

# Pre- registration AHP apprenticeship developments – Assistant Practitioner ( Level 5)



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# The Situation

- Vacancies
- Cost pressures
- Increase in demand/expectation (waiting list)
- Opportunity to skill mix
- Dwindling applicants for BSc Hons podiatry programme.
- September 2016 tuition fees introduced and bursaries withdrawn
- 2016-17 UCAS applications down 5% for UK students
- 2017-18 Students studying podiatry down 12% in UK
- Ageing workforce profile

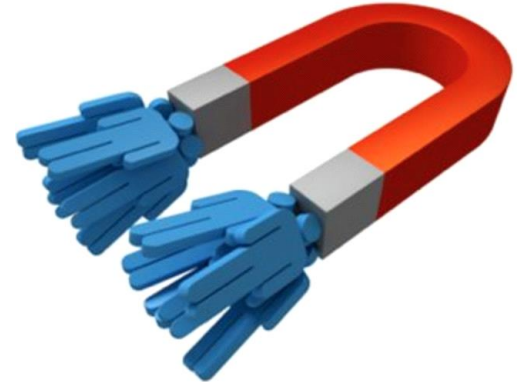
# Podiatry workforce

## supply options-

- Clinical support worker band 2 and 3
- Band 4 Assistant practitioner (level 5) Foundation degree

## More recent opportunities

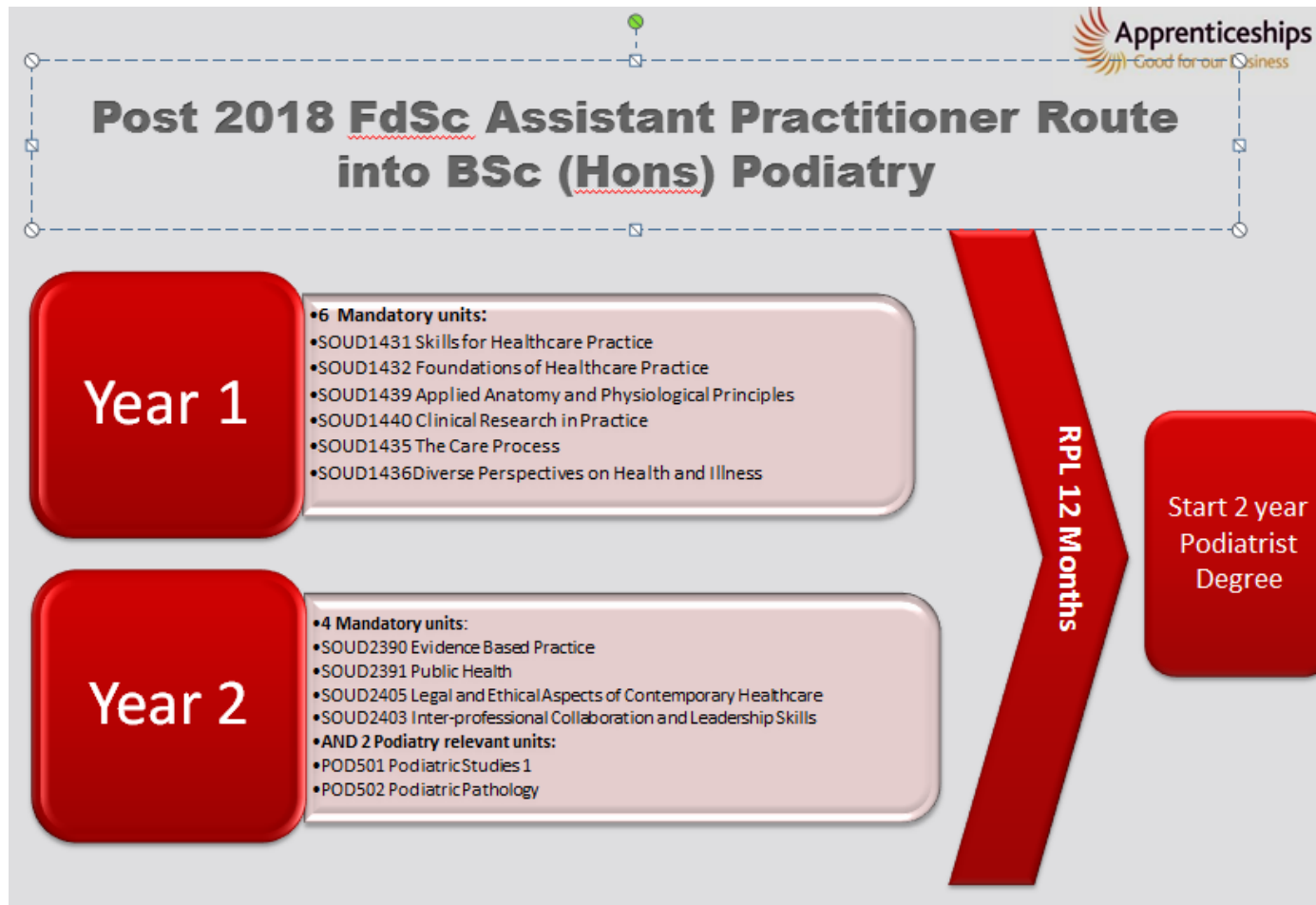
- Return to practice
- Integrated Degree Apprenticeship standard released Feb 2018



