

# Apprenticeship A-Z

## Course Guide *Clinical Programmes*



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# INTRODUCTION

The Trust offers a range of apprenticeships suitable for staff of all grades, occupational groups and professions.

## About apprenticeships

Apprenticeships are a learning and teaching model which combines academic study with work-based learning and employment, to ensure that apprentices are fit for purpose at the end of their course.

Apprenticeships offer opportunities for individuals to earn, gain work experience and obtain a nationally recognised qualification at the same time.

Modern apprenticeships standards are co-designed by groups of employers, training providers and professional bodies, to ensure programmes deliver the knowledge, skills and behaviours individuals need for occupational competency. Apprenticeships can also prepare individuals to gain the necessary license to practice in regulated professions.

## Apprenticeship Levels

Levels range from two to seven. They are different from and should not be confused with NHS Agenda for Change occupational pay grades.

There are four apprenticeship levels: Intermediate, Advanced, Higher and Degree.

- **Intermediate apprenticeships** – follow work-based learning towards a level 2 qualification (equivalent to five GCSE grades 4/C and above). They provide the skills needed for entry level healthcare careers and entry to advanced level studies.
- **Advanced apprenticeships** – Work-based learning leading to level 3 qualifications (equivalent to two A-levels). They provide skills for career progression and entry to higher and degree apprenticeships. To start an advanced level apprenticeship, ideally you need to have 5 GCSE's grade 4/C and above or a relevant Level 2 apprenticeship.
- **Higher apprenticeships** – leads to levels 4 and 5 qualifications equivalent to higher national diplomas and foundation degrees. To start a higher apprenticeship, ideally you need to have GCSE A levels or other level 3 qualifications such as BTEC or a relevant advanced apprenticeship.

- **Degree apprenticeships** – leads to level 6 or level 7 qualifications equivalent to bachelors (level 6) or masters (level 7). To start a degree apprenticeship ideally you need GCSE A-levels and/or a relevant higher apprenticeship.

## How apprenticeships level compare

Apprenticeship	Level	Academic
Degree	7	Master's degree (MA, MSc)
Degree	6	Bachelor's degree (BA, BSc)
Higher	5	Foundation degree (FdSc.; DipHE)
Higher	4	HND, BTEC Extended Diploma
Advanced	3	2 x A-level; A2 & AS, HNC
Intermediate	2	5 x GCSE grade A* – C or 9-4

## Apprenticeships Levy

The Trust pays 0.5% (approximately £4m) of its annual workforce bill into a training account, known as the apprenticeship Levy. The Trust draws down money from the Levy to pay for its own apprenticeships. The Trust is also using its levy to support apprenticeships in GP practices within the northeast London health economy. Unspent levy is withdrawn by the government and used to pay for apprenticeships in public and private sector companies.

Strict rules and regulations govern what the levy can fund. At the time of writing, it can only be used to pay for apprenticeships training and assessments. All other learning-related costs are expected to be met by the employer and apprentice. The levy cannot, therefore, be used to fund backfill, travel, subsistence, or any other cost of learning.

### Prime Funding

Occasionally Health Education England (HEE) provide funding support to launch or expand a new apprenticeship; the funding is usually short term (1-2 years) or partial (50% or less than true cost) and comes with strict criteria on what it can be used to support. It is usually paid in instalments and in arrears.

### Eligibility criteria

The government has specified who can be funded through the levy<sup>1</sup>. These mandatory criteria apply to all apprentices' regardless of status, prior qualification and/or experience. The criteria were updated to reflect Brexit.

At the start of the apprenticeship, individuals must be:

- Aged 16 and over
- In a genuine job with a legal contract of employment
- UK nationals who have been resident in the UK/EEA for the previous three years
- Irish nationals who have been resident in Ireland/UK/EEA for the previous three years
- EEA nationals who have obtained settled status under the EU Settlement Scheme; and have been resident in EEA, Gibraltar, or UK for the previous three years
- Non-UK/EEA nationals who have permission to live and work in the UK, and have been resident in the UK for the previous three years; or EEA nationals with the right of abode in the UK, and have been resident in the UK for the previous three years

### Level 2 English and mathematics

The Education and Skills Funding Agency (ESFA) has made it a mandatory requirement that all individuals in England undertaking any apprenticeship standard at level 3 and above, must evidence Level 2 English and Maths before attempting the end point assessment. This is regardless of any other academic qualification they have already achieved.

Apprentices undertaking a level 2 apprenticeship, must provide evidence of achievement of English and Maths at level 1 and work towards and attempt level 2 during their programme.

Providers of higher and degree apprentices (Levels 5 – 7) often require certificated evidence of Level 2 English and maths, or equivalent, at the point of enrolment.

### 6 hours off-the-job learning

As an employer of staff undertaking apprenticeship in England, the Trust is legally required to allow them 'protected learning time', during their contracted working hours, to focus on achieving the new knowledge, skills, and behaviours necessary for occupational competency and achieving the apprenticeship requirements. The government has rationalised that an apprenticeship is a work-based programme, it is therefore unreasonable to expect apprentices to undertake training that is part of the apprenticeship in their own time. Therefore, any training that contributes towards an apprentice's development should be included in their contracted working hours.

This Off-the-Job (OTJ) training must account for at least 6 hours of the apprentice's contracted working hours within their full-time employment as an apprentice. Be aware that protected learning time requirements may be higher than 6 hours for apprenticeships which leads to professional registration. The extra time is a mandatory requirement added by the relevant professional body.

OTJ is the difference between an individual carrying out routine tasks to complete their normal everyday work; and the same individual being supervised in practice by an experienced professional to undertake tasks that expands their scope of practice. Only those tasks which are aligned to the requirements of the apprenticeship are admissible as OTJ evidence.

1 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1007542/2122\\_Employer\\_Rules\\_Version\\_1.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007542/2122_Employer_Rules_Version_1.pdf)

OTJ does not only apply to learning delivered by training providers away from the workplace.

It can also include:

- lectures
- supervised work-based practice
- coaching, mentoring
- self-directed learning
- in-service training,
- online learning
- simulation exercises
- work shadowing
- industry visits
- attending conferences, competitions

The following questions are a useful point of reference when deciding whether an activity can be regarded as OTJ:

- Is the activity directly relevant to the apprenticeship?
- Is the activity teaching new knowledge, skills, and behaviours?
- Is the learning taking place in the apprentice's contracted working hours?

If the answers to the questions are all yes, then the activity & hours can count towards OTJ.

### Subject specific entry requirement

Apprenticeships are not a 'lesser' qualification than one obtained by the traditional route. It is a different approach to learning. It may take longer to complete, not because apprentices are 'less academic', but because they are ALSO working full time and therefore cannot complete the same number of modules in an academic year as a traditional full-time student.

It is important to understand this as there is usually no difference in the minimum entry requirements for apprenticeships. What is different is that individual training providers may be more flexible and accept a wider range of non-standard evidence supported by work or industry experience. However, providers rarely accept qualifications that are more than five years old, without evidence of recent academic studies at academic level 3 (A level equivalent) and above.

For higher and degree apprenticeships, providers generally specify entry requirements in terms of UCAS Tariff points. This has the advantage of allowing apprentices to achieve the required tariff points from a combination of qualifications from different sources, rather than rely solely on A-level results.

### How UCAS Tariff works

The UCAS Tariff assigns a numerical score to the possible grades that can be achieved in each type of UK qualification. The higher the grades achieved, the higher the number of points. Points can be combined from different qualifications to make up the required total. Providers typically request between 48 – 120 UCAS points for entry to higher and degree apprenticeships. These can be obtained from A-levels, BTEC or International Baccalaureate.

