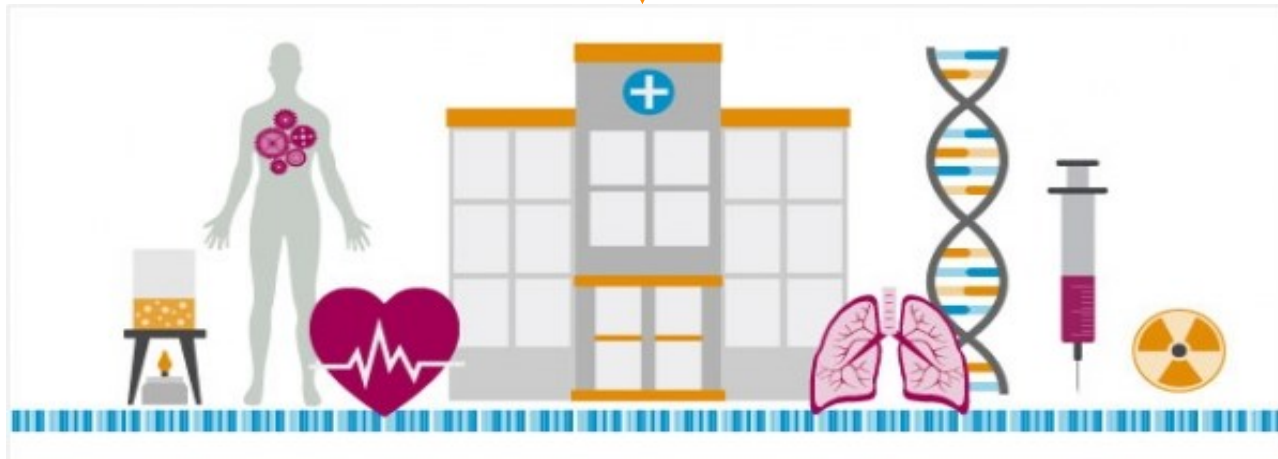
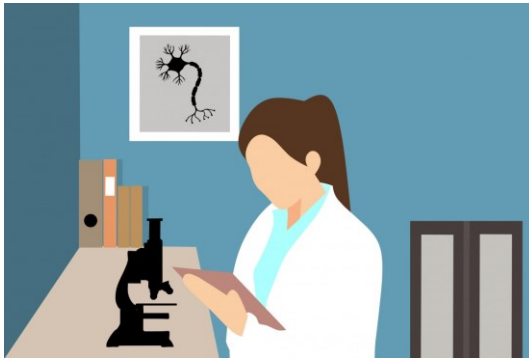


Successful Apprenticeships and Creative Workforce Management

Dr Ruth Vickerstaff, HEE London



What is an apprenticeship?



Job

*Job costs (incl salary)
met by employer*



Training

*Funding for training
met by Levy**

Responsibilities of the Employer



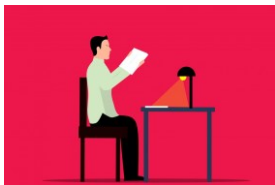
Contract: covers duration of apprenticeship (incl. EPA)



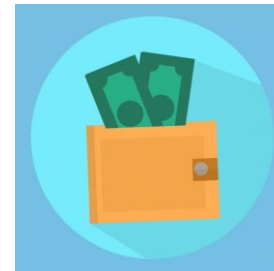
Suitable mentor is provided.



Apprentices must complete their apprenticeship during paid working hours.



Apprentice has 20% off the job training during normal working hours



Paid at least apprenticeship minimum wage

Audiology Scoping

Recruitment challenges
(at all levels)



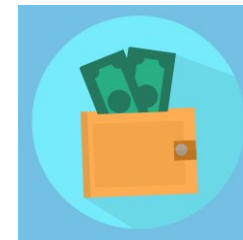
Interest in
'grow your
own' staffing



Understand
need to train but
are short staffed



Confusion over
different levels of
apprenticeship
etc.



