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NHS APPRENTICESHIPS: WORKING ACROSS SYSTEMS AND USING APPRENTICESHIPS



NHS apprenticeships: working across systems and using apprenticeships

This webinar will provide you with the opportunity to:

- Hear how apprenticeships have provided career pathways and additional workforce supply routes.
- Learn about the benefits of a system-wide approach to apprenticeships.
- Understand more about the maternity pathway which has been co-designed and delivered by six maternity services across North West London.



NHS
Yorkshire
Ambulance Service
NHS Trust



Apprenticeship Pathway to Paramedic

Thursday 3 Dec 2020

NHS Employers – Apprenticeship webinar
Claus Madsen, AD of Education & OD, YAS

Committed to Apprenticeships



5M people Yorkshire & Humberside
6,200 YAS staff (5,100 WTE) and **1,200 volunteers**

3.68% apprentices (current 'live data' against 2.3% Government target)

Recognised by Gillian Keegan, Minister for Apprenticeships and Skills (Virtual visit on 1st July 2020)



National Trailblazers



National Trailblazer group

- Formal sub-group of NENAS (National Education Network for Ambulance Services) with all 10 English Ambulance Trusts
- Via NENAS and national HRD group sign-off at AACE (Chief Execs)
- Developed 3 different apprenticeships:
 - **ASW level 3** (incl. 4w L3CERAD “Blue Light driving” qual)
 - **AAP level 4** (= equivalent to year 1 of a 3y BSc)
 - **Paramedic Degree level 6** (BSc) (2y)

Trade Union partnership working

- NASPF (National Ambulance Strategic Partnership Forum)
- Locally: ‘A&E career pathway’ working group (Trade Unions, Academy, Recruitment, A&E Ops, Clinical) to agree progression routes for existing roles, T&Cs, different Scopes of Practice, assessment processes, etc.

ECA to Paramedic Career Pathway at a glance



Guaranteed employment, staged progression

Emergency Care Assistant >

Stage one: **ASW**: Ambulance Support Worker apprentice – 12 to 18 months with clinical support, six weeks of classroom training and four weeks driver training

Stage two: Emergency Care Assistant

Ambulance practitioner >

Stage one: **AAP**: Associate ambulance practitioner – 12 to 18 months crewed with a clinician and 10 weeks of classroom training

Stage two: Ambulance practitioner

Stage three: **Paramedic apprentice** – with two years of university study

Paramedic

Stage one: **NQP**: Newly Qualified Paramedic (2y)

Stage two: Paramedic

Watch our “**How to become a Paramedic with YAS**” 4 min. explainer animation film on our website:
<https://www.yas.nhs.uk/join-our-team/apprenticeships/clinical-apprenticeships/>

ASW – step 1 of our 'Home Grown' Paramedics



ASW level 3 apprenticeship ... so far:

- 100% End Point Assessment pass rate
- 40% achieved Distinction
- *All* continue as employed in YAS
- 0% withdrawal rate in 2020
- 80% intend to work 15 years or more
- 87% feel supported at all stages
- 87% intend to progress to Paramedic



Yorkshire Ambulance Service – An Employer of Choice



“The ASW apprenticeship has **transformed workforce planning** by providing a **reliable internal pipeline of clinicians**”

Forecasting and Capacity Planning Manager



“There has been a noticeable **improvement in the quality of ECAs** since the introduction of the apprenticeship.”

Locality Manager

2021/22 Training / Recruitment plans

Ambulance
Support
Worker

Associate
Ambulance
Practitioner

Paramedic

Paramedic Development Pathway



Plan for 2021/22 (current intentions):

+252 ASW apprentices

- (new recruits)

+96 AAP apprentices

- (internal career progression)