#### Tariff points based on A-levels

Qualification	A*	A	B	C	D	E
A-Level	56	48	40	32	24	16
Scottish Advanced Higher	56	48	40	32		
AS (A2)		26	16	12	10	6
Scottish Higher		33	27	21	15	

#### Tariff points International Baccalaureate (IB)

H7	H6	H5	H4	H3
56	48	32	24	12

#### Tariff points based on Level 3 BTEC Diploma

D*D*	D*D	DD	DM	MM	MP	PP
112	104	96	80	64	48	32

(D = distinction; M= merit; P =pass)

### Gateway

Gateway is the period before the end point assessment (EPA). Employers and training providers must confirm that apprentices have met the mandatory minimum requirements to be entered for the end point assessment. Apprentices must also complete a Self-Assessment confirming they are ready to sit the EPA.



To meet the minimum requirements set out in the apprenticeship standard, apprentices must:

- Display occupational competency
- Provide evidence of Level 2 English and maths (or Level 1 as appropriate)
- Complete any required mandatory training
- Pass any mandatory qualifications embedded in the standard
- Meet the minimum duration for their apprenticeship training

Apprentices undertaking programmes leading to professional registration, must also be signed off as having met the requirements for registration with the relevant professional body.

### End Point Assessment (EPA)

Apprenticeships moved from Frameworks to Standards in 2017. Whilst all Frameworks included a mandatory qualification, not all Standards do. End Point Assessments (EPA) were designed to determine that apprentices have gained the knowledge, skills and behaviours throughout the apprenticeship and are occupationally competent. It provides assurances to employers that apprentices are fit for purpose at the end of their programme of training.

The EPA is a synoptic assessment taken after apprentices achieve Gateway requirements. There is a detailed EPA assessment plan for each Standard. This not only details the assessment methods to be used and duration but also the order in which the assessment should be taken.

The EPA must include a minimum of two different assessment methods, there is no limit on maximum. Assessment methods include:

- Written tests
- Multiple Choice Questions
- Work-based project and presentation
- Business strategy report with Q&A
- Demonstration of Practice/OSCE
- Observation of Practice
- Professional Discussion underpinned by Portfolio of Evidence or Scenarios

EPAs must be completed within a specified time usually 4-26 weeks from Gateway. And must be administered by an approved organisation that was not involved in delivering the apprenticeship.

### Integrated EPA

EPAs are integrated in apprenticeships leading to professional recognition and licences to practice. There are two ways that EPAs can be integrated. Fully integrated End point assessments are simultaneously completed with other programme assessments throughout the course. Apprentices achieving Gateway are considered to have met the EPA requirements and do not have to undertake any other assessment. In some standards an integrated EPAs may be a credit bearing module accounting for the final 20-30 academic credits for the degree.

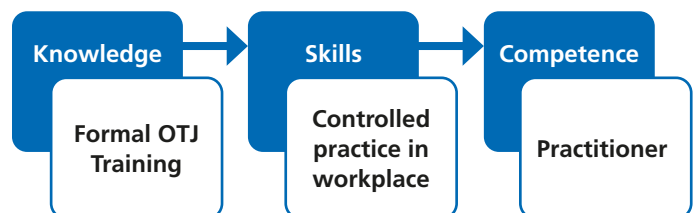
In both cases, apprentices failing to achieve the EPA will not be awarded the qualification. The grades achieved for the EPA (Distinction, Merit, Pass) do not usually influence the overall degree classification (First, Second, third class).

### Summary: Apprenticeship Standards

In England, apprenticeship standards are based on competency model.

All apprenticeships include the following components:

- 6 hours formal off-the-job training to provide the required knowledge for the occupation
- Controlled practice in the workplace to demonstrate development of the required skills and behaviours
- An End Point Assessment



# CAREER PATHWAYS

Career progression pathways can be created using apprenticeships alone, or by combining apprenticeships with traditional courses. The important thing to consider is the purpose and outcome of the course of study.

- What is the purpose of the pathway?
- What are the benefits to the individual and service?
- Does it contribute to recruitment and retention?

## Suggestions:

The following are suggestions for career progression pathways. It is not exhaustive.

### Advanced Practice

- Level 6 – nursing, midwifery, pharmacy, physiotherapy occupational therapy, radiography, speech and language therapy, dietician, paramedic
- Level 7 options
  - Advanced Clinical Practitioner
  - Clinical Associate in Psychology
  - Clinical Scientist
  - Clinical Pharmacological scientist

### Leadership & Management

- Level 3 options
  - Team/Leader Supervisor
  - Business Administrator
- Level 5 – Operation/Department Manager
- Level 6 – Chartered Manager
- Level 7 options
  - Senior Leader (Generic)
  - Senior People (HR; OD; L&D)
  - Systems Thinking Practitioner

### Psychology/Well-being

- Level 3 options
  - Peer Worker
  - Senior HCSW
- Level 5 – Assistant Practitioner
- Level 6 options
  - Enhanced Clinical Practitioner
  - Occupational Therapist
  - Psychological Wellbeing Practitioner
- Level 7 – Clinical Associate in Psychology

### Imaging

- Level 2 – Healthcare Support Worker
- Level 4 – Mammography Support
- Level 5 – Assistant Practitioner
- Level 6 options
  - Diagnostic Radiography
  - Therapeutic Radiography

### Health Informatics

- Level 2 – IT Support
- Level 3 options
  - Library, information, and archives
  - IT Solutions technician
  - Digital Support Technician
  - Clinical Coder
  - Cyber Security technician
- Level 4 options
  - Data analyst
  - Digital Accessibility specialist
  - Cyber intrusion/security
- Level 6 options
  - Digital and technology solutions
  - Cyber security
- Level 7 options
  - Medical Statistician
  - Artificial intelligence (A1) data specialist
  - Health and Care intelligence specialist

**Healthcare Science**

- Level 2 – Healthcare Science assistant
- Level 3 – Laboratory technician
- Level 4 – Healthcare science associate
- Level 5 options
  - Laboratory scientist
  - Technician scientist
- Level 6 options
  - Healthcare science practitioner
  - Laboratory scientist
  - Clinical trials specialist
- Level 7 options
  - Clinical scientist
  - Research scientist
  - Regulatory affairs specialist
  - Senior Leader

**Pharmacy**

- Level 2 – Pharmacy services assistant
- Level 3 – Pharmacy Technician
- Level 6 options
  - Enhanced Clinical Practitioner
  - Project Controls Professional
- Level 7 options
  - Clinical Pharmacology Scientist
  - Advanced Clinical Practitioner
  - Senior Leader

**Registered Nurse**

- Level 2 – Healthcare Support Worker
- Level 3 – Senior Healthcare Support Worker
- Level 5 options
  - Nursing Associate
  - Assistant Practitioner
- Level 6 – Registered Nurse

**Midwife**

- Level 3 – Senior Healthcare Support Worker
- Level 6 – Registered Midwife

The above combination is suggestions only. You can determine an entry point into a particular career pathway depending on existing qualification and current job role. For the full list of available standards, visit: [Institute for Apprenticeships and Technical Education website](https://www.institute-for-apprenticeships.com/).



