



# Standard placement agreement to support apprentice experience

In the South Yorkshire region, a long-standing support network exists offering apprenticeship leads in the system the opportunity to collaborate and share best practice. This network was instrumental in creating a pilot programme for trainee nursing associates, it has grown to be pivotal in facilitating a wide range of apprenticeship placements.

In 2018, the network collaborated on the creation of a memorandum of understanding (MOU) allowing movement of apprentices to alternative employers for placement experience.

In 2021 the MOU was entirely reworked to implement new apprenticeship programmes that require placement experience to fulfil curriculum requirements. This change aimed to address ongoing concerns, such as out of area placement requests. To ensure its success, the partnership formed a small task and finish group managed by the integrated care system apprenticeship project manager. the group also consulted a senior employment lawyer working within the system to make sure everything complied with regulations.

By signing the new apprenticeship placement agreement employers, which superseded the previous MOU, employers confirm they have complied with the NHS recruitment standards. This means their apprentices have a new DBS check for adults and children, and they have appropriate indemnity cover in place. Each organisation is required to have its human resources director sign the agreement.

This agreement is being successfully used with a wide range of clinical and non-clinical apprenticeships. It supports small employers who can request placements in secondary care without the use of honorary contracts for the most part. By ensuring a unified approach across the ICS, apprentices can more

easily gain placement experience with alternative employers and employers understand the technicalities of hosting apprentices.