

Evidence Brief: Apprenticeships

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Produced by the Knowledge Management team Evidence Briefs offer an overview of the published reports, research, and evidence on a workforce-related topic.

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Key publications – the big picture

[NHS Long Term Workforce Plan](#)

NHS England, 2023

The first comprehensive workforce plan for the NHS, putting staffing on a sustainable footing and improving patient care. It focuses on retaining existing talent and making the best use of new technology alongside the biggest recruitment drive in health service history.

[The NHS Apprenticeship Levy Study: the 2022 edition](#)

Health Education England, 2023

When Health Education England (HEE) and BPP conducted the first NHS Apprenticeship Levy study in 2018 there was a great deal of uncertainty about apprenticeships. Many people in the NHS, especially those in clinical roles, had little experience of the levy. We asked NHS trusts to tell us how they planned to use the levy, but only time would tell whether their predictions were accurate.

[How apprenticeships can benefit your organisation](#)

NHS Employers, 2023

In recent years, the government has reformed the way apprenticeships are delivered and funded in England. As part of these reforms, apprenticeships are more robust, better structured, and independently assessed to ensure apprentices gain the skills that employers need for their workforce.

[NHS doctor apprenticeships: Everything you need to know](#)

UK Government, 2023

The NHS recruitment and training body, Health Education England (HEE), confirmed funding for a new Medical Doctor Degree Apprenticeship in January.

[The value of apprenticeships in the NHS](#)

NHS Employers, 2023

This briefing explains the significance of apprenticeships in the NHS and offers guidance to employers on recruiting apprentices.

[Support for apprentices with a learning difficulty or disability](#)

Department of Education, 2022

Information for apprenticeship providers about reasonable adjustments for apprentices with learning difficulties and disabilities.

[Using apprenticeships to support workforce supply](#)

NHS Employers, 2021

An infographic exploring how apprenticeships can meet your workforce needs.

[Public Health Practitioner apprenticeship implementation guidance](#)

UK Government, 2020

Implementation guidance for employers, training providers, and apprentices for the Public Health Practitioner apprenticeship standard at level 6.

[Degree Apprenticeships: What Employers Need to Know](#)

NHS Employers, 2019

The landscape surrounding higher apprenticeships in England is changing with a number of sectors developing degree level apprenticeships for roles in teaching, engineering and new technologies. Healthcare employers cannot afford to be left behind if they are to make the most of apprenticeships to train their staff in both clinical and non-clinical roles.

[Apprenticeship Standards](#)

Skills for Health, no date

This website lets you see standards at different stages. From 'Being Explored' to 'In Development' to 'Approved for Delivery' or 'Closed.'

[Career Pathway Tool](#)

Skills for Health, no date

The pathways tool lets you create or view different apprenticeship career routes. This tool is ideal to use with staff or for career development. There are a number of ways to use this tool, such as in an appraisal, for career and CPD planning or to download and provide at career events.

[Apprenticeships to help you develop as a leader](#)

NHS Leadership Academy, no date

The NHS Leadership Academy is working with provider partners to offer access to our leadership development programmes as part of apprenticeships, in line with the [NHS People Plan](#). These apprenticeships provide learners with the opportunity to gain a formally recognised qualification from the apprenticeship and NHS Leadership Academy's leadership development programme in one course.

Case Studies

[Showcasing apprenticeships in the NHS](#)

[Video]

NHS Employers, 2022

Find out how employers are introducing and scaling up a variety of apprenticeships to help attract, develop and retain staff.

[Nursing associate apprenticeship – a descriptive case study narrative of impact, innovation and quality improvement](#)

Publication date: 2020

The purpose of this article is to explore how one higher education institution (HEI) has embraced the apprenticeship agenda and is successfully providing an apprenticeship programme for nursing associates (NA) a new profession within health and social care in the United Kingdom.

[Apprentice Real Life stories](#)

Skills for Health, no date

A selection of case studies and stories about apprentices working in numerous roles in the NHS.

["I chose biomedical science because I can quietly help people in the background but it's a key role in patient care."](#)

NHS Health Careers, no date

Always keen to have a career in science, Louise started in a medical laboratory assistant role before jumping at the chance to do a degree apprenticeship in biomedical science.

