

# RNDA Apprenticeship



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# Apprenticeship Basics

- Apprenticeship Levy was introduced in 2017 to fund the provision of apprenticeship training
- All large employers in scope and pay apprenticeship levy
- Levy funds 100% of education costs for the apprentice (but not salary)
- Unlike a typical training course or degree, apprenticeships combine on-the-job training at an employer's site with off-the-job training provided by a training organisation or university
- Leads to a national qualification – apprentices are employed in a real job whilst training
- In the NHS we use apprenticeships to develop the skills and knowledge of both new and existing employees

# Apprenticeships in Context

## Workforce Challenges

- Increased demand on services
- Aging population
- Demand for more innovation in service delivery and skills
- Maturing workforce presenting short/medium/long term skill shortages
- Reducing funding for education and training for new and existing staff

## The Opportunity

- Opportunity with apprenticeships to upskill and develop staff :
  - Staff equipped with the **right skills**
  - Staff have the **knowledge and skills to deliver new services**
- Create transformational change – new models of care
- Enhance patient experience - **Patients experience high quality care from skilled staff**

# Why Support Apprenticeships?

- Provide career development and upskilling for existing staff and new recruits
- Retention of existing staff and attracting new talent
- Leads to a better skilled, more qualified workforce, therefore better patient care
- Training is paid for by the apprenticeship levy
- Apprenticeships have been designed by employers to map to job roles
- You can have a greater say in how training is delivered
- Apprentices are more likely to become long term members of staff

# Why Apprenticeships

## What does this mean for learners?

- Alternative to university path
- Debt free degree / training
- Earn as you learn
- Relevant work experience – skills employers want



Apprentices completing a **higher apprenticeship** could earn

**£150,000**

more, on average, over their lifetime

After finishing, 77% of apprentices stay with the same employer, 46% received a pay rise, and 36% reported getting a promotion

**83%**



of apprentices said their career prospects have improved

# Apprenticeships: The Opportunity

Priority	How apprenticeships could help
Retention of existing staff and attracting new talent	<p>Recruit existing appropriate staff to apprenticeships to <b>develop skills and competence to meet service needs</b> and create <b>career pathways</b></p> <p>Support engagement with local communities, schools, colleges to <b>market apprenticeships and future employment opportunities</b></p>
Supporting new roles and skills	<p><b>Standardise and promote new roles</b> through development of appropriate apprenticeship.</p> <p>Apprenticeship development could support new roles and provide <b>opportunities for rotation and flexible workers</b></p>
Whole system organisation development	Shared understanding of apprenticeships, training education and career progression

# What is an Apprenticeship?

- An apprenticeship is a job with training.
- Apprentices will gain the technical knowledge, practical experience and wider skills and behaviours they need for their immediate job and future career.
- The apprentice gains this through formal off-the-job training and the opportunity to practise these new skills in a real work environment.



# Apprenticeship Career Pathways - Examples



## NURSING PATHWAY

Healthcare Support Worker – Level 2

Senior Healthcare Support worker - Level 3

Nursing Associate – Level 5

Registered Nurse – Level 6



## CATERING/HOSPITALITY PATHWAY

Production Chef Level 2 or Hospitality Team Member – Level 2

Senior Production Chef – Level 3 or Hospitality Supervisor - Level 3

Hospitality Manager – Level 4

Department Manager – Level 5



## ALLIED HEALTH PROFESSIONAL PATHWAY

Healthcare Support Worker - Level 2  
Senior Healthcare Support worker - Level 3

AHP Support pathway

Assistant Practitioner – Level 5

Physio / OT/ ODP/ Dietician / Podiatrist / Orthotist / Therapeutic or Diagnostic Radiographer / Speech and Language Therapist – Level 6