# ACADEMIC PROFESSIONAL (APA)

<b>Role Profile:</b>	Academic professionals facilitate learning in classrooms and practice. Learners can be of any grade and may include apprentices, undergraduates, postgraduates, preceptees or new recruits to department or discipline. Typical roles: Tutor, link lecturer, Clinical Educator, Practice Educator, Medical Educator, Practice Development Nurse.
<b>Programme Summary:</b>	The apprenticeship prepares people to teach or undertake research within an academic professional role. The overall aim is to provide a framework for the initial and continuing professional development of academic staff in higher and professional education. The standard is aligned to and prepares apprentices for D2 of the UK Professional Standards Framework (UKPSF).
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Pedagogy</li> <li>• Educational values and philosophies</li> <li>• Curriculum design, theories, and models</li> <li>• Pedagogic research</li> <li>• Evidence-base practice</li> <li>• Learning, teaching and assessment in higher education</li> <li>• Technology in the classroom</li> <li>• Policy and regulatory frameworks</li> </ul>
<b>Level:</b>	7
<b>Duration:</b>	18-24 months
<b>Maximum funding</b>	£9,000
<b>Who is it for?</b>	Eligible staff from any occupational discipline who, as part of their role, teach, mentor and/or facilitate learning and development in practice.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria, any entry requirements set by the Trust, and training provider. Individual providers set their own entry criteria, typically this is a first degree at 2:2/equivalent and above.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• An academic professional practice assessment consisting of a classroom observation of teaching</li> <li>• Written assignment</li> <li>• Professional Discussion</li> </ul>
<b>Qualification:</b>	Postgraduate Certificate in teaching in higher education (PgCert HE)
<b>Professional recognition:</b>	Fellowship of the Higher Education Academy (Advance HE)
<b>Regulated Occupation?</b>	No
<b>Typical start dates</b>	September, January

# ADVANCED CLINICAL PRACTITIONER (integrated degree)

<b>Role Profile:</b>	Advanced clinical practitioners provide advanced care and treatment to patients young and old.
<b>Programme Summary:</b>	The apprenticeship enables individuals to develop knowledge, skills, and confidence to manage complex cases autonomously within a specific area of practice. The course encompasses the four pillars of advanced practice: advanced clinical practice, leadership, education, and research.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Advanced history taking, physical assessment and decision making</li> <li>• Independent and Supplementary prescribing</li> <li>• Diagnostic reasoning</li> <li>• Leadership Strategies</li> <li>• Independence and autonomy in Advanced Clinical Practice</li> <li>• Research in health and care practice</li> </ul>
<b>Level:</b>	2
<b>Duration:</b>	24-36
<b>Maximum funding:</b>	£12,000
<b>Who is it for?</b>	Experienced UK registered healthcare professionals with an advanced clinical focus to their role. Applicants must be registered with one of the UK professional bodies: NMC, HCPC, GPhC., and in a job role that allows the development of advanced practice in their chosen field.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria, any entry requirement set by the Trust and individual training providers. Typically, this includes a first degree, relevant work experience. Applicants must be already in an advanced practice role, or in a traineeship role leading to advanced practice.
<b>End Point Assessment (EPA):</b>	<p>The EPA is integrated and accounts for 20 credits. Apprentices will not be awarded the degree unless they pass the EPA. The grade achieved contributes to the final degree classification</p> <ul style="list-style-type: none"> <li>• Open Book Examination</li> <li>• Clinical Practice change report with presentation and questioning</li> </ul>
<b>Qualification:</b>	MSc Advanced Clinical Practice
<b>Professional recognition:</b>	ACP nurses are eligible for membership with the Royal College of Nursing (RCN)
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	September, January, May

# ASSISTANT PRACTITIONER (AP)

<b>Role Profile:</b>	Healthcare assistant practitioners work as part of the wider health and care team. APs have more in-depth knowledge of health and disease placing the role above support workers. They provide skilled and often specialised care to patients in a range of health and care settings including: - cancer services, theatres, physiotherapy, imaging, orthopaedic, OPD, occupational therapy and renal.
<b>Programme Summary:</b>	This higher apprenticeship equips individuals with the core knowledge, skills, values, and competencies to work as an assistant practitioner and/or as a pathway into pre-registration nursing and other allied healthcare courses.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Human anatomy and physiology</li> <li>• Inter-professional learning and working</li> <li>• Clinical Skills</li> <li>• Health and care needs from prenatal to end of life</li> <li>• Compassionate and safe care</li> <li>• Professional values, ethical and legal issues related to care</li> <li>• Introduction to research skills in health and social care</li> </ul>
<b>Level:</b>	5
<b>Duration:</b>	18-24
<b>Maximum funding:</b>	£12,000
<b>Who is it for?</b>	Existing and new health and care support workers seeking to achieve a formal qualification related to their area of work.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria and any requirement set by the Trust. Individual training provider sets their own entry requirement, which may include a relevant Level 3 qualification
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Multiple choice and short answer test</li> <li>• Observation of practice</li> <li>• Reflective journal</li> <li>• Interview</li> </ul>
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• Care Certificate</li> <li>• Foundation Degree or equivalent Level 5 Diploma of Higher Education</li> </ul>
<b>Professional recognition:</b>	No
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	Flexible/Negotiable

# CLINICAL PHARMACOLOGY SCIENTIST (integrated degree)

<b>Role Profile:</b>	<p>Clinical Pharmacology Scientists occupy varied roles in related to all aspects of medicines management, discovery and development of new medicines and improving and understanding of existing ones.</p> <p>Typical job roles: Management (line managers, senior managers, project leads); Science (Pharmacologist, toxicologist); Regulatory (Ethics, Quality/Safety).</p>
<b>Programme Summary:</b>	<p>Designed to fill an identified skills gap. The apprenticeship prepares people to design, analyse, interpret, and report clinical research and clinical trials aiming to understand what drugs do in the body (pharmacodynamics) and what happens to a drug in the body (pharmacokinetics) and how it works in terms of treating a particular disease.</p>
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Analysis and Interpretation</li> <li>• Role of the clinical pharmacology scientist</li> <li>• Effective communication</li> <li>• Interpretation of clinical study data</li> <li>• Critical evaluation and decision making</li> <li>• Legislation and regulation</li> <li>• Reporting and documentation</li> </ul>
<b>Level:</b>	7
<b>Typical duration:</b>	24-30
<b>Maximum funding:</b>	£18,000
<b>Who is it for?</b>	<p>An experienced pharmacist seeking a clear pathway into a clinical pharmacology career with a recognised qualification.</p>
<b>Entry criteria:</b>	<p>Applicants must satisfy the mandatory apprenticeship criteria and ant entry requirements set by the Trust and training providers.</p>
<b>End Point Assessment (EPA):</b>	<p>The EPA contributes 20 credits towards the degree. Failure to complete the EPA means the degree cannot be awarded.</p> <ul style="list-style-type: none"> <li>• Project, presentation, and questioning</li> <li>• Professional Discussion underpinned by a portfolio of evidence</li> </ul>
<b>Qualification:</b>	MSc Clinical Pharmacology
<b>Professional recognition:</b>	Full membership of the British Pharmacological Society
<b>Regulated Occupation?</b>	No
<b>Start date:</b>	September/October

# CLINICAL TRIALS SPECIALIST (degree)

<b>Role profile:</b>	Clinical trials aim to develop treatments, evaluate the efficacy of new drugs, and reduce the recurrence of diseases. Clinical trials specialists contribute to both the medical and business sides of trials. They are office based but travel to sites to conduct monitoring activities. Typical job roles: Clinical Trials Administrator, Clinical Research Associate, Study Coordinator, Clinical Project Manager.
<b>Programme Summary:</b>	Prepares individuals to deliver and execute Phase 1-1V clinical trials in humans. They will understand the trial's objective and manage the operations necessary to ensure it happens correctly. They will also understand and monitor ethics and regulatory compliance to ensure the trial is legal.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Clinical practice, Regulations and Ethics</li> <li>• Clinical trials management systems</li> <li>• Data management and Statistics</li> <li>• Finance, corporate governance, Health economics</li> <li>• Pharmacology, Physiology, biochemistry, genetics, microbiology, biology, chemistry</li> <li>• Project Management &amp; Leadership</li> <li>• Organisation-based Research Project</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	35-60 months
<b>Maximum funding:</b>	£26,000
<b>Who is it for?</b>	Suitable for people are at the start of a clinical trials. Working as part of a multidisciplinary team looking to gain clinical trials experience and a bachelor's degree.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeship criteria and any entry requirement set by the Trust and training provider. Typically -A-levels or equivalent MTEC/Level 3 qualifications providing the appropriate number of UCAS points as defined by individual provider. Level 3 qualifications must include at least one science related subject. Satisfy any entry criteria set by the Trust.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Project report based on a Clinical Study Project, presentation, Q&amp;A</li> <li>• Professional Discussion – underpinned by a Vocational Competency Log</li> </ul>
<b>Qualification:</b>	BSc (Hons) Applied Bioscience
<b>Professional recognition:</b>	No
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	September/Flexible
<b>Professional recognition:</b>	

