

**Building apprenticeships  
into the workforce strategy**

The first step is to decide on an appropriate apprenticeship(s) for your organisation, with consideration towards workforce planning.

An apprenticeship may be a suitable way to recruit for a clinical or non-clinical vacancy. To research the variety of apprenticeships on offer, HASO is a useful resource that shows the approved apprenticeship standards by level. The NHS health careers website also highlights some potentially suitable apprenticeships.

Apprenticeships are available in a range of subjects including, clinical apprenticeships such as nursing, advanced clinical practice, and radiography, and non-clinical apprenticeships such as senior leadership, clinical coding and facilities management.

Consider the following questions when developing your workforce plans:

- How can a scaled-up apprenticeship offer act as an enabler of your workforce strategy?

- How can apprenticeships enable you to meet key actions from the NHS People Plan, Workforce Race Equality Standard (WRES) and the Workforce Disability Equality Standard (WDES)?

- How can apprenticeships enable you to be more representative of the community you serve?

- Does your current apprenticeship offer align with the skills/talent pipeline you will need over the next five years?

- How can the introduction/use of apprenticeships tackle your key workforce challenges?

This infographic covers how apprenticeships can help meet your workforce needs. In this video different NHS trusts discuss how they have been utilising apprenticeships to support workforce supply.