



HEALTH EDUCATION NORTH WEST'S

APPRENTICESHIP PROMISE CELEBRATION EVENT

WEDNESDAY 13TH MARCH 2013

To coincide with the first anniversary of the launch of Health Education North West's Apprenticeship Promise a celebration event was held on 13th March at the Reebok Stadium, Bolton. Sir Keith Pearson (Chair, Health Education England) and Sally Cheshire (Chair, Health Education North West) were joined by apprentices and NHS trust representatives from across the region along with strategic partners, to celebrate the region's achievements since last year's launch.

Since 2009/10, when a national drive to boost the number of apprenticeships in the NHS began, the North West has created over 6,000 apprenticeship opportunities from a baseline of only 240.

Despite this clear commitment, the financial, employment and skills shortages present an on-going challenge and in response, Health

Education North West (previously NHS North West) launched their *Apprenticeship Promise* in 2012 to help target investment and support a continued contribution to the regeneration of the region.

The *Apprenticeship Promise* provides Trusts with a framework to establish accurate details of learning need, leading to targeted skills development for both new and existing staff. Kath Davies, Director of Workforce, recognises the importance of the Promise within Mersey Care NHS Trust ***"the Trust supports a model of care that will increase the standard of nursing care, and views the Apprenticeship Promise as an integral part of its workforce and skills development strategy."***

By signing up to the Promise trusts agree to:

1. Consider all non-registered vacancies (Band 1-4 Agenda for Change) as potential apprenticeship opportunities and advertise them as such

2. Establish an accurate record of minimum vocational level 2 attainment across the organisation, offering those without, the opportunity to undertake an apprenticeship
3. Actively promote the opportunities for progression to those who successfully complete their apprenticeship
4. Sign up to the 2012 Top 100 Apprenticeship Employers list to showcase the volume and range of apprenticeship opportunities in the North West NHS
5. Share best practice and lead the evidence base illustrating the health and well-being impact of education and employment, through an annual case study





OVERVIEW



One year on, 65% of the North West's trusts have committed to the pledges and are leading the creation of best practice in this field. This success is now attracting national interest from the Department of Health, NHS Employers and Health Education England.

The event provided an excellent opportunity to share best practice, aligned to each of the Promise Pledges, with Bridgewater Community Healthcare NHS Trust, Mersey Care NHS Trust, Liverpool Health and Chest Hospital NHS Foundation Trust and the National Apprenticeship Service presenting on their experience of implementing the pledges. A number of factsheets and case studies were produced to support North West NHS trusts in actioning each of the pledges and can be viewed along with the presentations [here](#).

The event also heard from a number of inspiring apprentices who presented their story of how undertaking an apprenticeship has impacted on them;

"I feel that through my apprenticeship I have achieved much more than I would have by undertaking a stand-alone qualification; I have gained valuable knowledge, on-the-job skills and experience in various NHS settings. This helped me to secure a job in the NHS and gave me the opportunity to undertake my Level 3 CIPD. Doing this alongside my current role will help me complete the CIPD with confidence as I can relate it to the job I am doing."

Abby Mawdsley, Learning and Development Administration Assistant at Liverpool Heart and Chest Hospital NHS Foundation Trust.

"The Apprenticeship programme has given me a chance that I otherwise would not have had." Chris Hogan, Support Worker Apprentice, Mersey Care NHS Trust

The celebration event provided North West NHS Cadets with the opportunity to launch their [Dignity Promise](#) which showcases cadets' understanding of dignity and how they, as they start their careers, will demonstrate this to their patients, colleagues, peers and all who they meet

throughout their time as a cadet and in their future careers.

Sir Keith Pearson, Chair of Health Education England, closed the event by endorsing both the Apprenticeship Promise and Dignity Promise and pledging HEEs commitment to developing the healthcare workforce.

USEFUL LINKS

[Health Education North West's Apprenticeship Promise](#)

[Skills for Health Academy North West](#)

[National Apprenticeship Service](#)

CONTACT FOR FURTHER INFORMATION

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Want to submit your own? Contact christine.stewart7@nhs.net

