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Healthcare Assistant Practitioner (Mental Health)
Apprenticeship Programme
&
Apprenticeship Levy

What is a Degree Apprenticeship?

- **A collaborative learning process between the University and the Employer**
- The Apprentice: new (recruitment) or existing (up-skill or re-skill). Employer led decision
- Job + On the Job Learning + Off the Job learning (20% degree) – all combined in an ongoing programme of activity.
- Development of a Learner into a specific role and workplace.
- Collaboration between employer, manager*, and UCLan to develop a person into a role with the right knowledge, skills and behaviors.
- Apprenticeship Programmes can include Professional Qualification/Chartered Status/License to practice.
- Academic Degree developed against an apprenticeship standard (and professional requirements).
- End Point Assessment: demonstrate knowledge, skills and behaviors in the role.
- Employer is part of the delivery, learning and assessment
- **Resulting in a Academic Degree Award and skilled individuals specific to workforce needs.**

Apprenticeship Levy Funding

- The Apprenticeship Levy was introduced in April 2017.
- The levy will be paid via PAYE and will be 0.5% of gross pay bill for employers whose wage bill is in excess of £3 million per year.
- No company is exempt & expected to generate £3billion by 2020.
- £15,000 allowance from Government for levy-paying companies to off-set against the Levy.
- Non-levy paying businesses will receive apprenticeship funding through a 'co-investment' model.
- The Levy can be used to pay for higher and degree apprenticeship training offered by approved providers on the new Register of Apprenticeship Training Providers (RoATP).
- Access via digital vouchers as part of the Digital Apprenticeship Service (DAS) also launched in April 2017.
- All funding activity is reported to and monitored by the Education and Skills Funding Agency (ESFA) <https://www.gov.uk/government/organisations/education-and-skills-funding-agency>

Degree Apprenticeship Funding Models

Levy Paying Organisations

- Companies will be able to access the DAS and see how much is in their account.
- They will be able to make virtual payments to apprenticeship providers.
- Providers will receive their funding by submitting monthly Individual Learning Record (ILR) returns.
- Unused allowance will be carried forward from one month to the next.
- Funds will expire 24 months after they enter an employers DAS account.
- Employers who exceed their levy allowance will enter the 'co-investment' model that applies to non-levy payers i.e. employer pays 10% and government will contribute 90%.

Degree Apprenticeship Funding Models Non-Levy Paying Organisations

- **Employing Organisations will contribute 5% of Apprenticeship Costs**
- **Co-Investment Model:** If you do not pay the levy you can reserve funds using the apprenticeship service to access apprenticeship funding. More information on reservation of funds can be found in Apprenticeship funding in England (from August 2020).
- **Levy Transfer:** Levy-paying employers can transfer a percentage of their levy funds, which were declared for the previous tax year, to other employers. Employers receiving transferred funds will only be able to use them to pay for training and assessment for apprenticeship standards, for new apprenticeship starts. A transfer must be agreed and put in place before an apprentice (being funded by the transfer) starts their apprenticeship.
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/905352/2021_Employer_Rules_Version_1_v1.0_FINAL.pdf

UCLan Assistant Practitioner Journey

- FdSc Health and Social Care (Assistant Practitioner) commenced in 2005, to date UCLan have supported the development of 750+ Assistant Practitioners within the workforce across the North West.
- In 2014 the programme was mapped to the Apprenticeship Framework and was approved to be delivered alongside the HENW commissioned programme.
- In 2017 the programme moved from the Framework to the current Apprenticeship Standard delivery
- Currently over 150 students undertaking the Healthcare Apprenticeship Programme
- The Course Team work collaboratively with Mentors, Managers, Service Leads, and Professional groups to ensure the Assistant Practitioner delivers high standards / client care specific to the service need, National drivers and Workforce development plans.
- 3 cohorts of learners have progressed to EPA and UCLan has 100% Pass rate with learners receiving certification for both the Foundation Degree (UCLAN) and Apprenticeship Achievements (IFA Award)