## DATA SCIENTIST (integrated degree)

<b>Role profile:</b>	Data scientists work to find ways to improve an organisation's process. They blend scientific and clinical information to make recommendations which inform strategic and operational decisions to ensure that the benefits to patients are maximised and the risks minimised. Typical specialities include bioinformatics, life science, physical science, genomics, and physiological sciences.
<b>Programme Summary:</b>	The apprenticeship is designed to address the skills gap for talented professionals who can collect, analyse, and provide expert interpretation of clinical and scientific data. It brings together data science, software engineering, computational biology, and mathematics to create a unique skill set. Apprentices also develop competency to lead innovation, research and development aimed at improving human health.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Biology</li> <li>• Bioinformatics and Data Science</li> <li>• Mathematics and Statistics</li> <li>• Computational methods and Algorithms</li> <li>• Database management and analytics</li> <li>• Genetics</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	36 months
<b>Maximum funding:</b>	£19,000
<b>Who is it for?</b>	Suitable for individuals who are intellectually curious and effective communicators, with a strong foundation in mathematics and statistics.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria and any entry requirement set by Trust and training provider. Typically, this will be three A-levels including one STEM subject, a relevant Level 3 apprenticeship, or an equivalent qualification.
<b>End Point Assessment (EPA):</b>	<p>The EPA contributes 60 credits to the degree. Apprentices' must pass the EPA to be awarded the degree.</p> <ul style="list-style-type: none"> <li>• Knowledge Tests</li> <li>• Work-based project report</li> <li>• Professional Discussion informed by a portfolio</li> </ul>
<b>Qualification:</b>	BSc (Hons) Data Scientist
<b>Professional recognition:</b>	Registration with the Health and Care professional council (HCPC) as a Clinical Scientist
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September/October



# DIAGNOSTIC RADIOGRAPHER (integrated degree)

<b>Role Profile:</b>	Diagnostic radiographers contribute to excellent patient care by obtaining images of a high diagnostic quality using complex imaging equipment.
<b>Programme Summary:</b>	The apprenticeship equips individuals with the knowledge, skills, and competency in preparation for a career as a qualified radiographer in the NHS. Apprentices are equipped to work in an integrated working environment as part of multidisciplinary teams, using a range of imaging equipment including Computed Tomography and fluoroscopy to support diagnosis and treatment. They are also able to assist in other modalities such as ultrasound, MRI, breast imaging and nuclear medicine.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Anatomy and Physiology</li> <li>• Pathology</li> <li>• Physical principles of the use, risk, and effects of ionising radiation on the body</li> <li>• Scientific principles underpinning medical imaging</li> <li>• Practical techniques</li> <li>• Professional and interpersonal skills</li> </ul>
<b>Level:</b>	6 and 7
<b>Duration:</b>	24-36
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	Aspirant support workers or staff new to role who wish to become registered professional radiographers.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprentice criteria and any entry requirements set by the Trust and university. Academic entry is typically, 120 science-based UCAS points achieved from three A-levels/equivalent or Level 5 Assistant Practitioner apprenticeship.
<b>End Point Assessment (EPA):</b>	<p>The EPA accounts for the final 20 credits of the BSc (Hons) and MSc. Failing to pass the EPA means that the degree cannot be awarded.</p> <ul style="list-style-type: none"> <li>• Demonstration of Professional Practice</li> <li>• Professional Discussion</li> </ul>
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Diagnostic Radiography</li> <li>• MSc in Diagnostic Radiography (<i>where the applicant already holds a relevant level 6 science-based honour's degree</i>)</li> </ul>
<b>Professional recognition:</b>	<ul style="list-style-type: none"> <li>• Membership of the Society and College of Radiographers.</li> <li>• Registration with the Health and Care Professions Council (HCPC) as a Radiographer.</li> </ul>
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January, March

## DIETITIAN (integrated degree)

<b>Role Profile:</b>	Dietitians see patients on wards and in clinics advising and supporting them to make lifestyle changes and food choices to improve their health. They take an evidence-based approach to effectively support, prevent, and manage a wide range of conditions including diabetes, IDS (irritable bowel syndrome), cancer, food allergy and intolerance, cancer, heart disease, stroke, liver, and kidney disease and eating disorders.
<b>Programme Summary:</b>	Prepares individuals to assess, diagnose, treat, and monitor the impact of treatment plans of patients from birth to older age regarding health and nutrition. Enables individuals to acquire or enhance necessary knowledge, skills, and behaviours to competently and confidently.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Life and nutritional sciences: Biochemistry, psychology, nutrition, physiology</li> <li>• Role of diet, and nutrition in disease prevention and treatment</li> <li>• Communication/Motivational interviewing</li> <li>• Behaviour modification</li> <li>• Practice Assessment Document</li> </ul>
<b>Level:</b>	6
<b>Typical duration:</b>	48
<b>Maximum funding:</b>	£24,000 (from October 2021)
<b>Who is it for?</b>	Someone interested in science, food, people, and their lifestyles. Must have a positive motivating attitude and the ability to translate complex science into simple terms.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeships criteria and meet entry requirements set by the Trust and providers. Typically, three A-levels including Biology, chemistry or maths, or equivalent Level 3 science-based Access, BTEC, HND, HNC qualifications.
<b>End Point Assessment (EPA):</b>	The fully integrated EPA starts when the provider submits documentary evidence to the HCPC proving the apprentice has met all requirements of the apprenticeship. There is no additional assessment.
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Dietetics</li> <li>• Level 7 (masters) approved by the HCPC and accredited by the BDA</li> </ul>
<b>Professional recognition:</b>	<ul style="list-style-type: none"> <li>• Eligible for registration with the Health and Care Professional Council (HCPC)</li> <li>• Eligible for full membership of the British Dietetic Association</li> </ul>
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September

# HEALTH PLAY SPECIALIST

<b>Role Profile:</b>	Play Specialists use play therapy to support children and young people make sense of their medical conditions and treatments, to gain informed consent and help them make and adjust to lifestyle changes to manage their conditions.
<b>Programme Summary:</b>	The apprenticeship prepares eligible support workers and nursery nurses with the practical skills and experiences to enable them to provide therapeutic play interventions for sick infants, children and young people, their families, and carers throughout their healthcare journey.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Principles for working with sick children, young people, and their families</li> <li>• Child development theory and research related to specialise play</li> <li>• Theoretical, legal, and ethical perspectives</li> <li>• Personal and professional development plan</li> <li>• Leadership and management</li> </ul>
<b>Level:</b>	5
<b>Duration:</b>	24
<b>Maximum funding:</b>	£13,000
<b>Who is it for?</b>	Someone who is new to role, or already working as a play specialist. Non-judgemental, good listener and communicator able to work collaboratively with other professionals.
<b>Entry criteria:</b>	Applicants must meet the mandatory apprenticeships criteria and satisfy any entry requirements set by the Trust. Providers require a Level 3 Childcare or other health related qualification plus relevant work experience.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Knowledge Test</li> <li>• Observation of Practice</li> <li>• Professional Discussion underpinned by a portfolio of evidence</li> </ul>
<b>Qualification:</b>	Foundation Degree in Healthcare Play Specialism
<b>Professional recognition:</b>	Eligible for registration with the Healthcare Play Specialist Education Trust (HPSET)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January

