

Public Sector Target: 3 million new apprentices by 2020

Applies to public sector bodies and organisations that hire 250 or more employees in England

Target rate is 2.3% of the workforce

28,000 apprentices in the NHS every year

110 new apprentice starts every working day

The Apprenticeship Levy

- Comes into effect in April 2017.
- Payable by employers in the UK at 0.5% of pay bill.
- Only applies to employers with a pay bill over £3m.
- Levy money will go into a Digital Apprenticeship Service (DAS) account, where employers receive vouchers for education and training for apprentice staff.
- DAS account holders automatically receive 10% top up of levy vouchers, £1.10 for every £1 levy payment.
- NHS contribution to the levy will start at £200m per year in 2017/18 and increase as wages/staff increase.
- The NHS will be the (joint) biggest contributor to the apprentice levy. The NHS has the second largest public sector target.
- Final DfE levy guidance expected end of October 2017.

How will the NHS meet its target?

- Recognise we need a wider range of apprentice standards to use in the NHS.
- HEE have prioritised new roles to support through the DfE Trailblazer process.
- The Nurse Trailblazer Group have submitted a degree-level nursing apprenticeship standard for approval and use across health and care, in line with NMC standards.
- HEE are working to submit an Expression of Interest for an apprentice standard for the new Nursing Associate role in October.
- Apprenticeships are now up to Degree and Masters level and can provide an alternative to full-time university.
- NHS Employers have a range of non-clinical apprentice roles to support delivery of the apprentice target and levy spend.

Existing apprentice roles

Associate
Ambulance
Practitioner

Healthcare
Assistant
Practitioner

Healthcare
Support
Worker

Healthcare
Science
Assistant

Pharmacy
Services
Assistant

Future apprentice roles

Higher &
degree level

Move away
from Bands 1-
4

Registered
nurses

Facilities,
digital and
business

Clinical and Non Clinical Apprentice Standards for the Health Sector

	Clinical	Finance	HR / Facilities	Customer Support	Management and Other
Approved for Delivery	<ul style="list-style-type: none"> Dental Nurse L3 Dental Lab Asst. L3 Dental Lab Tech L5 Dental Practice Mgr. L4 Healthcare Science Asst. L4 HC Support worker L2 HC Asst. Practitioner L5 	<ul style="list-style-type: none"> Financial Services Administrator L3 Senior FS Customer Adviser L 2 Credit controller/collector 	<ul style="list-style-type: none"> Network Engineer L4 Data Analyst L4 Digital Marketer L3 Infrastructure technician L3 Property Maintenance Operative (L2) 		<ul style="list-style-type: none"> Chartered Mgt Degree Operations/department Manager (L5) Team Leader /Supervisor (L3) Retailer Hospitality Team Member
Standard Published assessment plan in development	<ul style="list-style-type: none"> Associate Ambulance Practitioner L4 senior HC worker L3 HC science Associate L2 	<ul style="list-style-type: none"> Adv Credit Ctrl / collector) Assistant Accountant (L3) Prof Accounting / Taxation Tech (L4) Prof Accountant L7) 	<ul style="list-style-type: none"> HR Consultant/ Partner HR Support Facilities 	<ul style="list-style-type: none"> Customer Service Practitioner (L2) Business Administrator L3 	<ul style="list-style-type: none"> Ass Project Manager L4 Security First Line Mgt L3 Hospitality Mgr L4 Hospitality Supervisor L3 L2Management Supervisor L3 Retail Manager Retail team leader
Standard in development	<ul style="list-style-type: none"> Nurse Pharmacy Service asst. Senior Pharmacy Services Asst. Dental Hygiene Therapist L6 Healthcare science practitioner Nurse Ophthalmic Technician 	<ul style="list-style-type: none"> Financial Advisor 	<ul style="list-style-type: none"> Hr Advisor PR Assistant PR Consultant IT Support Payroll Administrator Senior/head of facilities Mgt 	<ul style="list-style-type: none"> Customer Experience Specialist 	

Opportunities and Aims – NHS Apprenticeships

- Recognise the target and levy are going to be challenging for NHS employers.
- Working with HEE and NHS Employers to offer support –
 - developing new apprentice standards,
 - established an apprentice network providing information, best practice examples and planning support for NHS employers, and
 - Departmental level requests for more flex from the levy – eg longer expiry for vouchers.
- Levy and Target will act as an incentive to drive change.
- The NHS apprentice programme aims to make the current and future NHS workforce representative of the populations they serve.
- Supporting the growth of apprenticeships in the NHS is a key priority for this Government, offering opportunities for a broad range of people who wish to pursue a career in the health sector.
- The Apprentice Levy and Target will act as an incentive to increase vocational learning opportunities in the NHS.
- We want to broaden the number of roles in the NHS which can be trained through the apprenticeship route.
- As a start, we have focused on nursing and we are working with health and care employers and the Nursing and Midwifery Council (NMC) to develop a degree level nursing apprenticeship.
- HEE confirmed longer term aim to train the Nursing Associate through the apprentice route –
- Employers have welcomed the opportunity to develop their own workforce, saying the Nursing Associate training pathway will allow them to develop healthcare assistants who may not be able to give up work to study full time.