



Empowering the Health & Social Care (H&SC) Through Apprenticeships and Workforce Development





Welcome and Setting The Scene

Sarah Milocco - VCSE Alliance

Introductions

- **Sara Milocco – VCSE Alliance Lead**
- **Trish Varndall – Social Care Academy Hub**
- **Renee Lord-Lindsay – Need 2 Succeed**
- **Roberto Mobile – Need 2 Succeed**

Icebreaker

Introduce yourself and your organisation

Share one challenge you've encountered or foresee in workforce development.

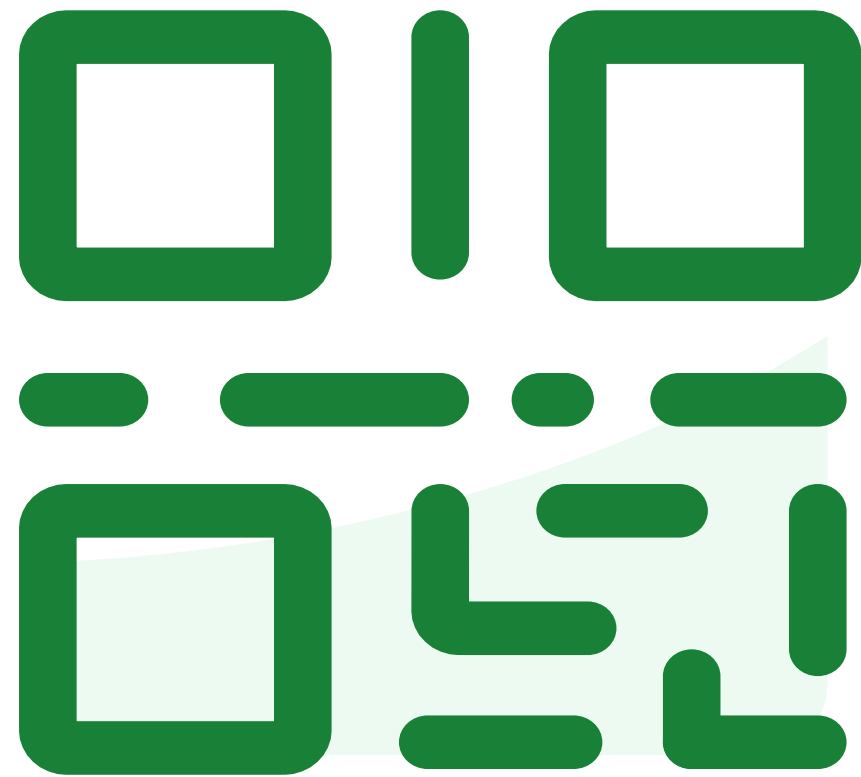
By the end of the session, you will...

1. Gain a comprehensive understanding of apprenticeships and related training routes.
2. Learn about apprenticeship eligibility, the Levy/Non-Levy funding, and the NHS Levy Transfer.
3. Be equipped with practical knowledge on setting up an employer account on the 'Find an Apprenticeship Service' website.
4. Understand where to get further support for H&SC workforce development opportunities.



What Do You Know About Apprenticeships?

Please list your questions in the chat as you go, and we will answer these at set points in the session



Today we will use something called Slido to help us interact with you.

**Please Scan this QR Cosde
or Join at slido.com
#3828794**



Myth 1: Apprenticeships are only for young people - What is the reality?

slido

Please download and install the Slido app on all computers you use



Myth 2: Apprenticeships are only available for manual jobs like construction or hairdressing. Which of the following sectors also offer apprenticeships?

① Start presenting to display the poll results on this slide.

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Please download and install the Slido app on all computers you use



**Myth 3: Charities and non-profit organisations can't afford to hire apprentices.
What financial support is available for organisations hiring apprentices?**

① Start presenting to display the poll results on this slide.

slido

Please download and install the Slido app on all computers you use



Myth 4: Apprenticeships don't offer qualifications like university. What is the highest level of qualification you can achieve through an apprenticeship?

