

# Staff Story; Apprenticeship

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Trust Board Paper C

## Purpose of report:

This paper is for:	Description	Select (X)
Decision	To formally receive a report and approve its recommendations OR a particular course of action	
Discussion	To discuss, in depth, a report noting its implications without formally approving a recommendation or action	X
Assurance	To assure the Board that systems and processes are in place, or to advise a gap along with treatment plan	
Noting	For noting without the need for discussion	

## Previous consideration:

Meeting	Date	Please clarify the purpose of the paper to that meeting using the categories above
CMG Board (specify which CMG)		
Executive Board		
Trust Board Committee		
Trust Board		For noting - update from UHL Apprenticeship and Development Centre Trainee Assistant Practitioner Learner

## Executive Summary

### Context

Attracting the workforce of the future is paramount to providing a broad range of quality services to our patients in support of Becoming the Best. The Health and Social Care Mandate for Health Education England requires organisations to widen roots into NHS careers through an increased use of apprenticeships and the NHS People Plan expect organisations to utilise apprenticeships in the development of new roles. UHL have to date enrolled over 700 staff on Apprenticeships covering in excess of 35 programmes with 20+ providers. There have been over 200 successful completions of apprenticeships since their launch in 2017.

UHL have its own externally inspected Apprenticeship Centre which is regulated by both the Education and Skills Funding Agency (ESFA) and the Office for Standards in Education, Children's Services and Skills (Ofsted) which delivers apprenticeships in health, leadership, business administration and customer services at levels 2 to 5 to learners from across the LLR Health and Social Care system. As part of this work the Apprenticeship Centre developed a bespoke Level 5 Apprenticeship Education Programme to support a new role in Theatres. This paper provides an overview of the Trainee Practitioner Programme and a case study to demonstrate impact and experience of the programme. It also shows how apprenticeships have enabled career development.

## Questions

1. How are apprenticeship education programmes being used to support new role development?
2. How have apprenticeships benefited staff experience and career development?

## Conclusion

Representative colleagues, as below, will present their personal journey linked to the programme and the difference this has made (summary attached):

- Twinkle Armechin, Trainee Theatre Assistant Practitioner, Theatres
- Jude George, Programme Lead Health Level 5, Learning and Development.

They will also be bringing along other team colleagues that that have been involved in the work of the UHL Apprenticeship and Development Centre.

## Input Sought

We would welcome the Trust Board's input regarding

- Encourage Apprenticeship Education Programmes in a variety of areas and roles
- Support with raising awareness of the Apprenticeship Education Programmes for existing staff development and opportunities they present when recruiting into vacancies
- Support workforce planning and utilisation of funding for salaries within CMG's to raise the number of entry level apprentices to support our future workforce needs.

**For Reference:**

**This report relates to the following UHL quality and supporting priorities:**

**1. Quality priorities**

Safe, surgery and procedures	No
Improved Cancer pathways	No
Streamlined emergency care	No
Better care pathways	No
Ward accreditation	No

**2. Supporting priorities:**

People strategy implementation	Yes
Investment in sustainable Estate and reconfiguration	No
e-Hospital	No
Embedded research, training and education	Yes
Embed innovation in recovery and renewal	No
Sustainable finances	No

**3. Equality Impact Assessment and Patient and Public Involvement considerations:**

What was the outcome of your Equality Impact Assessment (EIA)? EIA shows no protected characteristic groups were affected by this programme.

- Briefly describe the Patient and Public Involvement (PPI) activities undertaken in relation to this report, or confirm that none were required N/A none required
- How did the outcome of the EIA influence your Patient and Public Involvement? N/A
- If an EIA was not carried out, what was the rationale for this decision? N/A

**4. Risk and Assurance****Risk Reference:**

Does this paper reference a risk event?	Select (X)	Risk Description:
<b>Strategic:</b> Does this link to a <b>Principal Risk</b> on the BAF?	X	Becoming the Best - Delivering caring at its best to every patient, every time
<b>Organisational:</b> Does this link to an <b>Operational/Corporate Risk</b> on Datix Register		
<b>New Risk</b> identified in paper: What <b>type</b> and <b>description</b> ?		
<b>None</b>		

5. Scheduled date for the **next paper** on this topic: TBC
6. Executive Summaries should not exceed **5 sides** My paper does comply

# Trainee Assistant Practitioner Apprenticeship

- Developed in partnership with the Theatres team and the UHL Apprenticeship and Development Centre
- Delivered by UHL for UHL
- Entry requirements equivalent to that of a university programme
- Duration of 24 months
- Course fees of £13,000 covered by the Apprenticeship Levy
- Provides a Diploma in Health and an apprenticeship qualification at level 5; equivalent to a Foundation Degree.