Salary costs
of an
apprentice



Need for
specialists as
well

Interest in Apprenticeship Delivery

- Lower attrition rates.
- Attract and recruit from wider pool of people in your local community.
- Improve retention.
- Reduce training and recruitment costs.
- Develop your existing workforce.
- New workforce pipeline.



Increase understanding

- Regional Apprentice information sessions organised.
- National (England) Apprentice information session planned 28th June.
- Recording of session made available.
- Supported by resources



Salary Costs

- Example business cases.
- HEE Apprenticeship cost calculator.
- Applying Annex 21 to posts to allow for salary underspend against the post level and therefore possibility of bank back-fill for 20% off the job



Balance education and training

- Share resources locally.
- Future NHS workspaces for collaboration.



Staff Required at all Levels

- Is complimentary to traditional training routes.
- Can be used to develop existing staff as well as pipeline for new staff.
- Apprenticeships available at lots of different levels.





Healthcare Science Apprenticeships: A visual career pathway

Key

Traditional Training Programme

Apprenticeship

Healthcare Science Assistant Apprenticeship

The Healthcare Science Assistant Apprenticeship is 1 year apprenticeship programme. Apprentices are employed for the duration of their programme and carrying out routine technical and scientific procedures and support across a range of healthcare settings for a wide range of people.

On completion of the HCSA Apprenticeship individuals will be eligible to apply to join the Academy for HCS (AHCS) accredited register and achieve a Level 2 Diploma in Healthcare Science

Healthcare Science Associate Apprenticeship

The Healthcare Science Associate Apprenticeship is a 2-year apprenticeship programme. Apprentices are employed for the duration of their programme and carry out routine technical and scientific procedures. Supporting healthcare science (HCS) practitioners and clinical scientists.

On completion of the apprenticeship individuals will be eligible to join the Academy for HCS's (AHCS) accredited Associate Register at Level 4 and achieve a Level 4 Diploma in Healthcare Science

The Practitioner Training Programme (PTP)

The Practitioner Training Programme (PTP) is a three-year BSc Honours undergraduate training scheme that includes work-based and academic learning

Healthcare Science Practitioner Degree Apprenticeship

The Healthcare Science Practitioner Degree Apprenticeship is a 3-year apprenticeship programme. Apprentices are employed for the duration of their programme. They work independently and as part of a team providing HCS scientific and technical services within HCS Divisions in Life Science, Physiological Science, or Physical Science, with the specific focus of work determined by the area/department within which they work.

Apprentices will achieve an accredited/approved BSc (Honours) degree in healthcare science and also on completion of the apprenticeship be eligible to apply for statutory regulation with HCPC and RCT/ IPEM (depending on their HCS specialism)

The Scientist Training Programme (STP)

The Scientist Training Programme (STP) is a three-year programme of work-based learning, supported by a University accredited master's degree

Clinical Scientist Apprenticeships (Level 7)

