

# Medical Doctor Degree Apprenticeship – Frequently Asked Questions

## 1. Why has a Medical Doctor Degree Apprenticeship been put in place?

An apprenticeship could make the profession more accessible, more diverse and more representative of local communities. At present there are barriers that hold back talented people. An apprenticeship could help to change that, while maintaining the exact same high standards of training. We want to spread opportunity out to local communities and help to address the challenge of recruiting and retaining doctors in areas where recruitment is proving difficult.

## 2. What are the entry requirements for doctor apprentices?

These will be comparable to the traditional medical degree route. The entry requirements will be set by Medical Schools and employers. Medical Schools will have minimum entry requirements for their courses which must be met. The employer must be assured that the candidate is capable of the academic learning required and that they possess the values and behaviours to become a Medical Doctor.

A comprehensive resource pack, developed in collaboration with employers, regulators, medical schools, medical unions and patient representatives. This pack contains useful information to assist employers and medical schools who are interested in delivering the apprenticeship, including information on recruitment and selection of medical doctor degree apprentices. It is available [here](#).

## 3. Does this apprenticeship include a medical degree?

Yes, a medical degree is a central part of this apprenticeship, in fact a Medical Doctor Degree Apprentice will complete all the same training as a medical student following the established route. There is no element, academic or practical, of a traditional medical education that will not be completed by the apprentice. This includes a medical degree and the Medical Licensing Assessment and meeting all the same requirements set out by the General Medical Council.

Apprenticeships enable people who are both new to the NHS and existing members of staff to gain a qualification and safely apply their learning while continuing to earn a salary.

## 4. Where will the apprenticeship vacancies be advertised and how can individuals apply?

There is usually a delay between apprenticeship standards being developed and providers being ready to deliver the programme. This is because providers need time to apply to the [Register of Apprenticeship Training Providers](#) and prepare the course

content and resources. Employers also need time to prepare for the apprenticeship and recruit apprentices.

Once available vacancies are usually advertised locally, on [NHS jobs](#) or the government [Find an Apprenticeship](#) website.

### **5. Will Medical Doctor Degree Apprentices be paid?**

Apprentices are salaried employees during their apprenticeship. The decision on pay will be for their employer. There is a national minimum wage for apprentices, pay may be higher but cannot be lower than this.

Once an apprentice has completed the first year of their apprenticeship, they are entitled to the minimum wage for their age.

### **6. How will the Medical Doctor Degree Apprenticeship be funded?**

Funding for the first 200 medical doctor apprentices to begin training over the next two years has been confirmed.

A Health Education England employer support funding package has been agreed for a pilot programme to support healthcare employers to meet the costs of taking on apprentices, including staffing costs while apprentices are undertaking their education and training.

HEE pilot funding of £10,000 per year will be available to employers for each apprentice who starts on the apprenticeship programme in academic years 2023/24 and 2024/25, with a maximum of £50,000 per apprentice for the duration of the course.

### **7. Is any other funding available?**

£27,000 apprenticeship funding is available for employers to support education, training and assessment of the apprentices across the lifespan of the course.

Medical schools participating in the pilot will be eligible for OfS grants for teaching to support high-cost activities. This funding is confirmed for the pilot cohorts in 2023/24 and 2024/25.

Additional costs associated with the medical degree will be met by the organisation employing the Medical Doctor Degree Apprentice.

Apprenticeships are not currently eligible for HEE placement tariff funding. Further details regarding the funding available for apprenticeships can be found on the gov.uk website: <https://www.gov.uk/government/publications/apprenticeship-funding>.

### **8. Where is the apprenticeship being piloted?**

HEE is engaging with a small number of medical schools that have already registered an interest with the General Medical Council (GMC) in piloting the apprenticeship. There are a number of regulatory and procurement processes which must be met before pilot sites are confirmed.

### **9. What evidence is there that there is a market for a Medical Doctor Degree Apprenticeship scheme?**

We know that the majority of medical students come from a small section of society. We also know that for some who have the ability to train in the medical profession the costs associated with undertaking a medical degree means they do not consider it an option. The medical doctor degree apprenticeship would offer those people a route to a career as a doctor.

### **10. How would apprentice doctors actually help plug the medical workforce gap?**

The Medical Doctor Degree Apprenticeship will offer a new route into the profession, still offering a medical degree but taking away some of the financial burden associated with the traditional route for individuals in training. This would help attract talented candidates from across the country, who are currently locked out due to geographical or socio-economic reasons.

### **11. How will the Medical Doctor Degree Apprentice help to attract those from currently underrepresented groups to the medical profession?**

We know that a workforce that is representative of the community it serves can cater for its needs more effectively.

The number of people from deprived socio-economic backgrounds undertaking medical degrees remains low compared to all entrants to higher education. One of the reasons they do not traditionally choose these courses is the associated cost of study. The Medical Doctor Degree Apprenticeship provides an earn and learn opportunity, which helps to take away some of that burden. We know similar degree apprentice courses have attracted people from the social economic backgrounds we are trying to attract.