## HUMAN RESOURCES PATHWAY

Customer Service Practitioner – Level 2  
HR Support – Level 3

Hospitality Manager – Level 4

HR Consultant / Business Partner – Level 5



## PARAMEDIC PATHWAY

Healthcare Support Worker – Level 2

Ambulance Support Worker- Level 3

Associate Ambulance Practitioner – Level 5

Paramedic - Level 6



## ADMINISTRATION PATHWAY

Customer Service Practitioner – Level 2

Business Administrator – Level 3

Department Manager – Level 5

Chartered Manager – Level 6

Senior Leader - Level 7



## MATERNITY PATHWAY

Healthcare Support Worker – Level 2

Senior Healthcare Support worker - Level 3

Maternity Support pathway

Midwife – Level 6



# NHS Apprenticeships

## Top 20 Apprenticeships for 2019 – 2020 (National)

1	Nursing Associate (NMC 2018)	2,421
2	Senior Healthcare Support Worker	1,395
3	Business Administration	1,305
4	Healthcare Support Worker	1,183
5	Business Administrator	936
6	Senior Leader (degree)	886
7	Operations / Departmental Manager	712
8	Team Leader / Supervisor	689
9	Healthcare Assistant Practitioner	658
10	Advanced Clinical Practitioner (degre..	525
11	Associate Ambulance Practitioner	509
12	Registered Nurse - degree (NMC 2010)	505
13	Health and Social Care	394
14	Chartered Manager (degree)	322
15	Healthcare Science Practitioner (degr..	239
16	Ambulance Support Worker (Emerge..	221
	Customer Service Practitioner	221
17	Associate Project Manager	183
18	Learning Mentor	145
19	Registered Nurse Degree (NMC 2018)	135
20	Lead Adult Care Worker	123

**Future Potential  
for Nursing  
Apprenticeships?**

Apprenticeship Starts Across the Academic Year

# Apprenticeships – The Employer Journey

## Where to Start...

- Workforce Planning
- Vacancy - Recruitment – New Staff
- Current staff development – Appraisals
  
- Support to apprentice
- Commitment to achievement
- 20% off the job training
- Training provider engagement

# Employer Responsibilities

## Apprentice Recruitment

Who is your target audience?

- Existing workforce?
- New entrants?
- Or a mix?
- Entry requirements – maths and English

## Job Role

- Must have a productive purpose
- Should provide the apprentice with the opportunity to embed and consolidate the knowledge, skills and behaviours gained through the apprenticeship



# Responsibilities of the Employer

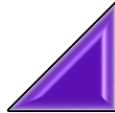
- Ensure the apprentice has a suitable contract that covers the duration of their apprenticeship (including end point assessment).
- Pay the apprentice at least apprenticeship minimum wage - [click here for details](#) - the cost of the apprentice's wages must be met by the employer.
- Apprentices must complete their apprenticeship (including any training) during paid working hours - This includes English and maths if required.
- Off-the-Job Training is a Statutory requirement - Training which is received by the apprentice, during the apprentice's normal working hours (paid hours excluding overtime), for the purpose of achieving the knowledge, skills and behaviours of the apprenticeship (at least 20% of their working hours).
- Provide a suitable mentor - the apprentice must have appropriate support and supervision on the job, by you, to carry out their job role and their apprenticeship

# Apprenticeship Funding

There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

- 1. Apprenticeship Levy.** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2. Reserve government co-investment.** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3. Levy Transfers.** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).

# Maths and English



Undertaking a level 2 apprenticeship - all apprentices must achieve level 1 (where they haven't already) and work towards and take the assessments for the achievement level 2 qualifications in both subjects.

Undertaking a level 3 or higher apprenticeship – apprentice must hold or achieve level 2 in both subjects before they can successfully complete the apprenticeship.

# Functional Skills Provision

## bksb

Basic Key Skills Builder, bksb. It helps someone to improve their own skills in maths (numeracy), English (literacy) and IT (digital skills).

- To study towards a functional skills exam. E.g. if you want to enrol onto an apprenticeship, or other programme of study that requires the equivalent of a pass at GCSE (grade 4, previously a C grade) in English and maths but do not have this level
- To generally improve competence and confidence, for job satisfaction and retention
- To improve quality of care and patient safety

Contact your L&D department (your organisation may already be signed up). If they are not, contact [hee@bksb.co.uk](mailto:hee@bksb.co.uk) with the following info: name of employer, details of contact person and anticipated number of learners.

For further details on all of the above, and to arrange your 30-minute consultation, please click on the dedicated webpage [here](#).

# Nursing Apprenticeships





# The Nursing Associate Role

- Shape of Caring Review 2015 recommended a bridging role between Health Care Support Workers & Registered Nurses.
- First Nursing Associates, including from Social Care , qualified & joined the NMC register as it opened in January 2019.
- ‘Nursing Associate’ is a protected title in law, alongside that of ‘Nurse’ – ensuring only those with the appropriate qualifications can use them.
- Nursing Associates work independently under the direct & indirect supervision of the Registered Nurse.
- Generic role.

