

Developing the Radiography Workforce



Apprenticeship Webinar

Welcome and Introductions

- Hello and Welcome!
- This event is a Microsoft Teams Live Event, which means that you won't be able to be seen or speak, but there will be a Q&A bar to send in questions for discussion
- This webinar will be recorded and will be shared
- Slides will also be shared after the webinar

Agenda

- Welcome, Introductions and Housekeeping
- Current workforce challenge context
- Employer support package (including EOI process)
- Focus on Radiography Apprenticeships
- Learner story
- Understanding apprenticeships
- Entry Levels and Equivalency
- Lessons learnt session
- Course Providers
- Implementing and next steps
- Q&A session

Webinar Team today

- Nerys Blake - Programme Lead, Cancer and Diagnostics, Health Education England
- Fay Lane - Talent for Care Relationship Manager (Apprenticeships), North East and Yorkshire, Health Education England
- Gemma Hall - Talent for Care Relationship Manager (Apprenticeships), North West, Health Education England
- Liz Sahu - Talent for Care Relationship Manager (Apprenticeships), Midlands, Health Education England
- Maria Reynolds & Hazel Rodgers – Radiography Apprenticeship Trailblazer Chairs
- Marie Hollingworth and Collete Fegan – Sheffield Hallam University

Context

Nerys Blake

Programme Lead – Cancer and Diagnostics

Developing radiographer apprenticeships

- HEE national Cancer and Diagnostics Programme
- Plans include a focus on radiography as a priority profession
- Opportunities through apprenticeships

Developing radiographer apprenticeships

Policy and Strategy

Cancer workforce plan (2017)
NHS Long Term Plan (2019)
NHS People Plan (2020)
Diagnostics Recovery and Renewal (2020)

- LTP ambition to diagnose cancers earlier and improve cancer survival
- The demand for imaging services is increasing
- Diagnostics Recovery and Renewal report sets out:
 - challenges in diagnostics workforce
 - new service models to transform delivery and accelerate capacity
- Key roles in cancer care and diagnostics
- Radiographers as priority profession for growth and transformation

Opportunities

- Apprenticeships offer one way to increase the workforce and routes into the workforce
- Positives offered around how we engage, train and grow the workforce
 - Increase sense of belonging
 - Part of a community whilst training
 - Increase satisfaction
 - Retain valuable skills and experience
- Career escalator
 - Apprenticeships through every level
- Identify and grow the workforce with planned routes and opportunities to enhance skills

Developing radiographer apprenticeships 21/22 support

- HEE national Cancer and Diagnostics Programme priority to support additional radiographer apprenticeships in 21/22
- Training grant of £10,000 in 21/22 for each apprentice start (diagnostic radiographer, therapeutic radiographer, assistant practitioner, mammographer)
- Employer guidance available, with support from Regional Apprenticeship Managers
- Expressions of interest open to 8 October 2021

Apprenticeships: Diagnostic & Therapeutic Radiography Trailblazers

**Maria Reynolds, Imaging Practice &
Education Lead, UHB**

**Baz Rodger
Head of Radiotherapy, Leeds Cancer
Centre**

Developing people
for health and
healthcare

www.hee.nhs.uk



Why be a Trailblazer for Apprenticeships?

- National Shortage of Radiographers
- Increased demand on Imaging & Cancer Services
- Increase in Proton Centres
- Increase in Advanced Practice – decreases Clinical radiographers
- Loss of bursaries/secondments



Employer Benefits to degree Apprenticeships

- Spend the apprenticeship levy
- Employers select Apprentices; control of workforce recruitment
- Attract staff from local population, with care +/- life skills
- Loyalty & sense of belonging during training – encourage staff retention
- Career progression for workforce



Remit of Trailblazer

- Not about implementation, but to develop the Standard and EPA
- Not about solving all our workforce challenges, focus is to develop the Standard and the EPA
- **OPPORTUNITY** to mould our future workforce to meet our needs and our employees needs. To recruit and retain local employees



Trailblazer Teams

Diagnostic Radiography

- 15 Employers, 3 Higher Education Institutes (HEI), Skills for health (SfH), College of Radiographers (CoR) representation, Institute for Apprenticeships (IfA) and consultation with Health & Care Professions Council (HCPC)