① Start presenting to display the poll results on this slide.

slido

Please download and install the Slido app on all computers you use



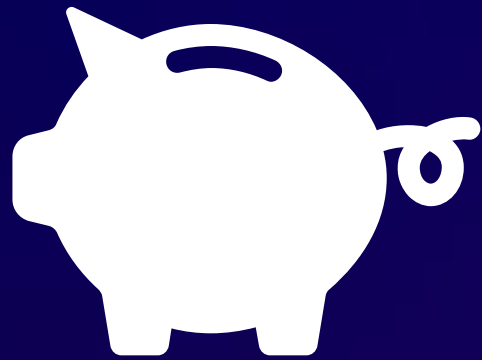
Myth 5: You can only apply for an apprenticeship if you didn't do well at school.

① Start presenting to display the poll results on this slide.

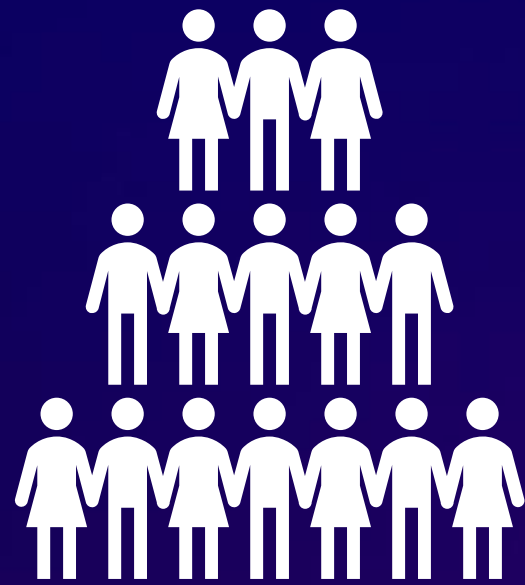
Mini Discussion Breakout

What is ways can apprenticeships help your organisation to strengthen your workforce or address staff shortages or skill gaps?

Where are we now?



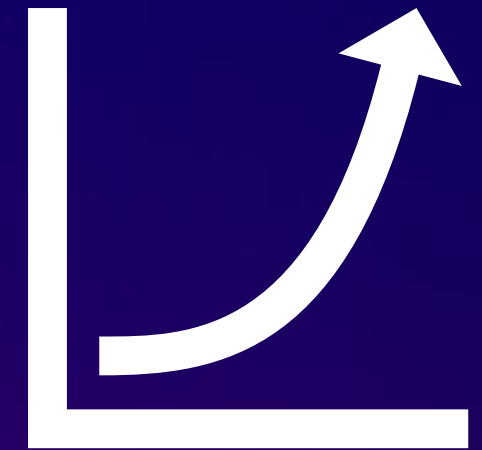
£1
million



1200
people

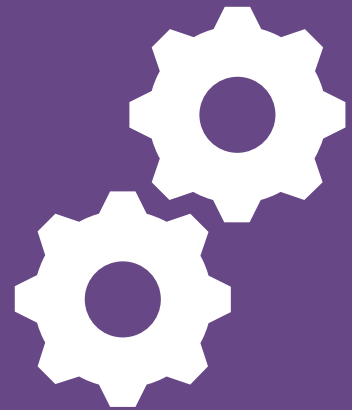


+
social
care



Limitless
potential

What is an apprenticeship?



