

# Appendix D: The Lincolnshire Integrated Apprenticeship Programme

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## Background

United Lincolnshire Hospitals NHS Trust's Talent Academy, an initiative to help Lincolnshire's hospitals grow their own talent, was set out to develop an integrated apprenticeship programme to cover three NHS Trusts and social care in Lincolnshire. The programme was funded by the Talent Academy and was developed to take account of Sustainability Transformation Plans and offer an entry route into the sector. As the programme partners wanted a defined pathway with fixed mandatory and some optional units it was decided to use the Level 2 in Health and Social Care apprenticeship framework (health pathway).

Before the programme was advertised, partners had to jointly agree a job description that could be applied across health and social care. Terms and conditions had to be revised as these differed between the partners. It was therefore determined that these would align to the biggest trust, the United Lincolnshire Hospitals NHS Trust. Additionally, the partners had to agree on salaries and it was decided that these should be age related minimum wage salaries rather than apprenticeship rates. Once these matters were agreed, the apprenticeship programme was advertised using local schools and the NHS jobsite. 20 candidates applied (all female) with 5 individuals being recruited thus meeting the recruitment target.

The programme commenced in January 2017 and was designed to contain four 12-week placements across acute, community health, mental health and social care settings. Each placement site was tasked with conducting localised training relevant to the role. In addition, apprentices participated in classroom based learning one day per month at a local college to undertake mandatory units. Apprentices were also expected to undertake two days further training between the rotations. This training was bespoke and included group reflection, restrictive intervention and SilverLink.

The first rotation of the programme has now been completed and apprentices have started their second round. The programme is due to finish in January 2018.

## Challenges

The Talent Academy reports no real challenges to date however there were some complications in managing the requirements of each placement in relation to hours, shifts and systems due to the placements all being within different organisations. The lesson learnt from the first rotation has been to standardise policies across all

placements where possible, in order to remove some of the variation and the issues they have caused. Furthermore, as the programme has a fixed budget there is no room for paying overtime, for weekend work or for evening or night work.

Due to the nature of the units, achieving the Care Certificate is taking longer than expected for some apprentices as they were not able to evidence the breadth of experience in order to fully meet the Care Certificate elements. This occurred due to Community Mental Health Nursing Teams not being able to provide opportunities for the apprentices to support areas around moving and handling or feeding patients. However, it is believed that over the course of the second rotation, all apprentices will be able to fully meet their Care Certificate requirements.

### **Key Achievements**

As the programme has recently commenced it is difficult to state whether it has met its aims. However, the Talent Academy is happy with progress and has received encouraging feedback both from apprentices and host organisations.

Apprentices have found the programme a valuable experience which allows them to explore several sectors and employers at the same time as giving them a broad understanding of the sectors and related work. This is thought to lead to improved career planning with apprentices being able to make informed choices in regards to their future employment.

Even though the apprentices have only just commenced their second rotation, apprentices have already been able to highlight variations between health and care settings. The Talent Academy has, as a result, chosen to look at offering further training sessions during group training days that outline how the types of setting will dictate different practice.

The host organisations were very keen to get involved in the project and their feedback in relation to the apprentices has been positive, with one apprentice already having been offered a substantive post.

### **Sustainability**

The programme partners are hoping to see all apprentices moving into substantive roles once the programme concludes.

The programme is due to be evaluated and upon the results of this evaluation, a decision will be made in terms of continuing the programme. There are currently discussions about developing a Level 3 apprenticeship programme.



Skills for Care  
West Gate  
6 Grace Street  
Leeds  
LS1 2RP

Telephone: 0113 245 1716  
Email: [info@skillsforcare.org.uk](mailto:info@skillsforcare.org.uk)  
Web: [www.skillsforcare.org.uk](http://www.skillsforcare.org.uk)

Skills for Health  
4th Floor  
1 Temple Way  
Bristol  
BS2 0BY

Telephone: 0117 922 1155  
Email: [contactus@skillsforhealth.org.uk](mailto:contactus@skillsforhealth.org.uk)  
Web: [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)