Therapeutic Radiography

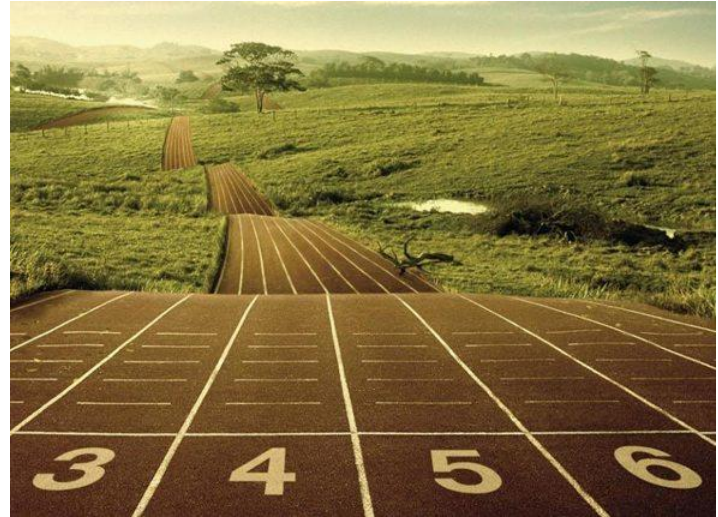
- 16 employers, 4 Higher Education Institutes (HEI), Skills for Health (SfH), College (CoR) representation, Institute for Apprenticeships (IfA) and consultation with Health & Care Professions Council (HCPC)



Progress...

- 7 December 2018 standard published
- 21 February 2019
 - EPA approved
 - Funding Band 22; £19,000
- 16 Nov 2020 new funding approved
 - Revised Funding
 - Band 27: £24,000
- 29 June 2021 fully integrated degree
 - Resent funding costs

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



https://haso.skillsforhealth/standards

Therapeutic Radiographer (Degree)

Close X

This apprenticeship standard is approved for delivery.

This occupation is found in the health and care sector and includes the NHS and private healthcare providers. The broad purpose of the occupation is to provide excellent care to patients diagnosed with cancer by delivering high quality and accurate radiotherapy, taking into consideration patients' emotional, psychological, and physical needs through the stages of their cancer treatment when at times they may be extremely vulnerable. You will be responsible for the patient from the time of referral for radiotherapy by a cancer specialist and will undertake pre-treatment preparation of radiotherapy patients, such as scanning and planning the patients' radiotherapy.

Route: Health and Science

Pathway: Allied Health Professionals

Funding £ (Max): 24,000

Reference: ST0620

Typical length: 36 months

Notes:

Level 6

Links:

- [News/updates](#)
- [Organisations involved](#)
- [Proposal submitted](#) (anonymised version)
- [Version control log](#)
- [Standard snapshot](#)

Status: Approved for Delivery



1. Proposal Approved
2. Standard Approved
3. EPA Plan Approved
4. Funding Band Assigned
5. Training Provider Registered
6. EPAO Registered

STANDARD

ASSESSMENT

SEARCH PROVIDERS

CONTACT

DIAGNOSTIC RADIOGRAPHER (INTEGRATED DEGREE)

Details of standard

Occupation summary

This occupation is found in all healthcare settings including, primary, secondary and tertiary healthcare, independent and private healthcare sectors.

The broad purpose of the occupation is to provide excellent patient care by obtaining images of a high diagnostic quality using a range of high cost and complex imaging equipment. This will include imaging using x-rays and cross-sectional imaging methods (Computed Tomography or CT), fluoroscopy and Interventional Radiology and will be able to assist in other imaging modalities such as Ultrasound, Magnetic Resonance Imaging (MRI), Breast Imaging and Nuclear Medicine. Diagnostic Radiographers work with a broad range of patients, e.g. patients who may have mental and/or physical disabilities or be distressed, children and the terminally ill. They work independently to assess, authorise, obtain consent and undertake individual examination requests for radiography procedures. They will critique images and determine appropriate actions. The work is physically and mentally demanding and involves direct patient contact, which can be of a personal nature.

In their daily work, an employee in this occupation interacts with patients, their carers, members of the public and other healthcare staff e.g. porters, nurses, other allied health professionals, doctors, external contractors, engineers and medical physicists etc. They will primarily work in diagnostic imaging departments in hospitals (inpatients and outpatients), but also provide mobile imaging on Wards, including the Intensive Care Unit, Neonatal Unit, Emergency Department and Operating Theatres. Diagnostic Radiographers may also provide imaging in stand- alone satellite units.

An employee in this occupation will be responsible for the safe use of imaging equipment and the safe conduct of examinations, including the radiation protection of patients, themselves, staff and visitors. As registered autonomous practitioners they are accountable both professionally and legally for their own actions and for those operating under their supervision as they deliver safe and compassionate care. Work may be undertaken independently or as part of a team. They may refer to another healthcare professional for advice; however, this may not always be available at night in smaller organisations or in satellite departments. They are expected to contribute to a 24-hour, 7-day week imaging service with varying shift patterns and on call service and, on occasion, may be the sole provider of imaging services for the organisation.