Combine learning
on the job with
academic study



Earn your salary while
getting real experience
in your chosen field



No Upper
Age Limit



Professional
development



Flexible entry
requirements



Function skills



Contract
length

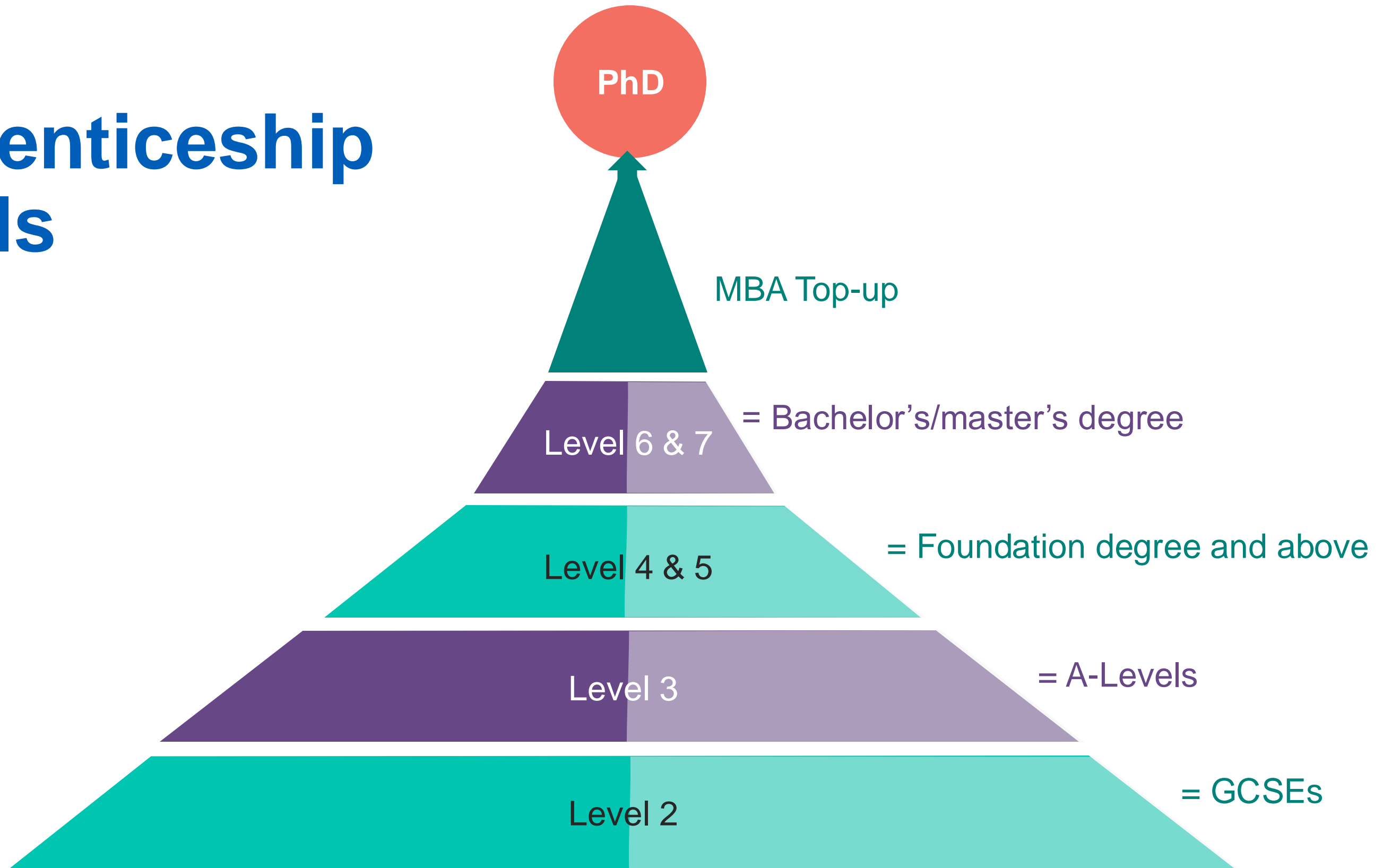


Government
funding



Off-the-job
training

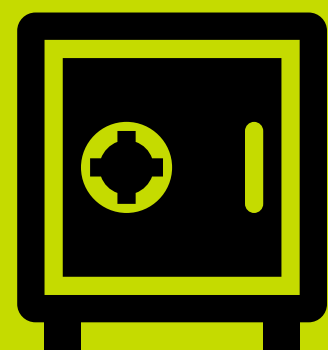
Apprenticeship Levels





Who pays for apprenticeships?

Government funding
Apprenticeship Levy and Non-Levy
95% - 100%



Funding for apprenticeships

**All employers
with a pay
bill £3M+
contribute**



Covers an apprentice's
course costs



Does not cover wages, travel
or other related costs

*SWL NHS can transfer part of their allocation to VCSE Organisation,
therefor providing 100% funding for Apprenticeships*

**Off-the-job
training
= 20% total
working
hours**

“Learning undertaken outside of the normal day-to-day working environment and leads towards the achievement of an apprenticeship”