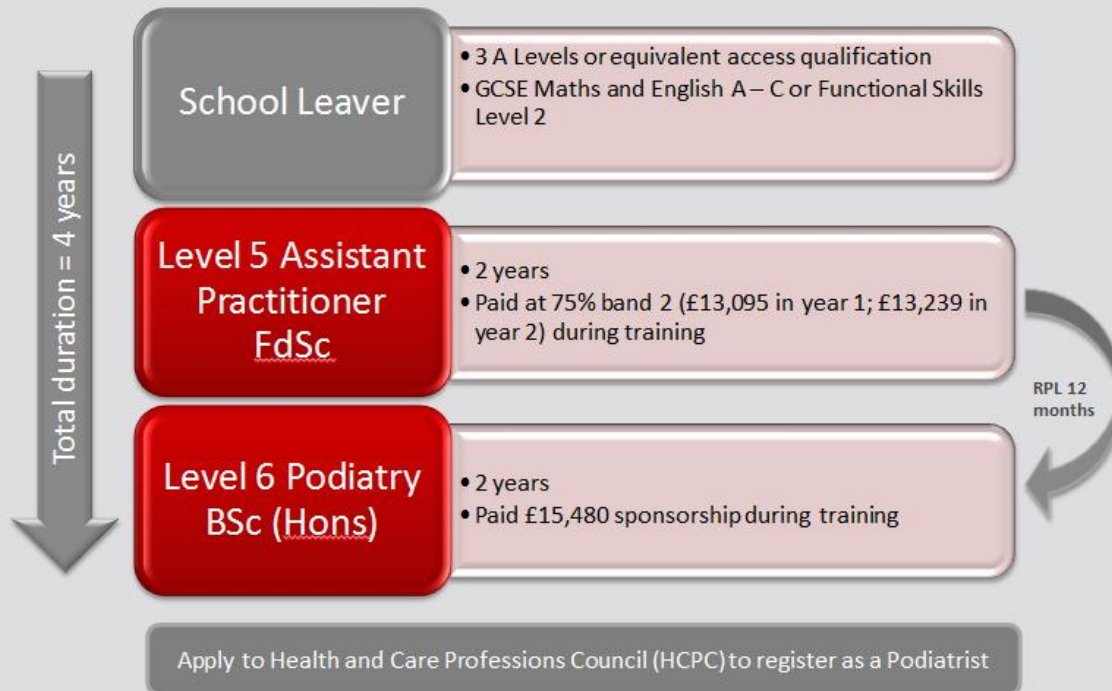
# Assistant Practitioner (AP) Role

- AP is a non registered worker who competently delivers health and social care
- They have attained level of knowledge and skill above that of a support worker
- The role was introduced in 2002 to assist registered health and social care professionals  
(Mackinon and Kearney, 2009)