[See more case studies here.](#)

["Engineers will always be needed in the NHS and an engineering apprenticeship is one of the best ways in."](#)

NHS Health Careers, no date

An engineering apprenticeship in the NHS was the perfect choice for Chris because he's always been interested in mechanics. He's now in a permanent role and loves knowing he's contributing to making patients' time in hospital as comfortable as possible.

[See more case studies here.](#)

The Star for workforce redesign

More resources and tools are available in [the Star](#).

Statistics

[Apprenticeships and traineeships](#)

UK Government, 2023

This transparency update adds additional data on monthly apprenticeship starts in the 'Latest Apprenticeships in year data' section to cover the period August 2022 to June 2023 (based on data returned by providers in August 2023).

[The latest NHS apprenticeship statistics](#)

NHS Employers, 2022

In the 2020/21 financial year, the NHS had impressively recruited 24,500 apprentices and had in total 1.6 per cent of employees starting apprenticeships, an amazing achievement during a national pandemic and the largest cohort that the service has seen.

National Data Programme

Workforce, Training and Education staff can look at the [National Data Warehouse \(NDL\)](#) SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

Allied Health

[Progress testing: An educational perspective exploring the rationale for progress testing and its introduction into a Diagnostic Radiography curriculum](#)

Publication date: 2023

In March 2020, the first diagnostic radiography degree apprenticeship programme in England was launched at the authors' institution. As part of the programme development and design, the programme development team explored and then implemented progress testing into a strand of the programme.

[A Student Evaluation of an Occupational Therapy Apprenticeship](#)

Publication date: 2023

Apprenticeships are becoming an increasingly popular means of training healthcare professionals; providing an opportunity to earn and study simultaneously in order to gain nationally recognised qualifications. However, there is currently a lack of evaluative data on student experience of Occupational Therapy (OT) or Allied Health Professional (AHP) apprenticeship schemes.

[Mind the gap: providing transferrable skills training for NHS pathology apprentices](#)

[Poster study]

Publication date: 2023

In NHS pathology services, healthcare science apprenticeships give staff the opportunity to complete BTECs in healthcare science, a BSc in biomedical science and gain HCPC registration. The education and technical components of apprenticeships are covered by the education provider and

employer respectively, however, some transferrable skills are not easily supported in the workplace.

[Exploring current undergraduate student perspectives on the introduction of the degree apprenticeship scheme in diagnostic radiography - a single institution study](#)

Publication date: 2022

There was an apparent lack of understanding regarding the degree apprenticeship leading students to misinterpret aspects of the course. Additionally, students highlighted the earning aspect of the apprenticeship to be an advantage in comparison to student debts associated with the traditional pre-registration programmes. Furthermore, students emphasised the advantage of the clinical focus practice associated with the degree apprenticeship.

[Degree apprenticeships for the radiography profession; are clinical departments ready?](#)

Publication date: 2022

Recommendations were formulated to increase awareness, understanding and employment of apprentices. Further clarity was needed on the role of mentors and the academic and practice education split and strong collaborations between clinical departments and higher education institutions was imperative.

[Paramedic degree apprenticeships and the University of Cumbria approach](#)

Publication date: 2021

The role of a paramedic within the ambulance service continues to diversify, with paramedics using a widening scope of practice to care for patients. Because of the knowledge, skills and experiences paramedics develop, the NHS has been utilising them in many roles outside of the ambulance service, most notably in primary care.

[The role of the advanced clinical practitioner in breast diagnosis: A systematic review of the literature](#)

Publication date: 2021

Findings suggest that introducing a more formalised pathway to advanced practice into breast imaging through the implementation of a specific Advanced Clinical Practitioner apprenticeship training programme may overcome many of the challenges evidenced in this review.

[From qualified professional to student apprentice](#)

Publication date: 2021

As students prepare to return to their programmes this month, Lee Sweetlove provides insight into the struggles and joys of being one of the first students on the new tech to paramedic apprenticeship pathway in the East of England in this month's education edition of Paramedic Roles.