THERAPEUTIC RADIOGRAPHER (INTEGRATED DEGREE)

Occupation duties

DUTY	CRITERIA FOR MEASURING PERFORMANCE	KSBS
<p>Duty 1 Practise autonomously, safely, and effectively within the Health and Care Professions Council (HCPC) regulated standards of proficiency for therapeutic radiography practice and take professional accountability for and understand the limitations of own practice.</p>	<p>Practise safely and effectively within HCPC standards Adhere to all professional, legal, ethical and regulatory requirements and standards relating to radiotherapy Adhere to local departmental policies and clinical protocols</p>	<p>K1 K2 K3 K4 K19 S1 S2 S3 S4 B1 B2 B4 B5 B6</p>
<p>Duty 2 Practise in a non-discriminatory way acting in the best interest of patients at all times and act as an advocate for patients, their families and carer(s), working with a range of other healthcare professionals within the radiotherapy setting.</p>	<p>Correct and appropriate information given to patients in all settings Patient concerns, complaints, issues, or need for further support are responded to appropriately, or referred to appropriately qualified staff</p>	<p>K5 K6 K8 K22 S5 S6 S7 S8 S9 S38 B1 B2 B4 B6 B7</p>
<p>Duty 3 Reflect on own radiotherapy practice and learning, actively engage in clinical supervision, and identify areas for personal and professional</p>	<p>Engagement and reflection on practice, undertakes further training and</p>	<p>K3 K9 K10 K22 S1 S10</p>

DIAGNOSTIC RADIOGRAPHER (INTEGRATED DEGREE)

K22: Understanding of radiographic equipment in the context of how images are produced for both ionising and non-ionising radiation imaging methods and how images are appropriately shared and/or stored.

K23: Knowledge of the theory of the audit cycle, quality control tools / equipment, analysis of results and how to take appropriate action and the principles of service improvement.

K24: Knowledge of current trends in relevant legislation, the profession and wider healthcare, and an understanding of putting evidence-based practice into daily work.

K25: Knowledge of different research methodologies and how to critically analyse research.

K26: Knowledge of cyber security relevant to the Imaging department.

K27: Knowledge of the application of different Imaging procedures and the associated risks/benefits and precautions/safety requirements.

Skills

S1: Undertake basic patient observations, recognise a deteriorating patient, and manage immediately and appropriately.

S2: Manage time and resources and prioritise workload according to clinical needs.

S3: Build and sustain professional relationships and work independently, as part of the imaging team, as part of a multi-disciplinary team, and providing supervision as appropriate.

S4: Communicate appropriately with each individual patient, their families and carers, involving them in decision making, where appropriate, and the multi-disciplinary team adapting a style for each individual to provide holistic care, taking account of circumstances and environments.

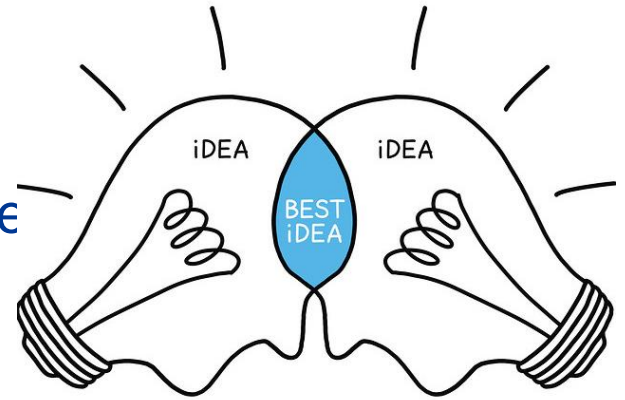
Things to consider

- How many learners can you support?
- What banding/salary & T&Cs will apprentices be employed at?
- Do you have a JD / PS?
- Employers - how will you get salary funding for these posts in your business planning?
- Provision of safe Clinical support for all trainees
- Remote / face to face learning, travel & accommodation expenses



Collaboration

- Work with Levy 'Spender / Controller' in your organisation
 - Apprenticeship Team
 - Education Department
- Engage with HEIs
 - Ensure the program is fit for your purpose



Questions?

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Apprenticeships

Mammography Associate



Assistant Practitioner (contextualized)



Healthcare Science – level 2, 4 and 6



Therapeutic Radiographer



Diagnostic Radiographer



Sonographer



Enhanced Clinical Practitioner



Mammography Associate Apprenticeship

The apprenticeship will provide candidates with understanding of breast anatomy, physiology, and pathology, including clinical signs and symptoms of breast cancer, and they will be able to apply knowledge of ionising radiation regulations.

Achieve Level 4 Certificate in Mammography Associate from Institute of Apprenticeships and will be able to produce mammography images of consistently high quality to meet rigorous NHS Breast Screening Programme (NHSBSP) standards.

