

Apprenticeships – Practice Managers Webinar



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Introductions

Apprenticeship Fundamentals - Mandy Tuckey - *ICS Apprenticeship and widening participation programme lead*

Lived Experience - Emma Rowles – *PCN Business Manager*

Education Providers – Sian Pirone – *Business Consultant from GlosCol*

Q&A Session

- Please feel free to raise your hand or pop questions into the chat as they arise or make a note and ask them at the end.
- Delegates will get a copy of the slides afterwards so no need to take notes
- The session will be recorded for colleagues who are unable to make it



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Apprenticeships

Mandy Tuckey

ICS Apprenticeship and Widening participation programme lead

mandy.tuckey@nhs.net



Anyone, of any age, at any stage in their career, can undertake an apprenticeship

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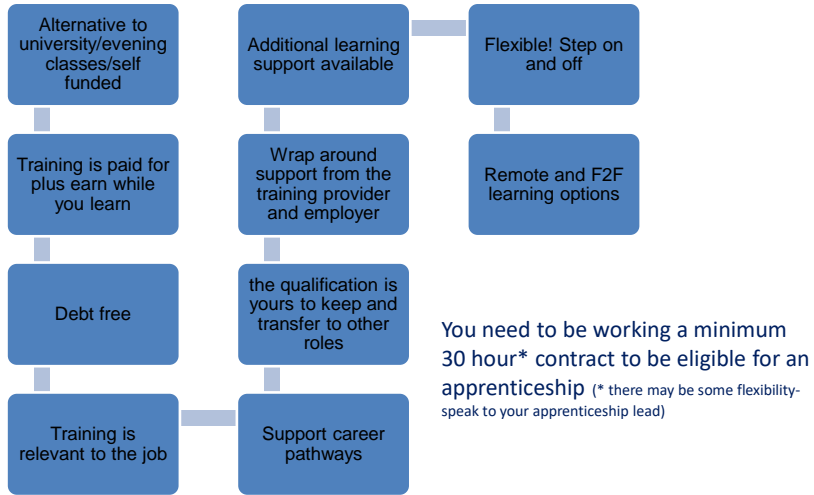
The benefits for employers.....

- Apprentices are more likely to become long term members of staff and complete further study
- Apprenticeships have been designed by employers for employers to map to job roles
- Training is paid for by the apprenticeship levy when a levy transfer is used
- Leads to a better skilled, more qualified workforce, therefore better experience for service users/customers
- Provide career development and upskilling for existing staff and new recruits
- Support with recruitment – training posts attractive offer, demonstrates investment in workforce
- You can have a greater say in how training is delivered by working closely with your training provider



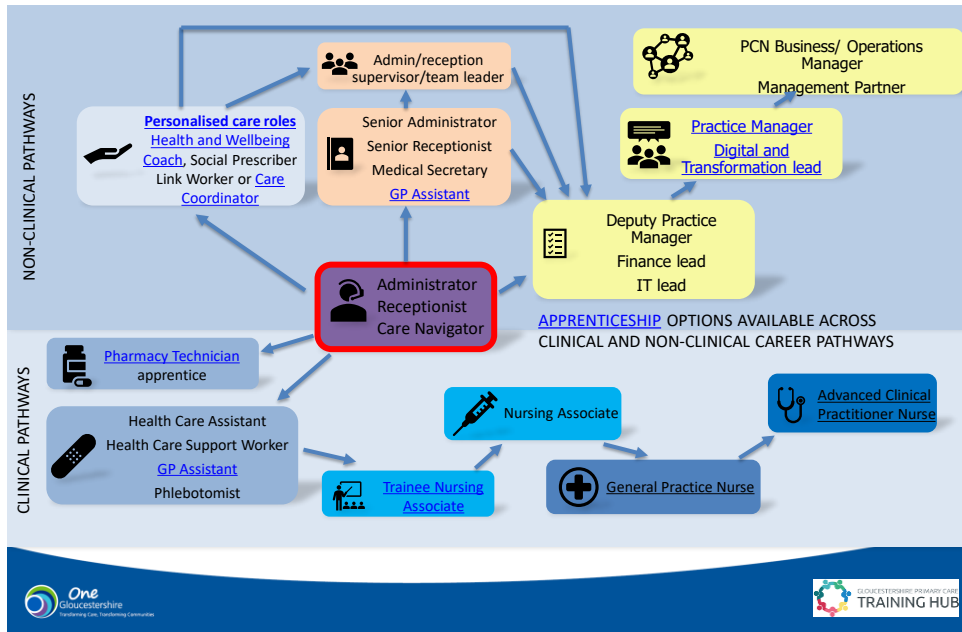
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The benefits for apprentices