Influences and drivers for AP role development

Mental Health (Implementation Plan 2019/20 – 2023/24)

- Increased access to psychological therapies (IAPT) will be expanded to cover a total of 1.9m adults and older adults by 2023/24.
- Increasing workforce capacity by 2024 to 2,940 IAPT Practitioners
- Ringfenced investment of at least £2.3bn each year will be made available for mental health services by 2023/24.
- This funding will be used to support work across the core ambitions of the NHS long term plan which includes IAPT Services

AP Role development & Design Stakeholder Events / Working Group

- Collaborative approach to curriculum design
- Mapping to the Apprenticeship Standard Knowledge, Skills & Behaviours
- Engagement with a wide range of services
- Developed to meet individual service need
- Employer led
- Supporting workforce development strategies
- Mental Health (Implementation Plan 2019/20 – 2023/24)

Healthcare Assistant Practitioner Apprenticeship Programme overview

	FdSc Health & Social Care (Assistant Practitioner)			Total credits 240
	Semester 1	Semester 2	Semester 3	
	Attendance to UCLan 1 day per week + 4 days' Work based Learning			
Level 4	PZ1015 Study and Lifelong Learning skills (20)	PZ1067 Anatomy, Physiology and Psychology of Health (20)	PZ1046 Mental Health across the lifespan (20)	120
	PZ1022 Communication and Collaboration (20)	NU1019 Care from the Clients Perspective (20) OR PW1002 Introduction to Medicines Management for Assistant practitioners (20)	PZ1068 Foundations For Practice (20)	
Level 5	PZ2091 Evidence Based Practice (20) OR PW2002 Medicines Management for Assistant Practitioners (20)	Mental Healthcare: The Broader Context (20)	PZ2035 Management and Leadership in Health and Social Care (20)	120
	PZ2073 Health Promotion (20)	PZ2066 Developing Practice (40)	PZ2066 Developing Practice (40)	

Healthcare Assistant Practitioner Apprenticeship Programme delivery/ management

- Consists of Core and Optional Modules specific to service need
- FdSc (240 academic credits) 20 credits year 1 and 40 credits year 2
- **Work based learning modules supports 20% off the job training within the Apprenticeship Standard**
- 2 year course
- 1 day a week – 3 campuses Burnley, Preston & Westlakes
- Delivered over 3 semesters
- Progress reviews: 4-6 week (Formative)