Assistant Practitioner Apprenticeship

Assistant Practitioner is a job title applied to a very wide variety of roles that have been developed locally by employers to meet individual service need – the apprenticeship can be contextualised to train Radiography Assistants.

Achieve an accredited level 5 qualification such as a Foundation Degree, other Level 5 Diploma of Higher Education or the Level 5 Diploma for Assistant Practitioners in Healthcare.

For Assistant Practitioners who wish to progress into Registered Practice, the apprenticeship can provide credits into some Higher Education programmes aligned to professional registration. **Read a case study [HERE](#), where the Midlands region successfully upskilled Assistant Practitioners to become Diagnostic Radiographers in 18 months.**

Hear from the learners

MY LEARNER STORY.

Rach Olsen

MY NHS CAREER BEGAN IN 2004



Radiography Department Assistant (RDA) 2004 - 2006.

I joined MDGH as an RDA in 2004 and embraced the learning opportunities. In the first twelve months I completed two NVQ qualifications.

- NVQ level 3 in care.
- NVQ level 2 in customer service.
- Assisted in training new starters.
- Assisted the Radiologist during intervention procedures in ultrasound and fluoroscopy.

TRUST FUNDED DEGREE.
ENROLLED 2006



Foundation Degree in Radiography 2006 - 2008

I was given the opportunity to attend LJMU two days a week for two years to establish the theoretic knowledge surrounding radiography, alongside a clinical workplace placement to obtain my foundation degree in Radiography. During this course I learnt how to undertake diagnostic radiographs on ambulant patients under a HCPC registered Radiographer's supervision.

WORKING AS A QUALIFIED AND ACCREDITED RADIOGRAPHIC ASSISTANT PRACTITIONER (RAP) UNDER AN EXTENDED SCOPE OF PRACTICE INTRODUCED IN 2018

- ◉ East Cheshire NHS Trust Radiology Department developed a local rules protocol for RAP's, allowing an extended scope of practice.
- ◉ The role of the Assistant Practitioner was developed as a result of modernisation and development within the Radiology workforce.
- ◉ Its introduction was designed to address issues associated with recruitment and retention of Radiographers and Radiologists, develop a workforce with a wide skill mix, and initiate a positive effect on the patient pathway.
- ◉ Assistant Practitioners must have successfully completed an accredited Assistant Practitioner foundation degree.
- ◉ Demonstrate clinical competencies through ongoing continued professional development (CPD).
- ◉ Plain film appendicular,
- ◉ Plain film axial,
- ◉ Fluoroscopy(non-interventional)
- ◉ Plain film chest and abdomen.

RESTRICTIONS WITHIN THE RAP SCOPE OF PRACTICE.

- Assistant Practitioners will work at all times under the indirect supervision of State Registered (HCPC) Radiographers.
- The Assistant Practitioner should not perform Radiographic examinations on patients under the age of 16years, unless specific training and demonstration of competence has been demonstrated.
- In all areas of practice the Assistant Practitioner will be defined as an Operator by the Ionising Radiation Regulations (Medical Exposure) 2000.
- The Assistant Practitioner must adhere to Ionising Radiation (Medical Exposure) Regulations 2000 and Ionising Radiation Regulations 1999, local rules and Directorate / Trust policies and procedures at all times.
- All images must be checked by a HCPC registered practitioner prior to the service user leaving the Radiology department.
- An RAP can not manage any areas, there must be a HCPC Radiographer in the vicinity.

MOBILE CHEST RADIOGRAPHY

- Mobile chest imaging was introduced into the RAP scope of practice in 2019.
- The Assistant Practitioner will undertake the full range of mobile Radiography on the wards and in the Accident and Emergency department.
- In this instance they will work under the indirect supervision of the supervising Radiographer.
- The Assistant Practitioner will authorise requests and maintain radiation safety of both patients and staff in accordance with departmental Standard Operating Procedures.
- Trust and Departmental policies and procedures must be adhered to at all times.
- Radiographs produced must be of optimum quality and answer the clinical question.

I welcomed the opportunity to expand my skills, plus it assisted with the work flow and team dynamic within the Radiology department.

CANNULATION & PHLEBOTOMY

- ◉ I also extended my skills to include cannulation and phlebotomy in 2018.
- ◉ Assisting in CT and MRI.
- ◉ Training new starters.

This experience alongside my extended scope of practice gave me an insight into other imaging modalities and a higher realisation that I wanted to explore the learning criteria linked to becoming a qualified Radiographer.

This in turn would allow me to work a registered practitioner in an autonomous role.

