

Transitioning to the new healthcare apprenticeship standards

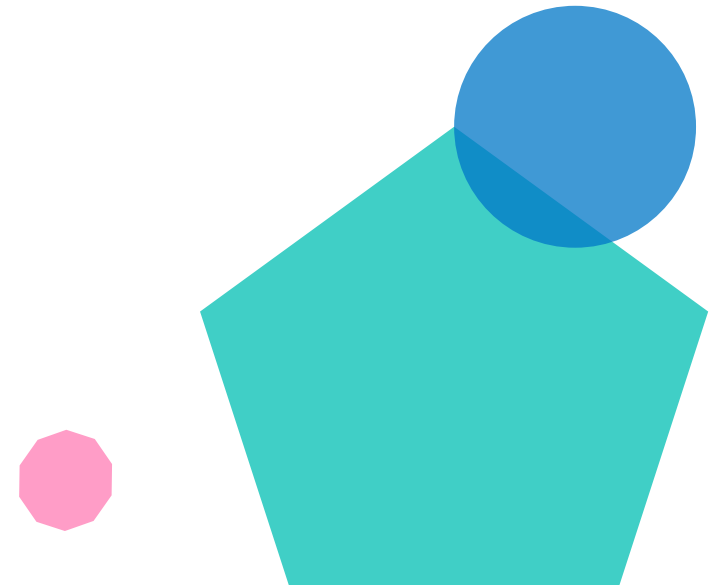
21 June 2017

Geraldine Donworth– Industry Manager



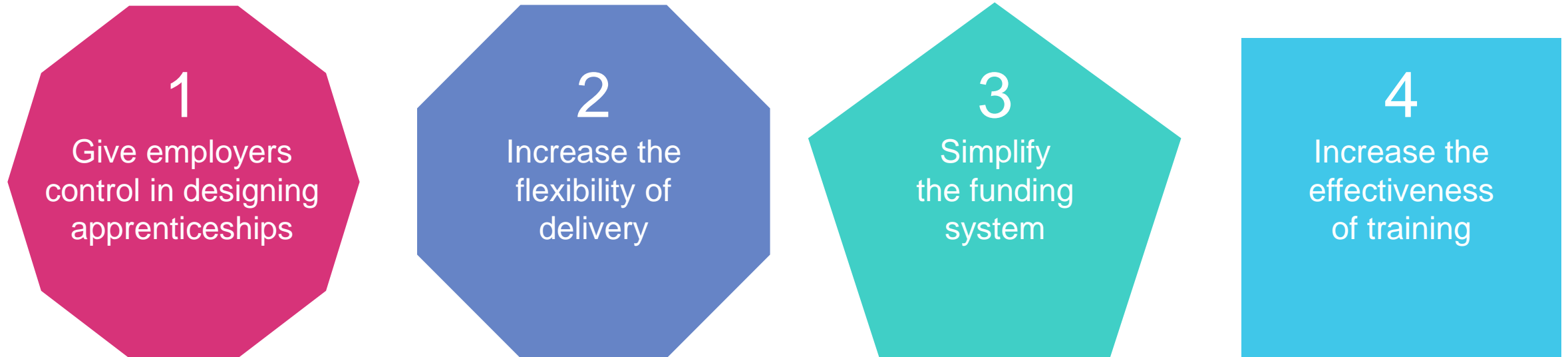
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- Healthcare Support Worker, Senior Healthcare Support Worker and Assistant Practitioner (Health) apprenticeships
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Overview of the apprenticeship reforms

Apprenticeships are changing.
You are part of that change.



If you'd like a summary of the main changes between the new apprenticeship standards and SASE frameworks, our [12-minute recorded session](#) is a really useful watch.

Funding changes

Funding examples for frameworks (comparison of current and new funding)

| Framework name and level | Funding band | 16-18 employer incentive | Provider uplift for 16-18 (20%) | Total 16-18 provider incentive | Max. possible total provider funding |
|--|-----------------|-----------------------------------|---------------------------------|--------------------------------|--------------------------------------|
| Health - Clinical Healthcare Support (2) | Band 2 £2000 | £1000 | £400 | £1000 | £3400 |
| Health - Clinical Healthcare Support (3) | Band 2 £2000 | £1000 | £400 | £1000 | £3400 |
| Health - Allied Profession Support (3) | Band 2 £2000 | £1000 | £400 | £1000 | £3400 |
| Health- Maternity & Paediatric Support (3) | Band 2 £2000 | £1000 | £400 | £1000 | £3400 |
| Health – Perioperative Support | Band 2 £2000 | £1000 | £400 | £1000 | £3400 |
| Higher Apprenticeship in Health (Assistant Practitioner) (5) | Band 7 £5000 | Not likely to have 16-18 year old | - | - | - |

Funding changes

Funding examples for frameworks (comparison of current and new funding)

