The National Skills Academy
HEALTH
West Yorkshire and Harrogate Excellence Centre

Our Goal:
Our goal is to increase recruitment into health and social care and support the principle of growing your own workforce, though maximising usage of the apprenticeship levy across West Yorkshire and Harrogate.

Context:

- In April 2017 the Apprenticeship Levy was introduced. This required Organisations with a pay bill of over £3 million per annum to pay 0.5% of this money as a tax. That money is placed in a virtual bank account, and can only be used to pay for apprenticeship training. Funds are paid in monthly and, two years after money is paid into this bank account, money that has not been used goes back to the Government.
- Within West Yorkshire and Harrogate many levy paying organisations are not spending the money- meaning that it is being lost from our region.
- As such they want to gift this money to the rest of the health and social care system, primarily social care, primary care and community care. This includes, but is not limited to, GP practices, charities and care homes.
- The West Yorkshire and Harrogate Excellence Centre (WYHEC) has been given responsibility to help the aforementioned organisations to access this money and employ apprentices.

Benefits of apprenticeships:

Apprenticeships are both viable and useful for organisations across the health and social care system. The benefits that apprenticeships can bring to your organisations are numerous, and just a few of them are listed below.

- Recruitment- The purpose of an apprenticeship is to take a current staff member or a new starter and then, through training, provide them with the skills and abilities to take on a new role, or make them more effective within their current role. This purpose means that prior experience is often not necessary, substantially widening the available talent pool. For instance, from 2014- 2018 there was a 38%increase in Nursing Support Staff employed by Leeds Teaching Hospitals, with most of this due to the utilisation of apprenticeships.
- Succession Planning- There is a misconception that apprenticeships are just for young, junior staff members, and nothing could be further from the truth. Apprenticeships are for individuals over the age of 16, and cover a wide variety of roles, from receptionist to senior manager. This makes them a valuable tool to use in succession planning. For instance, if you know a member of staff with special skills is retiring you can use an apprenticeship

training program to train an existing or new member of staff to take on that role in the future, thus protecting your organisation.

- Retention- With news about workforce gaps in health and social care coming out every day national attention has focussed on the retention of existing staff. Several studies show that offering development opportunities to staff can help increase job satisfaction and convince more staff to stay with the organisation. Apprenticeships are based around giving staff these new skills, and the funding currently available means that this can be done at no extra cost to the organisation

What WYHEC does:

- We can help employers identify roles that would suit apprenticeships, and match a desired role to an available apprenticeship training programme.
- We can give advice on the infrastructure needed to host an apprentice.
- We can help non-levy paying employers get set up onto the relevant online system (the digital apprenticeship service).
- We can match non-levy paying employers to levy paying employers who will give them money to pay for the training.
- We can offer E-mail, telephone and face to face advice to employers.

Case Study of past success:

- Rycroft Primary Care Centre wanted to develop an existing, high performing, member of staff. They decided that they wanted to do the Nursing Associate Apprenticeship. We were able to work with Rycroft to advise them on the infrastructure required to host an apprentice, and to help them select a training provider.
- We also agreed with Calderdale and Huddersfield NHS Foundation Trust that they would fund the training for the apprentice.
- Finally we were able to go to the Practice and sit down with them to help them get onto the relevant online systems and receive the funding for the training.
- The Practice Manager says that “we at Rycroft want staff to feel valued and development of staff is a big part of this. The funding has enabled us to support the staff member to undertake the training, which is already showing benefits to the practice as the apprentice develops new skills. In fact, I remember yesterday the apprentice came to me and said ‘I can do DEPOS now,’ and she’s only been there a couple of weeks! So we’re already seeing the benefits. It was also really easy to get the funding. Callum was very helpful and came out to practice to get us onto the online system and to arrange for Calderdale and Huddersfield to provide the funding, which has enabled us to offer this apprenticeship.”

