

### **Benefits of Apprenticeships within the NHS**

Apprenticeships are a vital component of The Talent for Care national strategic framework to develop, and make the most of, a support workforce that is strong, capable and proud.

As part of the proposed NHS-approved career progression framework, Apprenticeships can:

- Improve patient care
- Provide opportunities and recognition for all support staff (clinical and non-clinical) including the development of transferable skills, resulting in increased flexibility of the workforce
- Support the expansion of national standards across the NHS
- Provide flexible training programmes and increased organisational efficiency and effectiveness

### **So, how can Apprenticeship programmes directly benefit and support your organisation?**

#### **Improved Patient Care**

Apprentices tend to be eager, motivated and flexible. Remember, an apprentice is with you because they want to be – they have made an active choice to learn on the job and a commitment to a specific career.

Apprenticeships increase loyalty to the organisation and most apprentices stay with their recruiting employer resulting in a consistent and cohesive approach to patient care. (Evaluation of Apprenticeships for Employers. BIS. May 2012)

#### **Values and Behaviours**

The inclusion of Employees Rights and Responsibilities within an Apprenticeship programme will ensure the delivery of NHS ethos, values and beliefs in the form of the NHS Constitution.

Note

- a. Employers Rights and Responsibilities are not mandatory in new emerging Apprenticeship Standards, however, the inclusion of values and behaviours will deliver the above benefits.
- b. The Care Certificate, to be introduced in March 2015, is a set of standards aimed at ensuring that new healthcare support workers have the right values, behaviours, knowledge and skills at the start of their career. This Certificate can be mapped across to the relevant clinical Apprenticeship.

### **A Means of Developing a Skilled, Motivated and Qualified Workforce**

Quality is key to Apprenticeships – providing high quality training that benefits both apprentices and employers.

Developed by employers for employers, Apprenticeships can enable your organisation to train more of your employees, whether existing or new, in the specific skills that are critical for your organisation. They can also help you develop the specialist knowledge that is needed to keep pace with the latest technology and working practices in healthcare e.g. Dementia Awareness, Infection Control, Health Informatics and IT.

Apprentices gain the new skills and learning they need to carry out their job roles as well as preparing them for future employment.

Higher Apprenticeships, at Levels 4 and above are a cost-effective way for employers within the NHS to recruit high quality talent early and to provide an educational framework for the development of existing staff.

Many healthcare organisations are already benefiting from being able to use funded Apprenticeship schemes to attract excellent people from their local community as well as using Apprenticeships to qualify the existing workforce resulting in well-trained, motivated staff who 'earn as they learn'. Some success stories and quotes include:

- 'The apprenticeship has been a light in my chosen path. The practical skills I received have enhanced the quality of care I give my patients in Aintree'. – \*Nurse, Aintree University Hospital (Achieved L2 and L3 Apprenticeships before progression onto Nursing degree).
- 'I am now a permanent Team leader and I have now embarked on another Apprenticeship in Level 3 management which I am hoping will help me go into a higher position'. – \*Team Leader, Aintree University Hospital
- 'I was a hairdresser. I was good at it. But I'm much better at caring for renal patients. I'm amazed at how much I progressed as an apprentice. My Trust saw me as an opportunity and now I'm applying to university to train as a registered nurse. I hope this strategic framework (Talent for Care) supports more managers like mine'. – \*Donna Addison – Award winning apprentice and Talent for Care Champion.

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- 'Apprentices are now able to work in all the areas, and as they have experienced all the areas they know which one they prefer. We are able to move them into other areas if one area is short staffed and needs cover and now if they wanted to and there is a position available they can work in a different area without the need for further training'. - \*\*NHS South Central area.
- 'I think because the apprentices ask a lot of questions of the other team members it has made the existing team look at their own work and think about what they do'. - \*\*NHS Trust Manager

\*Quotes taken from Aintree Apprenticeships leaflet - Aintree University Hospital

\*\*Quotes taken from: An Evaluation Study to Measure the Impact of Apprenticeships on Patient Care and Service Delivery across NHS South Central.

### **Widening Participation and Attracting Young People into the NHS**

Apprenticeships are for all – whether developing your existing support workforce or attracting new entrants.

Widening the pool of people who might enter into NHS employment, Apprenticeships can support \*NHS core values of equality, diversity and inclusion, and may lead to support staff reflecting the population it serves.

\*Values reflected in the commitment captured within the NHS Constitution (2013).

Apprenticeships open up opportunities for young people to enter the health sector, a particular benefit to organisations given the ageing NHS workforce and concerns around specific skills shortages.

They can strengthen your corporate and social responsibility strategies by providing employment, with training, into entry level jobs and access to professions for local people.

For further information on widening participation use [www.nw.hee.nhs.uk](http://www.nw.hee.nhs.uk) to view Widening Participation It Matters!

### **Transferability and Progression**

Apprenticeships help NHS organisations to grow their own talent.

Supporting progression pathways, Apprenticeships are available from level 2 up to level 7 across some occupations. They cover a range of job roles including, both clinical and non-clinical areas e.g. Health (Perioperative Support), Laboratory Technician, IT, Finance and Business Administration.