New standards equivalents

| Standard name and level | Funding band | 16-18 employer incentive | Total 16-18 provider incentive (inc £1000) | Max. possible total provider funding |
|--|--------------------|--------------------------|--|--|
| Healthcare Support Worker (2) | Band 4 £3000 | £1000 | £1000 | £4000 NB EPA needs funding from this |
| Senior Healthcare Support Worker(3) | Band 4 £3000 | £1000 | £1000 | £4000 NB EPA needs funding from this |
| Assistant Practitioner in Healthcare (5) | Band 10 £12,000 | N/A | N/A | £12,000 unless 16-18 NB EPA needs funding from this |

Healthcare standards

The standards were developed by employers, including:

- Care UK
- Barchester Healthcare
- Derby Hospitals NHS Foundation Trust
- Health Education England
- Hospice UK
- Ipswich Hospital NHS Trust
- James Paget University Hospitals NHS Foundation Trust
- Mid Essex Hospital Services NHS Trust
- Southern Health NHS Foundation Trust
- St Giles Hospice
- The Priory Group
- The Royal Devon & Exeter NHS Foundation Trust
- Unison
- Norfolk and Norwich University Hospitals NHS Foundation Trust
- Norfolk & Suffolk NHS Foundation Trust
- North Bristol NHS Trust
- North East London NHS Foundation Trust
- Poole Hospital NHS Foundation Trust
- Royal College of Midwifery
- Royal College of Nursing
- Skills for Health
- Solent NHS Trust
- South Devon Healthcare NHS Foundation Trust in conjunction with Torbay & Southern Devon Care Trust
- University Hospitals Birmingham NHS Foundation Trust
- University Hospital Southampton NHS Foundation Trust
- Walsall Healthcare NHS Trust
- Yeovil District Hospital NHS Foundation Trust

Healthcare Support Worker standard

Maths and English requirements

- Level 1

Gateway requirements

- Evidence of having met the 15 standards as outlined in the Care Certificate
- Level 1 maths and English
- Attempt maths and English Level 2 by sitting the test
- Any qualification specified by the employer
- A portfolio of evidence completed in the last three months



Healthcare Support Worker standard examples from the standard

Knowledge

- Why it is important to communicate effectively
- How to do routine clinical tasks
- What it means to give person centred care
- Main forms of mental ill health
- Role and responsibilities
- Legislation and ways of working

Skills

- Communication
- Health Intervention
- Personal and people development
- Health, safety and security
- Equality & diversity

Values

- Caring
- Compassionate
- Honest
- Conscientious
- Committed

Behaviours - examples

- Treat people with dignity and respect
- Show empathy, resilience and discretion
- Have courage to challenge
- Be adaptable, reliable and consistent