Primary Care Apprenticeships:

There are several apprenticeships which could suit primary care staff. These apprenticeships are listed below, along with an idea of what job roles they would be suitable for.

Role	Apprenticeship	Web link for more information

	name	
Healthcare Support Worker	Healthcare Support Worker	https://www.instituteforapprenticeships.org/apprenticeship-standards/healthcare-support-worker/
Senior Healthcare Support Worker	Senior Healthcare Support Worker	https://www.instituteforapprenticeships.org/apprenticeship-standards/senior-healthcare-support-worker/
Assistant Practitioner	Healthcare Assistant Practitioner	https://www.instituteforapprenticeships.org/apprenticeship-standards/healthcare-assistant-practitioner/
Nursing	Registered Nurse Degree	https://www.instituteforapprenticeships.org/apprenticeship-standards/registered-nurse-degree-nmc-2010/
Nursing Associate	Nursing Associate	https://www.instituteforapprenticeships.org/apprenticeship-standards/nursing-associate-nmc-2018/
Advanced Clinical Practitioner	Advanced Clinical Practitioner Degree	https://www.instituteforapprenticeships.org/apprenticeship-standards/advanced-clinical-practitioner-degree/
Pharmacy Assistant	Pharmacy Services Assistant	https://www.instituteforapprenticeships.org/apprenticeship-standards/pharmacy-services-assistant/
Pharmacy Technician	Pharmacy Technician (Integrated)	https://www.instituteforapprenticeships.org/apprenticeship-standards/pharmacy-technician-integrated/
Community Activator Coach	Community Activator Coach	https://www.instituteforapprenticeships.org/apprenticeship-standards/community-activator-coach/
Community Sport and Health Officer	Community Sport and Health Officer	https://www.instituteforapprenticeships.org/apprenticeship-standards/community-sport-and-health-officer/
Dietician	Dietician (Degree)	https://www.instituteforapprenticeships.org/apprenticeship-standards/dietitian-degree/
Occupational Therapist	Occupational Therapist (Integrated Degree)	https://www.instituteforapprenticeships.org/apprenticeship-standards/occupational-therapist-integrated-degree/
Physiotherapist	Physiotherapist (Integrated Degree)	https://www.instituteforapprenticeships.org/apprenticeship-standards/physiotherapist-integrated-degree/
Psychological Wellbeing Practitioner	Psychological Wellbeing Practitioner	https://www.instituteforapprenticeships.org/apprenticeship-standards/psychological-wellbeing-practitioner/

Non clinical

Role	Apprenticeship name	Web link for more information
Receptionist	Customer Service Level 2	https://www.instituteforapprenticeships.org/apprenticeship-standards/customer-service-practitioner/
Lead Receptionist	Customer Service Level 3	https://www.instituteforapprenticeships.org/apprenticeship-standards/customer-service-specialist/
Business Administration	Business Administrator	https://www.instituteforapprenticeships.org/apprenticeship-standards/business-administrator/
Clinical Coder	Clinical Coder	https://www.instituteforapprenticeships.org/apprentic

		eship-standards/clinical-coder/
Team Leaders	Team Leader/ Supervisor	https://www.instituteforapprenticeships.org/apprenticeship-standards/team-leader-supervisor/
Operational/ Departmental Manager	Operations/ Departmental Manager	https://www.instituteforapprenticeships.org/apprenticeship-standards/operations-departmental-manager/
Practice Manager/ Senior Leader	Chartered Manager	https://www.instituteforapprenticeships.org/apprenticeship-standards/chartered-manager/ Or https://www.instituteforapprenticeships.org/apprenticeship-standards/senior-leader/

What to do next:

- Any organisation that is interested in an apprentice can contact WYHEC at callum.bennett@nhs.net and we shall support them.
- Alternatively any organisation that feels that they have roles and skills that they want in the organisation that they do not currently have, or will soon lose, can contact us and we can help them see if an apprenticeship would help them.