# Expand New Roles- grow our own



## School Leaver Route into BSc (Hons) Podiatry



*\*Subject to change\**

# The evolution of the Role

- In 2008 skills for health appointed the Calderdale Framework (CF) 2010 to develop the AP role at level 4.
- This led to the development of a new higher education course.
- Initial pilot in Bradford with focus on competency training for non registered workforce with evaluation of impact
- Work under delegation
- Foundation degree in health care (FdSc)
- Multi-professional programme

# How

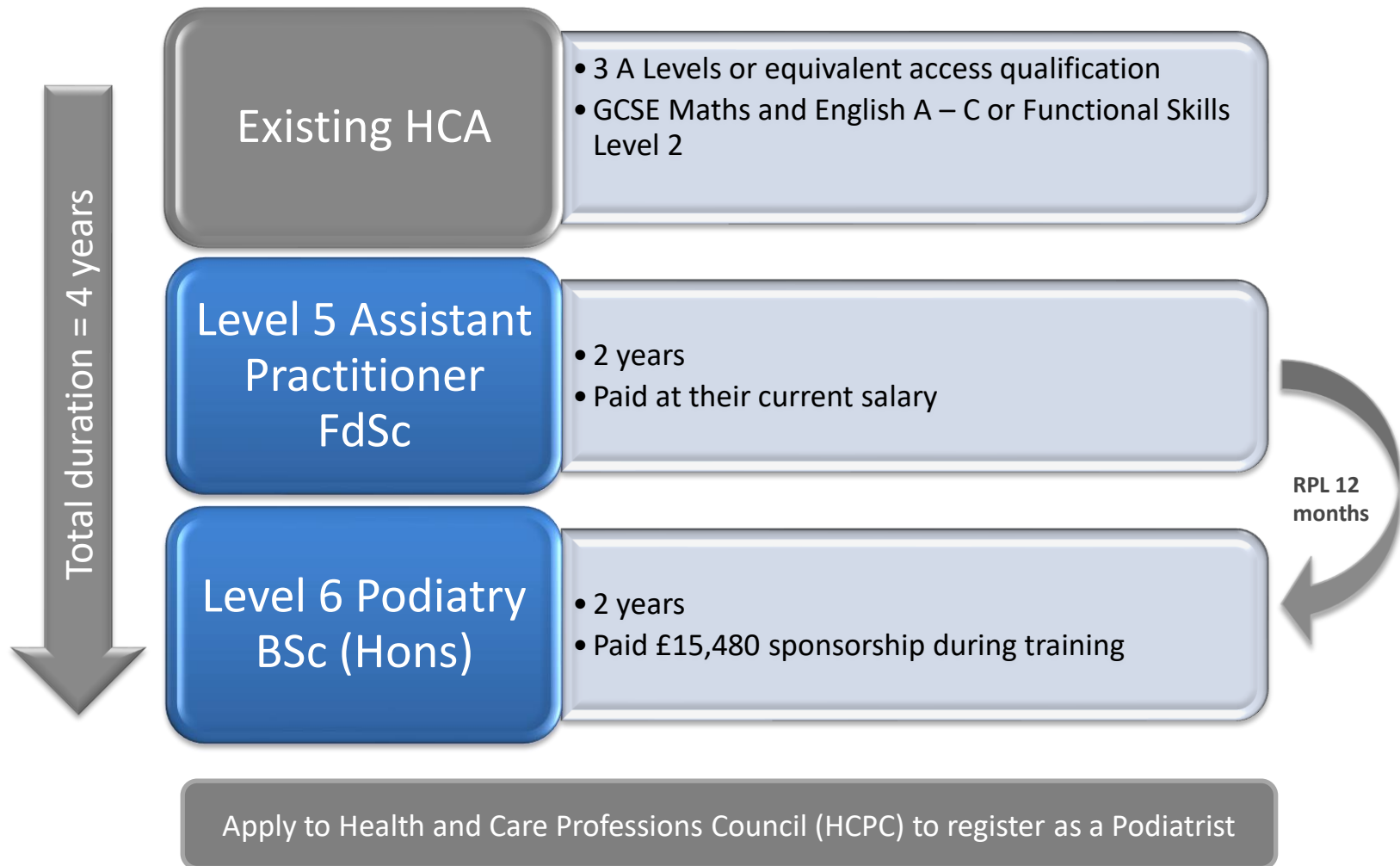
- Worked with our local education providers to develop nursing and AHP programme
- Mapped competencies to Skills for Health
- Generic multi-professional course content
- Adapted over time to change some of the profession specific modules and generic course content
- Partnership agreement with Plymouth University degree programme