Senior Healthcare Support Worker standard

Maths and English requirements

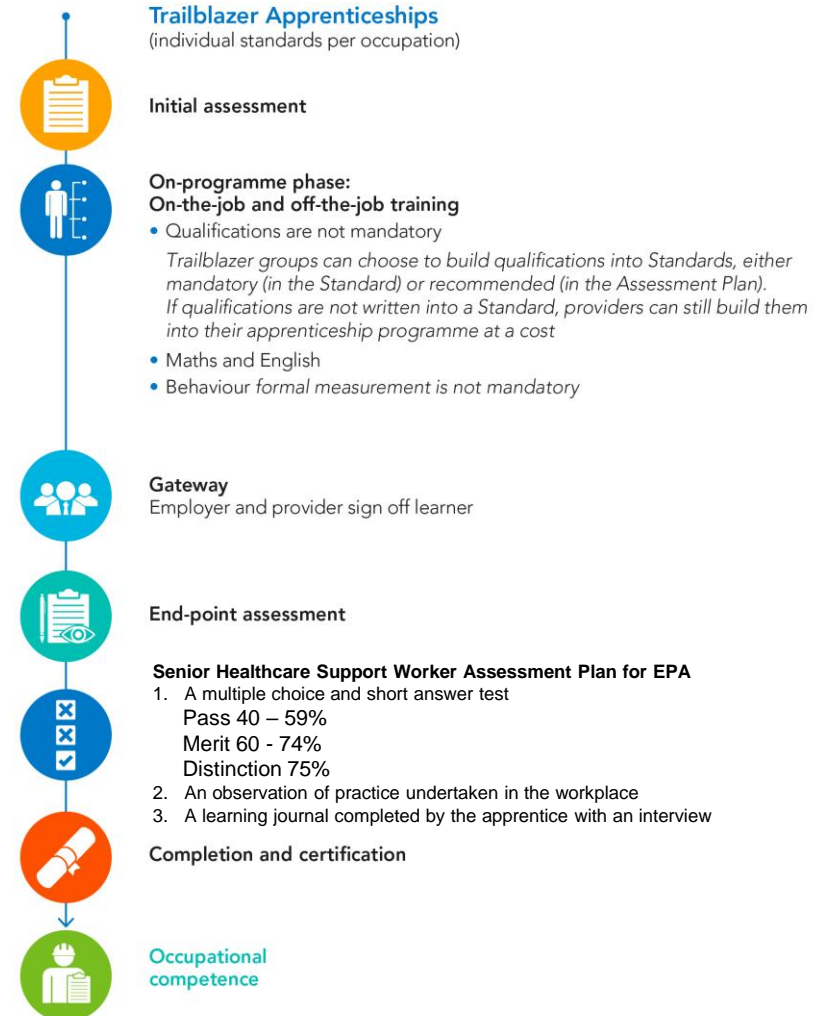
- Level 2

Gateway requirements

- Evidence of having met the 15 standards as outlined in the Care Certificate
- Level 2 maths and English
- A regulated Level 3 qualification **eg City & Guilds Diploma in Health – Clinical Healthcare Support**
- A learning journal completed during the last 3 months

Options for on programme

- Adult Nursing Support
- Maternity Support
- Mental Health Support
- Children & Young People Support
- Theatre Support
- Allied Health Profession-Therapy Support



Assistant Practitioner in Health standard

Maths and English requirements

- Level 2

Gateway requirements

- Evidence of having met the 15 standards as outlined in the Care Certificate
- Level 2 maths and English
- A regulated qualification at Level 5 City & Guilds Diploma for Assistant Practitioners in Healthcare
- A reflective journal completed in the last 3 months

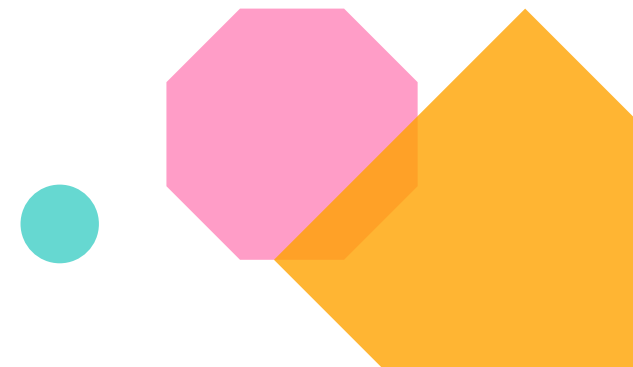
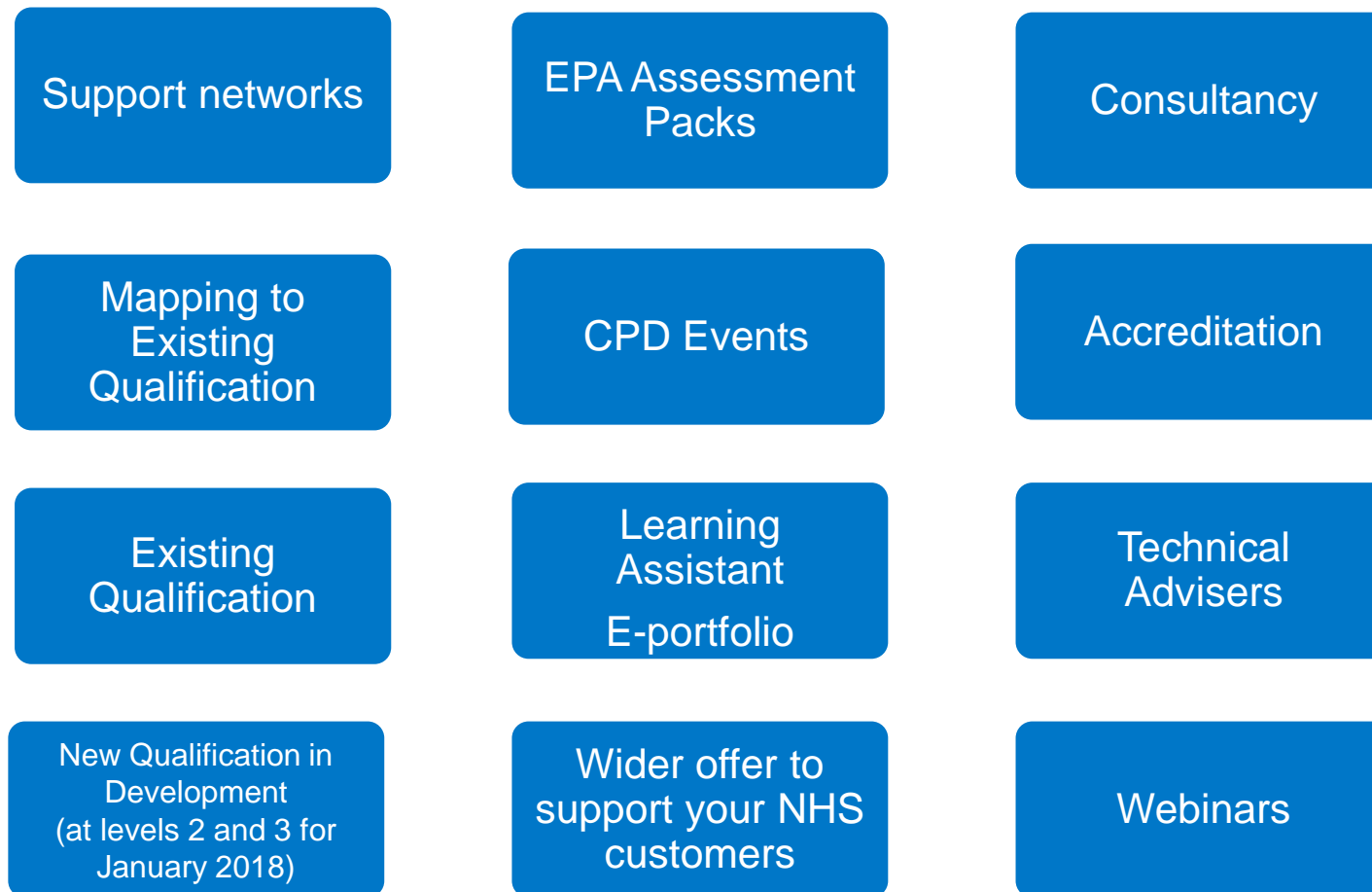