GCSE ENGLISH & MATHS



English GCSE 2019 - 2020
Maths GCSE 2020 - 2021

I was advised that the qualification entry requirements for the bridging course at the University of Cumbria included GCSE Maths and English C/4 and above. Therefore I attended Macclesfield college evening classes for two years to achieve my GCSE qualifications.

UNIVERSITY OF CUMBRIA BRIDGING COURSE.



February 2021 - May 2021

This course was a positive foundation for new learning and assisted in cementing the knowledge and skills I have acquired within Radiology to date.
I will welcome the opportunity to commence the apprenticeship top up course and welcome the gateway to become a HCPC registered Radiographer.



ASSISTANT PRACTITIONER TO RADIOGRAPHER

BY STEPHEN LOMAX

ASSISTANT PRACTITIONER AT LIVERPOOL HEART AND CHEST HOSPITAL (LHCH)

A LONG STORY OVER 15 YEARS IN THE MAKING....

- 2006 – commenced a two year undergraduate degree at Liverpool John Moores University- Living with parents at the time, I found I had lots of time to study and this resulted in me passing the course with no need for exam re-sits or resubmissions.
- I believe this course was funded out of departmental budget.

CONTINUED EDUCATION.....

- I qualified and graduated in 2008 and have remained a loyal employee at LHCH since.
- I have been lucky enough to still be permitted to attend university and study a couple of undergraduate courses and I've recently attended Edge Hill university to study a short post graduate course, this is on going and will be finished soon.

FALSE LEADS.....

- Since 2008, I have attempted to gain access to the radiography degree program at various institutions, these all ended in disappointment.
- Liverpool university required me to leave full time work and start the degree from year one. This seemed like a lot of hard work which would have been wasted and not recognise my Assistant Practitioner undergraduate degree qualification.

MORE FALSE LEADS.....

- In 2016 I discovered that the University of Derby offered a Bridging Program, with the opportunity to join the degree in the third year after successful completion. I visited the university which was over 100 miles from home and spoke with tutors who were willing to accept me on to their course.
- Funding was to be paid by the radiology department, a sum of around £15,000 total.
- My manager who has since left agreed to fund this which was great and I was looking forward to my future.

DISAPPOINTMENT...

- With weeks to go, my manager decided that only £1000 could be used for my course and the rest was for me to find.
- By now, I was living with my fiancée in our recently mortgaged home, funding the rest at short notice wasn't an option.

LOOKING UP.....

- Another couple of years went by, I still checked universities for options and then discovered a new course being run by Cumbria university. This was being sold as a 16 week bridging course with an easy transition to 3rd year upon completion.
- After what seemed like an eternity and a management “shake up” in the department, my new manager agreed the funding for the course in its entirety.

BRIDGING COURSE....

- I commenced the bridging course in February this year, there was lots of work to complete and the online lectures were different than I was used to.
- I found online learning quite easy and adapted well to it.
- Tutors were on hand to answer questions and our small class size of just four students made the whole course quite intimate and well delivered.

MY FUTURE.....

- I completed the bridging program within the set time and again did not require any re-sits or resubmissions of work.
- I am currently awaiting the “top up” year to commence where I hope to gain a place and finally complete the degree.

HOPES AND MY AIM

- Completing the degree will allow me to pursue my career within radiology and work as a radiographer.
- My experience is quite vast, yet my limitations as assistant practitioner only stifle my potential.
- Unless you have been an assistant practitioner, it's difficult to understand the concept of assisting with teaching students and new staff only for those student to qualify and confirm my images that I taught them to take.
- I'd like to be involved in teaching and feel this would only be enabled if I attend Cumbria university as planned.

The background is a blue gradient with white circuit-like lines in the corners. The text is centered in red.

THANK YOU FOR THE OPPORTUNITY TO PURSUE
MY CAREER IN RADIOGRAPHY.

STEPHEN LOMAX

Understanding Apprenticeships

What is an Apprenticeship?

- Apprenticeships are work-based training programmes which are designed to help employers train people for specific job roles. At the same time, apprentices get a paying job with valuable training while they work towards a nationally recognised apprenticeship standard or framework.
- Apprenticeship qualifications or standards range from levels 2-7. This is the equivalent of GCSE level up to master's degree level.



What is an Apprenticeship?

- Cancer and Diagnostic Apprenticeships are an employment-based route into the professions.
- To undertake an apprenticeship learners must be employed within a department that allows them to practice and use their skills, this could be a radiography department or an oncology service for example.
- Typically, apprenticeships combine extensive workplace learning and practice within your department, supported by academic learning at university and distance learning.

How do apprenticeships support cancer workforce plans?

