

## What are the benefits?

For young apprentices, new to the world of work, the benefits are very real. They are paid to 'earn while they learn', they are given the experience of working for a large organisation, and have the opportunity to progress and have a career within the NHS. Current A-level & GCSE students are considering the fact that they have an alternative to completing a degree apprenticeship without the worry of debt from university fees.

### Opportunities at East Cheshire NHS Trust

Currently East Cheshire NHS Trust has apprentices working in Business Administration, Medical Administration, Health & Social Care, ICT, Customer Service and Pharmacy.

Apprenticeship posts are advertised on NHS Jobs, so take a look at:

[www.jobs.nhs.uk](http://www.jobs.nhs.uk)

Or if you want advice on different careers in the NHS, please visit:

[www.healthcareers.nhs.uk](http://www.healthcareers.nhs.uk)

## So what next?

For further information, or an informal discussion, please contact one of the Vocational Learning Team:

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# A Guide to Apprenticeships



## 'Earn and Learn'

In the NHS, apprenticeships are used to train both new and existing staff in a range of clinical and non-clinical roles. Apprenticeships are also recognised to have a number of benefits, allowing employers to address specific workforce needs, expand their talent pipeline, and encourage the flow of young people into the NHS who bring with them fresh ideas, who can be developed in line with organisational values.

As we look to the future and consider the skills gaps within the NHS and the importance of robust workforce planning to ensure adequate supply, apprenticeships represent a considerable opportunity for growing and developing the workforce.

## What is an Apprenticeship?

Apprenticeships are government funded work-based training programmes for people aged 16 and over. They combine on the job training with nationally recognised qualifications and are a great way to build a skilled and motivated workforce. As an employer, we have control over how the learning is delivered, which means that we can shape our apprentices to become key members of the Trust.

Apprenticeship standards come in different levels from intermediate and advanced to degree and masters level and will last a minimum of 12 months, although the length of time will depend on the qualification. They are being developed in hundreds of different areas including Business Administration, Medical Administration, Health & Social Care, ICT, Finance, HR and Customer Service, to name a few.

All apprentices are required to undertake qualifications in Maths and English if they don't already meet the level specified, but support to achieve these will be given by the training provider.

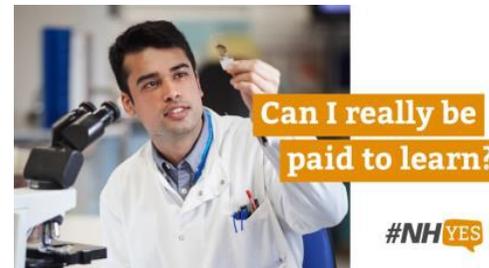


## Who pays for the Apprentices?

New changes to the way training is being funded came into place in April 2017. The

Apprenticeship Levy is a government 'pot' that all employers, who have a pay-bill of over £3m per annum, have to pay into. This money is then used by the Trust to pay training providers to deliver apprenticeship programmes. Any money not spent after a 2 year period will be absorbed by the Government, so it is important that this money is spent.

The apprentice themselves will be either be an existing member of staff, looking to develop their skills, or a new member of staff on a fixed-term contract for the duration of their apprenticeship. New apprentices can be paid at a lower rate of pay whilst they are training, with the minimum wage for apprentices being £3.30 per hour, although many employers pay more than this.



## New Developments in Apprenticeships

Employers are now at the forefront of the development of apprenticeships and learning; creating people with workplace skills that are relevant to business and industry.

Apprenticeship standards are being developed by 'trailblazer' groups. A trailblazer is made up of a group of employers who work together to design new apprenticeship standards for occupations within their sector.

New standards are currently in development for a Nursing Degree Apprenticeship which will enable learners to gain qualified nursing status through the apprenticeship route.

Other degree level standards are also in development, which will be available throughout 2018, which will open up different career routes. A wide variety

of apprenticeships will be available throughout the NHS in order to help people enter at an appropriate level and then progress with their career.