Outline grading

This is covered in the assessment plans, example below is for Senior Healthcare Support Worker:

| Observation of Practice | MCQ/Short answer test | Learning Journal & Interview | Overall grade |
|-------------------------|-----------------------|------------------------------|--------------------|
| Pass | Pass | Pass | Pass |
| Pass | Pass | Merit | Pass |
| Pass | Pass | Distinction | Merit |
| Pass | Merit | Pass | Pass |
| Pass | Merit | Merit | Merit |
| Pass | Merit | Distinction | Merit |
| Pass | Distinction | Pass | Merit |
| Pass | Distinction | Merit | Merit |
| Pass | Distinction | Distinction | Distinction |

How we can support you to prepare for delivery and end-point assessment - resources



End-point assessment pack

For customers

Key document for customers for the planning and delivery of the apprenticeship.

It will include:

- Information on roles and responsibilities in the process
- Guidance on how to evidence gateway
- Instruction and guidance on how to book EPA
- Guidance on how the **portfolio, learning journal should be structured and how they** will be assessed – against relevant sections of the assessment plan (this will show what evidence the IEPA expects to see)
- Guidance and instructions on what to expect and arrangement for the **practical observation** to take place
- Guidance on how the **interview** will work.
- NB Sample questions from MCQ and short answer questions will be available separately



End-point assessment pack

For Independent End Assessors (IEAs)

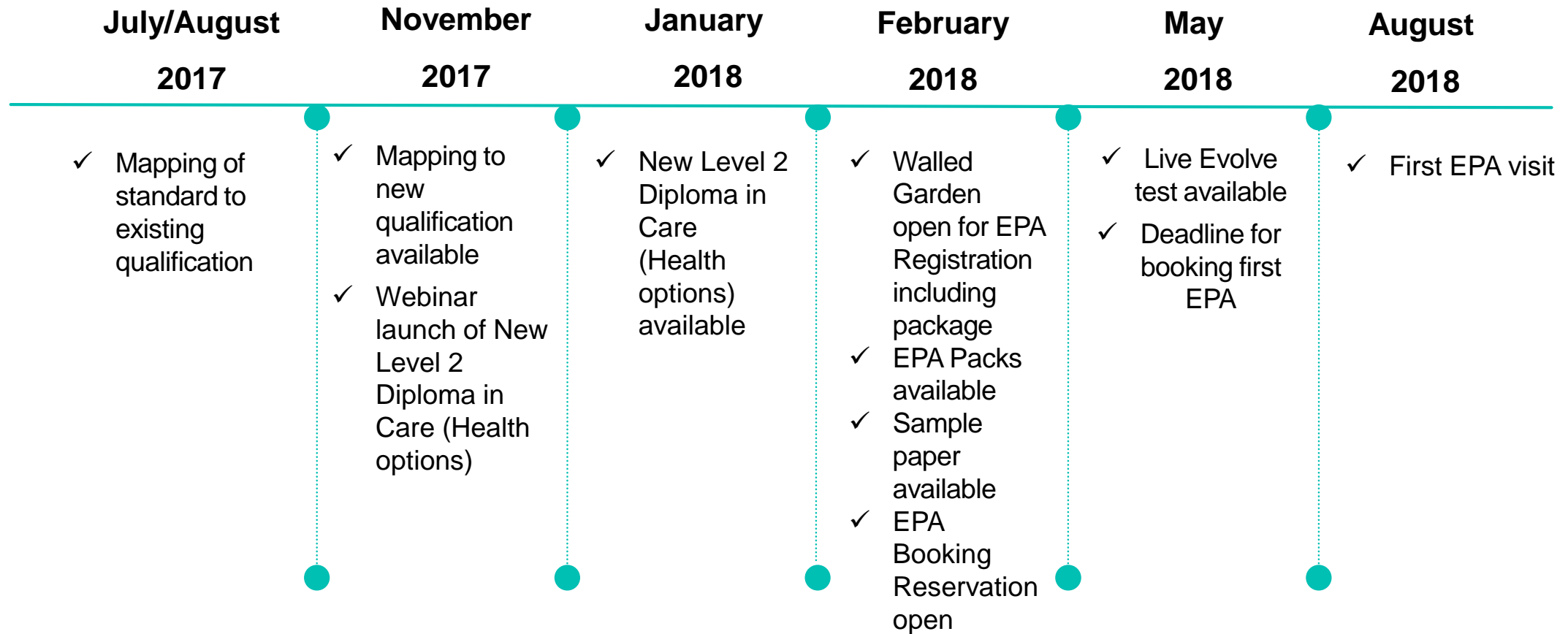
Key document for IEAs to conduct end assessment and grade candidates.

