

The role of apprenticeships

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healthcare

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What is an apprenticeship?

- It is a job in a skilled occupation
- It requires substantial training – a minimum of 12 months with 20% off the job training
- It includes or develops transferable skills and English and Maths
- Leads to full competency and capability in an occupation



The Apprenticeship Levy?

- The Apprenticeship Levy is a levy on employers to fund new apprenticeships
- **The levy will be 0.5% of the pay bill**, paid through PAYE
- **An allowance of £15,000** to offset against levy liability
The levy allowance is not a cash payment and cannot be used to purchase apprenticeship training
- Any employer, in any sector, with a **pay bill of more than £3 million** per year is liable to pay the levy

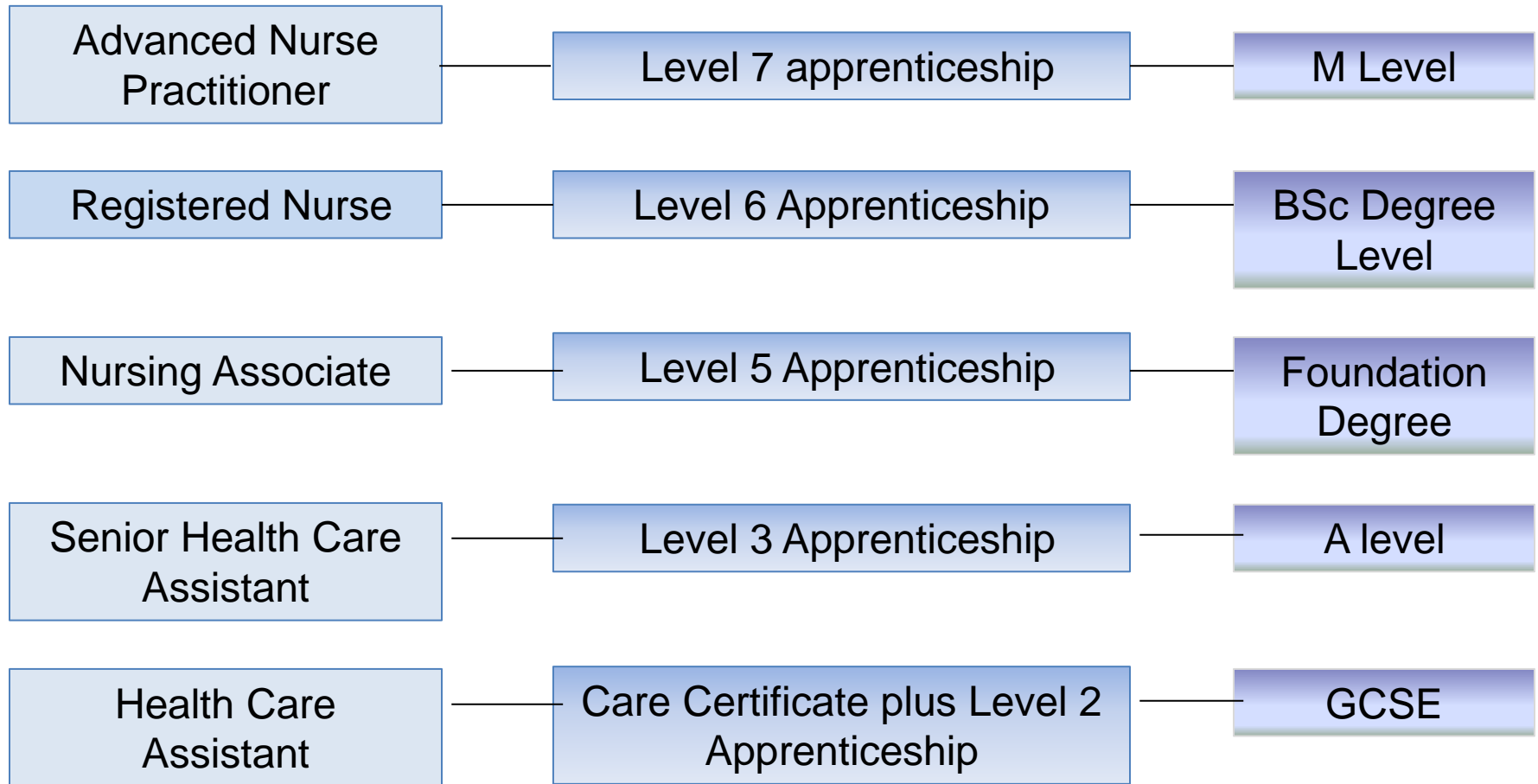
The levy will be set at **0.5% of an employer's pay bill**. It will only be paid on any pay bill in excess of

£3m

Employers will have an allowance of **£15,000** to offset against their levy payment



Progression routes in Nursing using an Apprenticeship Pathway



Nursing Degree Apprenticeship Pathway

- All four fields
- Meets NMC Standards of proficiency for RN
- Holding position (EPA) until NMC new Future Nurse standards are released
- Funding band 15 (£27k)
- Level 2 Literacy & Numeracy on entry



The nursing apprenticeship pathway - the opportunities:

1. A progression pathway from care assistant to registered nurse and beyond using an apprenticeship model.
2. To provide an 'earn and learn' route into nursing
3. For employers to be able to 'grow their own' workforce that stems from their local community
4. To work with key partners to develop a credible programme that is valued and trusted.

