

APPRENTICESHIPS

IN NSCHT



Level 2 Apprenticeships typically take 1 year to complete, Level 3 take 15 – 18 months. Higher apprenticeships are also available at Level 4, 5, 6 & 7 and these can take between 2 – 4 years to complete



NHS apprenticeships cover a range of areas including estates, health and social care, housekeeping, IT, business administration and accounting.



The current wage for an apprentice is £3.40 p/h rising to £3.50 p/h in April 2017, if you undertake an apprenticeship within your current role—this does not effect your job title or pay.



Currently, if you have a level 4 qualification or a degree, you will not be eligible to access apprenticeship funding.. There will be flexibility around this when the levy comes in.



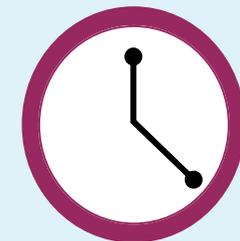
Apprenticeship qualifications are available to existing staff and new apprentice recruits above the age of 16.



Apprenticeships typically involve Functional Skills (maths and English), Technical Certificate (what you know about what you do), a diploma or NVQ (assessing skills in the workplace) and section relating to Employer Rights and Responsibilities, usually undertaken through a work book.



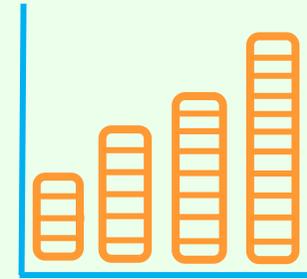
Apprentices do real jobs, undertake off the job training and need to be properly supervised.



Apprentices normally work a minimum of 30 hours (although some training providers will accept people working less hours, but will extend the length of the apprenticeship)

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Each apprentice qualification has been placed in a funding band which shows the total cost of the training for the lifetime of the course. Organisations will negotiate the cost of training with individual training providers, which will include the cost of an end of apprenticeship assessment.



In April 2017 an Apprentice Levy is being introduced by the government – all organisations with a pay bill over £3 million will pay 0.5% of the cost of their total pay bill to fund apprentice training. Although we do not know the final figure, we estimate this will cost the Trust around £270,000 per year. Apprentice starts £3.40 p/h extending to what you earn now.



New apprentice trailblazer standards are being developed all the time – ones in development include a Level 6 Nursing Apprenticeship and there have been expressions of interest to develop standards for physiotherapy and OT.



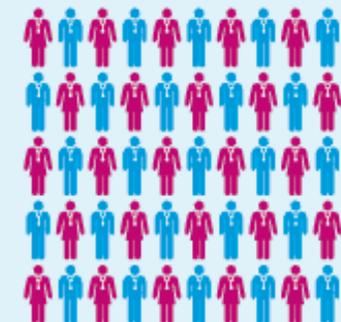
Organisations will have 24 months to spend their levy monies, after which time they will be lost.



All public sector organisations will have to achieve new apprentice starts each year equating to 2.3% of their employee head count – We anticipate this will be between 32 and 37 new apprentice starts.



For every £1 that we pay into the levy, the government will pay an additional £0.10.



The government has set a target to have 3 million new apprentice starts by 2020.