

How apprenticeships can benefit your organisation

Apprenticeships help develop clear career pathways and retain staff

Apprenticeship pathways are now being developed to provide higher-level technical skills and provide a great option for retaining the existing workforce and building talent pipelines. Cambridge University Hospitals created a pathway from traineeship to registered nurse, which enabled the trust to retain talent. University Hospitals Southampton have retained 100 per cent of apprentices on their nursing programme. The HASO website also shares a wide array of potential pathways that you could develop in your organisation, including apprenticeships that may not have been considered. To find out more about nurse degree apprenticeships, watch our past webinar focused on the funding and support available to help you to train nursing apprentices.

Apprenticeships can develop your existing workforce

Retaining the skills and experience of existing employees to avoid future skills shortages. Many employers now offer apprenticeships at all levels to existing staff across a wide range of roles and disciplines as part of their strategy via AHP apprenticeships.

Apprenticeships can help you to reshape your workforce

Apprenticeships can be key when thinking about how they can redesign and shape the workforce in order to respond to and anticipate service needs. Chesterfield Royal Hospital introduced band 4 apprenticeships to build a team based on what skills and activities they needed to support their patients.

Apprenticeships can be flexible

An apprenticeship can be done in a flexible or accelerated way based on business needs.

If an organisation has non-typical working patterns, training can be adapted to better suit the business needs. For example, training can be offered in blocks so the apprentice can gain key knowledge and required skills early into the apprenticeship.

If an apprentice has been recruited who has some prior knowledge, experience or skills before starting the apprenticeship, it is possible to recognise this as prior learning. The amount of time spent training and therefore the time spent on the apprenticeship; a reduction of three months or more is considered an accelerated apprenticeship.

Apprenticeships have lower attrition rates

National dropout rates for many university courses tend to be relatively high, particularly within the first six months. Northumberland, Tyne and Wear NHS Foundation Trust also introduced a nursing apprenticeship programme as part of their 'grow your own' approach and reported 100 per cent retention after six months.

Attract and recruit from a wider pool of people in your local community

Apprenticeships present a genuine alternative to full-time college or university study. They can widen access to employment to all areas of your local community. Great Ormond Street Hospital diversified their apprenticeship offer and became a top inclusive recruiter in their local area.

Flexibility and innovation to open the doors for future nurses

Employers can open doors for the existing and future nursing workforce in their local community by building a nursing partnership with their providers. The Open University (OU) has worked with Kent Community Health NHS Foundation Trust to develop the local nursing workforce through the registered nurse degree apprenticeship and nursing

associate higher apprenticeship, through the use of the innovative Nursing Academy. This allows apprentices to earn while they learn, and the OU can give flexibility as a distance learning provider.

Recruit a diverse and representative workforce

Inclusive recruitment to better reflect the community you serve is a key message of the NHS People Plan and can lead to better retention rates and improved workforce supply.

Return on investment

A costing tool has been developed to work out the potential costs and returns to your organisation of delivering apprenticeships and shows a breakdown of the annual salary costs and levy spend, enabling you to calculate a return on the investment made.