# Governance and expectations

- AP pathway is governed under the career framework of Skills for Health Skills for Health (2009)
- The ability to apply their knowledge and skills to new situations, including in the workplace- Foundation Degree Characteristic Statement (2015)
- Practice portfolios identify the practice based generic and specific competencies necessary for successful completion of the programme
- Embedded Key Transferable Skills through Teaching & Learning and Assessment
- Reflective accounts of practice will be included in the portfolios
- Learners have to demonstrate an ability to apply practical skills to a wide variety of industry related scenarios
- Learners are required to complete a range of practical based skills assessments throughout the units.

## Existing Staff Route into BSc (Hons) Podiatry



*\*Subject to change\**

# Paid work experience

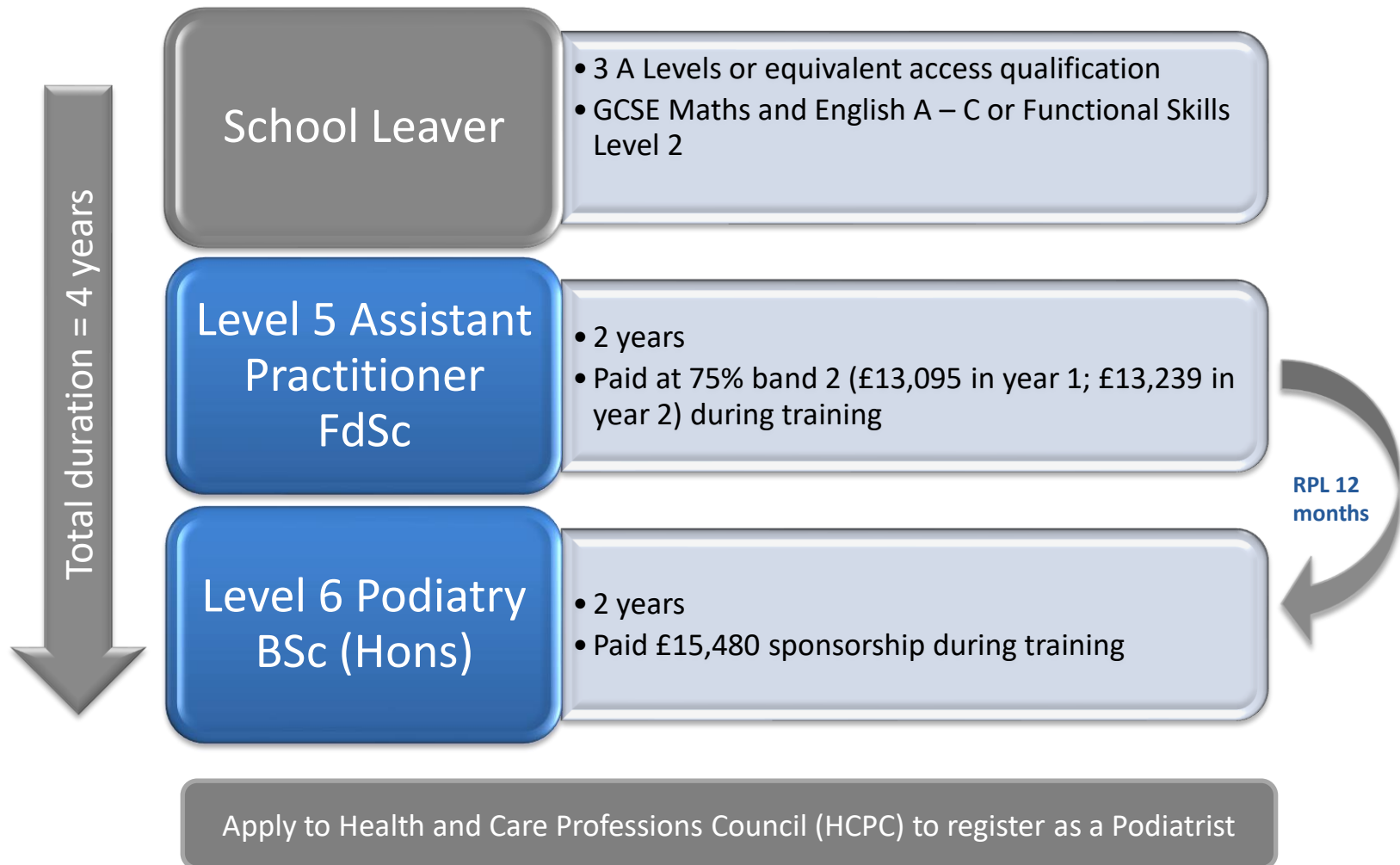
## **The offer**

- 12 weeks on clinical placement
- Acquisition of Care Certificate
- Successful interview/application for apprenticeship

## **How/challenges**

- Advert NHS Jobs
- Agree salary with organisation ( NMW) age determined.
- Route to grow own on apprenticeship ( ring fence salary or agree with organisation via business case)