It will include:

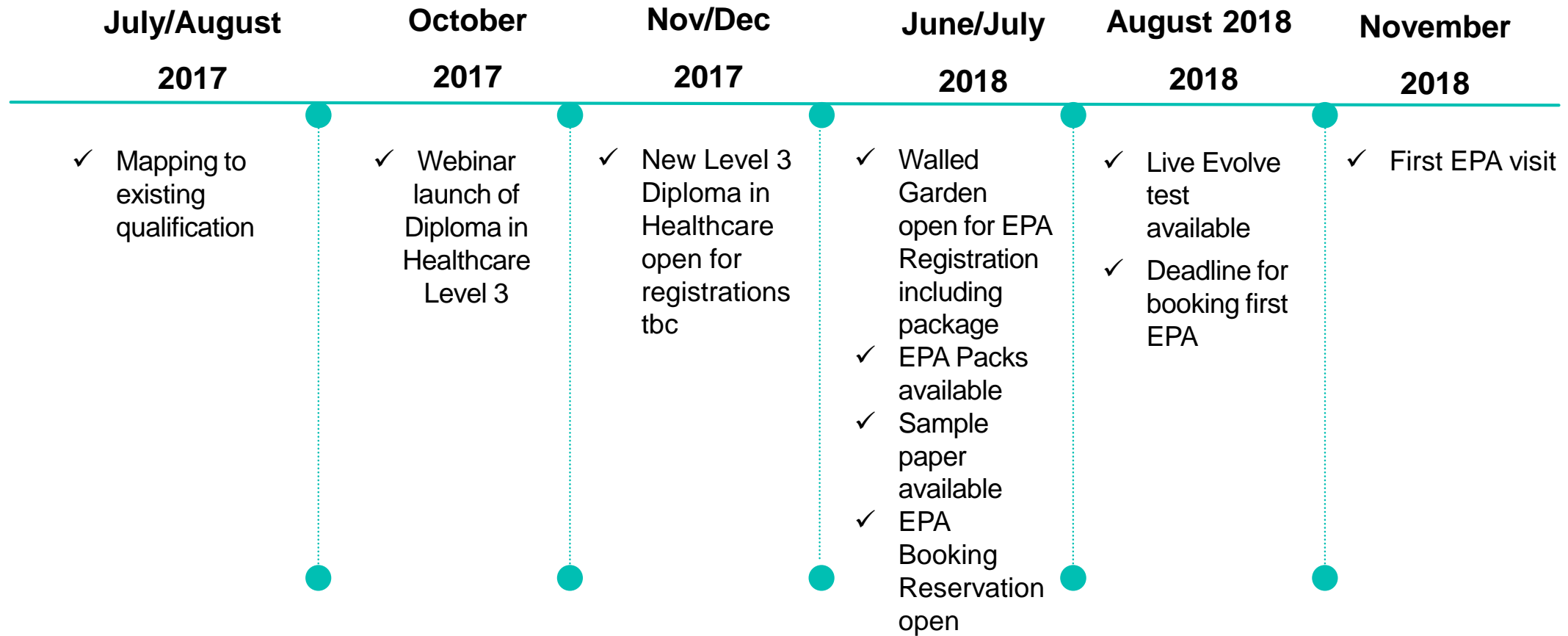
- Instructions and guidance on how to review the portfolio/learning journal against the relevant sections of the occupation brief
- Instructions and guidance on what they need to see as part of a valid Practical Observation – what to do if they don't see the activities listed in the assessment plan
- Guidance on the Interview including questions to ask, any prompting, if necessary, how to record the discussion
- Marking criteria
- Grading criteria