It can take place whenever and wherever is most suitable

Types of health and care apprenticeships



Social
Care



General Health
and Social
Care



Admin and
Management

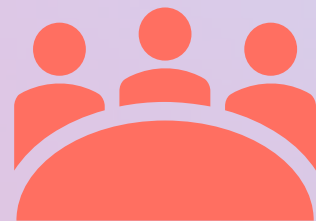
Types and Levels



Social Care



Gen. H&SC



Admin. and Management

Social Care

Level 2 Adult care worker

Level 3 Lead adult care worker

Level 4 Lead practitioner in adult care

Level 5 Leader in adult care
Assistant practitioner (health)

Level 6 Social worker (integrated degree)

Level 7 Senior Leader Apprenticeship (Health & Care) plus
optional Exec MBA

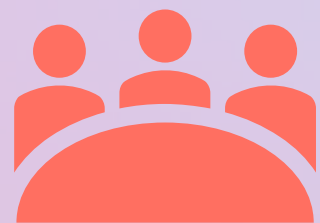
Types and Levels



Social Care



Gen. H&SC



**Admin. and
Management**

General H&SC

Level 2

Level 3

Senior healthcare support worker
Community health and wellbeing worker
Community sport and health officer

Level 4

Children, young people and families practitioner
Early intervention practitioner
Sports coach

Level 5

Outdoor Learning Specialist
Heath Play Specialist
Vision Rehabilitation Specialist

Level 6

Nutritionist
Public Health Practitioner

Level 7

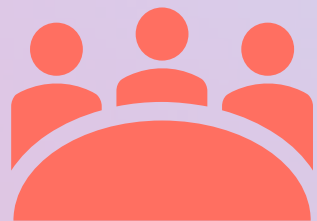
Types and Levels



Social Care



Gen. H&SC



**Admin. and
Management**

Admin. and Management

Level 2

Level 3

Business Administrator
Team Leader

Level 4

Project Manager

Level 5

Children, young people and families manager
Operations Manager

Level 6

Project Manager (integrated degree)
Career Development Professional
Chartered Manager

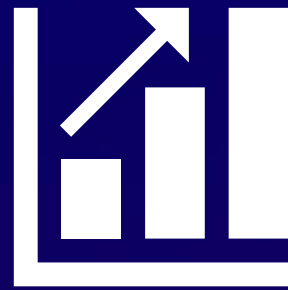
Level 7

Senior people Professional
Senior Leader

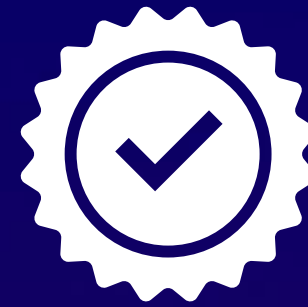
What are the benefits of an apprenticeship



Develops Skilled
Talent



Increases
Productivity



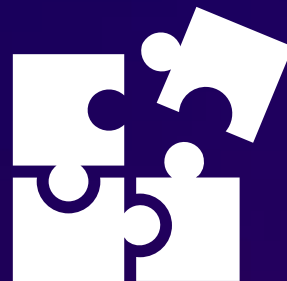
Industry Best
Practices



Upskills Current
Staff



Boosts Retention &
Loyalty



Increases Innovation



Maximises Funding



Promotes Diversity

Pause and Q&A

Mini Discussion Breakout

In your groups have a think of the specific roles you could potentially develop within your teams.

Setting Up Your Employer Account

Create your GOV.UK One Login or sign in -
GOV.UK One Login

Create your GOV.UK One Login or sign in

You can use your GOV.UK One Login to access some government services.

In the future, you'll be able to use it to access all services on GOV.UK.

You'll need:

- an email address
- a way to get security codes - this can be a mobile phone number or an authenticator app

You can also [use GOV.UK One Login in Welsh \(Cymraeg\)](#).

Create your GOV.UK One Login

Sign in

Step 1

Create your password

Enter a password

It must be at least 8 characters and must include letters and numbers. Do not use a very common password, such as 'password' or a sequence of numbers.

<input type="password"/>	Show
--------------------------	----------------------

Re-type password

<input type="password"/>	Show
--------------------------	----------------------

► [How to create a secure password](#)

Continue

Step 2

Choose how to get security codes

You'll need to enter a security code when you sign in to GOV.UK One Login.

- ☐ Text message
- ☐ Authenticator app for smartphone, tablet or computer

► [What is an authenticator app?](#)

Continue

Check your phone

We have sent a code to your phone number ending with **2610**

It might take a few minutes to arrive. The code will expire after 15 minutes.