- JCNC/HR for workforce agreement ( don't forget your recruitment team)

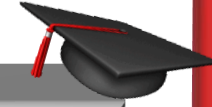
# School Leaver Route into BSc (Hons) Podiatry



*\*Subject to change\**



Post 2018 Assistant  
Practitioner



Pre 2018 Assistant  
Practitioner

Existing HCA

School Leaver

**4 years until qualified**

Entry Criteria: 3 A Levels; Maths & English at GCSE A-C or L2 Functional Skills

Undertake 2 year FdSc Assistant Practitioner. RPL 12 months towards BSc (Hons) Podiatry

75% of Band 2 whilst undertaking FdSc Assistant Practitioner

*4 years until qualified*

Entry Criteria: 3 A Levels or L3 Health Apprenticeship; Maths & English at GCSE A-C or L2 Functional Skills

Undertake 2 year FdSc Assistant Practitioner. RPL 12 months towards BSc (Hons) Podiatry

Paid at current salary whilst undertaking FdSc Assistant Practitioner

**3 years until qualified**

If Assistant Practitioner qualification was achieved prior to 2018, 12 month RPL bridging programme is required – this will RPL 12 months towards BSc (Hons) Podiatry

BSc (Hons) Podiatry will then take 2 years

*2 years until qualified*

If Assistant Practitioner qualification was achieved from 2018 onwards, RPL can be used towards the BSc (Hons) Podiatry (12 months off total time).