# HEALTHCARE SCIENCE ASSISTANT

<b>Role Profile:</b>	Healthcare science assistants work under supervision carrying out low risk, routine technical and scientific procedures following protocols, and in accordance with health, safety, governance, and ethical requirements. Typical activities include basic life support, prepping environment for HCS procedures, inputting, and retrieving patient/test specific technical data.
<b>Programme Summary:</b>	Prepares individuals to work effectively within a multi-professional team. They will develop the knowledge, skills, and behaviours to meet the requirements of good scientific practice. Apprentices complete five mandatory units and optional units.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Health, Safety and Security</li> <li>• Technical Scientific Services</li> <li>• Communication</li> <li>• Clinical Care</li> <li>• Audit/Service Improvement</li> <li>• Professional Practice</li> <li>• Leadership</li> </ul>
<b>Level:</b>	2
<b>Duration:</b>	12-18
<b>Maximum funding:</b>	£5,000
<b>Who is it for?</b>	Individuals at the start of a career in clinical/medical engineering looking to enhance skills and gain a formal qualification.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeships criteria and any entry requirement set by the Trust and training provider.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Professional practice test</li> <li>• Observation of Practice</li> <li>• Professional Discussion</li> </ul>
<b>Qualification:</b>	Level 2 Diploma in Healthcare Science
<b>Professional recognition:</b>	Eligible to apply to join the Academy of Healthcare Science (AHCS)
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	Flexible – usually October

# HEALTHCARE SCIENCE ASSOCIATE

<b>Roles Profile</b>	Carries out routine technical and scientific procedures to support healthcare science practitioners and clinical scientists. The clinical scientific environment will determine the context and scope of the HCS associate role.
<b>Programme Summary:</b>	Prepares people with the technical knowledge and skills to perform high quality safe diagnostic, therapeutic and monitoring technical and scientific procedures from conception to end of life in job roles within the Trust. Apprentices mandatory and optional units totalling a minimum 100 credits.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Working safely in a healthcare environment</li> <li>• Legal and regulatory requirements</li> <li>• Technical skills</li> <li>• Patient care</li> <li>• Infection prevention and control</li> <li>• Deliver high quality technical clinical procedures in the investigation and management of patients contextualised to clinical scientific environment and role.</li> </ul>
<b>Level:</b>	4
<b>Duration:</b>	18-24
<b>Maximum funding:</b>	£9,000
<b>Who is it for?</b>	Suitable for staff with experience as a healthcare science assistant looking to progress their career and to take on more responsibilities.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeship criteria and any entry requirement set by the Trust and provider.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Observational discussion of Practice</li> <li>• Professional Practice Test</li> <li>• Profession</li> </ul>
<b>Qualification:</b>	Level 4 Diploma in Healthcare Science
<b>Professional recognition:</b>	Eligible to join the academy of HCS Associate Register.
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	Flexible

# HEALTHCARE SCIENCE PRACTITIONER (integrated degree)

<b>Role Profile:</b>	Practitioners are experts in applied scientific techniques; responsible for the analysis of a wide range of diagnostic tests, that contribute towards the medical assessment of an individual's health status, and potentially identify the presence of disease.
<b>Programme Summary:</b>	The apprenticeship prepares individuals to work independently or part of a team providing healthcare related scientific and technical services within physiological, science, medical physics, and clinical engineering.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Person-centred care and professional practice</li> <li>• Personal and Professional Development</li> <li>• Health, Safety, and Security</li> <li>• Technical Scientific Services</li> <li>• Audit/Service Improvement &amp; Quality</li> <li>• Research &amp; Innovation</li> <li>• Leadership</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	36
<b>Maximum Funding:</b>	£27,000
<b>Who is it for?</b>	Ideal for experienced staff looking progressing their career by specialising for example in cardiac physiology, respiratory or sleep physiology.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria and any entry requirement set by the Trust. Training providers usually ask for minimum three A-levels (BBB) include Biology and science; DipHE Access, or BTEC applied science extended Diploma (DDM profile).
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Readiness for Practice Test</li> <li>• Professional Discussion</li> <li>• Research Presentation</li> </ul> <p>The EPA grade achieved will be reflected in the overall classification of the BSc (Hons) degree. Failure to complete the EPA means the degree cannot be awarded.</p>
<b>Qualification:</b>	BSc (Hons) Healthcare Science (contextualised to specialism)
<b>Professional recognition:</b>	<ul style="list-style-type: none"> <li>• Eligible to register with the Academy for HCS (AHCS).</li> <li>• Graduates may also be eligible to register with HCPC, Institute of Physics and Engineering Medicine (IPEM) or the Science Council.</li> </ul>
<b>Regulated Occupation?</b>	Yes. If Biomedical Scientists
<b>Start dates:</b>	September/October



# HEALTHCARE SUPPORT WORKER

<b>Role Profile:</b>	The role involves carrying out well-defined routine tasks such as checking and recording blood pressure, temperature, weight, oxygen, blood glucose as well as monitoring overall comfort and wellbeing. May also assist patients with personal care.
<b>Programme Summary:</b>	Prepares individuals with the knowledge, skills, and behaviour to work in a health and care environment as a compassionate and safe support worker. Ensure they understand and can work to the Code of Conduct for Healthcare Support Worker in England.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Care Certificate (Basic life support, Safeguarding, Duty of Care)</li> <li>• Infection prevention and control, moving and handling, equality, and diversity)</li> <li>• Communication</li> <li>• Physiological measure &amp; Health interventions</li> <li>• Person Centred care and support</li> <li>• Dementia, Cognitive issues, mental health</li> <li>• Enhanced Care: recognition and management of deterioration</li> </ul>
<b>Level:</b>	2
<b>Duration:</b>	12-18
<b>Maximum funding:</b>	£3,000
<b>Who is it for?</b>	This is an ideal first job for anyone wishing to start a career in healthcare, must be able to demonstrate a care and compassionate attitude towards people.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria and any entry requirements set by the Trust and training provider. Must achieve level 1 English and maths and attempt level 2 at Gateway.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Multiple choice Test</li> <li>• Observation of Practice</li> <li>• Interview underpinned by a portfolio of evidence</li> </ul>
<b>Qualification:</b>	This standard does not include a mandatory qualification.
<b>Professional recognition:</b>	No
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	Flexible

# MAMMOGRAPHY ASSOCIATE

<b>Role Profile</b>	People in this role operate specialist equipment used to screen people for breast cancer.
<b>Programme Summary:</b>	The apprenticeship prepares apprentices to meet the occupational competencies to work within the breast imaging workforce undertaking routine two-view mammography. The standard meets the requirements of the NHS Breast Screening Programme (NHSBSP).
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Anatomy, physiology, and pathology</li> <li>• Clinical mammography</li> <li>• Mammography science</li> <li>• Quality assurance</li> <li>• Professional Practice</li> <li>• Team working</li> <li>• Health and Safety</li> <li>• Minimum 500 mammograms performed during course</li> </ul>
<b>Level</b>	4
<b>Duration</b>	12
<b>Maximum funding:</b>	£5,000
<b>Who is it for?</b>	Caring, compassionate and conscientious healthcare support worker or staff from a non-clinical role or new recruits, looking to start a career in imaging. They will also have excellent interpersonal skills; willingness, and ability to learn new technical skills.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeships criteria and any entry requirements set by the Trust and training providers.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Examination Paper/MCQ</li> <li>• Clinical practice observation and discussion</li> </ul>
<b>Qualification:</b>	This apprenticeship does not include a mandatory qualification
<b>Professional recognition:</b>	No
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	September/October, March