- Apprenticeships form part of a whole system approach to workforce, they support key drivers such as:
 - **Retention of existing staff and attracting new talent**
 - **Supporting new roles and skills**
 - **Whole system organisation development**
- Support an increase in staff in post across the key professions
- Upskilling to increase workforce capacity to support earlier diagnosis of cancer
- Creating new routes into the cancer workforce
- not just care and palliation, but rehabilitation - look beyond the traditional cancer workforce to consider psychiatry and counselling, occupational therapists, physiotherapists, health coaching, community and social support and prescribing

Apprenticeships

Mammography Associate



Assistant Practitioner (contextualized)



Healthcare Science – level 2, 4 and 6



Therapeutic Radiographer



Diagnostic Radiographer



Sonographer



Enhanced Clinical Practitioner



Benefits of Apprenticeships

Apprenticeships bring a number of tangible benefits to NHS and other organisations they can create skilled, motivated and qualified employees and, if used properly, can help to address skills shortages across the workforce.

Increased flexibility
of the workforce

Develop your
existing workforce

Apprenticeships
have lower attrition
rates

Attract and recruit
from a wider pool of
people in your local
community

Recruit a more
diverse and local
workforce

Improve retention

Reduce training and
recruitment costs

Create a flexible
training route

Recruiting a more
local workforce to
improve staff
retention

Off-the-Job Training and On-the-Job Training

Off-the-Job Training is a Statutory requirement

Training which is received by the apprentice, during the apprentice's normal working hours (paid hours excluding overtime), for the purpose of achieving the knowledge, skills and behaviours of the apprenticeship

Apprentices must spend at least 20% of their working hours doing OTJ training

Off-the-job training must be directly relevant to the apprenticeship.

Off the Job Training

Apprenticeships contain a requirement for 20% Off the Job Training. However, this does not mean that you will lose your apprentice for one day a week. Off the Job Training could be:

Participating in online forums relevant to their role and industry	Individual study time, whether this is to complete coursework or review modules
Being mentored by a senior colleague who is in a role that they aspire to	Attending webinars on key industry topics
Training sessions related to the apprenticeship e.g. dispensing or First Aid	Workplace 1:1 performance reviews
Attending industry shows (particularly where they might be able to watch presentations or seminars)	Attending industry-related competitions
Visits to other businesses or different business units to see how they work	Role playing or simulating of workplace situations
Completing project work	Preparing for assessments
Completing e-learning modules	Internal Learning & Development sessions that relate to their apprenticeship
Delivering a mentoring session to another colleague	Face-to-face tutor-led delivery/coaching sessions
Completing a reflective account	Researching tasks to gain new knowledge of the industry
Shadowing a colleague's role and writing a reflection and lessons learnt report	Group learning sessions - learning new skills and sharing ideas with colleagues

Responsibilities of the employer

As the employer of an apprentice you will need to:

- Ensure the apprentice has a suitable **contract** that covers the duration of their programme
- **Pay** the apprentice at least apprenticeship minimum wage
- Allow the apprentice **time** to complete their programme of study, and allow them access to opportunities to enable them to develop through their job role
- Liaise with the apprentice's **training provider** on a regular basis
- Provide a suitable mentor / educational supervisor
- Ideally have a job role for them to progress to upon completion

Apprenticeship Funding

There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

- 1. Apprenticeship Levy.** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2. Reserve government co-investment.** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3. Levy Transfers.** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).

HEE Employer Support

HEE is here to support you on your apprenticeship journey.

Your regional apprenticeship relationship manager can help you with everything from understanding apprenticeships; procuring provision; accessing levy funding; establishing apprenticeships in your organisation as part of your long term workforce strategy.

<https://haso.skillsforhealth.org.uk/news/health-education-england-relationship-managers-meet-the-team/>

Entry Levels and Equivalency

Typical entry requirements

Entry requirements will be stipulated by individual universities and training providers. **Please discuss individual entry criteria with your provider of choice.**

As an example, typical entry criteria for degree apprenticeships could include:

- Learners employed in a setting where they can gain and practice their competencies
- Have achieved and can evidence level 2 in English and Maths (GCSE C or grade 4)
- Have previous study, such as a Foundation Degree, AP Apprenticeship or A Levels
- The university may also consider experience and evidence of readiness for level 4 study for existing staff who lack traditional academic qualifications

Typical entry criteria for mammography associate apprentices could include:

- Be 18 years or older
- Be employed in Breast Screening Units or symptomatic units
- Level 2 in English and Maths*

Equivalency and Entry Requirements

- Apprentices must typically evidence English and Maths prior to starting degree level apprenticeships – GCSE grade C, functional skills level 2
- **Please speak to your provider/university about their specific English and Maths requirements**
- If learners can't find their certificates, they can request new ones from the awarding body
- If they aren't able to request new certificates, they will have to undertake FS level 2 prior to commencing the apprenticeship
- All NHS organisations can access BKSB to support FS learning - <https://haso.skillsforhealth.org.uk/news/functional-skills-learning-access-funded-by-hee/>
- Some funded exam provision – OpenAwards

Equivalency and Entry Requirements

Overseas qualifications and ENIC

ENIC (formally NARIC) is the designated national agency for the recognition and comparison of international qualifications and skills.

