

Apprenticeships

A system wide approach to apprenticeships

Healthier Together



The Bristol, North Somerset and South Gloucestershire Apprenticeship Project was launched in October 2017, working with health and social care providers across our area. We have now mapped the current apprenticeship delivery and we are beginning to build our future collaborative approach which we are calling "BNSSG One Voice". Our early priorities are to develop a specification using apprenticeships to train advanced care practitioners, the scoping and delivery of potential apprenticeship routes into nursing and collaboratively upskilling unregistered staffing across health and social care.



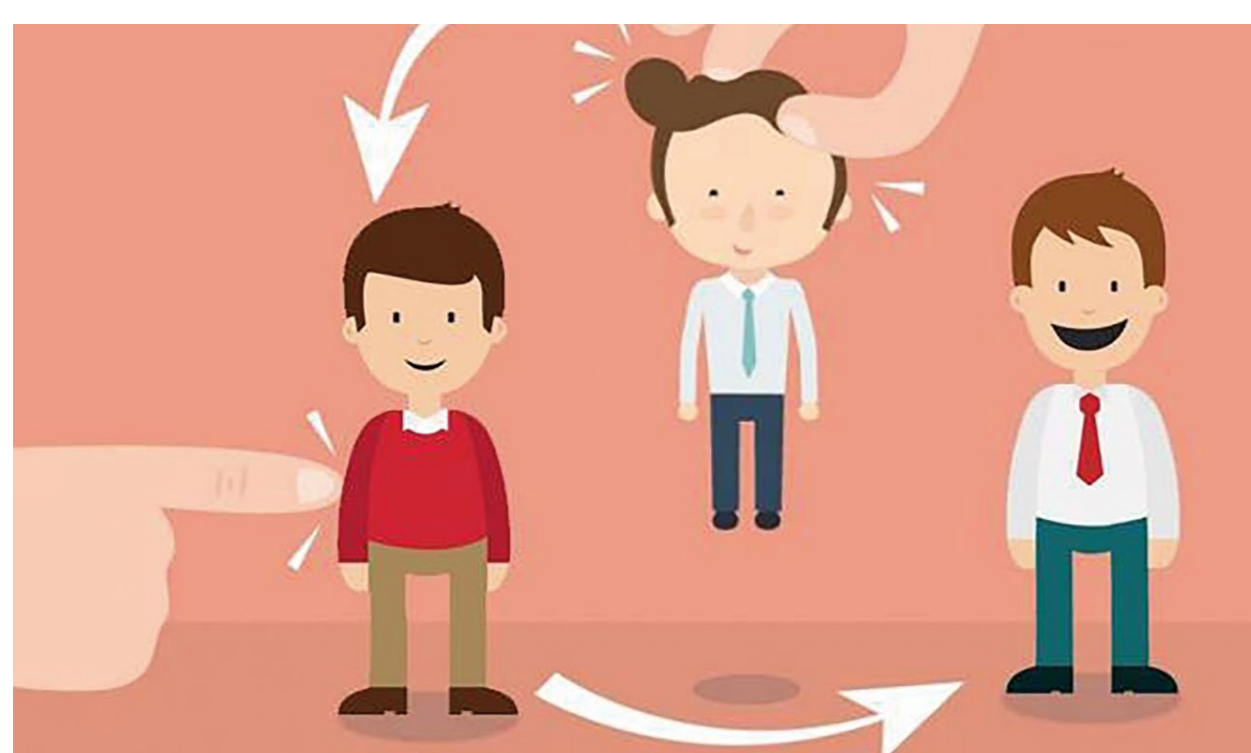
70
YEARS
OF THE NHS
1948 - 2018

Value for money in procurement and in the use of our levy

- We are looking at how we work together to procure apprenticeships at scale, to get better value and improve consistency. There are a number of approaches and we are learning from other STPs about the one which is most appropriate for BNSSG
- Each organisation has a 'levy pot' representing 0.5% of pay costs for payrolls over £3m
- We have 12 BNSSG levy paying health and social care organisations in BNSSG
- We are beginning to think about the potential to share our levy across organisations to support our plans

Nursing Associates (Degree) Apprenticeship

- Nursing associates are a new role being developed nationally to support the registered nurse role
- The new standard for nursing associates was approved for delivery in November 2017
- This means it can be used to build a nursing associates degree programme
- Two cohorts are underway, with a total of nearly 90 nursing associate apprenticeships, and a new class planned for September 2018



Entry level health and social care workers

- The unregistered workforce are an important part of our health and social care workforce
- Apprenticeships can help new staff to develop the skills they need for their roles, and provide career development for existing staff



The people in the photo above are just some of our dedicated unregistered colleagues from across BNSSG Trusts

Advanced Clinical Practice Apprenticeships

- Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level award or equivalent across clinical practice, leadership and management, education and research. Advanced Clinical Practitioners are a key part of our vision for the future workforce, given gaps in key medical supply such as general practice
- A national standard was approved for delivery in March 2018. We are currently scoping what "advanced clinical practice" means for BNSSG, with a workshop on 12 July
- We are aiming to deliver advance care practitioners through our One Voice BNSSG consortium approach

Future Aspirations

- In October 2017, 8 of our BNSSG organisations employed and trained a total of 477 apprentices
- Today, the same 8 BNSSG organisations are employing and training 711 of our future NHS workforce through apprenticeships
- There has been a 33% increase in the number of apprentices since the start of the Apprenticeship project. Imagine what we can do in another 70 years...!



Launches on 6th April 2017



The new levy impacts employers with a pay bill over £3 million



The levy charge is equal to 0.5% of their pay bill



Levy payers will have 24 months to use their funds



If you don't pay the levy, the government pays 90% of training costs



All employers can access funds & select providers online