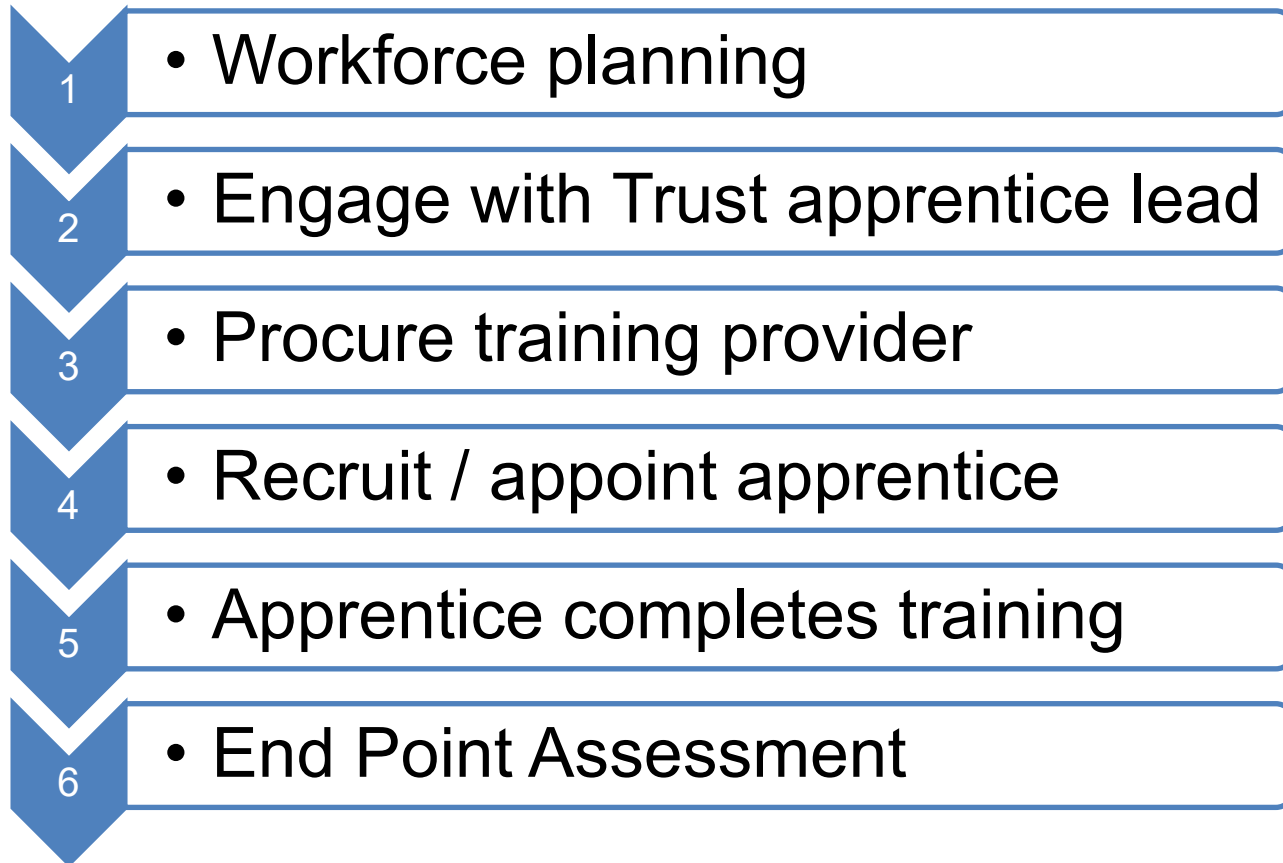
The Clinical Scientist Apprenticeship is a 3-year apprenticeship programme. Apprentices are employed for the duration of their programme and work across the whole patient pathway and breadth of healthcare environments in a range of scientific area including Bioinformatics, Life Sciences, Physical Sciences and engineering and Physiological Sciences. Clinical Scientists are registered with the Health and Care Professions Council (HCPC) and have a specific scientific knowledge in a healthcare environment. This apprenticeship standard is available to individuals in professions which would be eligible for HCPC registration as a Clinical Scientist, which is a protected title

Higher Specialist Scientist Training Programme (HSST)

The Higher Specialist Scientist Training (HSST) programme is a bespoke five-year workplace-based training programme supported by a Doctoral level academic award

Click the boxes to find out more







Workforce Development Need

- Look at your current workforce; staffing numbers and/or competencies
- Predict future needs.
- Assess gap between current workforce and future needs.
- Create plan, implement and assess effectiveness.



Possibilities

Sharing an
apprentice between
Trusts

Looking at tasks
people are doing –
are they working to
the top of their
banding?

Use natural turnover
to create roles
suitable to your
current service
needs

Share resources to
reduce the training
burden

Learn from best
practice about
increasing
placement capacity

Staff training in
education delivery to
embed a culture of
learning

Recipe for Success

- Fit a service requirement
- Job descriptions with clear roles and responsibilities
- Have mentors
- Dedicated tutorial time
- Collaborative working on resources:
 - Log books
 - Competency assessments
 - Tutorials



Service feedback.....