You can check your learners' overseas qualifications by contacting:
Talentforcare@hee.nhs.uk

What to do if your learner doesn't meet the entry criteria?

- Don't be put off
- Work with your learner and training provider to clarify what they need to access
- Access free functional skills learning and support
- They may need to join a later cohort

APEL and RPL

APEL and RPL

- When recruiting apprentices, it is vital you work with your provider to set out each of your requirements and expectations for the entry criteria.
- potential apprentices may be recruited from existing workforce, and some may not have typical academic entry criteria, in this instance you would need to work with your provider to recognise their work experience and in-house training.
- The university may also offer a bridging module in they have a gap that cannot be evidenced through APEL/RPL.

***APEL Accreditation of Prior Experiential Learning (APEL)** is the process where credit is sought for learning which has not previously been assessed and awarded credit by an academic institution or professional organisation. It is learning which has taken place from a range of experiences and is often unstructured, personal and unconsciously gained.*

***Recognition of prior learning (RPL)** allows you to convert relevant knowledge, skills, and experience into credits you can put towards a qualification. Credits are a standard way of measuring learning. RPL means you can start your course at the appropriate level and reduce the number of credits you need to study to gain a qualification.*

Procurement

- To support the implementation of the AHP apprenticeship standards, the HEE Talent for Care Team facilitate a Managed Procurement Service which is managed and owned by Salisbury NHS Foundation Trust, to deliver a range of support for employers to increase their uptake of Apprenticeships.
- This has facilitated several national and regional robust quality procurement exercises to secure the development of a strong provider market which meets quality ambitions for AHP apprenticeships, and as a result employer have started to use AHP apprenticeships to enhance their workforce supply.
- There is no requirement for Trusts to use this framework as some Trusts may have already run their own procurement. This framework is designed to enable those who haven't already procured (or who want to contract new providers) do so with minimum effort. **If you wish to use the framework, please contact Sft.commercial@nhs.net**

Using the Apprenticeship Procurement Framework

- Is essentially a list of providers who have met approved quality criteria
- It enables a regionally and nationally consistent approach
- It provides for a ready prepared contract
- The providers on the framework provide good quality provision that meets sector needs
- Creates greater employer choice and access to a strong and well-adapted education provider
- To find out more and to access the framework contact - **Sft.commercial@nhs.net**

Course Providers

The following providers were awarded as part of a national procurements for Diagnostic and Therapeutic Degree Apprenticeships and Mammography Associate. These providers have been quality assured by Salisbury NHS Foundation Trust and an expert panel.

A detailed post event pack will be circulated with more details of these providers and their contact details.

Some course start dates are subject to HCPC approval, please contact the universities/providers for exact detail.

Diagnostic Radiographer Degree Apprenticeship Providers

University	Delivery Location	Start Date*
Birmingham City University	Midlands	Apr 2022
Canterbury Christ Church University	South East	Sep 2021
Coventry University	National	Current
London South Bank University	London	Sep 2022
Sheffield Hallam University	National	Jan 2022
Teesside University	North East & Yorkshire	Sep 2021
University of Brighton	South East	Sep 2022
University of Cumbria	North East & Yorkshire and North West	Feb 2022
University of Derby	Midlands	Sep 2021
University of Exeter	South West	Current
University of Gloucestershire	South West	Jan 2022
University of Plymouth	South West	Jul 2022
University of the West of England	South West	Jan 2022

Therapeutic Radiographer Degree Apprenticeship Providers

University	Delivery Location	Start Date *
Birmingham City University	Midlands	Apr 2022
London South Bank University	London	Sep 2022
Sheffield Hallam University	National	Jan 2022
University of the West of England	South West	Jan 2022

Mammography Associate Apprenticeship Providers

Training Provider	Delivery Location	Start Date *
South Thames College group in partnership with St George's National Breast Education Centre London	National	Current
Health Education England in partnership with Nightingale Centre, Manchester University Hospitals NHS Foundation Trust	North West	Current
Royal Free London NHS Foundation Trust in partnership with Jarvis In Health (Jarvis Breast Screening Centre)	National	Current

Assistant Practitioner Apprenticeship Providers

- The Assistant Practitioner apprenticeship, with contextualised Radiography content will be tendered for nationally in Winter 2021.
- Until this list is available you can contact your regional HEE Apprenticeship Relationship Manager for local information about contextualised radiography assistant practitioner apprenticeship providers.
- **Find your regional Apprenticeship Relationship Manager [HERE](#)**

Lessons Learnt

Lessons learnt.....

