

Pre Registration Trainee Pharmacy Technician (PTPT) Integrated Apprenticeship Q&A Webinar



Developing people
for health and
healthcare

Welcome

In the main room

- Please put your camera on & mute your microphone



- Please use the chat function to ask any questions

Introductions

- **Kerry Street** – Regional Workstream Development Lead - Pharmacy Integration
- **Ellen Williams** – Director of Regional Pharmacy Training (PWDS)
- **Mary Carter** – Regional Facilitator (South) PTPT Integrated Training Pilot
- **James Orpin-Wright** – Talent for Care Relationship Manager (Apprenticeships), South West
- **Elaine Lancaster** – Talent for Care Relationship Manager (Apprenticeships), South East
- **Nick Haddington** – HEE Pharmacy Dean (South)
- **Marc Miell** – HEE Head of School (Pharmacy South)

Agenda

- Employer arrangements
- Recruitment
- The Pharmacy Technician Apprenticeship
- The national pharmacy apprenticeship procurement framework & local procurement processes
- Summary of Providers on the framework
- Discussion around options
- Next steps

Employment arrangements

- Confirm partners
- Agree and finalise honorary Contracts
- Agree distribution of funding
- Plan rotations/timetables/learning plans etc

Recruitment

- Timelines
- Entry criteria
- Job Description
- Advertising
 - NHS Jobs
 - www.apprenticeships.gov.uk
 - Internally

The Pharmacy Technician Apprenticeship



What is an Apprenticeship?

- A programme of work based study to develop knowledge, skills and behaviours
- Combination of theoretical knowledge and competency based assessment
- Nationally accredited qualification
- Mixture of “on-the-job” and “off-the-job” training
- Related to a job role

Find the apprenticeship standard related to the job role you want here: <https://www.instituteforapprenticeships.org/apprenticeship-standards/>



Why use an Apprenticeship?

- Provide career development and upskilling for existing staff and new recruits
- Leads to a better skilled, more qualified workforce, therefore better patient care
- Training is paid for by the apprenticeship levy
- Apprenticeships have been designed by employers to map to job roles
- You can have a greater say in how training is delivered
- Apprentices are more likely to become long term members of staff

Steps to establishing an apprenticeship

- Identify a workforce need and an apprenticeship that could help solve this
- Create a long term workforce plan including staffing budgets, resource required to support the apprenticeship, short term recruitment plans and long term pipeline
- Procure a suitable training provider to deliver the apprenticeship (best done in partnership within your STP/region)
- Agree provision with the provider
- Recruit your apprentices
- Support your apprentices on to and during their programme

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 e.g. Manual Handling 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 - [click here for details](#)
- 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
- Ideally have a job role for them to progress to upon completion

HEE is here to support you on your apprenticeship journey. Your regional relationship manager is your first point of contact, and can help you with everything from understand apprenticeship to procuring provision to establishing apprenticeships in your organisation as part of your long term workforce strategy.

Relationship Managers

South West

James Orpin-Wright

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South East

Elaine Lancaster

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The Apprenticeship Procurement framework

Aim:

- to enable a regionally – and nationally – consistent approach to supporting education quality and to support employers to maximise on the employer-led nature of apprenticeships

Benefits:

- Maximised opportunities presented by the apprenticeship levy, to support building and educating a sustainable pharmacy technician workforce
- Increased equity of educational access and experience at a local system level
- Greater employer choice and access to a strong and well-adapted education provider market, which meets quality ambitions for pharmacy
- Alignment with HEE Mandate and NHS Interim People Plan deliverables for apprenticeships and widening routes into NHS careers

HEE-led 'Managed Procurement'

- Mirrors successful approach taken for Advanced Clinical Practitioner, the 14 AHP professions, and specialist educational areas such as Clinical Coding and Library Services
- The Managed Procurement team at Salisbury NHSFT are HEE's partner organisation for apprenticeship procurement
- Salisbury manage the procurement process and support employers with contract issues throughout the life of the contract
- Employers do not have to use the HEE procurement (if not they will have to carry out their own PCR2015 and internal financial instructions compliant procurement, and create their own contract or access provision via another DPS)

Important note: Although optional presently, HEE may in future move to mirror approach taken in other professions i.e. midwifery, whereby employer use of this framework is mandated if HEE supplementary funding (salary contribution) is provided.

**HEE-led procurement
DOES**

Support employers to secure training provision in a compliant manner

Enable employers to come together to access truly employer-led apprenticeships

Promote provider innovation in both content and delivery, as well as enabling high-quality new providers to enter the marketplace

Ensure that programmes deliver consistent education across the country

Support providers by enabling them to expand employer access to their programmes and reduce need to complete multiple tenders

**HEE-led procurement
DOES NOT**

Mandate participation from employers

Commit the employers to using it to any spend or volume of learners

Seek to duplicate the QA undertaken by GPhC in accreditation and recognition of qualifications/courses

More detailed information about HEE-led managed procurement can be found in the dedicated FAQ

Overview of Providers



Health Education England

Course Title	Awarded Provider	Delivery Model	RQF*	Available from	Evaluation Score	
					Quality	Delivery
ST0300 Pharmacy Technician (Integrated)	Bradford College	Blended (Online)	Y	Aug '20	840/840	3360/3500
		Blended (Virtual Classroom)	Y	Sep '20 Feb '21		
ST0300 Pharmacy Technician (Integrated)	Buttercups Training	Blended (Virtual Classroom)	N	Anytime	840/840	3360/3500
		Blended (Virtual Classroom)	N	Anytime		

Course Title	Awarded Provider	Delivery Model	RQF*	Available from	Evaluation Score	
					Quality	Delivery
ST0300 Pharmacy Technician (Integrated)	Highbury College	Blended (Virtual Classroom)	Y	Sept '20	700/840	2800/3500
ST0300 Pharmacy Technician (Integrated)	Skills 4 Pharmacy	Blended (Virtual Classroom)	Y at present	Anytime	315/840	2520/3500
		Blended (Virtual Classroom)	Y	Anytime		

Course Title	Awarded Provider	Delivery Model	RQF*	Available from	Evaluation Score	
					Quality	Delivery
ST0300 Pharmacy Technician (Integrated)	University of East Anglia	Blended (Virtual Classroom) ** ** Min cohort numbers apply (20). Employer to discuss requirement	Y	Sep 20 Feb 21	840/840	3500/3500

Recommendations, considerations and options

- Relationships with providers
- Quality management and support
- RQF or non RQF?
- ACPT

Next steps...

- Take some time to consider the provider options and the needs of your organisation
- Notify HEE of your preferred provider (we will contact you for this information)
- Liaise with your organisation's apprenticeship lead/register to use the apprenticeship service as an employer
- Recruit your PTPTs and enrol them ready for a Feb 21 start

Any questions?