Enter the 6 digit code

Continue

Enter your mobile phone number

We will send a 6 digit security code to the number you give us.

UK mobile phone number

☐ I do not have a UK mobile number

Continue

Congratulations



BETA

This is a new service – your [feedback \(opens in new tab\)](#) will help us to improve it.

You've created your GOV.UK One Login

Now continue to use the service.

[Continue](#)

Step 3

Your employer account

Add your user details

First name

Renee

Last name

Lord-Lindsay

By continuing you accept the [terms of use](#)(opens in a new tab)

Continue

Your employer account

[< Back](#)

Confirm your user details

You can change your user details at any time.

First name Renee [Change](#)

Last name Lord-Lindsay [Change](#)

Continue

Your employer account

Success

User details added

You have successfully added user details

You need to complete setting up the account for your organisation by:

- adding your organisation and PAYE scheme
- setting your account name
- accepting the employer agreement
- adding a training provider

You can continue to do this now or at a later date.

Continue

[Save and come back later](#)

Create your employer account

Account creation incomplete

You have completed 1 of 5 sections.

You do not have to complete all sections at once. Those labelled 'completed' have been saved so you can continue your employer account creation later.

1. Add your user details

[Add your user details](#)

Completed

2. Add your organisation and PAYE scheme

[Add a PAYE scheme](#)

Not started

Next Steps

1. Add your user details

[Add your user details](#)

Completed

2. Add your organisation and PAYE scheme

[Add a PAYE scheme](#)

Not started

3. Set your account name

Set your account name

Cannot start yet

4. Accept your employer agreement

Your employer agreement

Cannot start yet

5. Add a training provider

Add a training provider and set their permissions

Cannot start yet

Understanding The H&SC Workforce Development Landscape

Trish Varndall - SCAH





www.swlsocialcarehub.org.uk

South West London Workforce Programme



The South London Partnership are leading a programme of work to support the development and sustainability of the adult social care workforce in South West London covering the boroughs of Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth.

The programme focuses on supporting local people into jobs and careers in health and care which is the main priority for 2024-25.



Social Care Academy Hub



The Social Care Hub is funded by the Mayor of London to enable collaborative working between social care employers, training providers and employment agencies to support more people into good jobs in the social care sector and help those already working in the sector develop their skills and progress their careers.

This includes:

- Working with training providers and employers to tailor and or create new sector specific courses to help fill vacancies with skilled people
- Holding a series of recruitment events aimed at underrepresented groups to raise the profile of the social care sector
- Working with employment agencies, training providers and employers to offer more sector based work academy programmes (SWAP's)



Social Care Academy Hub website



www.swlsocialcarehub.org.uk

[Job board](#)

[Career matcher tool](#)

[Job roles](#)

[Training](#)



Social Care Academy Hub communications



Monthly Newsletter

Social Media



Careers events

Case Studies and Video content





International Recruitment

Preventing and responding to exploitative employment practices and supporting continuity of care provision.

Matching of displaced overseas recruits who have been displaced by unethical practices or by their employer's sponsorship licence being revoked with new employers and providing pastoral support

Supported Placements in Social Care

Supporting communities that are underrepresented in the care sector, by improving pathways into good work and providing the skills and wraparound support needed to secure a job by working with employers, training providers, employment teams and other partners.

- 50 paid 6 week work experience placements to SWL residents
- Delivery of skills and employability
- Application and Interview support to help participants secure the role at the end of placement
- Support to employers to develop their workforce



Social Care Apprenticeships

Working with resident and employers across to give support, advice and guidance with the aim of increasing awareness and development of apprenticeship opportunities in social care.



- Exploring suitable training providers
- Progression routes and career pathways
- Recruitment support
- Example job opportunities
- Levy transfers
- Course pre-requisites
- Setting up a digital service account (Gov.uk portal to manage apprenticeships)

South London Careers Hub

A purposeful initiative to introduce the Health and Care sector to young people. By connecting schools with employers, “Careers Uncovered: Health and Care” aims to raise awareness of the vast local opportunities available.

To inspire young people aged 11-18 and ensure future skills needs are met across the sector.