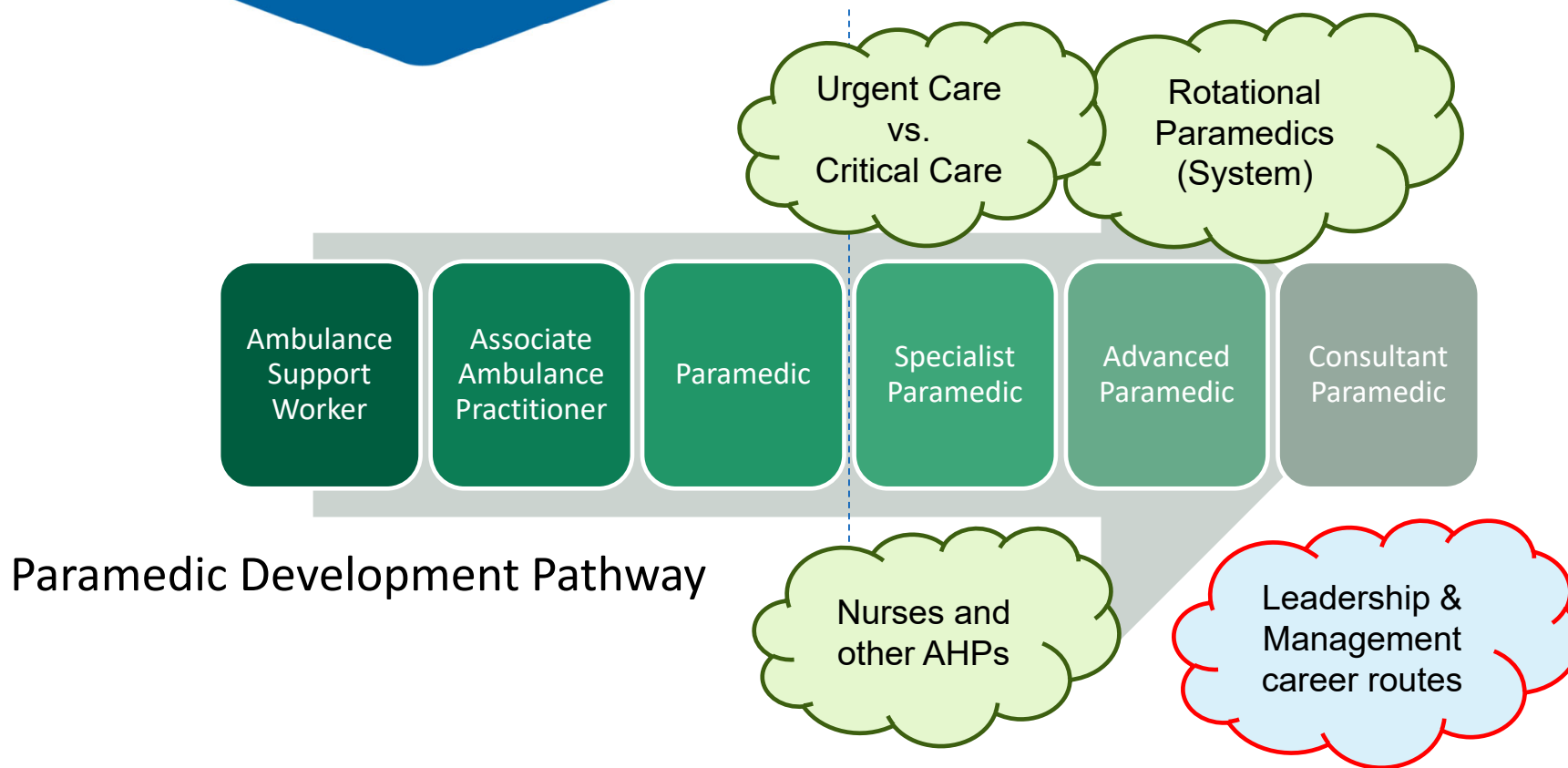
+40 Paramedic apprentices

- (internal career progression)

Phase 2 of our
Clinical Career
Development:
focus on Post-reg



Post registration





Systems working in action

Implementing an apprenticeship across an ICS

June Mensah



The size of the NW London health and care sector

£3.6 billion annual spend on NHS services

10 NHS Trusts
360 GP practices
Over 400 care homes



Sector workforce total: 87,204

NHS Trusts: 43,078
Social care: 40,125
Primary care: 4,001



Maternity

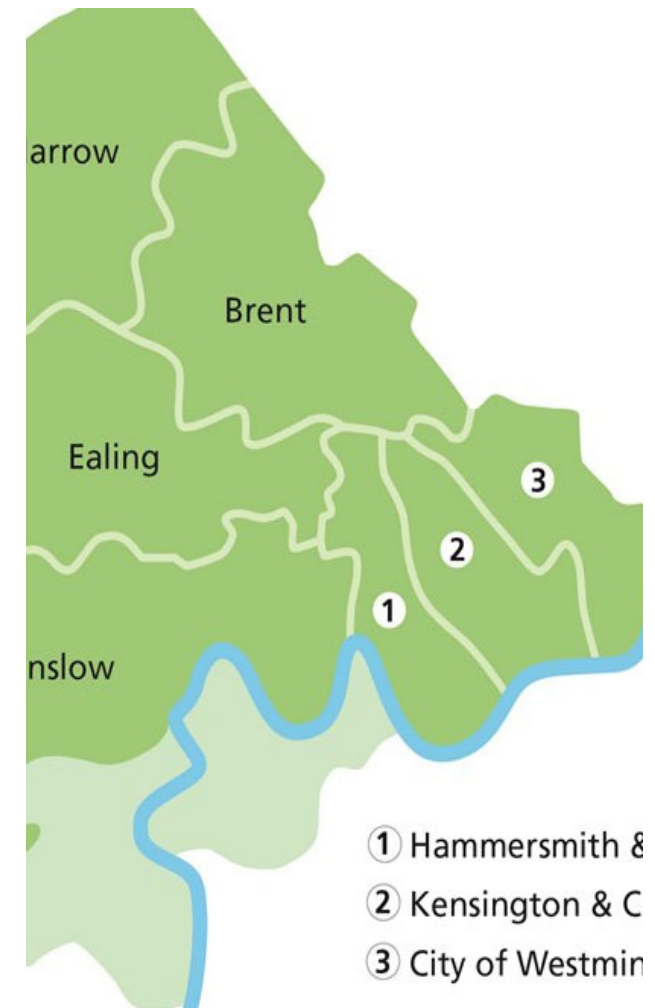
Six services in four Trusts
30,000 births a year
250 MSWs