[Bright Ideas: Picturing a Future for Diagnostic Imaging Apprentices](#)

[United States]

Publication date: 2020

Consisting of more than two dozen hospitals and specialized facilities, Banner Health is the largest healthcare system in Arizona. Like many organizations of its size, the healthcare system turns to third-party contractors to help with the servicing and repairs of its countless medical devices. As a result of workforce shortages both internally and externally, diagnostic imaging devices have proven particularly troublesome. However, that's starting to change. In a remarkably short time span, Banner Health has managed to create an in-house imaging services apprenticeship, allowing for greater flexibility and self-sufficiency.

[Trailblazers: Stakeholder motivations for developing degree apprenticeships for the radiography profession](#)

Publication date: 2019

Employer led apprenticeship trailblazer groups develop the occupational standard and end point assessment associated with a particular job or occupation. All degree apprenticeship programmes within England must align to these and for allied health professions, this is a new concept. Exploring stakeholder motivations for being part of the trailblazer groups is essential to inform subsequent curriculum design and implementation for this new model of education.

Doctors, and Secondary Care

[Medical doctor apprenticeships are coming to the UK](#)

Publication date: 2023

Apprentices will receive a salary, set by their employer, and will not be liable for university tuition fees. This may help school leavers from less affluent backgrounds become doctors. In addition to overcoming financial barriers, Health Education England promotes doctor apprenticeships as a way to increase diversity, boost training and recruitment of doctors in underserved areas, and provide a route for other health professionals to retrain in medicine.

[NHS workforce plan aims to train thousands more doctors and open up apprenticeship schemes](#)

Publication date: 2023

Thousands more doctors and nurses will be trained every year under proposals in the long term NHS workforce plan, to be backed by £2.4bn of funding over the next five years.

[Employers' Perspectives on the Use of Medical Assistant Apprenticeships](#)

[United States]

Publication date: 2022

The findings revealed motivations for using apprenticeship, perceived benefits to the organization, challenges with implementation, and reflections on successful implementation. We detail how MA apprenticeship is successfully meeting recruitment and training needs in a variety of health care organizations, especially where program support resources are available.

[Capturing the impact of cultural differences in residency](#)

Publication date: 2022

Postgraduate training is a period in which residents develop both their medical competency and their professional identity in an environment of apprenticeship. As situated learning suggests, a critical dimension of such apprenticeship is the mode through which trainees can legitimately participate in the practice before they become experts, in this case physicians. One source of barriers to participation is cultural difference between learner and the clinical environment.

[Abreast of the times](#)

Publication date: 2022

[Conference abstract]

In an attempt to overcome this issue locally, our breast unit has implemented an ongoing training programme to train 9 mammographers in the 3½ year period to September 2021, utilising both the post graduate route for qualified radiographers and the new Mammography Associate apprenticeship.

[Identifying central tenets needed in our education systems: Results from a pilot integrated clinical apprenticeship](#)

Publication date: 2019

Single-center, qualitative focus-group study conducted in 2017 of medical students in a longitudinally integrated clinical apprenticeship at a large UK medical school. Students were

randomly assigned to focus groups to describe their educational journey and explore how longitudinal learning prepared them for a medical career, valuing their unique position as student participants in the healthcare system.

General Practice, Primary Care, and Public Health

[First cohort of oral health practitioner apprentices complete their courses](#)

Publication date: 2023

This oral health practitioner apprenticeship, alongside a dental practice manager apprenticeship and an orthodontic therapist apprenticeship, is designed to support recruitment and retention within the dental nurse workforce and provide a route of further progression, as well as help to free up time and resources.

[Doctor apprenticeships: a dilemma for the future of general practice in the NHS](#)

Publication date: 2021

Abstract unavailable. If you need help accessing this article, or have any other questions, contact the Knowledge Management team for support: england.knowledgemanagement@nhs.net

[Competency-based training for the non-clinical workforce - A feasibility study, using a unique competency framework and career pathway](#)

Publication date: 2020

Five Community Education Provider Networks (CEPNs) in South London collaborated to deliver training using the competency framework developed by OHSEL. They recruited employees from community health and social care providers, with predominant interest from primary care. Training included Apprenticeships and CEPN-developed modular training.