Activities include:

- Career Talks in schools
- Workplace visits
- Real life project-based workshops
- Work shadowing / work experience for students



DevelopMentor Social Care



DevelopMentor programme



Build your skills as a line manager in the social care sector with Workwhile's DevelopMentor programme – proven to make a difference to you and those you manage!

- Take time away from your day-to-day to focus on your own development
- Evidence-based content enabling you to **motivate your team and enable the people you manage to fulfil their potential** –
- Practical content, no essays, no assessment – 6 hours of training built specifically to suit line managers with busy roles, including those in frontline jobs.
- Develop your confidence overcoming line management challenges.
- Suitable for new and experienced line managers.



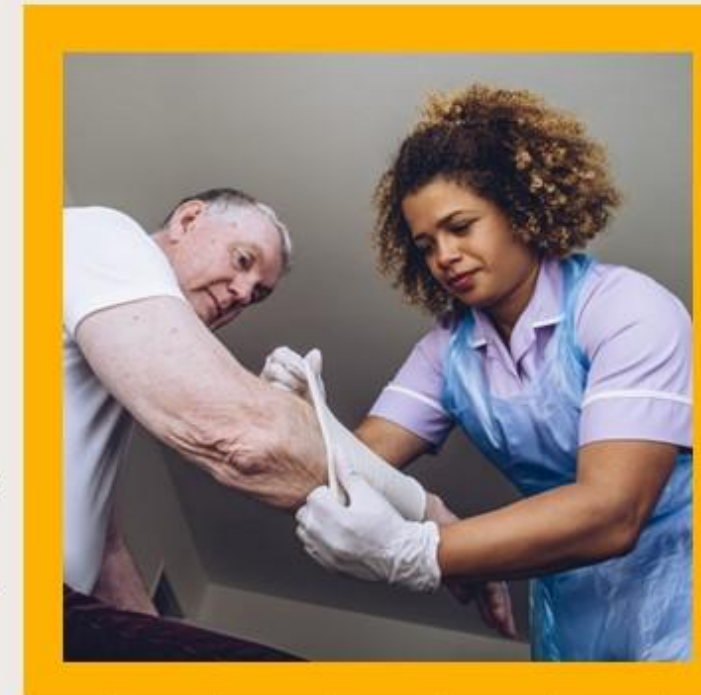
WHAT DOES THE PROGRAMME COVER?

- Understanding motivation and engagement
- Inclusive management and communication
- Adapting leadership styles
- Objective setting
- Having difficult conversations
- Coaching skills for line managers

WHY DEVELOPMENTOR?

100% of line managers agree / strongly agree that their line management will be improved as a result of the programme

88% of apprentices achieved at least one progression outcome since their line manager completed the programme



Eligibility

Participants must be:

- working for a south London SME in the social care sector
- line managing or shortly expected to line manage at least one apprentice
- Whilst priority will be given to those meeting the criteria above, consideration will also be given to participants who are managing a young person not currently pursuing an apprenticeship.

Thank you for listening



Website: www.swlsocialcarehub.org.uk

Email: swlsocialcareacademyhub@southlondonpartnership.co.uk



Understanding The H&SC Workforce Development Landscape

1. FE & HE Providers (ESFA Adult Education Budget & Student Loans)
2. Learning Curve
3. Need 2 Succeed (1:1 Support)

1:1 Support (For up to 24 organisations)



Roberto Mobile

Project Lead – Need 2 Succeed

roberto@need2Succeed.co.uk



Renee Lord-Lindsay

1:1 Support Lead – Need 2 Succeed

renee@need2Succeed.co.uk



Trish Varndall

Social Care Apprenticeships Lead
South London Partnership

trish.varndall@southlondonpartnership.co.uk



Sara Milocco

SWL VCSE Alliance Director

sara.milocco@cvaliveorg.uk

What have we covered?

1. Understanding apprenticeships and related training routes.
2. Raising awareness of apprenticeship eligibility, the Levy/Non-Levy funding, and the NHS Levy Transfer.
3. Practical knowledge of how to set up an employer account on the 'Find an Apprenticeship Training Service' website.
4. Understanding where to get further support for H&SC workforce development opportunities.



Thank You

Empowering the Health & Social Care (H&SC) Through Apprenticeships and Workforce Development

