



## APPRENTICESHIPS

As part of the Government's plan to bridge the skills gap, Apprenticeship programmes are becoming more popular within the Health and Social Care sector. For the learner, it is a chance to gain on the job practical experience whilst earning a wage. For the employer, it is an opportunity to create a skilled and highly motivated worker as part of their team.

Advance Care Training, in partnership with South Nottingham College, are offering you the chance to sign up to the programme to help shape the future workers within this sector

### What are Apprenticeships?

Apprenticeships are learning programmes intended to lead to the acquisition and application of the skills, knowledge and understanding required by employers. Devised by sectors skills councils and standard setting bodies in consultation with employers, apprenticeships in England and Wales comprise the following four elements:

Health and Social Care Diploma - to assess a person's competence in practice e.g. to undertake personal care

Technical Certificate in "Preparing to Work in Adult Social Care (England)" - to assess a person's knowledge to undertake the job e.g. to understand the principles of Safeguarding Adults

Key Skills (levels 1 and 2) - To demonstrate a person's ability to apply communication and number skills to their role e.g. to learn how to write in the daily record, and be able to calculate the volume of fluids a person with diabetes has consumed

Employment Rights and Responsibilities- to ensure all learners are familiar with their role e.g. equal opportunities. This will form part of the learners Induction

In England and Wales, Apprenticeships are available at level 2 and level 3 (Advanced Apprenticeships) for young people from the age of 16.

### Is there any funding available?

Apprenticeships are eligible for government funding.

### What will it cost me?

You make a commitment to pay an Apprentice a minimum of £95.00 per week for a minimum of 16 hours work.

We expect each employer to appoint a workplace mentor for the learner. The mentor will be guided and advised by the training provider, and can gain a mentorship qualification if required.

## Entry Requirements

There are no formal entry requirements to the programme, however there are certain personal qualities we would look for in a learner joining this sector. Some people working in Health and Social Care may work under supervision to undertake personal care until they reach age 17 or 18.

Most learners will commence at level 2, however, Advanced Apprenticeships at level 3 will be available.

Apprentices will be recruited by us with your involvement. If you have any particular requirements, specific to your sector, we will ensure this is addressed. You will be able to interview the learner prior to commencing on the programme.

## How long will the programme take?

The learner will need to be released from the working environment in order to attend a classroom based programme of learning. This structured programme will take the learner through the various tasks and knowledge sets that they will need in order to do the job well. It may take one day per fortnight or a block of 4 days per month. The programme length will be dependant on a number of factors, but generally it will last a minimum of 12 months.

We will arrange progress meetings at regular intervals with you, the learner and a member of the assessment centre. If at any time you are unhappy with the learner, they can be transferred to another placement or removed off the course.

## Business Benefits

Apprenticeships can make your business more effective, productive and address the skills gap. You will have a handpicked learner, committed to gaining 3 qualifications together, which will have the knowledge and skills to make a real difference in helping to raise the quality of care in your service.

It will help reduce the costs of recruitment and benefit the retention of staff

## What next?

In order for us to progress with the programme, we would welcome your thoughts, views and any concerns you may have with regards the programme, but most of all we want a commitment from you to participate.

We are looking for providers willing to employ a learner directly or offer a placement to a young person within their service just for the duration of the programme. You will be under no obligation to employ the learner on a permanent contract at the end. However, we do hope that on completion of the course you will have a fully qualified member of staff keen to join your team. The investment from you will hopefully pay off and you will not have to advertise again!

Advance Care Training, in partnership with South Nottingham College is holding the employer event "Building for Success" for you to learn more about the role of Apprenticeships and get signed up!

The new Qualifications and Credit Framework (QCF) has seen changes in the way we deliver courses. Apprenticeships are the way forward. Don't be left behind.

Contact us for more information or to sign up:

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