers directly to make enquiries about the apprenticeships they offer.

An apprentice will be over 16 and may earn more than the minimum apprenticeship wage. Pay is determined locally so whilst it may be higher, it cannot be lower than this amount. [Click here](#) for more information on apprentice pay.

Visit our [Leadership and Management page](#) for further advice and guidance.

Check out our [Business & Administration Support](#), [Education & Learning page](#) and our [People Professions \(HR & OD\) page](#) for wider apprenticeships and guidance.

Our [Apprenticeship Costing Calculator / Planning Tools](#) will help you calculate how much taking on an apprentice will cost.



Resources

Alternatively, visit the NHS Management section on the [Health Careers website](#) which has guidance including working life, rates of pay and career development.

Along with guidance, there are plenty of real life stories there to inspire anybody interested in this area.



HASO

The HASO website has tools designed to help employers embed their apprenticeships, see resources below:

- Toolkit - The toolkit is designed to support employers through the process, end to end, from setting out employers organisational strategy right through to when the apprentices are in the workplace.
- Pathways tool - The pathways tool can be used to view different roles and how to move from one apprenticeship occupation to another.
- Costing Calculator tool - The calculator tool can be used to work out the potential cost of delivering apprenticeships.

Leadership and Management

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<https://haso.skillsforhealth.org.uk/>