Timeline of events – HCSW level 2



Timeline of events - SHCSW



Price and offer

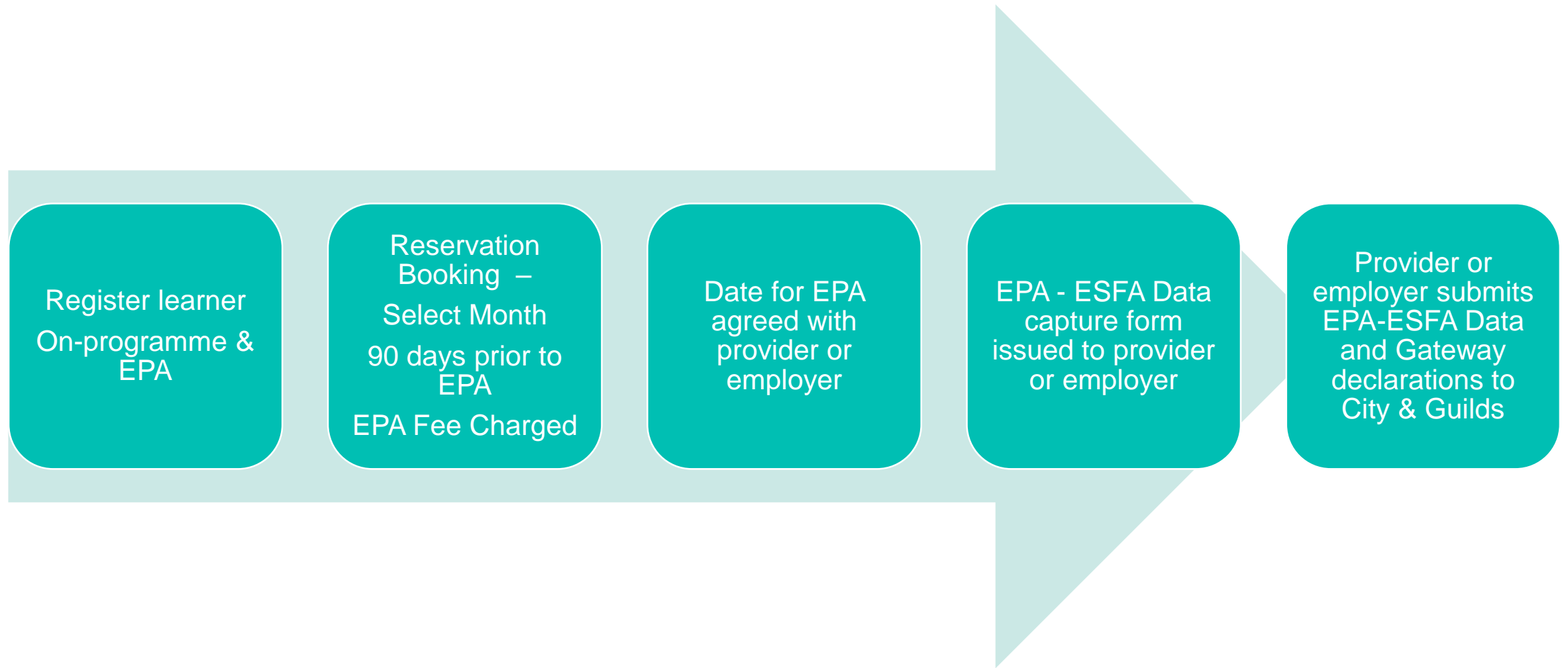
| Standard | On programme | EPA only | Package From January 2018 | Resit |
|----------------------------------|---|--|---|--|
| Healthcare Support Worker | Existing registration costs for qualification | £600 £50 registration £550 reservation fee | £670 £120 registration £550 reservation fee | Test (MCQ) £15 |
| | | | | Portfolio Assessment £200 |
| | | | | Observation & Interview £400 |
| Senior Healthcare Support Worker | Existing registration costs for qualification | £600 £50 registration £550 reservation fee | £690 £140 registration £550 reservation fee | Test (MCQ plus short answer questions) £50 |
| | | | | Learning Journal Assessment £200 |
| | | | | Observation and Interview £400 |