## MIDWIFE (integrated degree)

<b>Role Profile:</b>	Midwives are autonomous practitioners who work in all healthcare settings in a variety of ways, providing women and their families with choices and continuity of care.
<b>Programme Summary:</b>	The apprenticeship prepares individuals to be responsible and accountable professionals offering support, care and advice during pregnancy, labour, and the post-natal period. Apprentices will develop the confidence and competence as lead co-ordinator of care. They will be experts in normal physiological birth, but able to identify complex pregnancies and know when to escalate.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Holistic health across the lifespan</li> <li>• Professional, legal, and ethical considerations</li> <li>• Safe and effective midwife</li> <li>• Altered health in maternity care</li> <li>• Public Health in midwifery practice</li> <li>• Midwife as a skilled practitioner</li> </ul>
<b>Level:</b>	6
<b>Typical duration:</b>	36 – 48 months
<b>Maximum funding:</b>	£26,000
<b>Who is it for?</b>	Existing maternity support workers, registered nurses or new recruits who aspire to be a professional midwife.
<b>Entry criteria:</b>	Applicants must meet the mandatory apprenticeships criteria and any entry requirements set by the Trust and training providers and the Nursing and Midwifery Council. Providers typically request five GCSE minimum grades C/4 (including a science), three A-levels (including Biology). Alternatively, 120 UCAS Tariff points achieved from science-based level 3 qualifications such as Access, BTEC Extended Diploma, International Baccalaureate or Level 3 Senior Healthcare Support Worker apprenticeship (contextualised to maternity).
<b>End Point Assessment (EPA):</b>	The EPA is fully integrated and is completed simultaneously with other programme assessments aligned to the Midwifery On-going Record of Achievement (MORA). Apprentices will not be required to undertake any additional assessment.
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Midwifery</li> <li>• MSc Midwifery</li> </ul>
<b>Professional recognition:</b>	Eligible for registration with the Nursing and Midwifery Council (NMC) as Midwife
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January

## NURSING ASSOCIATE (integrated)

<b>Role Profile:</b>	People in this role provide direct care to patients of all ages in a variety of healthcare settings and contribute to health promotion and prevention of ill health. This is a new role in the registered nursing workforce in England, which sits between unregistered support workers and registered nurses.
<b>Programme Summary:</b>	The programme equips apprentices with the professional values, knowledge, and skills necessary for occupational competency as a registered nursing associate. It covers the NMC Standard for Proficiency and Annexes A & B for Nursing Associates (NMC, 2018).
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Applied anatomy and Physiology</li> <li>• Bioscience contextualised to nursing associates</li> <li>• Person-centred care/Essence of Care</li> <li>• Pharmacology</li> <li>• Managing long term conditions</li> <li>• Professional Practice and Accountability</li> <li>• Leadership and Teamwork</li> <li>• Promoting health and well-being</li> <li>• Research, development, and innovation</li> </ul>
<b>Level:</b>	5
<b>Typical duration:</b>	24
<b>Maximum funding:</b>	£15,000
<b>Who is it for?</b>	Existing or new to care support workers looking to take on more responsibility and join the regulated nursing workforce. Individuals must demonstrate care, compassion, and excellent communication skills.
<b>Entry criteria:</b>	Apprentice must satisfy the mandatory apprenticeship criteria and any entry requirement set by the Trust and training providers. Typically achieving the Care Certificate, care experience and 48-64 UCAS points achieved from A-levels or equivalent level 3 qualifications.
<b>End Point Assessment (EPA):</b>	The EPA is fully integrated and is completed simultaneously with programme assessments. Apprentices meeting the requirements for registration with the Nursing and Midwifery Council (NMC) (including achieving all 15 standards of the Care Certificate, Level 2 English and mathematics and the level 5 foundation degree) will have met the requirements for the EPA and will not have to sit any additional assessments.
<b>Qualification:</b>	FdSc Nursing Associate, FDe Nursing Associate or DipHE Nursing Associate
<b>Professional recognition:</b>	Eligible to register with the Nursing and Midwifery Council (NMC) as Nursing Associate Band 4
<b>Regulated Occupation:</b>	Yes
<b>Start dates:</b>	September/October/January/April/July

# OCCUPATIONAL THERAPIST (integrated degree)

<b>Role Profile:</b>	People in this role provide support to people whose health prevents them doing the activities that matter to them. They identify strengths and difficulties people may have in everyday life, such as dressing or getting to the shops, and will help them find practical solutions.
<b>Programme Summary:</b>	The apprenticeship prepares individuals to work as a registered Occupational Therapist. Apprentices must overall achieve 340 credits from module assessments and 20 credits from the end point assessment to be awarded the BSc (Hons) degree.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Professional practice of occupational therapy</li> <li>• Professional values and behaviours</li> <li>• Leadership, management, and partnership working</li> <li>• Communication and information</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	36-48
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	Ideal for existing and newly hired therapy or rehab support workers, with excellent interpersonal and communication skills, who aspire to become a registered occupational therapist.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeships criteria and any entry requirements set by the Trust and training providers. Typically, providers ask for a minimum 112 UCAS Tariff points equivalent to three A-levels, or equivalent Access, BTEC or Level 3 qualifications.
<b>End Point Assessment (EPA):</b>	The EPA is a fully integrated credit-bearing module, which is assessed simultaneously with other programme assessments. Apprentices who meet the requirements for registration with the Health and Care Professionals Council (HCPC) (including achieving level 2 English and maths) will have met the requirements of the EPA and will not have to undertake any other assessments. Failure to pass the EPA means that the degree will not be awarded.
<b>Qualification:</b>	BSc (Hons) Occupational Therapy
<b>Professional recognition</b>	Eligible for membership of the Health and Care Professions Council (HCPC), and the Royal College of Occupational Therapists (RCOT)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January

# OPERATING DEPARTMENT PRACTITIONER (integrated degree)

<b>Role Profile:</b>	Operating Department Practitioners (ODP) mainly work in theatres specialising in caring for people of all ages before, during and after surgery.
<b>Programme Summary:</b>	The apprenticeship equips apprentices with the knowledge, skills and behaviours required to be occupationally competent to care for patients during the three phases of perioperative practice.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Care Certificate (15 Standards)</li> <li>• Anatomy and physiology</li> <li>• Peri-operative practice skill</li> <li>• Fundamentals of surgical and anaesthetic practice</li> <li>• Collaborative practice</li> <li>• Complex, ambulatory and day care practice</li> <li>• Pathophysiology and pharmacology</li> <li>• Quality, change management and leadership</li> <li>• Professional practice</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	36 months
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	Individuals new to role and existing perioperative support workers who are keen to progress their career to become registered Operating Department Practitioners.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeship criteria and any entry requirements set by the Trust and training providers. Typically, 120 UCAS points achieved from a combination of Level 3 qualifications which may include A-levels, BTEC Diplomas, Access to HE Diplomas, the International Baccalaureate, or a relevant Level 3 apprenticeship.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Professional Discussion</li> <li>• Observation of Practice</li> </ul> <p>The EPA accounts for the final 20 credits of the degree. Failure to complete the EPA means that the degree cannot be awarded</p>
<b>Qualification:</b>	BSc (Hons) Operating Department Practice
<b>Professional recognition:</b>	Eligible to register with the Health and Care Professions Council (HCPC)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September



# PHARMACY SERVICES ASSISTANT

<b>Role profile:</b>	People in this role work to standard operating procedures to support the delivery of pharmacy services.
<b>Programme Summary:</b>	The apprenticeship provides the necessary knowledge and skills enabling individuals to support the supply, preparation and assembly of medicines and products issuing them to patients and other healthcare professionals and assisting in providing advice to patients to make effective use of their medicines.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Dispensing and supply of medicines and medicinal products</li> <li>• Team working</li> <li>• Pharmacy law and ethics</li> <li>• Person-centred care</li> <li>• Health and safety in the workplace</li> </ul>
<b>Level:</b>	2
<b>Duration:</b>	12-15
<b>Maximum funding:</b>	£5,000
<b>Who is it for?</b>	New to role first jobber who is looking to start a career in pharmacy.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeships criteria and any entry requirements set by the Trust and training provider.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Knowledge Test</li> <li>• Simulated Observation with Q&amp;A</li> <li>• Professional Discussion</li> </ul>
<b>Qualification:</b>	Level 2 Certificate in Pharmacy Services Skills
<b>Professional recognition:</b>	No
<b>Regulated Occupation?</b>	No
<b>Start dates:</b>	September