12 Week Collaborative Summative Reviews

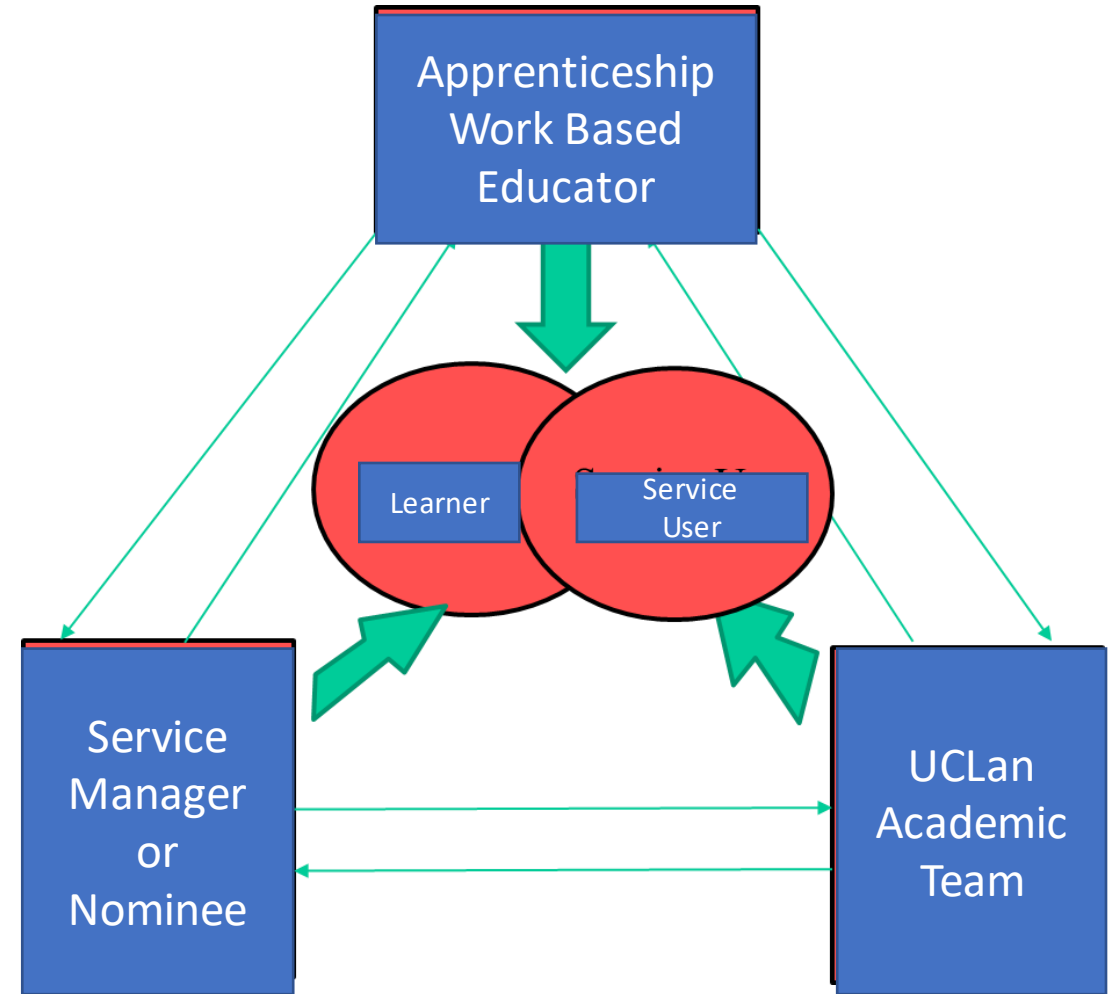
- Apprenticeship Standard: Knowledge, Skills and Behaviours
 - – Fit For Practice Skills Service Specific
- Support for interview and application process
- Continues Employer Engagement - Facilitate Mentor & Manager support
- Monitor and record WBL
- Attend Organisational Forums
- Work Collaboratively with Service / Training & Development Management
- Provide Guidance job descriptions, policy (SOP)
- Support Role Redesign
- Share Good Practice
- End Point Assessment - 3 elements MCQ, Observation of Practice & Interview

University of Central Lancashire

Senior Executive Team, Business Development, T2000, Academic Registry, Finance, DA Programme Leads, Q&A, Marketing, Legal Services

Model for Work Based Learning

- **Tri-Partite Partnership**
- Support Role Development & Competencies
- Apprenticeship Work Based Educator
- Attend Partnership events
- Supervisor - Assessor/ Practitioner Support
- Whole Team Approach
- Monitor progression
- Feedback



Programme and Impact Outcomes



- Person Centred Care
- Workforce skill development
- Reduced waiting times & Increase appointment time capacity
- Multi professional working
- Supporting workforce initiatives
- Staff job satisfaction
- High quality care provision
- Improved patient and service user experience and outcomes

Examples of the Assistant Practitioner Role in Practice

- Theatre AP's undertake a scrub role – developing within roles within recovery
- Managing non complex case loads and patient groups
- Leading within link roles e.g. Audit, Infection Control, M&H
- Leading patient groups e.g. Therapies, Children's services, Mental Health
- Providing clinic service e.g. Flu, INR, NHS Checks
- Reduce waiting times A&E, Urgent Care, Radiography, Breast Screening
- Practice Assessments and Referrals
- Multidisciplinary Practice





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