NHS apprenticeships: learning from outside the system

Naomi Bennigsen
Dan Simons
Colonel Andy Deans
NHS apprenticeships: learning from outside the system

This webinar will provide you with the opportunity to:

- Learn about apprenticeships and the benefits they can bring to your organisation
- Hear best practice from Colonel Andy Deans, Assistant Head, Through Life Development, Ministry of Defence
- Learn how apprentices can be used to improve retention and support your workforce supply
Join in with our poll...

To what extent do you agree – apprenticeships play a key role in supporting my workforce supply and retention challenges?

- Strongly agree
- Agree
- Don‘t know
- Disagree
- Strongly disagree

Please submit your answer now...
Introduction

NHS apprenticeship levy

Target for public sector bodies in England with 250+ staff to employ an annual average of at least 2.3% of their staff as new apprentice starts from 1 April 2017 to 31 March 2021.

How the NHS compares against target:
2017/18
2018/19
apprenticeship starts in public sector for 2018/19 (academic year) 96,317

90% of apprentices stay on in their place of work after completing an apprenticeship.

86% of employers say that apprentices helped to develop relevant skills for the organisation and to fill skills gaps.

19,330 NHS apprenticeship starts in 2018/19
Why invest in apprenticeships?

- Part of the NHS long-term plan
- Strengthen supply routes
- Recruit from local community and widen participation
- Upskill and retrain existing staff
- Reduce agency spend
- Retain skilled staff and reduce turnover
- Use new roles and redesign your workforce
- Create a sustainable talent pipeline
- Improve staff morale and productivity
- Create a learning and development culture
- Improve patient care

Apprenticeships are key to the development of our future NHS workforce
What can you do?

- Use the levy
- Champion apprenticeships
- Become an employer of choice
- Become an anchor institution
- Make space for learning
- Recruit from your local community
- Invest in your workforce
- Lead by example
**Examples of how NHS trusts use the levy**

<table>
<thead>
<tr>
<th>Transfer a percentage of your levy to another employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drive the market by procuring and negotiating collaboratively</td>
</tr>
<tr>
<td>Include apprentices in your wider workforce strategy</td>
</tr>
<tr>
<td>Negotiate extras with training providers</td>
</tr>
<tr>
<td>Work closely with procurement and finance teams</td>
</tr>
<tr>
<td>Become a training provider</td>
</tr>
</tbody>
</table>
Top tips

✓ Set up a steering group which includes the key stakeholders required to make apprenticeships a success
✓ Consider all of the routes into nursing available to help with your nursing supply challenges
✓ Develop visual career pathways to support development conversations between line managers and employees
✓ Work closely with your education provider to build a programme which works for your organisation
✓ Involve staff from the beginning to instil a sense of ownership
✓ Support ward matrons to run sessions with their teams
✓ Discuss how the model will work in practice and answer any questions
✓ Listen to concerns – be willing to reflect and change
✓ Be clear the driver is about improving things for patients and staff – not financial savings
Dan Simons
Senior Employer Engagement Strategy Manager at Education and Skills Funding Agency

@FireItUp_Apps | fb.com/fireitupapps

www.apprenticeships.gov.uk
MOD approach to Apprenticeships – NHS Webinar 28 Jan 20
Col Andy Deans
Training, Education, Skills, Recruiting and Resettlement

Through Life Development

1. Attract
2. Recruit
3. Train
4. Develop
5. Retain
6. Transition
formal training, education & experience

Professional Development

Career Managed personal development

Elective personal development

Career Management

Personal Development

Professional & Personal Development Plan
MOD Apprenticeships

• One of the largest providers of apprenticeships in England.
• 7.5% of Armed Forces personnel starting an apprenticeship (18/19).
• 20,000+ apprentices at any one time (over 13% of our workforce).
• 94.7% of new employees start an apprenticeship.
• Over 90 different apprenticeships on offer, ranging from Aeronautical Engineering to Business Admin (majority currently at Level 2/3 but do have a few degree apprenticeships).
• National Apprenticeship Award successes.
• Ofsted gradings GOOD – EXCELLENT.
• Network Groups: AAN, 5% Club.
Benefits of developing apprenticeship programmes

• Reward training
• Recognise skills
• Tackle functional skills issues
• Attract joiners/help leavers
• Promote retention
• Lean into national initiative
• Utilise available resources
MOD’s Apprenticeship Strategic Priorities

• Convert all apprenticeships from Frameworks to Standards
• Build an escalator of apprenticeship opportunity throughout a career
• Ensure that apprenticeships map to Devolved Nation programmes
Question and answer session
Upcoming webinars

NHS apprenticeships webinar: learning from inside the system
Tuesday 25 February
8:00am – 8:45am

NHS apprenticeships webinar: working across systems
Tuesday 24 March
8:00am – 8:45am
Contact us

workforcesupply@nhsemployers.org

@NHSE_WFS

www.nhsemployers.org