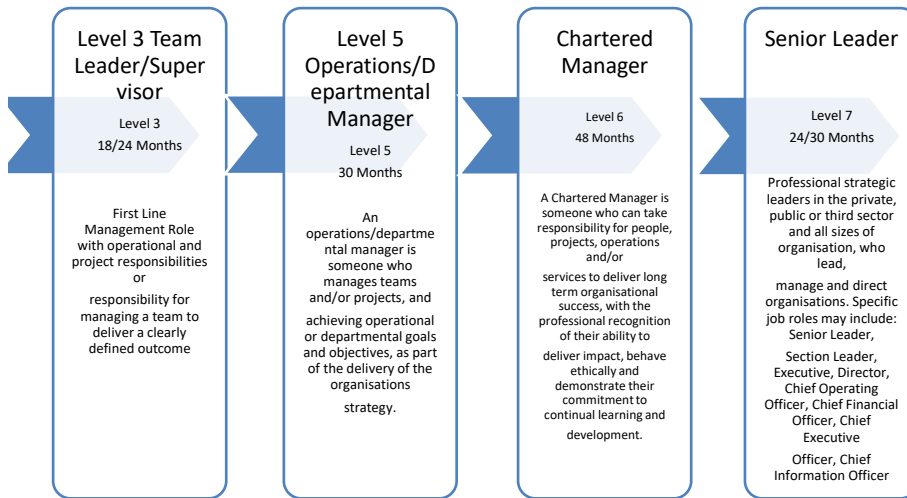
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Apprenticeship opportunities in Primary care



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Potential Pathway



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Apprenticeship Myths – “Off the Job Training”

Off the Job (OTJ) is a mandatory requirement of any apprenticeship.

- Capped at 6 hours per week – to be logged and recorded by the apprentice, supported by the employer and reported/checked by the training provider
- New learning that supports with the achievement of the knowledge, skills and behaviours set out in the apprenticeship standard
- Not part of the apprentices daily responsibilities or routine
- Must be completed within working hours

Examples of OTJ Training:

- ✓ Team training or stat/man training
- ✓ Attendance at college of university, online webinars or classroom taught sessions
- ✓ Research or time spent completing written assignments
- ✓ Shadowing a colleague or coaching sessions
- ✓ Teams meetings/handover's and 1:1's
- ✓ Careers engagement/outreach



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Apprenticeship Myths – “It will be expensive, or I will have to take a pay cut”

Apprenticeship Levy –

- Various criteria to determine which employers pay and how much.
- Apprenticeship Levy and relatively small practice sizes mean most apprenticeships in primary care can be either 95% or 100% funded.

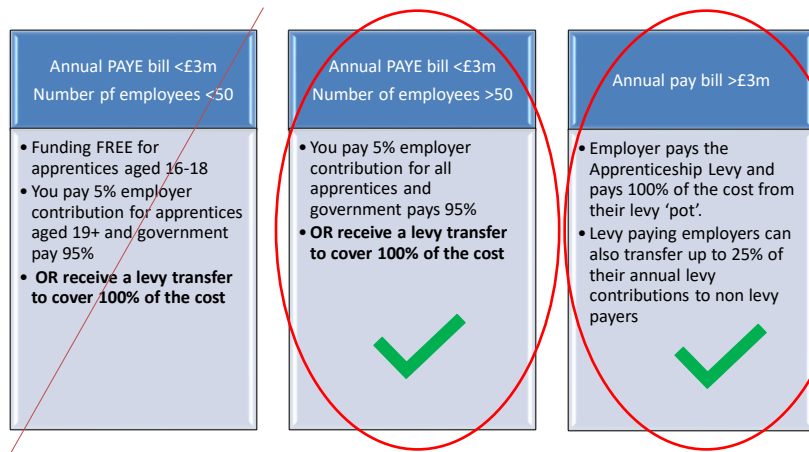
Salary –

- For local determination, there is a nationally mandated minimum salary (which is tiered depending on the applicants age) but practices are able to pay salaries appropriate to the role/individuals experience.

All employers receive a £1000 incentive payment for new apprentices aged 16-18 or 19 -24 with a care plan.