Lessons learnt from designing the apprenticeship course

- *Early engagement between University and Employer*
- *Academic and NHS timelines*
- *Joint interviewing can be helpful but needs to be planned*
- *APEL and RPL*
- *How to recognise diverse entry criteria*
- *Ongoing support for employers*

Implementing and next steps

Short term

Employers define demand – work with regional cancer lead define / understand demand

Initial expressions of interest are required by: 8 October 2021
<https://healtheducationyh.onlinesurveys.ac.uk/radiography-workforce-upskilling-apprenticeship-demand-s>

Employers have more detailed conversations with the training provider/s about content and start dates etc

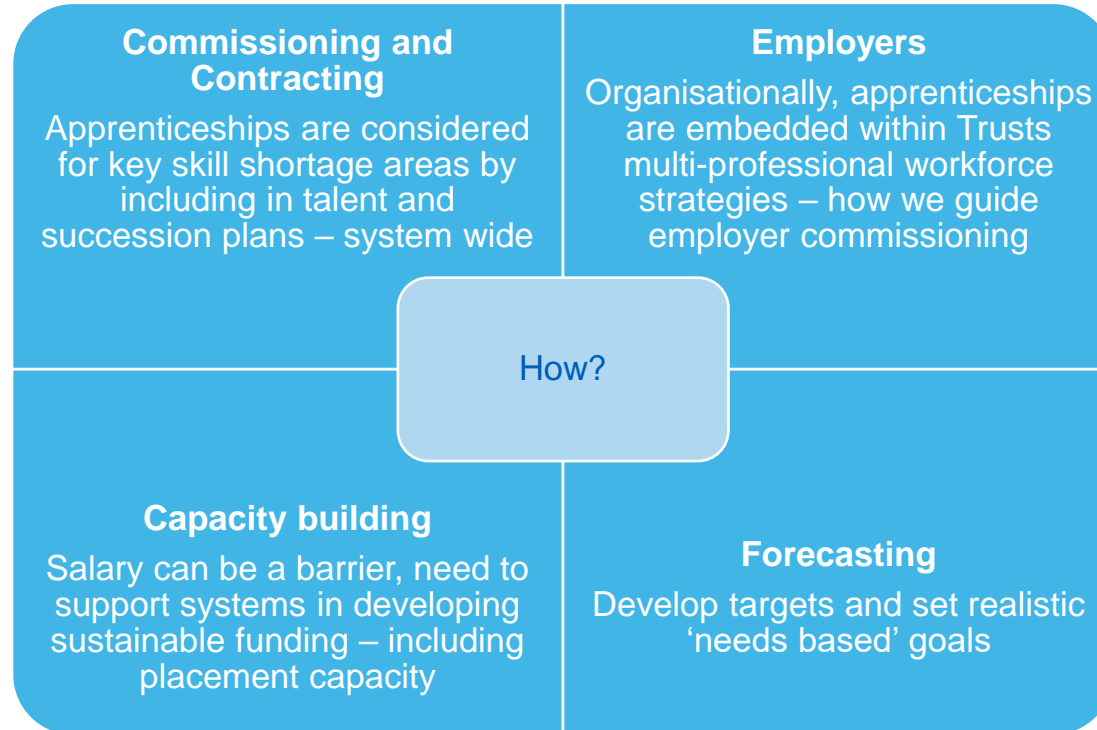
Employers link with their apprentice lead within their organisation to ensure internal levy processes are followed

Employers contract with the training provider.
Contact Simon Dennis to utilise the Salisbury framework
simon.dennis@nhs.net

Employers work with training provider/s to enroll learners on programme and undertake recruitment checks etc

Learners commence on programme and HEE payments are made

Long term





Q&A session

Resources

- You can find information on the [national minimum wage, the apprenticeship rate, and the definition of an employee](#) on GOV.UK.
- Further information about off-the-job training can be found at this [link](#).
- [ESFA Funding Rules](#)
- [COVID Response](#)
- HASO – [Infographics](#)
- HASO [Guides](#)
- HASO – [Apprenticeships Information](#)
- HASO – [Apprenticeship Implementation Toolkit](#)
- HASO- [Apprenticeships in Primary and Social Care Information Pack](#)
- HASO - [How do I pay for apprenticeship training?](#)
- HASO - [Apprenticeship Funding Toolkit](#)

Close and Final Comments

Thank You!