[GP recruitment: could an undergraduate apprenticeship create the generalists the NHS needs?](#)

Publication date: 2018

The NHS desperately needs new general practitioners. Yet with depressing regularity we see headlines about medical students being discouraged from choosing general practice as a career. Most recently, research from the University of Oxford found nearly two thirds of students view GPs as having a lower status than hospital specialists, and half thought the overall culture of their medical school had negatively influenced their views towards general practice.

[Evaluating the quality, impact and sustainability of a apprenticeship programme across south london](#)

[Poster study]

Publication date: 2018

We will share the evaluation findings of the Level 5 Diploma for Assistant Practitioners in Healthcare, which was developed and delivered by the South London Hospices Education Collaborative (SLHEC) in partnership with Croydon College. Kingston University was commissioned to conduct the evaluation in collaboration with the SLHEC. Both quantitative and qualitative data was collected from students and stakeholders at two intervals (end of year 1 and 2).

[Master or apprentice: rethinking entry points and training in Public Health](#)

Publication date: 2017

Apprenticeship schemes could help maintain or enhance the professional status of Public Health and provide a training route for Public Health practitioners.

Leadership and management

[A six year experience of a national leadership fellowship in Northern Ireland: achieve, develop, explore programme for trainees \(ADEPT\)](#)

Publication date: 2023

The fellowship programme is coordinated with host organisations, who sponsor fellows to work with organisational leaders in an apprentice model and undertake a self-directed project. This leadership training was provided by the HSC Leadership Centre until 2020, which supported achievement of an Institute of Leadership and Management (ILM) level 7 Certificate.

[Resilient doctors: raising the resilience of foundation year 1 \(FY1\) doctors through the foundation leadership and management \(FLM\) apprenticeship programme](#)

Publication date: 2021

Our research shows the feasibility of a sustainable FY1 LM training programme and the positive impact on FY1s' clinical LM preparedness and resilience. LM training and improvement of resilience will lead to higher performance of doctors, better patient outcomes and increased patient satisfaction. Programmes such as FLM offer a solution to establishing sustainable, targeted, and locally delivered LM programmes in a resource-constrained NHS which can support staff development and resilience.

[The reflective practitioner: the challenges of supporting public sector senior leaders as they engage in reflective practice](#)

Publication date: 2020

This paper investigates the role of reflective practice within a leading degree apprenticeship programme which embraces this pedagogic approach and considers the potential barriers and benefits for learners and their organisations.

[You're hired! Developing clinical leaders of tomorrow using the government apprenticeship levy](#)

[Poster study]

Publication date: 2019

Medical leadership is recognised as an essential facet of clinical practice. However there lacks standardised, sustainable training for postgraduate doctors in particular to support the transition from undergraduate medical student to Foundation Year 1 (FY1) doctor. This challenging transition creates significant anxiety amongst FY1s and clinician burnout is a national concern. Through the Government Apprenticeship Scheme NHS Trusts have access to a ring-fenced budget that can provide funded, vocationally based, nationally benchmarked leadership and management (LM) training which can support FY1s during this transition.

[Evaluation of leadership and management training programmes for foundation doctors](#)

[Poster study]

Publication date: 2019

Our research shows the feasibility of a FY1 leadership apprenticeship as a sustainable programme with positive impact on FY1s' LM preparedness. LM apprenticeships can be disseminated; two additional trusts adopted FLM in August 2019.

Mental health professions

[Senior Resident as Junior Supervisor: Case Report of an Apprenticeship Model for Training Psychotherapy Supervisors](#)

[United States]

Publication date: 2023

The authors of this article describe the first year of a pilot project that was aimed at fostering interest and skill in psychotherapy supervision among senior residents. In this model, a

postgraduate year (PGY)-4 resident supervised a PGY-2 resident's psychodynamic psychotherapy while receiving supervisory support from a senior faculty member. Feedback from the two residents and the residency program director was positive.

[Bridging the skills gap: apprentice assistant practitioners having an impact in mental healthcare services](#)

Publication date: 2019

This article is the first of four looking at mental healthcare services and the apprentice assistant practitioner (AAP). The background to the introduction of assistant practitioners (AP), both in generic terms and more specifically their potential in mental health provision, will be explored.