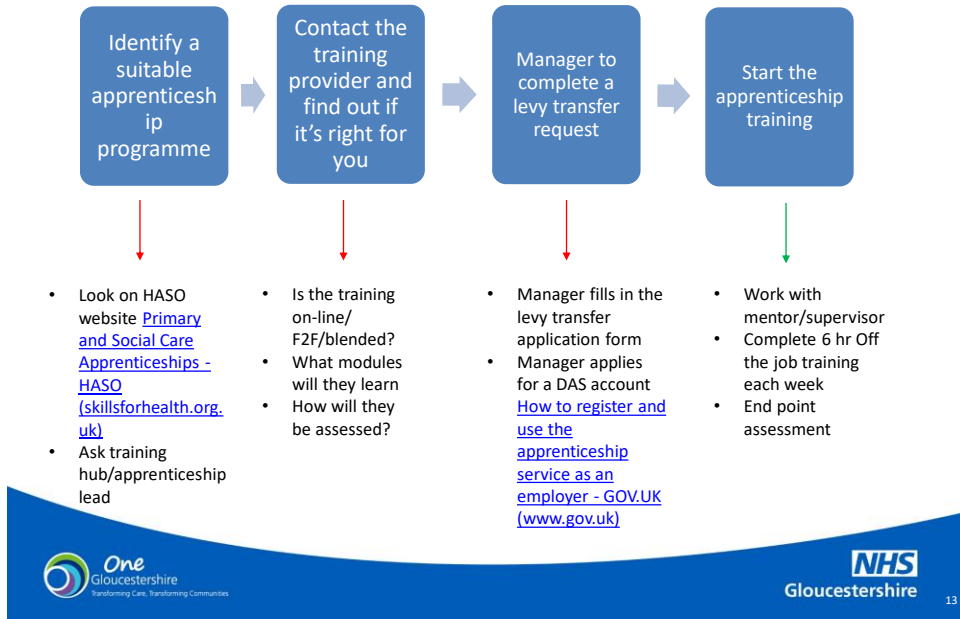
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Lets talk funding...



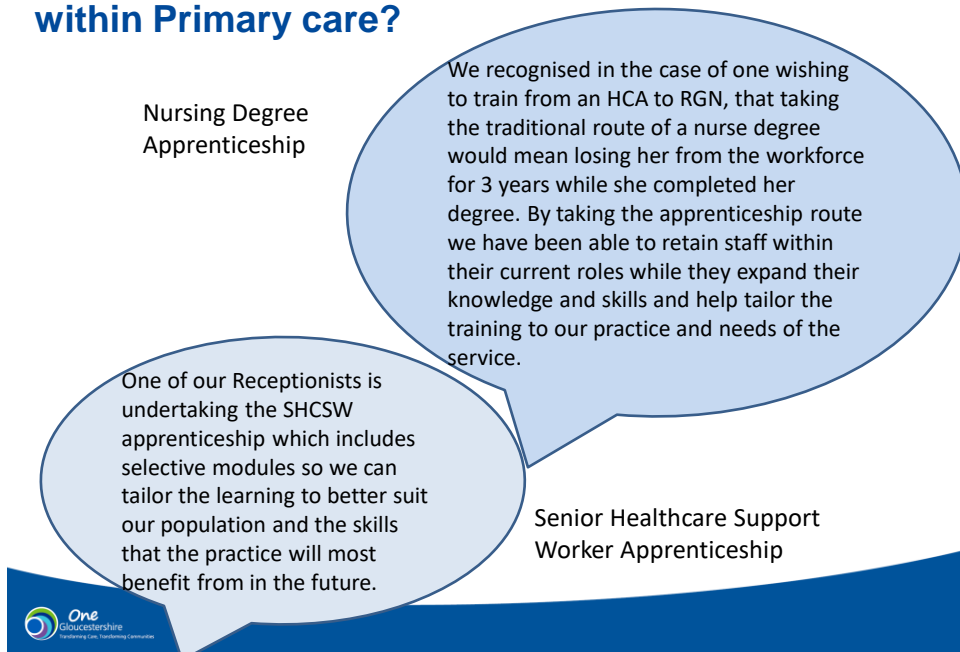
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Where do I start.....



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Why should we undertake an apprenticeship within Primary care?



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**For more information or an
informal chat about
apprenticeship options
please contact**

**Mandy Tuckey:
mandy.tuckey@nhs.net**

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Support and Resources

- From the training provider
- One Gloucestershire Apprenticeship Lead, Mandy Tuckey - mandy.tuckey@nhs.net
- Gloucestershire Primary Care Training Hub - <https://glosprimarycare.co.uk/apprenticeships>
- <https://haso.skillsforhealth.org.uk/> - case studies, useful resources, pathway tool
- <https://amazingapprenticeships.com/> - resources, support for apprentices
- <https://www.instituteforapprenticeships.org/> - look at apprenticeship standards available
- <https://www.gov.uk/apply-apprenticeship> - find and apply/look at what other employers are recruiting for
- <https://www.apprenticeships.gov.uk/> - funding rules/guidance
- <https://transfers.manage-apprenticeships.service.gov.uk> – apply for a levy transfer

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- Slides and recordings will be shared in due course.
- Further information on apprenticeships can be found on the PCWC website - <https://glosprimarycare.co.uk/apprenticeships>
- Any questions do get in touch – glicb.pcwc@nhs.net
- Action – please take a moment to identify an individual within your practice who may benefit from an apprenticeship and ask them to attend the followup webinars on
 - 2pm 11th October – Clinical
 - 2pm 19th October – Non Clinical

THANKYOU FOR ATTENDING