



PRINCIPLES FOR DEVELOPING AN APPRENTICESHIP STRATEGY



PRINCIPLE 1

Design an apprenticeship strategy that embraces partnership working at system level. Embedding all system partners, including education and skills providers.



PRINCIPLE 2

Align apprenticeships with vacancy factors and predicted workforce shortfall at the point of establishing the apprenticeship, by underwriting the apprenticeship role with an actual vacancy.



PRINCIPLE 3

Ensure system leaders understand the role of apprenticeships in the local system and align apprenticeships with local strategic priorities and leaders act as apprenticeship champions, inspiring effective use of apprenticeships to meet local workforce priorities.



PRINCIPLE 4

Maximise opportunities to diversify those coming into the NHS for the first time, by identifying opportunities to dovetail existing or new work experience, industry placements into early careers programmes.



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PRINCIPLE 5

Ensure that application and recruitment processes enable young people applying for the first time, and for developing internal or system talent pipelines. Review and update recruitment process to widen opportunities and broaden measures for entry requirements.



PRINCIPLE 6

Identify opportunities for career changers and progression for current staff using apprenticeships to recognise previous experience.



PRINCIPLE 7

Work closely with education and training providers to ensure plan and deliver apprenticeship education that meets priority workforce needs. This should include working with education partners to align qualifying apprentices to recruitment processes.



PRINCIPLE 8

Understand how much apprenticeship levy is available as a system, using this information to plan and prioritise levy spend to support a wide range of local, social, and economic workforce priorities.



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PRINCIPLE 9

Work at system level to ensure that cohorts of qualifying apprentices have sight of vacancies across locale. Ensuring available vacancies are visible to qualifying apprentices across systems and set up matching opportunities with apprentices.



PRINCIPLE 10

Design an apprenticeship strategy that uses apprenticeships to support skill mix and new roles. By reviewing and establishing new roles / and skill levels in the team. Focus on apprenticeships which fit a specific skills shortage or difficulty in recruiting to role.



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