Approval process

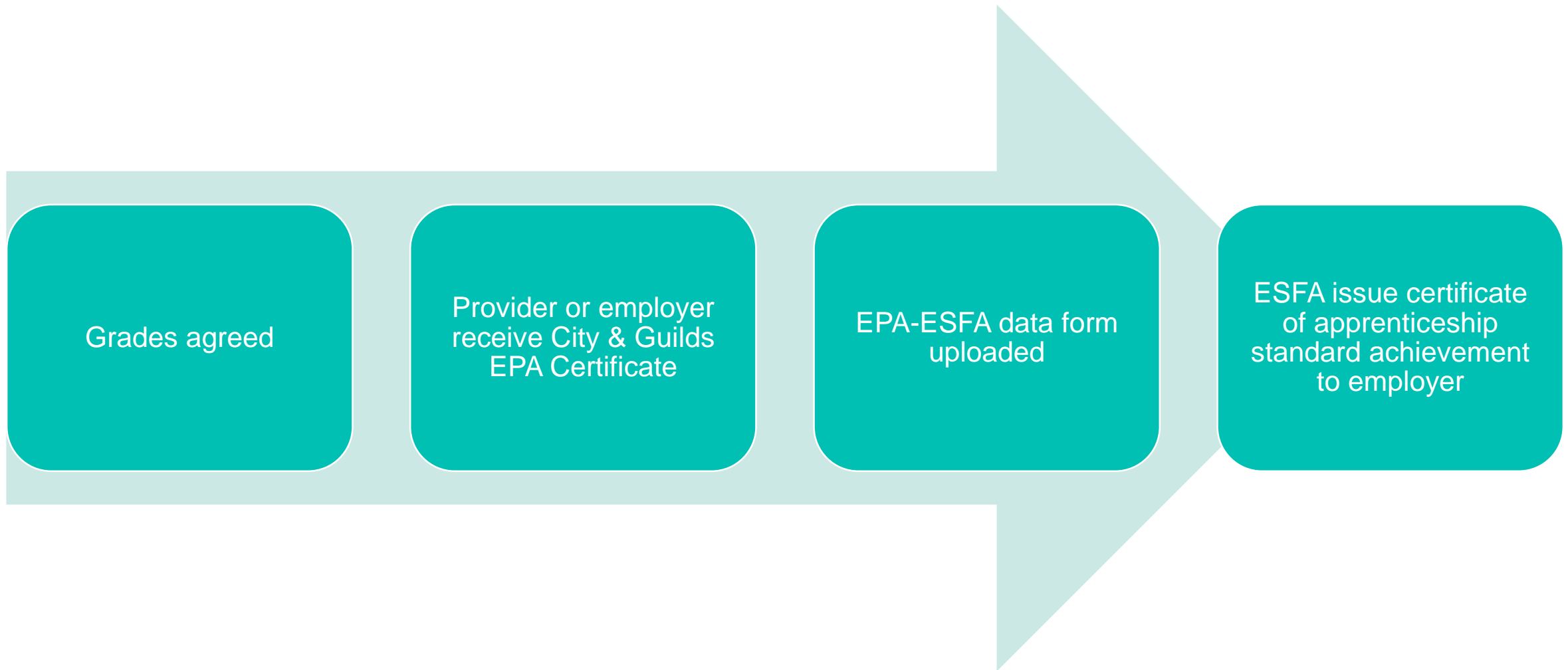
- If you are a new City & Guilds provider you will need to gain end-point assessment (EPA) financial approval.
- If you are a current City & Guilds centre you will also need to apply for EPA approval for the occupation.
- The assessment EPA pack will be available on the website once you have registered
- If you would like to deliver the qualification linked to the standard, you will need to apply for Qualification Approval (QAP).
- If you are delivering the qualifications you must ensure that your staff are able to demonstrate they have the occupational expertise required.



End-point assessment reservation



After successful end-point assessment



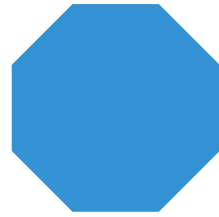
Being part of the decisions

We welcome applications for independent end assessors to join our team for assessing and grading end-point assessment.

Minimum requirements

- Hold an assessor qualification (eg Level 3 Award in Assessing Competence in the Work Environment, Level 3 Certificate in Assessing Vocational Achievement, A1 or D32/D33)
- Have no connections with the assessment centre and/or apprentice in order to maintain objectivity
- Current technical/occupational understanding in areas being assessed
- Be fully conversant with the standards and criteria being assessed
- Occupationally competent, hold a relevant occupational qualification above the level being assessed and have relevant occupational experience within the last 2 years
- Have experience in interviewing techniques
- Be able to work independently
- Have good time management skills