[Bridging the skills gap: apprentice assistant practitioners having an impact in mental healthcare services. Part 2. The AAP experience](#)

Publication date: 2020

It is important to gain understanding of how apprentice assistant practitioners (AAPs) have an impact in mental healthcare services.

[Bridging the skills gap: apprentice assistant practitioners having an impact in mental healthcare services. Part 3. The mentor experience](#)

Publication date: 2021

Understanding the relevance of the apprentice assistant practitioner (AAP) role in mental health is important for future developments within mental health services. This third article, in a series of four exploring the potential impact of AAPs in bridging the gap in mental health services, focuses on the experiences of the mentor role.

[Bridging the skills gap: apprentice assistant practitioners having an impact in mental healthcare services. Part 4. The practice trainer experience](#)

Publication date: 2022

In understanding the impact of apprentice assistant practitioners (AAPs) on mental healthcare services, it is important to understand the role of the practice trainer (PT).

Nursing and Midwifery

[Supporting nursing degree apprentices: advice for higher education institutions and employers](#)

Publication date: 2023

This article examines some of the literature on apprenticeships and suggests ways in which employers, HEIs and nursing degree apprentices can work together to improve the apprenticeship experience.

[Newly licensed nurses' transition during the pandemic after participating in nurse apprentice program](#)

[United States]

Publication date: 2023

Nurse apprentice programs may promote satisfaction and acclimatisation among newly licensed RNs, even during pandemic work conditions. Healthcare leaders are encouraged to advocate for nurse apprentice programs, including pathways for apprentice licensure and program implementation.

[The nurse apprentice and fundamental bedside care: An historical perspective](#)

[United States]

Publication date: 2023

This historical study aims to explain how the transition from student nurse service to fully qualified "graduate nurse" service in the United States in the 20th century affected assumptions

Evidence Brief: Apprenticeships

about fundamental patient care in hospital wards and provide historical context for current apprenticeship programs.

['I feel so happy that dental nursing is being recognised'](#)

Publication date: 2023

am looking forward to launching the degree this year. I am planning for further clinical specialist dental nurse roles and looking at apprenticeship pathways that can support the careers of qualified dental nurses. If I had one wish it would be to look at whether the GDC could recognise dental nurses who gain this degree, similar to the Nursing & Midwifery Council (NMC).

[The successes, struggles and learning from a hospice cohort of trainee nursing associates](#)

Publication date: 2022

To offer health care assistants (HCAs) currently employed by the hospice the opportunity to train as nursing associates (NAs) through an apprenticeship. To help build the capacity of the nursing workforce and deliver high-quality care (Health Education England. Nursing associates. To utilise the apprenticeship levy and introduce a recognised career pathway.

[You're hired: apprenticeships and the new scheme](#)

Publication date: 2021

Lord Sugar and Donald Trump popularised the term 'apprentice' and the phrase 'you're fired!', but there is much more to the concept. Implemented well, with willing candidates, apprenticeships are a great entrée into the worlds of learning and work. Adam Bernstein explains.

[Creating a Statewide Nurse Residency: Using an Apprenticeship Model](#)

[United States]

Publication date: 2021

The Institute of Medicine recommends residency programs be implemented for new graduates across all settings, yet hospitals have not consistently hardwired this into their organizations. The value proposition is in recruitment, retention, and the conservation of resources. New Jersey's experiences using the US Department of Labor apprenticeship model for nurse residency programs provides a strategy that can be implemented on a statewide basis.

[Research on teaching reform of rehabilitation nursing major based on modern apprenticeship system](#)

Publication date: 2021

Based on the modern apprenticeship system, the training model of nursing students' competency in rehabilitation nursing posts could improve the matching degree of nursing posts of nursing students and may provide a reference for improving the training of rehabilitation nursing talents.

[Passionate about the apprenticeship route](#)

Publication date: 2020

Abstract unavailable. If you need help accessing this article, or have any other questions, contact the Knowledge Management team for support: england.knowledgemanagement@nhs.net

[District nurse apprenticeship standard—next steps for district nursing](#)

Publication date: 2019

The NHS Long Term Plan (NHS, 2019) points the way forward for the service, recognising concerns about the growing and ageing population, staffing and funding, while highlighting opportunities for improving healthcare provision and health outcomes.