Employer feedback- Audiology

“The level 2 and 4 apprenticeships have been a great assets to our department; the **staff have grown in their knowledge and skills**. They have **progressed from a band 2 to a band 4 Associate Audiologist** and are now able to perform more clinical tasks and skills. This therefore **helps us with our waiting lists and is cost effective**. Also staff see that they can progress which helps morale.

Not all our apprentices want to follow the full route some just want the opportunity to learn the back ground knowledge in Health Care Science so they have a greater understanding of what they see in a clinic environment.

Overall the **apprenticeship route has been beneficial for staff, the Department and the Hospital and we hope to encourage more staff** to complete an apprenticeship to help them progress if they want to.

Our mature staff who would not be able to afford full time education would take the opportunity to skill up. Also we have apprentices who have had degree in other subjects in the past who have had an admin role and they wanted to change to a clinic role so they have taken the opportunity to complete an apprenticeship to achieve this while still working and earning otherwise they could not have done this.”

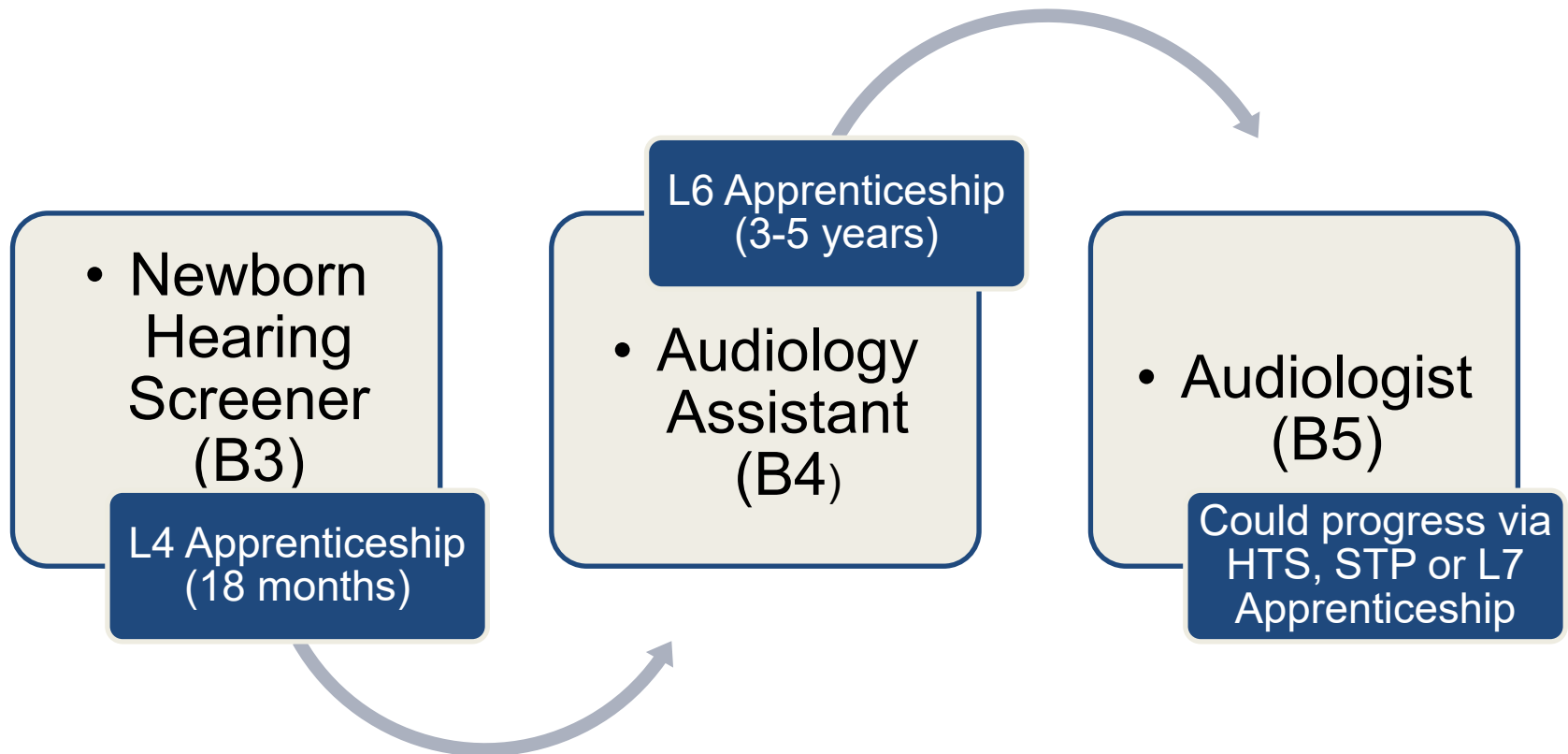
Challenges

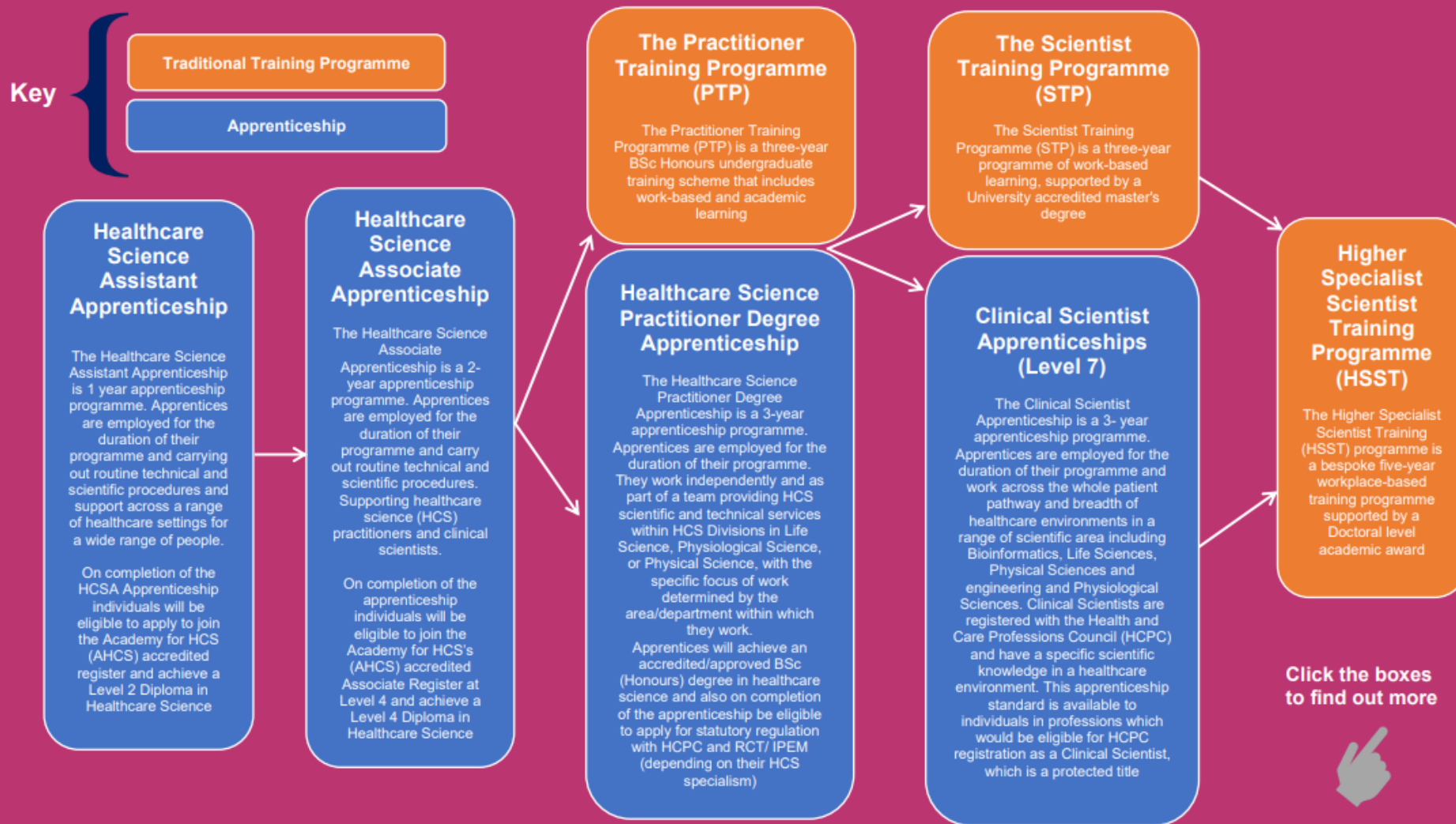
- Time commitment in setting up the internal resources
 - the apprentices receive the same resources as the PTP students from the university
 - Setting up a training log like the BSc/MSc students used
 - Development and Delivery of tutorials and training resources
- Development of links with other services who are taking on apprenticeships