The Nursing apprenticeship pathway – the key challenges:

1. Affordability
2. NMC review of pre-registration standards
3. Employment terms
5. Acceptance and credibility of the pathway



Nursing Associate

The Nursing Associate is not a stand-alone project – it forms a key part of the Shape of Caring agenda.

Recommendation 8:

“HEE should explore with others the need to develop a defined care role that would act as a bridge between the unregulated care assistant workforce and the registered nursing workforce”



Raising the Bar

Shape of Caring: A Review of the Future Education and Training of Registered Nurses and Care Assistants

Lord Wills, Independent Chair - Shape of Caring review
Health Education England

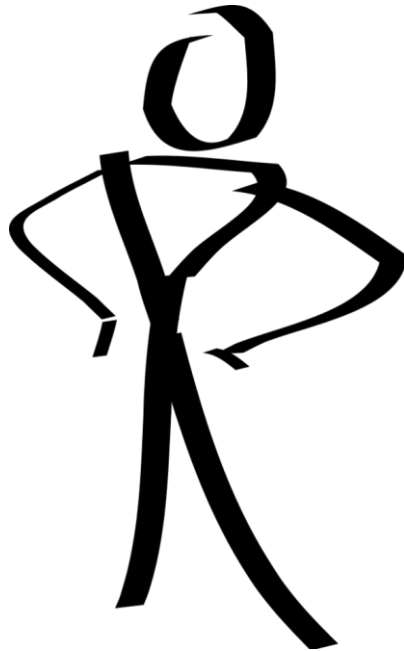
The nursing associate in practice *Health Education England*

Delivering person centred care

Mental Health

Physical Health

Public Health



At Home

Near Home

In Hospital

Using the Nursing Process to help define the scope of practice of the Nursing Associate



Assess

Diagnose

Plan

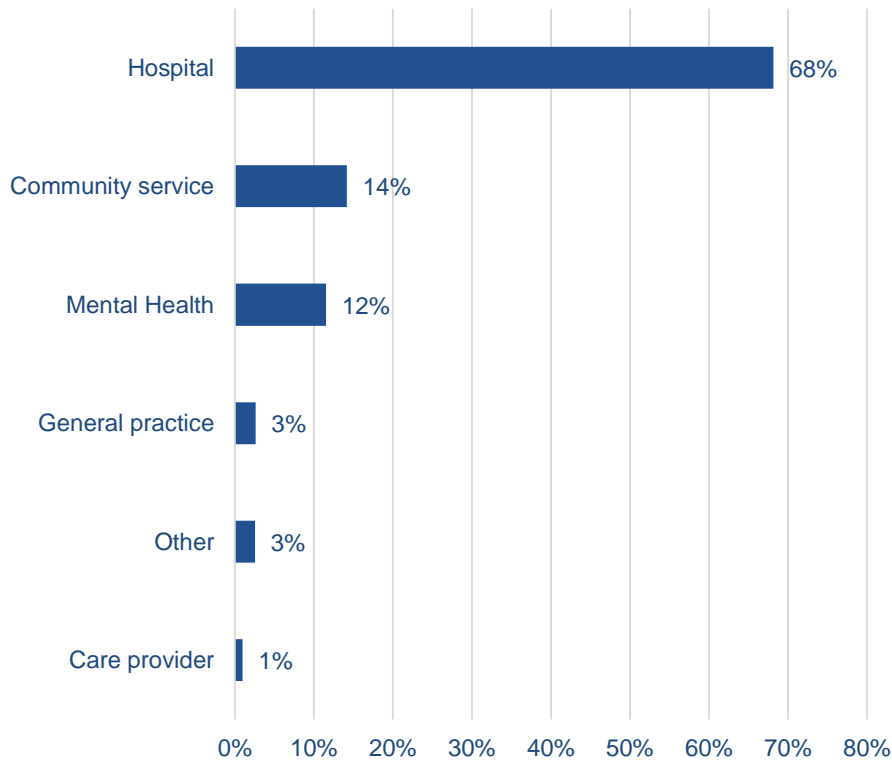
Implement

Evaluate

Nursing Associate programme

- Full time programme over 2 years
- Trainee Nursing Associates are at Band 3
- They have 40% of time out of their workplace
- This includes their taught programme and their external placements
- Some programmes use a day release model some use block
- They are not supernumerary but they will need some protected learning time

Q4: What type of provider are you currently employed by?

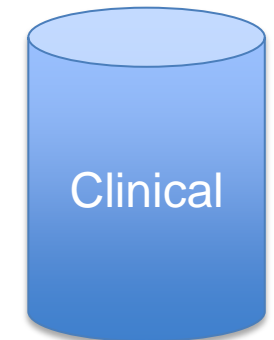


Q5: What were your main motivations for applying to the Nursing Associate training programme?



Advanced Clinical Practitioner

- Currently in development
- Multiprofessional standard
- Developed on the ACP framework
- Masters level programme



Future Apprenticeship developments





Exciting times!

Thank you

Sam Donohue