



# APPRENTICESHIPS IN HEALTH AND SOCIAL CARE

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# Apprenticeships in Health and Social Care

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- Apprenticeships have been updated to come in line with the new qualifications - New frameworks from January 2011 incorporate the QCF Levels 2 and 3 Diplomas in Health and Social Care.
- MK College are delivering Apprenticeships in this area from January 2011 to meet sector demand.



# Apprenticeships in Health and Social Care

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- Apprenticeship in Health and Social Care
  - Level 2 Diploma in Health and Social Care (Competence-based element)
  - Certificate in Preparing to Work in Adult Social Care Level 2 or Certificate in Working in the Health Sector Level 2 (knowledge-based element)
  - Functional Skills - Maths and English Level 1



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- Advanced Apprenticeship in Health and Social Care
  - Level 3 Diploma in Health and Social Care (Competence-based element)
  - Certificate in Preparing to Work in Adult Social Care Level 3 or Certificate in Working in the Health Sector Level 3 (knowledge-based element)
  - Functional Skills – Maths and English Level 2



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## Additional Employer Requirements:

Additional elements can be added to either framework at the request of the employer. These should be sector specific and can be additional units/qualifications which the employer feels would offer enhancement.



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- Employment Rights and Responsibilities (ERR)

ERR is delivered via a combination of induction, the Diploma in HSC and the knowledge qualifications. It is expected that the learner will meet all of the ERR requirements through completion of the mandatory qualifications and their induction to the workplace.



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- Some advantages of recruiting Apprentices:
  - enables your business to harness fresh new talent
  - ensures the workforce has practical skills and qualifications that meet your business needs both now and in the future
  - more cost effective than hiring other unskilled workers, leading to lower overall training and development costs



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- Findings from employer research conducted by 'Populus' on behalf of the LSC
  - 77% of employers felt that employing apprentices made them more competitive
  - 80% of employers felt that employing apprentices reduced their staff turnover
  - 83% of employers relied on employing apprentices to provide their skilled workforce of the future
  - 57% of employers reported that a high proportion of their apprentices eventually progressed into management posts



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- Length of Programme – 12 to 18 months. All apprentices must be employed by the Company for the duration of the Apprenticeship. The minimum wage for apprentices is currently £100 per week while in training.
- Mode of delivery – practical elements are delivered and assessed within the workplace with one half day (or one evening) at College to receive training in the knowledge elements and functional skills.



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- Training Costs

Age 16-18 – no cost to employer

Age 19-24 – cost of qualification registration, certification and exam fees (approx £200)

Age 25+ - £650

Additional costs may be added where employers request additional qualifications or training to be added to the framework



## Other areas of funding:

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- Train to Gain –
  - funding ceases in July 2011
  - only 1<sup>st</sup> Level 2 qualifications are currently fully funded (unless employed by an agency)
  - Level 3 qualifications are fully funded if a learner does not have a level 2 or is aged 19-25 and doing level 3 after already achieving a Level 2
  - preferred route is apprenticeships