A bridging programme is in development to support apprentices to develop study skills alongside their health related L3 Apprenticeship, providing a pathway for



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individuals to access Higher Education and progress onto undergraduate health or social care pre-registration programmes, including nursing, should they wish to. For further information go to:- <http://www.skillsforhealth.org.uk/getting-the-right-qualifications/bridging-programme/>

In addition, an Apprenticeship in Nursing is being developed, which will result in a seamless progression, via an Apprenticeship pathway, into a nursing career. Apprenticeships include nationally recognised qualifications and core learning requirements which increase employee flexibility and transferability across the NHS sector e.g. Assistant Practitioners Apprenticeship.

### **Increased productivity**

Nearly every employer that takes on an apprentice (96%) reports benefits to their business demonstrating that Apprenticeships deliver real returns to your bottom line.

72% of organisations report improved productivity as a result of employing an apprentice.

Other business benefits reported by apprentice-employers include improved services, the introduction of new ideas to the organisation, improved staff morale and better staff retention. (Evaluation of Apprenticeships for Employers. BIS. May 2012)

### **Cost effective recruitment and training**

Training apprentices can be cost-effective, leading to lower overall training and recruitment costs.

The National Apprenticeship Service provides guidelines on apprentice salaries see: <http://www.apprenticeships.org.uk/partners/policy/nationalminimumwage.aspx>  
Salaries are generally increased as the apprentice's contribution in the workplace grows.

Having more than one apprentice can provide the opportunity to stagger release time and rotate apprentices across departments to meet business needs and to provide a broader experience for the apprentice.

Training costs are funded in full for 16-18 year olds, and on a sliding scale for those aged 19+.

A recent study by the University of Warwick Institute of Employment Research found that the costs of Apprenticeship training are recouped relatively quickly, and that where the investment is nurtured, the returns are significant (National Apprenticeship Service website).



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Apprentices tend to be loyal to the organisation that invested in them and this in turn can result in reduced staff turnover and improved staff retention through career progression.

Apprenticeship Vacancies, the jobsite for Apprenticeships, enables employers to advertise Apprenticeship vacancies for free, and can be linked to existing NHS Jobs, ensuring the widest pool of talent to meet your organisation's requirements. See: [www.apprenticeshipvacancymatchingservice.lsc.gov.uk](http://www.apprenticeshipvacancymatchingservice.lsc.gov.uk)  
[www.jobs.nhs.uk](http://www.jobs.nhs.uk)

A search tool has been designed to help you, if needed, identify and access local Apprenticeship training. This is located at:-  
<https://apprenticeshipvacancymatchingservice.lsc.gov.uk/navms/forms/vacancy/searchprovider.aspx>

### **Return on Investment**

Apprenticeships boost productivity by enabling organisations to grow their skills base.

In May 2014, The Department for Business, Innovation and Skills (BIS) published a study which looked at the costs of three broad Apprenticeship frameworks delivered within the NHS (Clinical Support, Business Administration and Engineering). The evidence in the report suggests that employers were of the view that Apprenticeships delivered the skills they needed and that in most instances the costs of training could be recouped over one – two years. You can read the full report here:--  
<http://www.apprenticeships.org.uk/about-us/~media/Documents/Publications/Net-Benefits-to-Employers-of-Apprenticeships-in-He.ashx>

Or view a presentation delivered by Terence Hogarth from the Institute for Employment Research, University of Warwick, which details the key findings. You can view the presentation here:  
[http://www.nhsemployers.org/~media/Employers/Documents/Recruit/Warwick\\_apprenticeships\\_presentation.pdf](http://www.nhsemployers.org/~media/Employers/Documents/Recruit/Warwick_apprenticeships_presentation.pdf)

The average Apprenticeship completer increases business productivity by £214.00 per week, with these gains including increased profits, lower prices and better services

### **Conclusion**

Apprenticeships empower individuals creating a support workforce that is strong, capable and proud.

Apprenticeships provide the skills and knowledge required to become competent in a range of clinical and non-clinical roles within a health setting.



They can reduce your overall training budget and recruitment costs as many attract funding for the training element of the Apprenticeship.

Many NHS organisations are already reaping the benefits of recruiting and delivering Apprenticeship programmes.

Apprenticeships can easily form part of a workforce development plan resulting in improved patient care.

Apprenticeships can provide solutions to existing issues identified through recent consultations across the sector, by:

- Providing national standards within a valued Apprenticeship brand
- Widening participation and increasing opportunities to access employment within the NHS
- Increasing flexibility and transferability of skills
- Providing accredited training opportunities and progression pathways for support workers

### **So, can you afford not to offer Apprenticeships?**

Further information can be found at:

Our Apprenticeships myths page at:

- [www.nhsemployers.org/your-workforce/recruit/employer-led-recruitment/apprenticeships/apprenticeship-myths](http://www.nhsemployers.org/your-workforce/recruit/employer-led-recruitment/apprenticeships/apprenticeship-myths)
- National Apprenticeship Service at [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk)
- National Skills Academy for Health at [www.nsahealth.org.uk](http://www.nsahealth.org.uk)
- Skills for Health at [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)
- Health Education East Midlands have documented the wide range of apprenticeships relevant to roles in the sector. The list can be found at <http://em.hee.nhs.uk/wp-content/uploads/sites/476/2014/04/Apprentice-Matrix-Online-2.1.pdf>
- Detailed information on all Apprenticeships can be found at Apprenticeship Frameworks Online at [www.afo.sscalliance.org](http://www.afo.sscalliance.org)

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