Completion of the BSc (Hons) Podiatry will take 2 years

Learners will earn £15,480 during training

BSc (Hons) Podiatry takes a total of 3 years

RPL accepted

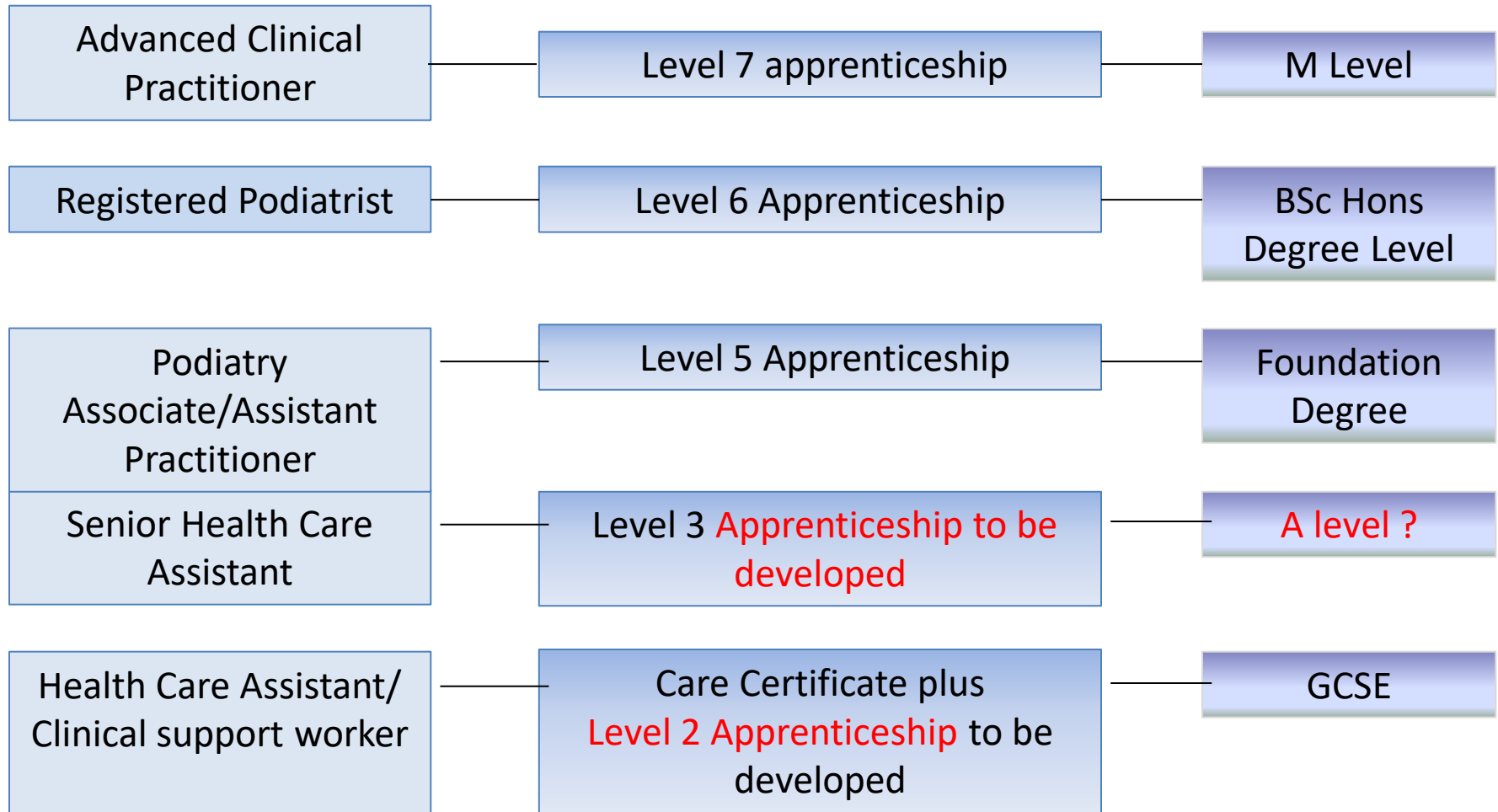
On completion, learners can apply to the Health and Care Professions Council (HCPC) to register as a Podiatrist



# Achievements to date

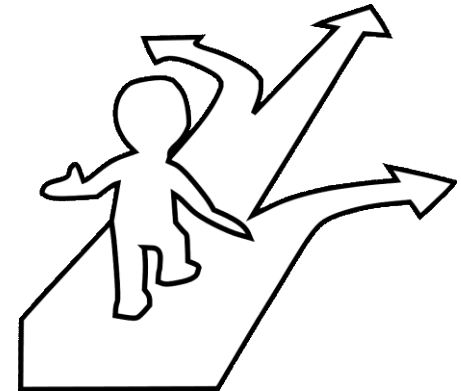
- Expansion of FdSc Assistant practitioner distance learning under apprenticeship
- Development of course content for BSc Hons podiatry apprenticeship course. Blended learning.
- Paid work experience

# Next steps- Progression routes in Podiatry using an Apprenticeship Pathway?



# What do you need to think about

- **Clinical educators- ( training and skills)**
- **Clinical practical teaching ( the how)**
- **Collaborative agreement on who can do which competencies**
- **Ring fenced salaries paid at band 4 on graduation**





Thank you for listening

Questions?