What have been the successes?

- Creating a more diverse workforce
- Taking on clinical administrative duties, freeing up the Audiologists to focus on their clinical workload
- Given allocated clinics – parent audiograms clinic / over 5s second tier
- Provision of postal repairs during the pandemic
- Working across and supporting both administrative and clinical teams

Potential Career Pathway





Enhanced Clinical Practitioners or HTS

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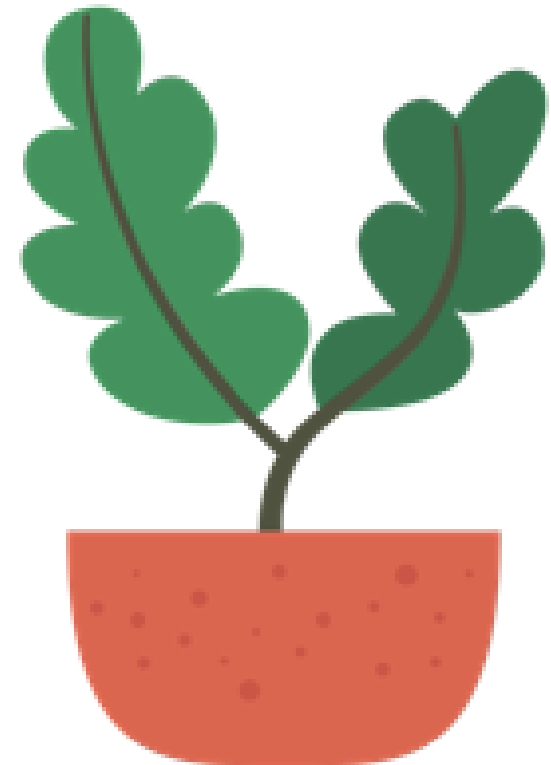
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Enhanced Clinical Practitioner

- 18 months duration
- Level 6 apprenticeship but can do M-level modules.
- Portfolio of evidence and service improvement project.
- Can include F2F examination of clinical episodes as part of the assessment.



Enhanced Clinical Practitioner



Paediatrics:

- Newborn
- 6 months+
- Habilitation



Balance

- Assessment
- Rehabilitation



Advanced Adults:

- Additional needs
- Advanced assessment
- Rehab

Costs and Options

Costs / Training Burden	In House Training	HTS	ECP
Registration	N/A	£75	£0*
Academic Units	N/A	£2,500 - £6000	£0*
Assessment	N/A	£448	£0*
TOTAL	Training burden alone	£3023 – 6523** Plus training burden	Training burden alone

How could it be used?

- Early professionals looking to specialise.
- Moving from one area of Audiology to another.
- All B6 staff – potential to improve retention in NHS.



Over to you....

- <https://healtheducationyh.onlinesurveys.ac.uk/ecp-in-audiology>
- Want to understand:
 - If useful?
 - Are the modules right?
 - Demand?
- Can then discuss with HEIs



Thank you!

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