[Development of an apprenticeship pathway for CYP healthcare support workers](#)

[Poster study]

Publication date: 2018

Using the apprenticeship model we have adapted the course to meet the needs of the different patient populations encountered by our apprentices, including a clinical focus on specific clinical areas such as theatres, inpatient and outpatients. We aim to develop this further with community-based competencies in the future following the introduction of apprentices from other London centres.

[Apprenticeship reforms extend career options for new and experienced staff](#)

Publication date: 2018

New standards for technical education, with a focus on high-quality learning, offer opportunities to expand the professional and support healthcare workforce, says Sam Foster, Chief Nurse, Oxford University Hospitals.

Surgery

[Surgical Technologist Apprentice Program: An Innovative Approach to Improve Staffing](#)

[United States]

Publication date: 2023

Along with surgeons, anesthesia professionals, and RN circulators, surgical technologists are essential members of the perioperative team. Despite a partnership with a local community college that offered a surgical technologist degree program, Norton Healthcare in Louisville, Kentucky, continued to experience a shortage of surgical technologists. To meet demands, the clinical educators at the facility developed an in-house Surgical Technologist Apprentice Program (STAP). The STAP consists of six weeks of didactic learning and hands-on training in an OR simulation laboratory, followed by a six-month preceptorship in the OR. This program has proven invaluable,

particularly as the COVID-19 pandemic increased the need for personnel who are not only skilled in the OR but also can provide essential frontline patient care when needed.

[On Becoming a Master Surgeon: Role Models, Mentorship, Coaching, and Apprenticeship](#)

Publication date: 2021

The goal of this article is to describe strategies, including career development relationships, continuing medical education, and professional societal involvement, that are key to continuing to improve one's craft and identify career phases when such elements are most applicable.

[Apprenticeship to simulation - The metamorphosis of surgical training](#)

[Pakistan]

Publication date: 2021

Teaching surgical skills outside the operating room to ensure patient safety has laid the foundation of simulation-based training in surgical education. More recently, the focus of surgical training and residency has shifted to competency and outcome-based models. The current review article was planned to describe the evolution and transformation of surgical training over time.

[Benchmarking against the MOMS Trial: Zurich Results of Open Fetal Surgery for Spina Bifida](#)

[Switzerland]

Publication date: 2020

Our findings confirm that rigorous apprenticeship, training, and comprehensive prospective data collection enable centers like the Zurich Center for Fetal Diagnosis and Therapy to achieve benchmark results for open fetal surgery for myelomeningocele and myeloschisis.

[Virtual reality training compared with apprenticeship training in laparoscopic surgery: a meta-analysis](#)

Publication date: 2020

This meta-analysis shows that virtual reality not only improves efficiency in the trainee's surgical practice but also improves quality with reduced error rates and improved tissue handling.

[Surgical apprenticeship in the era of simulation](#)

Publication date: 2020

In the sphere of digital mentoring, objectives are henceforth more structured, skills assessment is more standardized, phases of apprenticeship are redefined, and individualized training contracts are formalized.

Other apprenticeships and support

[Inclusion and diversity representation in GOSH apprenticeships](#)

[Poster study]

Publication date: 2023

Equality, diversity, and Inclusion (EDI) data demonstrates an increase in apprenticeship inclusion, particularly data concerning sex, disability, age, religious beliefs, and race. Further data shows development of existing staff and high-level apprenticeships that positively impacts retention. Providing a diverse staff pool for patient care through a workforce that reflects the local population.

[The Advanced Clinical Practice Integrated Degree Apprenticeship end point assessment: history, challenges and implementation](#)

Publication date: 2023

The advanced clinical practitioner (ACP) apprenticeship is one of several new apprenticeships that have been developed since the introduction of higher apprenticeships in England in 2010. The end point assessment (EPA) is a compulsory part of an

apprenticeship and forms an independent assessment of the occupational competence of the apprentice.

