Apprenticeship Strategy

• NHS South Central Apprenticeship Strategy, 2009 – 2012

• Apprenticeship target to be achieved by 31.03.2010

• Progression, ‘growing our own’

• Increased diversity and widening access

• Ageing workforce
Apprenticeship Benefits

• Support development of the existing workforce and new staff at bands 2 and 3, in clinical and non-clinical roles

• Over 80 Frameworks exist to develop skills and competences around patient and service need

• Promote recruitment and retention, utilise Apprenticeship Vacancy Matching Service

• Delivering the Skills Pledge – increasing accredited, transferable skills and competence at levels 2 and 3
Activity across NHS South Central

• 377 Apprenticeships will be introduced across NHS South Central by 31.03.2010

• 163 in North and 214 in South of NHS South Central

• 226 Apprenticeships in Clinical Support
• 101 Apprenticeships in Administration and Clerical
• 50 Apprenticeships in Support Services
Activity continued

- 37% of Apprenticeships delivered at Level 2
- 63% delivered at Level 3
- 79% of Apprentices will be members of our existing workforce
- 21% will be new starters
- 9% of Apprentices will be aged 16 – 18
- 29% aged 19 – 24
- 62% aged 25 years +
Apprenticeship Starts

Registration Numbers

![Graph showing apprenticeship starts over months from April '09 to March '10.](#)
Funding - LSC

• Apprentices 16 – 18 years, full funding for qualification

• Apprentices 19 – 24 years, part funding for qualification

• Apprentices 25 years +, limited funding available

• Funding routed via LSC approved Education and Training Providers
## Funding - NESC

<table>
<thead>
<tr>
<th>Apprenticeship Level/Type</th>
<th>Duration</th>
<th>Funding</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 2</td>
<td>Up to 1 yr</td>
<td>£3,000</td>
<td>70% on registration 30% on successful completion</td>
</tr>
<tr>
<td>Level 3</td>
<td>Up to 2 yrs</td>
<td>£4,000</td>
<td>70% on registration 30% on successful completion</td>
</tr>
<tr>
<td>Estates and Facilities</td>
<td>Up to 4 yrs</td>
<td>£8,000</td>
<td>70% on registration 30% on completion of second yr</td>
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<tr>
<td>Engineering only</td>
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</tr>
</tbody>
</table>

- Funding allocated to Trusts and PCTs based on receipt of monthly data, outlining nos. of registrations and completions.

- Funding utilised to support local needs, including contributing towards costs of qualifications, and/or Apprentice wage support, and/or admin support.
Supporting Implementation

- Steering Group
- Task and Finish Groups
- Apprenticeship Provider Meeting
- Apprenticeship Co-ordinators
Sustainability

- Support development of 377 Apprentices across NHS South Central in 2009/10
- Support increased number and range of Apprenticeships, up to 2012
- Embed Apprentices into workforce plans
- Utilise Apprenticeships further to develop new staff into the NHS
- Support recruitment and development of younger staff
Informing  Inspiring  Improving

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