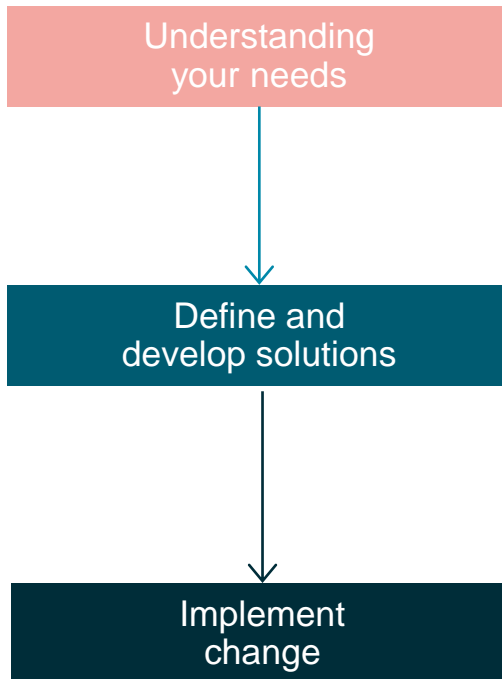
The screenshot shows the City & Guilds website interface. At the top, there is a search bar with the text 'SEARCH EVERYTHING', 'FIND A COURSE OR QUALIFICATION', and 'FIND A CENTRE'. Below the search bar is a navigation menu with links: 'WHAT WE OFFER', 'QUALIFICATIONS', 'APPRENTICESHIPS', 'TECHNICAL', 'DELIVERING OUR QUALIFICATIONS', 'INTERNATIONAL', 'NEWS & INSIGHT', and 'HELP & SUPPORT'. The main heading reads 'Become an Independent End-point Assessor' next to a circular image of a young man in a red shirt looking at a laptop. Below the heading, there is a breadcrumb trail: 'Home > Apprenticeships > New Apprenticeships Standard Offers > Become an Independent End Assessor'. The text below the heading says: 'We are currently accepting applications from suitable candidates to become Lead and Independent End-point Assessors. City & Guilds has been approved to deliver Independent End-point Assessments across a number of new Apprenticeship Standards. Apply now'. On the right side, there are social media icons for Facebook, Twitter, and LinkedIn, and a section titled 'NEW APPRENTICESHIPS STANDARD OFFERS' with links to 'Teaching & learning resources', 'End Assessment service', and 'New Apprenticeship Standards'.



Next steps

And if you want to take things further with us

Apprenticeship consultancy offer



Areas of apprenticeship consultancy and training

Audit your current apprenticeship strategy

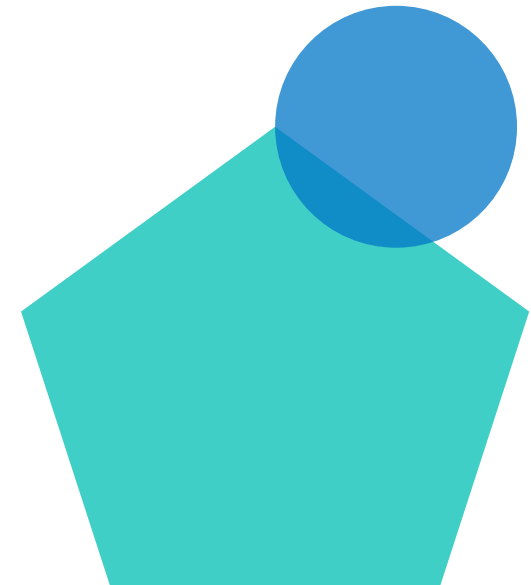
A root-to-branch audit that assesses your current strategy and identifies opportunities for growth. You'll receive an on-site consultation from a City & Guilds apprenticeship specialist who has experience in commerce and further education.

Defining your apprenticeship offer

A carefully constructed plan defining your new strategy and providing a framework for implementation. Our consultants will draw up an improved offer that takes advantages of the new opportunities for growth.

Upskill your team

Expert-led training courses that equip your staff to deliver your new apprenticeship strategy. We offer five different courses to meet your needs around commercial development, contract negotiation, apprenticeship support, funding, and trainer coaching.



Support and resources available

Find all our past and forthcoming workshops, webinars and events [here](#).

See our apprenticeship, consultancy and events pages on the City & Guilds website:

<http://www.cityandguilds.com/apprenticeships>

<http://www.cityandguilds.com/what-we-offer/centres/what-is-advance>

<http://www.cityandguilds.com/what-we-offer/centres/improving-teaching-learning/events>

Also look at the Government's information:

[Provider/ employer apprenticeship funding rules 2017/18](#)

[Apprenticeship funding policy and funding bands sheets](#)

[Register of Apprenticeship Training Providers
Guidance](#)

[Apprenticeship funding from May 2017 – policy paper](#)

[Technical Funding Guidance](#)

[Apprenticeship standards](#)

[Becoming an Employer/Training Provider](#)



Thank you

- Keep up to date – register for email updates: <http://www.cityandguilds.com/what-we-offer/centres/email-updates>
- To be involved in the developments of the new qualifications: businessskills@cityandguilds.com
- For more information on the new standards, our learning resources (including demos), and how we can support your business: directsales@cityandguilds.com
- For additional information on end-point assessment: endpointassessment@cityandguilds.com



Any questions?