# Nursing Associate

Entry Requirements	Alternative placements and experience
<ul style="list-style-type: none"><li>• 2-year apprenticeship program or Direct Entry via UCAS<ul style="list-style-type: none"><li>• Foundation Degree Level 5</li></ul></li><li>• Math's &amp; English qualifications is essential as a minimum</li><li>• Total of 2300 practice learning hours, split 50/50 learning &amp; practice, including alternative placement hours &amp; protected learning time</li></ul>	<ul style="list-style-type: none"><li>• Across all care delivery settings, such as at home, near home &amp; in hospital<ul style="list-style-type: none"><li>• Time away from base</li></ul></li><li>• Across all fields of nursing – (<i>Adult, Child, Mental Health &amp; Learning Disabilities</i>) &amp; across the lifespan</li><li>• Assessor (NMC Registrant) &amp; Supervisors (Registered Health Care Professionals) to support them &amp; prepare the TNA to enter a profession that is regulated by the NMC</li></ul>

# Registered Nurse Degree Apprenticeship (RNDA)

- RNDA was developed in response to a growing demand for healthcare employers to grow their own Registered Nurses,
- First RNDA began training in September 2017 within all fields of practice: Adult, Child, Learning Disability and Mental Health,
- Train Registered Nurses / support career progression of Assistant Practitioners and Nursing Associates to become Registered Nurses,
- All healthcare settings: Acute, Community, GP practice, Social care and Private and Voluntary Organisations.

# Registered Nurse Degree Apprenticeship (RNDA)

Entry requirements/programme overview	Placements and experience
<ul style="list-style-type: none"><li>• Delivered as a 3- or 4-year apprenticeship</li><li>• Degree Level 6</li><li>• Apply for RPL (Recognition of prior learning) – 50% of programme for completion of Assistant Practitioner/Nursing Associate.</li><li>• Math's &amp; English qualifications is essential as a minimum</li><li>• Additional entry requirements may/will be stipulated by the University,</li><li>• Total of 2300 practice learning hours and 2300 theory.</li></ul>	<ul style="list-style-type: none"><li>• Across a range of settings – Hospital, GP Practice,</li><li>• Time away from base</li><li>• Across all fields of nursing – (<i>Adult, Child, Mental Health &amp; Learning Disabilities</i>) &amp; across the lifespan</li><li>• Assessor (NMC Registrant) &amp; Supervisors (Registered Health Care Professionals) to support them &amp; prepare the RNDA to enter a profession that is regulated by the NMC</li></ul>

# Apprenticeship Funding

## Nursing Associate Apprentices

There are two employer support funding streams with an enhanced offer to support trainees that spend at least 50% of the programme in a Learning Disabilities setting. The funding is available to support TNAs & Employers confirmed for all starters up to **end of March 2022**.

### 1. Standard funding offer – total of £8,000

The present funding per TNA is paid in installments; to support the trainee e.g. travel expenses, uniforms, IT equipment. It can be used to support the wider nursing workforce development & the deployment of Nursing Associates.

### 2. Enhanced Learning Disabilities offer - £7,900 per annum

For those trainees who can evidence 50% of their time, while on programme, in a Learning Disabilities setting the total package of funding is £7,900 per annum and can be used to support the release of staff.

# Apprenticeship Funding

## Assistant Practitioner/Nursing Associate conversion to Registered Nurse 'top up' funding.

- The funding has been agreed for any apprenticeship starts on the AP/NA to RNDA conversion / top-up programme commencing **from September 2020** where the apprentices will **register with the NMC as Registered Nurses by March 2024,** and will be on ESR as registered nurses by March 2024.
- The funding is £8,300 per apprentice per financial year and is applicable for up to 2 years of programme.
- Expressions of interest must be emailed to [Gemma.Hall@hee.nhs.uk](mailto:Gemma.Hall@hee.nhs.uk)

**RNDA:** No confirmation of further HEE funding grant from September 2021 onwards – **hard close** on expressions of interest for apprenticeship starts by August 2021.

# Healthcare Apprenticeships Standards Online

Skills for  
Health

Healthcare  
Apprenticeships

*Helping employers find the right apprenticeship standard*

LOOKING TO BECOME  
AN APPRENTICE?

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<https://haso.skillsforhealth.org.uk>

@EstatesNhs

#NHSEstatesApprentices

# ***Thank You!***

***Getting in touch***

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**Talent for Care**

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**Healthcare Apprenticeships Standards  
Online**

<https://haso.skillsforhealth.org.uk>