## PHARMACY TECHNICIAN (integrated)

<b>Role Profile:</b>	People in this role are registered professionals who assist pharmacists to provide a safe and effective pharmacy service.
<b>Programme Summary:</b>	The apprenticeship equips individuals with the knowledge and skills to carry out routine and specialist services, including highly complex activities requiring them to use their professional judgement. They will be confident and competent to work independently within regulatory standards.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Work within regulatory standards</li> <li>• Person-centred care</li> <li>• Manage or support operations of pharmacy &amp; stock control</li> <li>• Audit and evaluation</li> <li>• Responding to medical emergencies</li> <li>• Professional practice</li> </ul>
<b>Level:</b>	3
<b>Duration:</b>	18-24months
<b>Maximum funding:</b>	£8,000
<b>Who is it for?</b>	Individuals progressing from a related assistant role, who want to take on more responsibilities to progress their pharmacy career.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeships criteria and any entry requirements set by the Trust and training providers.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Professional Discussion based on a portfolio of evidence</li> <li>• Observation with Q&amp;A session</li> </ul>
<b>Qualification:</b>	Level 3 NVQ Diploma Pharmacy Service Skills, Level 3 BTEC Diploma in Pharmaceutical Science
<b>Professional recognition:</b>	Eligible for registration with the General Pharmaceutical Council (GPhC.)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September/Flexible

# PHYSIOTHERAPIST (integrated degree)

<b>Role Profile:</b>	Physiotherapists use a range of movement, exercise, and manual therapy to help people affected by injury, ageing, illness, or disability improve their mobility, function, and quality of life.
<b>Programme Summary:</b>	The apprenticeships equip people with the knowledge, skills, and behaviours to work with individuals and their families from birth to end of life. It is designed to prepare apprentices to meet the requirements for registration with the Health and Care Professions Council (HCPC) and full membership of the Chartered Society of Physiotherapy.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Physiotherapy practice</li> <li>• Physiotherapy values and behaviours</li> <li>• Development of self and others</li> <li>• Professional engagement</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	48 months
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	Eligible rehab and therapy support workers who want to progress their career to become chartered physiotherapists.
<b>Entry criteria:</b>	Applicants must satisfy any entry requirements set by the Trust and individual providers. Typically, universities require 112 UCAS points achieved with three A-levels to include biology/human biology. They will also consider a science-based Access course or other equivalent Level 3 qualification.
<b>End Point Assessment (EPA):</b>	<p>The EPA contributes the final 20 credits to achieve the BSc (Hons) Physiotherapy degree.</p> <ul style="list-style-type: none"> <li>• Demonstration of Practice</li> <li>• Professional Discussion underpinned by a portfolio of evidence</li> </ul>
<b>Qualification:</b>	BSc (Hons) Physiotherapy
<b>Professional recognition:</b>	<p>Eligible to register with the Health and Care Professional Council (HCPC) to practice as a physiotherapist in the UK.</p> <p>Eligible for full membership and chartered status of the Chartered Society of Physiotherapy.</p>
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January

## PODIATRIST (integrated degree)

<b>Role Profile:</b>	People in this role are experts in foot and lower limb health. They diagnose and treat foot, ankle, and leg problems.
<b>Programme Summary:</b>	The apprenticeship equips individuals with core knowledge, skills, and behaviours necessary for professional practice.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Podiatric practice</li> <li>• Applied human anatomy and physiology</li> <li>• Clinical Practice</li> <li>• Lower Limb studies</li> <li>• Musculoskeletal conditions in applied biomechanics in foot and lower limb</li> <li>• Person-centred care</li> <li>• Health Psychology and professional Practice</li> <li>• Medicine and Pharmacology</li> <li>• Research Design and Ethics</li> <li>• Professional Practice</li> </ul>
<b>Level:</b>	6
<b>Duration:</b>	24-48 months
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	Suitable for new and existing employees aspiring to a career as a podiatrist. They must be able to communicate well, enjoy problem solving and wish to develop practical and intellectual skills to improve patient outcomes.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeships criteria and any entry requirements set by the Trust and training provider. Typically, this includes an enhanced DBS clearance, 120 UCAS Tariff points achieved from three A-levels (BBC), BTEC Diploma (DDM), IB (28 points) or Access to HE Diploma (60 credits) plus relevant work experience.
<b>End Point Assessment (EPA):</b>	<p>The EPA contributes the final 20 credits of the degree. Failure to complete the EPA means the degree cannot be awarded.</p> <ul style="list-style-type: none"> <li>• Observation of practice</li> <li>• Presentation and questioning</li> </ul>
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Podiatry</li> <li>• MSc Podiatry (Pre-registration)</li> </ul>
<b>Professional recognition:</b>	Eligible for registration with the Health and Care Professions Council (HCPC)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September

## REGISTERED NURSE (integrated degree)

<b>Role Profile:</b>	Nursing is a uniquely fulfilling profession for people who are kind and compassionate with a desire to care for others and make a difference to peoples' lives. They act as leaders, carers, clinicians, advocates taking responsibility for the care they provide to patients and their families.
<b>Programme Summary:</b>	
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Applied anatomy and physiology</li> <li>• Person centred care</li> <li>• Professional practice/context of nursing</li> <li>• Promotion of health and well-being</li> <li>• Communication and interprofessional working</li> <li>• Evidence base practice</li> <li>• Leadership, management, accountability, and service improvement</li> <li>• Continuous professional development</li> </ul>
<b>Level</b>	6 or 7
<b>Duration:</b>	18 – 48 months
<b>Maximum funding:</b>	£26,000
<b>Who is it for?</b>	The programme is suitable for career development of existing HCSWs, progression route for Registered Nursing Associates and Assistant Practitioners, or new recruits looking to start a career as a professional nurse.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeships criteria and any entry requirements set by the Trust and training providers. Typically, universities ask for 120 UCAS Tariff points achieved from A-levels, science-based Access to HE Diploma, a relevant Level 5/Foundation degree or equivalent level 3 qualifications.
<b>End Point Assessment (EPA):</b>	The EPA is fully integrated and will be completed simultaneously with other programme module assessments. The apprentices do not have to undertake any additional assessments. Failure to complete and pass the EPA means that the degree cannot be awarded.
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Nursing (Adult or Child).</li> <li>• MSc Nursing</li> </ul>
<b>Professional recognition:</b>	Eligible for registration with the Nursing and Midwifery Council (NMC)
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September, January, April

## SONOGRAPHER (integrated degree)

<b>Role Profile:</b>	Sonographers use ultrasound equipment to view the inside of the human body and assist doctors in making diagnoses. The role includes undertaking scans to detect cancer, pregnancy, vascular and musculoskeletal disease.
<b>Programme Summary:</b>	Prepares individuals to work as independent practitioners managing their own workload. Competent to use highly specialised scanning equipment to undertake a wide range of clinical ultrasound examinations within a defined area of practice.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Science, operation, and selection of ultrasound equipment</li> <li>• Safe and ethical ultrasound practice</li> <li>• Anatomy and physiology</li> <li>• Techniques and use of ultrasound</li> <li>• Methodologies of research and audit to create knowledge</li> </ul>
<b>Level:</b>	6/7
<b>Duration:</b>	36
<b>Maximum funding:</b>	£24,000
<b>Who is it for?</b>	New and existing therapy support workers with good hand-eye co-ordination, spatial awareness and excellent interpersonal skills who are looking for a career as a sonographer.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeship criteria and any entry requirements set by the Trust. Training providers typically ask for three A-levels (including a science), equivalent science-based Access or level 3 qualifications.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Demonstration of Practice (OSCE) with Q&amp;A</li> <li>• Professional Discussion underpinned by a portfolio of evidence</li> <li>• The EPA accounts for 20 academic credits. Failure to pass the EPA means the degree cannot be awarded.</li> </ul>
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Ultrasound (or Medical Ultrasound or Medical Imaging)</li> <li>• MSc Medical Ultrasound (or Medical Imaging (Ultrasound))</li> </ul>
<b>Professional recognition:</b>	Society and College of Radiographers/Sonographer British Medical Ultrasound Society/Sonographer
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	September

