

Apprenticeship Briefing

Health and Social Care apprenticeship and trainee scheme

Level 1 Health & Social Care Trainee Scheme – The scheme provides 16 – 24-year olds a 12 month entry programme with the option to apply for a place on the Level 2 apprenticeship in Adult Social Care, further training or to enter care work as a full time career. Applicants for this programme are considered with NO previous experience or qualification in care or school education and may derive from the youth offending system, care system, children looked after or foster system, SEND and behavioural correction schools.

Figures 2012 to the present day for the Level 1 trainee scheme

- 67 have completed the course.
- 29 have gone on to the Level 2 H&SC Apprenticeship
- 21 have gone onto care related work in HCC.
- There are 6 trainees on the current 19 -20 program.
- Future cohort numbers remain at 12 per year

Hertfordshire County Council (HCC) Adult Care Services (ACS) Level 2 (L2) Apprenticeship in Adult Social Care – The scheme first ran in 2005. The first cohort commenced a 2 year L2 Apprenticeship. From 2007 the L2 Apprenticeship became a 12 month programme, until 2017 when it became a 13 month programme in line with the Government National Apprenticeship regulations.

Figures for the last 2 cohorts of L2 Apprenticeship

| Cohort | Cohort Numbers | Passed the two 'End Point assessments | Waiting to complete the two 'End Point' assessments | Employed by In-House Services in Day Services, Supported Living, Short Break or Progression Services. |
|-------------------------------|---|--|---|---|
| October 2018 to November 2019 | 7 | 5 | 2 | 7 |
| October 2019 to November 2020 | 10 | n/a | n/a | n/a |
| October 2020 to November 2021 | Recruitment and selection to start in February 2020 | Future figures for the scheme are predicted to be lower (8) due to budget pressure and transformation within In-House services. We are working together to revisit terms and conditions of the current scheme and how the scheme will align with additional apprentice routes planned. | | |

Additional Apprenticeships ACS (Levy funded, and Non-levy funded)

There are currently 103 people on additional Apprenticeships with a further planned enrolment in February.

Levy funded figures for Jan 19- Jan 2020:

| Qualification | Enrolled | Support living and short break services | Day Services | Other | Cohort Numbers for 2020 |
|------------------------------------|----------|---|----------------------|-------|-------------------------|
| Level 2 Social Care apprentices at | 22 | 13 (plus 1 completer) | 9 (plus 1 completer) | | 10 |
| Level 3 Social Care apprentices at | 28 | 20 | 8 (plus 2 completer) | | 3 |

| | | | | | |
|---|----|---|--|--|--|
| Level 3 Apprenticeship in Business Administration | 3 | 3 | | | |
| Overall total | 53 | | | | |

Apprentices funded by WDPT (Non-Levy) figures for Jan 19- Jan 2020:

| Qualification | Enrolled | Completed | Next cohort – starting March 2020 |
|--|----------|---------------|-----------------------------------|
| RQF level 4 (Community Care Officers and Assistant Managers programme) | 36 | 8 (all CCO's) | 25 |
| RQF level 5 in commissioning and wellbeing | 9 | | 7 |
| Overall total | 45 | | |

Levy funded apprenticeship for the regulated workforce

Currently ACS supports staff to undertake apprenticeships at:

- Level 5 – Rehabilitation Worker- Visual Impairment
- Level 6 (BSc) Social Worker, Occupational Therapist and Registered Nurse (Learning Disability Pathway)
- Level 7 – (MSc) Occupational Therapist (dependent upon University)

Apprenticeships are undertaken with an approved University Provider who have been approved by the relevant awarding body and have also been approved to be on the HCC procurement Framework.

Current Apprenticeships

| Apprenticeship | University Provider | Number | Start |
|--|-----------------------|--------|----------------|
| Rehabilitation worker- Visual Impairment | Birmingham University | 2 | September 2018 |
| Social Work | Bucks New University | 4 | March 2020 |

Planned Apprenticeships

| Apprenticeship | University Provider | Number | Planned start |
|------------------------|----------------------|--------|----------------|
| Social Work | Bucks New University | 4 | March 2020 |
| Occupational Therapist | Northampton | 3 | September 2020 |
| Registered Nurse | TBC | 1 | September 2020 |

We also have 18 staff at a range of management levels across ACS currently undertaking Levy funded management and leadership apprenticeships at the following level's:

| Apprenticeship Management /Leadership | University Provider | Number |
|---------------------------------------|---------------------|--------|
| Level 3 /A Level | Various | 2 |
| Level 5 / Foundation Degree | Various | 1 |
| Level 6 / BA | Herts Uni | 6 |
| Level 7 / Masters | Herts Uni | 9 |