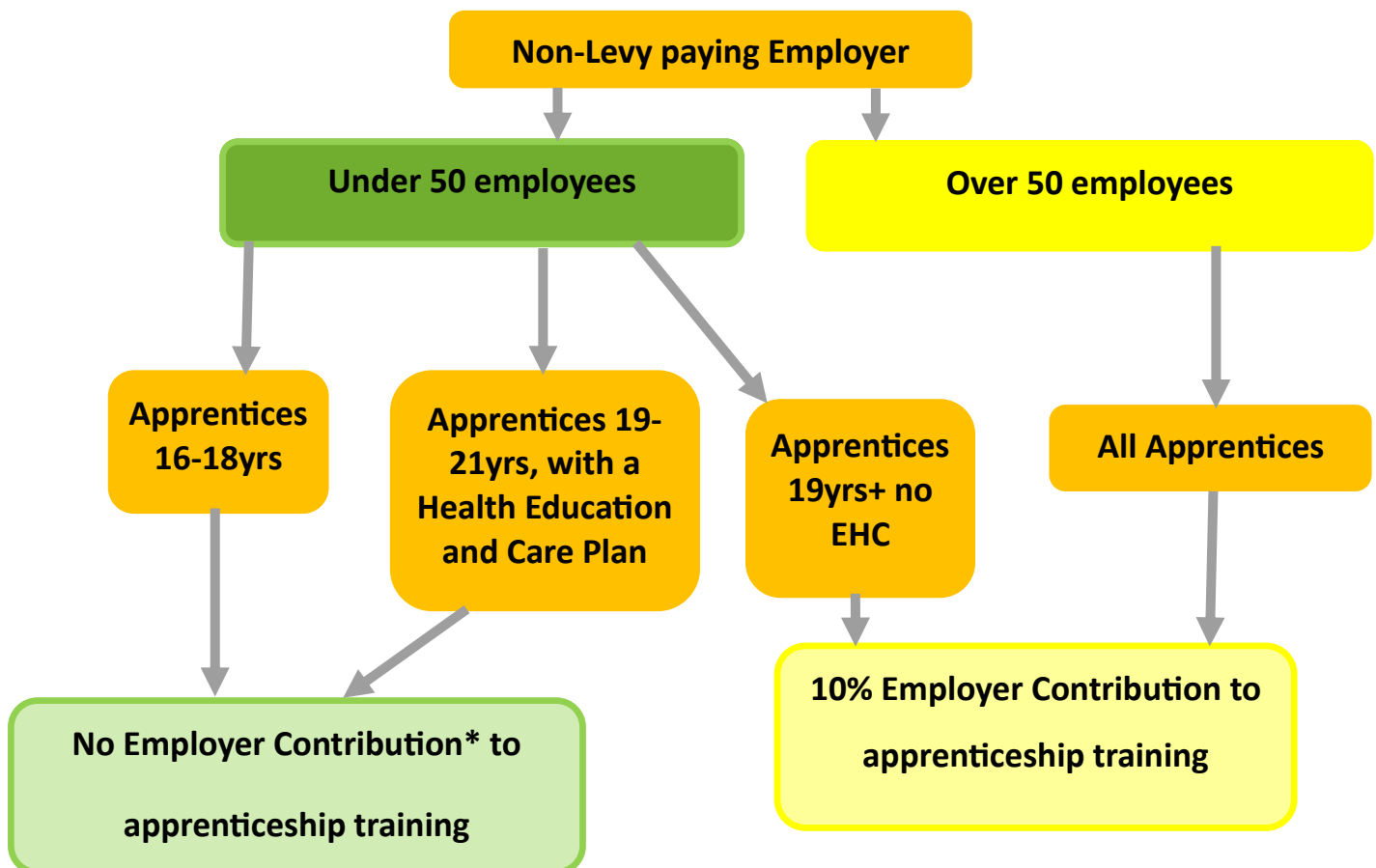


Apprenticeships in Primary Care May 2017

This document provides a further update regarding changes in Apprenticeship funding (September 2016—GP Gateway), and the introduction of the Apprenticeship Levy and how this affects apprenticeship training. This **WILL NOT** affect any learners on the previous Frameworks.

The diagram below explains how the “employer contribution” will apply to small companies (non-levy paying) including GP Practices.



*Any employer, regardless of size, that recruits a 16-18 year old or 19-24 year old with an HECP will receive £1000 paid in two instalments of £500 at months 3 and 12 of study. Training costs will be set by the government by Funding Bands, e.g the maximum amount payable for a Senior Health Care Support Worker, Level 3 qualification will be £3,000 (10% = £300), or a Team Leader Level 3 will be £5,000 (10% = £500). This amount includes end point assessments and functional skills.

Apprenticeships from May 2017 will now be available to all employees, aged 16+ with any previous qualifications, as long as they have 3 years residency in the UK. However learners may not hold a degree in the Apprenticeship in which they wish to study.

Employers will need to allow the learner 20% paid time off for the purposes of job learning (not including English and Maths). This could include shadowing, job rotation or learning a new skill. The Enterprise Bill will require these hours to be documented.

For more information contact: Sallyann Woodthorpe, Primary Care Workforce Development Advisor, C&P CCG sallyann.woodthorpe@nhs.net 07773 244301

Apprenticeships in Primary Care Frequently Asked Questions

How can I ensure that the employee completes the course?

By providing an environment that supports, mentors and communicates clearly with the learner. <http://nhsemployers.org/case-studies-and-resources/2016/06/using-apprenticeships-to-develop-a-culture-of-learning>

Who are our Preferred Training Suppliers for Apprenticeship Training?

This will depend on the apprenticeship subject and your locality. We're working really hard with Training Providers Approved on the register of APPRENTICESHIP TRAINING PROVIDERS (RoATP) to ensure they deliver affordable, quality training, and where possible, within the workplace. Contact sallyann.woodthorpe@nhs.net for more information.

What subjects are available?

We have learners in a variety of subjects, including Health Care Support Worker; Dispensing; Nursing; Team Leadership; Management; Human Resources; Information Technology; Business Administration; Medical Administration; and Customer Services. The shift from 'Frameworks' to 'Standards' in May 2017 will introduce more routes for learners.

How much should I pay a learner?

From April 2017 - Based on a 37.5 hour week

Age	16 - 18	19
Hourly Rate of	£3.50	£5.60
Weekly Rate of	£131.25	£210.00
Weeks Paid	52.00	52.00
Annual Salary	£6,825.00	£10,920.00
Employers NI	£0.00	£387.50
Employers Pension	£975.98	£1,561.56
Annual cost	£7,800.98	£12,869.06
NI		
NI Employer	£	8,112
NI Employer Rate		13.80%
Employer Pension		14.30%

How much you pay your Apprentice will have an impact on how many candidates apply. The minimum wage amounts are shown left, however you can pay more if you feel it is appropriate.

Where do I advertise?

The best response is usually through adverts in Indeed.com, NHS Jobs and local noticeboards or adverts in Practice. The Training Provider will also promote the role and it will be listed on the National Apprenticeship site. If the CCG is aware the role it will be advertised through our youth engagement circulation list.

For more information contact: Sallyann Woodthorpe, Primary Care Workforce Development Advisor, C&P CCG sallyann.woodthorpe@nhs.net 07773244301