



NHS NORTH WEST'S APPRENTICESHIP PROMISE LAUNCH

FRIDAY 3RD FEBRUARY

To coincide with the 5th National Apprenticeship Week, NHS North West's Apprenticeship Promise was officially launched on 3rd February 2012 at NHS North West's Headquarters in Manchester. Apprentices and NHS Trust representatives from across the region attended the launch along with strategic partners.

Chris Jeffries, Workforce Programme Director North West, NHS North of England opened the event with an overview of the North West's Apprenticeship activity. The North West continues to be the national leader in NHS Apprenticeship delivery; with 5000 apprenticeships delivered since the initial government drive in 2009 across over 90% of North West NHS Trusts. Specific acknowledgment went to the Royal Liverpool and Broadgreen University Hospitals NHS Trust, Warrington and Halton Hospitals NHS Foundation Trust, East Lancashire Hospitals NHS Trust, NHS Cumbria and Pennine Acute Hospitals NHS Trust for leading apprenticeship activity in their localities.

Sue Dean, Divisional Area Director for the National Apprenticeship Service – North, also acknowledged the achievements of North West Trusts and the impact Apprenticeships can have *“the North West NHS is a magnificent example of how apprentices make a valuable contribution to your organisation. I truly believe that Apprenticeships should be the natural choice for employers and their staff. They offer Trusts the best opportunity to develop their workforce and also maintain the standards that are expected in a professional environment*

The **Apprenticeship Promise** was officially launched to North West NHS Trusts as a mechanism for embedding Apprenticeships as a core element of workforce and education practice, whilst also realising the impact not only to service and patient care but also on the wider community.

Aligned to the NHS constitution and the need to provide development and access to training to maintain the health, wellbeing and safety of the workforce, the Apprenticeship Promise provides Trusts with a structure to establish accurate details of need, leading to targeted skills development. Mindful of the Leitch Review (2006) and with approximately 20% of the North West health sector workforce currently without a Level 2 qualification (Labour Market Survey, 2009) there is a particular focus on Level 2 status development and the opportunity for academic/qualification progression.

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 at http://www.million-extra.co.uk/top_100_apprenticeship_employers.aspx 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



North West

NHS North West, in partnership with Skills for Health Academy North West and the National Apprenticeship Service have pledged their commitment to drive this agenda forward by supporting Trusts to achieve the 5 pledges of the Promise, and specifically:

- Work with HR teams to align all Trust band 1-4 vacancies with Apprenticeship Frameworks where available and relevant
- Develop and test an organisational toolkit to establish and monitor level 2 status across non-registered staff groups
- Facilitate workshops in partnership with NAS aimed at building case study development capacity

The event also heard from five inspiring Apprentices who presented their story of how undertaking an Apprenticeship has impacted on them, including:

- a route out of unemployment
- career progression opportunities from Domestic to Trainee Nurse and Porter to Trainee Assistant Practitioner
- an alternative to university, enabling learning whilst you earn
- Increased confidence and motivation

For further information on these case studies, including what Apprenticeships mean to NHS Trusts, please [click here](#).

Chief Executive of East Lancashire Hospitals NHS Trust, Mark Brearley, recognises the importance of Apprenticeships within the Trust *“ the apprenticeship scheme is recognised by many as one of the best ways to develop new talent and our Apprenticeships will enhance the current workforce but will also enable the Trust to develop a ‘pool’ of new talent. We offer a variety of Apprenticeships including Health, Customer Service, Business Administration, ITQ, Cleaning Support, Maintenance & Operations, Pharmacy, Team Leading & Management.”*

These have enabled the Trust to:

- Support the delivery of safe, effective and high quality care and services for patients
- Improve workforce productivity
- Provide more accessible learning and rewarding careers and ongoing employability for those in or aspiring to join the health sector.
- Improve staff morale and confidence in their own abilities

With evidence of not only the organisational impact of Apprenticeships but also the wider socio-economic impact East Lancashire Hospitals NHS Trust were keen to sign up to the Apprenticeship Promise, the first Trust to do so.

“Our local community represent our customers and our workforce; we acknowledge our corporate and social responsibility enabling our Trust to be an employer of choice in the region. We are committed to developing our workforce, building morale and supporting our aim to deliver the best possible healthcare to the people of East Lancashire.” Mark Brearley

Click here for further information on how your Trust can benefit from signing up to the [Apprenticeship Promise](#) please click here.

USEFUL LINKS

- [NHS North West Apprenticeship Promise](#)
- [National Apprenticeship Service](#)
- [Skills for Health Academy North West](#)



NHS Apprenticeship PROMISE
IF YOU DO ONE THING TODAY...

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