12/4/2020



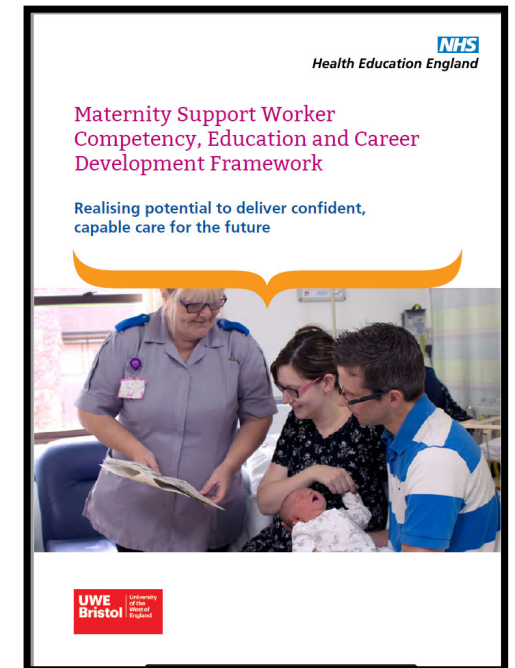
Workforce challenges

- Need to recruit more local people
- Operationalizing systems working
- Address inconsistent deployment of support workers
- Maximise use of apprenticeship levy
- Need to create clear progression pathways for support workers including into pre-registration
- Support local economic recovery & population health



Maternity

- Following *Better Births* NW London is transforming its maternity workforce including MSWs
- Working together through the LMS
- Linked to wider ICS workforce strategy
- HEE MSW *Framework* implementation
- Need to address long-term issues for MSWs





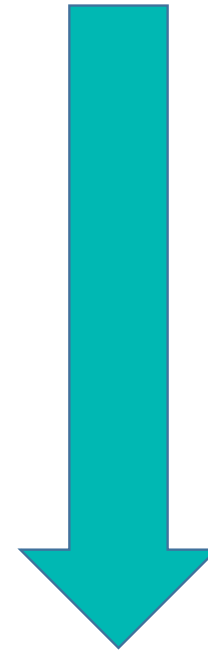
MSW workforce issues in NW London

- Uneven/inconsistent learning and development
- Loyal but “frustrated” workforce (career pathways)
- Disparate titles
- Induction varied (2 days-8 days)
- Disparate task allocation (wound care & SBR)
- Grading anomalies

NW London MSW Project

Looking at whole MSW workforce "end-to-end"

- Technical Levels
- Band 2
- **Band 3**
- Theatre roles
- Band 4
- Progression into pre-registration



Senior Healthcare Assistant Standard (L3)

- Data on MSW qualifications gathered
- Single NW London band 3 JD (all services)
- Skill Passport
- Worked with existing L3 apprenticeship provider (Dynamic) to deliver
- Return of proportion of levy
- PDMs designed & delivered clinical modules working together (mostly on-line due to Covid-19)
- EPA external agency but could be done in partnership

Benefits

- Quality & consistency of content (maternity specific)
- Proportion of levy returned to Trusts to recognize PDM contribution
- MSW learning is recognized by all maternity services in NW London (transferability)
- Supports a NW London-wide MSW career structure
- Supports safety and workforce transformation
- Reduces impact on service delivery as smaller number of MSWs on apprenticeship from each service



What we've learnt

- Collaboration delivers considerable benefits for services, providers & learners
- Need to bring all stakeholders together including trust apprenticeship leads & HRD
- Care Certificate and FS before apprenticeship
- While we focused on band 3, important to think more widely (e.g. links to T Levels & degree apprenticeship)

The Future

- Future cohorts of MSW apprentices
- Seek progression from apprenticeship to pre-reg
- Also-
 - Extend the co-delivery model to other support worker roles such as AHPs
 - Levy transfer to social and primary care
 - Creating a NW London Employment and Skills Academy

Contact

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Question and answer session

Please type your questions for
our speakers into the chatbox.



Resources

NHS apprenticeships briefing: collaborating regionally on apprenticeships

<https://www.nhsemployers.org/-/media/Employers/Publications/Workforce-Supply/Collaborating-regionally-on-apprenticeships.pdf>

NHS apprenticeships webinar: learning from outside the system

www.nhsemployers.org/case-studies-and-resources/2020/01/nhs-apprenticeships-webinar-learning-from-outside-the-system

NHS apprenticeships webinar: learning from inside the system

www.nhsemployers.org/case-studies-and-resources/2020/02/nhs-apprenticeships-webinar-learning-from-inside-the-system

NHS apprenticeships webinar: using nurse degree apprenticeships

<https://www.nhsemployers.org/case-studies-and-resources/2020/09/using-nurse-degree-apprenticeships-webinar>



Contact us

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