[The welcome for the NHS workforce plan should come with some challenging questions](#)

[Opinion]

Publication date: 2023

Well, I remain to be convinced that we can shorten training, in what's already a packed curriculum, without risks to the quality of training, or how the logistics of "apprenticeship doctors" will work. Our medical schools already reject around five in six applicants, so why not just expand conventional places? If we want more students from deprived backgrounds, we could just waive their course fees or loans or restore some financial support.

[A quality improvement apprenticeship: Gross anatomy in the time of Covid-19](#)

[United States]

Publication date: 2022

This article examines the strengths of interinstitutional apprenticeship and the benefits of such practices in a time of accelerated change in anatomical instruction.

[Apprenticeship and the art of making meaning in cytopathology](#)

Publication date: 2022

An expert might be able to share that which makes him or her an expert with an apprentice and thereby confer expertise. The apprentice disappears, and the experts grow in number. Of course, this apprenticeship has the same form as pathology residency and fellowship training. They map identically onto one another.

[Use of an apprenticeship model to facilitate prescribing learning on clinical placements](#)

[Letter]

Publication date: 2021

Abstract unavailable. If you need help accessing this article, or have any other questions, contact the Knowledge Management team for support: england.knowledgemanagement@nhs.net

[Necessity is the mother of invention: how the COVID-19 pandemic could change medical student placements for the better](#)

Publication date: 2021

This article describes a framework for the safe and effective delivery of a longer face-to-face apprenticeship-based clinical placement during an infectious disease pandemic. Longer apprenticeship-style attachments have hidden benefits to general professional training, which should be explored by medical schools both during the COVID-19 pandemic and, possibly, for any future clinical placements.

[Changing the course of IfATE: healthier higher and degree apprenticeships for regulated healthcare professionals](#)

Publication date: 2020

The purpose of this paper is to show how and why government discursal constraints have obstructed the development of viable degree apprenticeships for regulated healthcare professionals working in England and suggests some ways these constraints can now be managed and overcome.

[The Role of Key Influencers for Young Adults Choosing the Apprenticeship Pathway to the World of Work](#)

Publication date: 2020

The findings indicate the key influences vary according to young adult's social circles. The role of institutions and institutional influencers was increased when young adult's social circle did not contain the needed information about apprenticeships and apprenticeship opportunities. Implications for policy and future research are discussed.

[Post-levy apprenticeships in the NHS – early findings](#)

Publication date: 2019

Although the apprenticeship levy is being spent in the NHS, there are some challenges for employers in their delivery. The levy is offering new and existing staff the opportunity to undertake personal and professional development at a range of educational levels. This has the potential to increase and upskill the NHS workforce, improve social mobility and possibly lead to larger cultural and professional changes.

[The healthcare support worker apprenticeship: an educator's perspective on the 'challenges'](#)

Publication date: 2019

Abstract unavailable. If you need help accessing this article, or have any other questions, contact the Knowledge Management team for support: england.knowledgemanagement@nhs.net

[Degree apprenticeships: delivering quality and social mobility?](#)

Publication date: 2019

Employers in England are increasingly shifting their skills and talent pipeline strategies towards higher levels, including degree apprenticeships. There is no doubt that the introduction of degree apprenticeships in 2015 represented an exciting policy move, supported by employers who have focussed on the creation of apprenticeships for job roles to meet sector skills and productivity objectives.

[Potential implications of degree apprenticeships for healthcare education](#)

Publication date: 2019

Three key themes were identified: entering an apprenticeship, the learning environment and perceptions of apprenticeships. Successful completion of an apprenticeship relies heavily on both understanding the role the apprentice is seeking to inhabit,

as well as well-structured and comprehensive support whilst on the programme. These findings are then discussed with reference to professional body requirements and pre-registration education in healthcare.

Competency Frameworks

[Apprenticeship Standards](#)

Skills for Health, no date

This website lets you see standards at different stages. From 'Being Explored' to 'In Development' to 'Approved for Delivery' or 'Closed.' Once the standard and assessment documents are available you can download them directly from here.

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Where a report/ journal article or resource is freely available the link has been provided. If an NHS OpenAthens account is required this has been indicated. It has also been highlighted if only the abstract is available. If you do not have an OpenAthens account you can [self-register here](#).

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