Functions of the Human Body

Getting it Right First Time

Interpersonal Skills and Communication

Understanding the Organisation and your Roles and Responsibilities in it

Assess Health and Wellbeing

Equality

Safeguarding



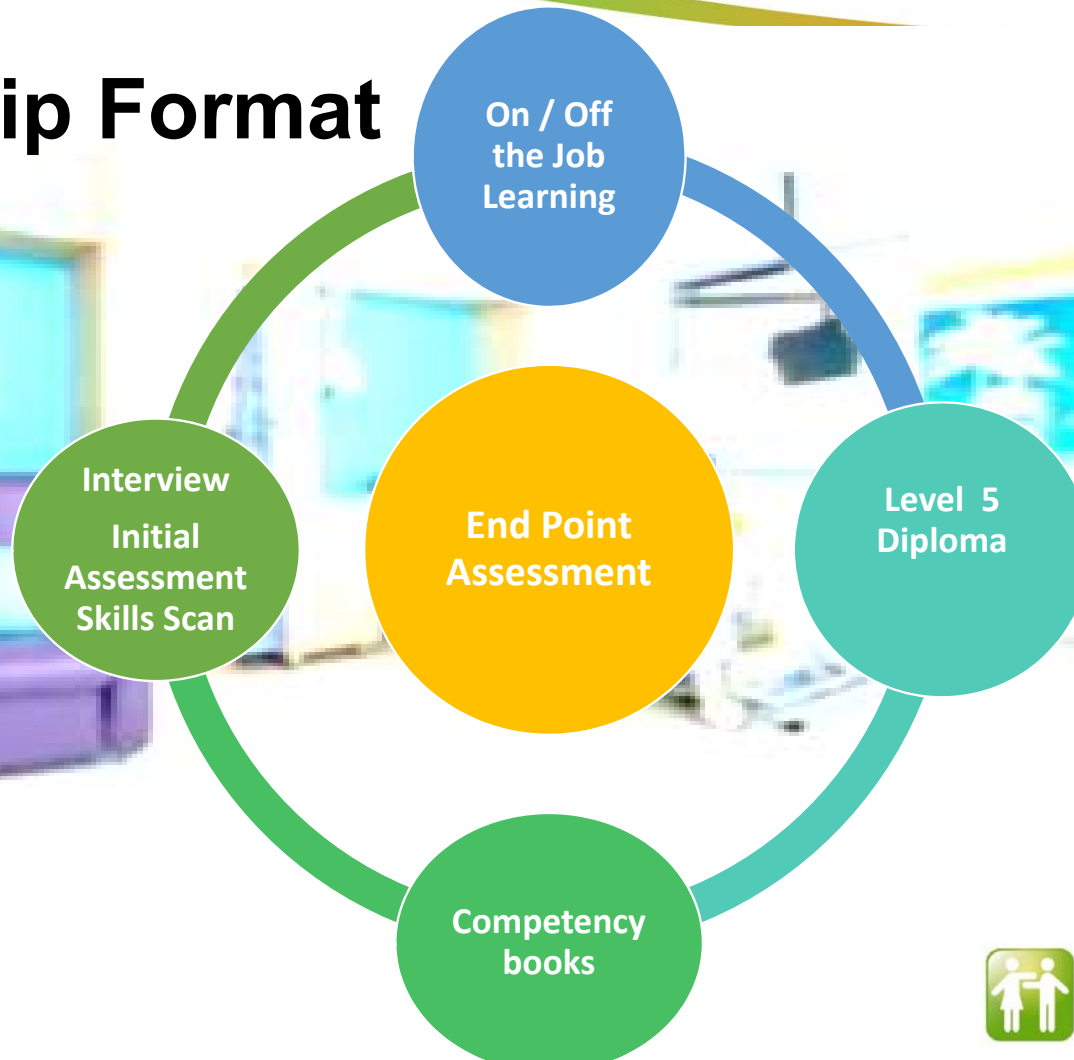
UHLApprentices



[apprenticeships@uhl-tr.nhs.uk](mailto:apprenticeships@uhl-tr.nhs.uk)



# Apprenticeship Format



# **hello** my name is...

## Twinkle Armeccin

- I am a trainee Theatre Assistant Practitioner – studying an Apprenticeship Education Programme at Level 5 (Foundation Degree) with the UHL Apprenticeship and Development Centre
- This is a new role both in the Department and at the Trust
- Previously, I worked as a Theatre Support Assistant for 8 years and have completed 2 further apprenticeships since starting my career in the UK
- I am married with two small children aged 4 and 8 years old
- My career ambition is to be an Operating Department Practitioner.



# My apprenticeship journey

- ❑ May 2014 – June 2015 - Level 2 NVQ Apprenticeship Certificate in Healthcare Support Services
- ❑ Oct 2014 - Feb 2015 Level 1 Functional Skills in maths and English
- ❑ 2016 Level 2 Functional Skills in maths and English (before going on maternity leave) to support desired Level 3 Health qualification
- ❑ 2017 -2018 Level 3 NVQ Apprenticeship Diploma in Perioperative Support and Health qualification achieved with the support and guidance of my manager, colleagues, and Learning and Development team. I gained lots of knowledge while doing Level 2 and 3 in Health, including: communication; handling information; duty of care; equality and inclusion; health and safety; infection control; safe use of medical devices and assisting in delivery of perioperative care. This programme provided me with access to the Level 5 programme
- ❑ 2019 – present Level 5 Trainee Assistant Practitioner apprenticeship working in surgery, anaesthetics and recovery and during COVID working in the temporary ICU ward.



## National BAME Apprentice Finalist 2020 in the Health, Medical and Social Care Category

- Being nominated for the award is important to me because it shows that my hard work is appreciated
- Starting learning again as an adult is hard; doing so with a young family and a partner who also works shifts is even harder. Continuing learning and juggling a changing role and changing working environment due to COVID even harder
- If I was successful in gaining this award it would hopefully inspire other people to enrol on an apprenticeship to develop themselves and their career, whatever age or life circumstance they have. If you really want to achieve your goals it is important to believe in yourself and put in the necessary time and effort to make it happen
- Gaining this award would also put the department on the map and demonstrate how they have provided an amazing opportunity to support and develop staff in this area through this new role, which in turn will benefit patient care.