# SPEECH AND LANGUAGE THERAPY (integrated degree)

<b>Role Profile:</b>	Speech and language therapists help people of all ages with speech, language, and communication problems. They can also help people with eating drinking and swallowing difficulties.
<b>Programme Summary:</b>	The apprenticeship prepare individuals to assess and improve outcomes for people who have speech, language, communication needs (SLCN), voice, fluency, and/or eating drinking and swallowing difficulties. Then can also specialise working with people at different places on the age spectrum and undertake research.
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Foundations of practice</li> <li>• Core phonetics and linguistics</li> <li>• Professional knowledge and skills</li> <li>• Clinical processes</li> <li>• Holistic and partnership working</li> <li>• Integrated clinical reasoning</li> <li>• Emergent practitioner skills</li> </ul>
<b>Level:</b>	6 or 7
<b>Duration:</b>	36-48 months
<b>Maximum funding:</b>	£25,000
<b>Who is it for?</b>	Suitable for individuals who enjoy working with people of all ages, being part of a team, with good communication skills and enjoy solving problems.
<b>Entry criteria:</b>	Applicants must satisfy mandatory apprenticeships criteria and any entry requirement set by the Trust. Providers set their own criteria. Typically, three A-levels (including a science subject) or equivalent science-based Level 3 or Access qualification. Applicants who hold a relevant first degree 2:1 or above, are eligible for the level 7 MSc pre-registration pathway.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Observation of Practice with Q&amp;A</li> <li>• Professional Discussion</li> </ul> <p>The EPA accounts for 20 academic credits. Apprentices who do not pass the EPA will not be awarded the degree.</p>
<b>Qualification:</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Speech and Language Therapy</li> <li>• MSc in Speech and Language therapy</li> </ul>
<b>Professional recognition:</b>	Eligible for registration with the Health and Care Professional Council (HCPC) Membership of Royal College of Speech and Language Therapists
<b>Regulated Occupation?</b>	Yes
<b>Start dates:</b>	

# THERAPEUTIC RADIOGRAPHER

## (integrated degree)

<b>Job Profile:</b>	Therapeutic radiographers use radiotherapy to treat cancer and tissue defects. They plan, check, and deliver accurate radiotherapy in a compassionate and caring manner. They have responsibility for patients from the time of referral for radiotherapy, through to aftercare and on-going support after radiotherapy.
<b>Programme Summary:</b>	Prepares individuals to take responsibility for patients with cancer undergoing radiotherapy from pre-treatment preparation; develop technical competencies using a variety of forms such as: <ul style="list-style-type: none"> <li>• External beam</li> <li>• Brachytherapy</li> <li>• Stereotactic</li> <li>• Proton</li> <li>• Superficial skin</li> </ul>
<b>Learning Outcomes:</b>	<ul style="list-style-type: none"> <li>• Cancer incidence and presentation</li> <li>• Patient preparation, treatment, and delivery</li> <li>• Radiotherapy prescription</li> <li>• Patient management &amp; holistic care</li> <li>• Personal and professional development</li> </ul>
<b>Level:</b>	6/7
<b>Duration:</b>	36
<b>Maximum funding:</b>	24,000
<b>Who is it for?</b>	Open to new or existing staff with an interest in technology and caring for patients with cancer. Must be able to move and manipulate both patients and equipment.
<b>Entry criteria:</b>	Applicants must satisfy the mandatory apprenticeship requirements and any entry criteria set by the Trust. Provider set their own entry requirements. Typically, A-levels including physics, chemistry or biology, or an equivalent science-based Level 3 qualification.
<b>End Point Assessment (EPA):</b>	<ul style="list-style-type: none"> <li>• Demonstration of Professional Practice/OSCE</li> <li>• Professional Discussion</li> <li>• The EPA contributes to the final 20 credits of the degree.</li> </ul>
<b>Qualification:</b>	BSc (Hons) Therapeutic Radiography; or a pre-registration MSc Therapeutic radiography
<b>Professional recognition:</b>	Eligible for registration with the HCPC Membership of the Society and College of Radiographers
<b>Regulated Occupation:</b>	Yes
<b>Start dates:</b>	September/October



# Functional Skills

In today's world we are often asked to evidence our functional skills qualifications at level 2 – maybe we want to apply for another job or enrol on a qualification or course with a college or university. If you are not able to provide this evidence the Education Academy can offer a range of options to achieve your qualifications that will suit all types of learner. As a starter we recommend that all learners register with BKSB.

## Option 1 BKSB

BKSB is an online toolkit aimed at providing learners with the opportunity to assess the level of their current functional skills ability and then access a wide range of materials to “up skill” in the areas that need development. Although

BKSB doesn't give you the option to take exams, it can give you the chance to study in your own time, brush up on your English and Maths and take regular skill assessments to see how you are improving. To register with BKSB please email: [bartshealth.functionalskills@nhs.net](mailto:bartshealth.functionalskills@nhs.net)

Alternatively, staff can check availability at the FE College nearest to where they live. As part of the national Skills Agenda, colleges are funded to deliver level 2 English and Maths. Access is to free or discounted programmes based on postcode.

**Please note your passport and a recent letter are required as verification of identity**

## Option 2

For staff aged 19+, if you like to learn at work and in the classroom and have the support of a tutor, we recommend that you sign up for one of our functional skills courses. We work closely with 4 training providers who provide a mixture of either Face-to-Face training and/or online tutor led virtual sessions.

Barking and Dagenham College, New City College and Professional Training Solutions all deliver weekly, tutor led, sessions for Entry Level 3, Level 1 and Level 2 Functional Skills.

They provide access to their online learning platform, tutor feedback and support and mock and formal exams. You will undertake an initial assessment and diagnostics to identify your current level of skill.

**For more information please contact:**  
[bartshealth.functionalskills@nhs.net](mailto:bartshealth.functionalskills@nhs.net)

## Option

For those who are confident of their functional skills levels we can arrange for you to be registered with an organisation called 'Open Awards'. This option allows you to go straight to the exam phase. Open Awards practice assessments are available to all learners registered with Open Awards.

**For more information please contact:**  
[bartshealth.functionalskills@nhs.net](mailto:bartshealth.functionalskills@nhs.net)

# SUPPORT FOR STAFF

## Support Available

### LOST CERTIFICATES

If you obtained qualifications in UK and you know the awarding body (e.g. OCR, City& Guilds) you can contact them directly and request a replacement.

### UK ENIC (formerly NARIC)

The Trust offers staff the opportunity to have their internationally obtained qualifications compared to UK qualifications. This service is supported by Health Education England and is free to bona fide Trust employees.

### TRUST APPRENTICESHIP SERVICE

The Trust Apprenticeship Service offers information, advice and guidance to managers and prospective apprentices allowing them to make informed choices about the most appropriate standard, level, and training providers for the individual and service needs.

To contact the service email:

[apprenticeships.bartshealth@nhs.net](mailto:apprenticeships.bartshealth@nhs.net)

### APPRENTICESHIP STANDARDS

**For apprenticeships specifically relevant to healthcare, visit:**

[Standards – HASO \(skillsforhealth.org.uk\)](https://www.skillsforhealth.org.uk)

For additional information about all apprenticeships available in England, please visit:

[Apprenticeship standards/Institute for Apprenticeships and Technical Education](https://www.apprenticeshipstandards.org.uk)









**Barts Health**  
NHS Trust

# **Barts Health 2024/2025**

*Shaping the Future*

