

Healthcare Assistant Practitioner Higher Apprenticeship



Programme Outline

Overview

The Healthcare Assistant Practitioner Higher Apprenticeship has been developed in collaboration with our college partners and a number of hospital trusts, private healthcare providers and voluntary sector organisations. This exciting development has taken place in a period of significant change in health and social care and the course provides a practical solution to a number of demands and drivers.

The apprenticeship, delivered by our college partners, is designed to attract and develop band 1 and 2 workers into band 3 and 4 roles. It develops the skills and learning required by a wide range of assistant practitioners to provide patient care in a range of primary and secondary care settings.

The apprenticeship provides an alternative to graduate recruitment and the opportunity to 'grow your own' talent. It includes a combination of work-based learning modules and specialist education, which allows health and social care employees to complete both the Healthcare Assistant Practitioner Higher Apprenticeship and the FdSc Professional Practice in Health and Social Care.

Key drivers

- The course has been designed in response to rapidly changing workforce demands and policy initiatives aimed at modernising health and social care services and improving quality, productivity and efficiency. (Department of Health, 2016; Skills for Health, 2015; Centre for workforce Intelligence, 2015; Willis, 2015; Francis, 2013).
- Assistant practitioner posts have been introduced as a cost-effective way of increasing capacity or meeting targets for waiting times. (Skills for Health Assistant Practitioners in the NHS in England, 2015)
- The development of new technologies means that assistant practitioners can now undertake certain screening, diagnosis and care that might previously have been the preserve of more senior staff. (Skills for Health, How do new technologies impact on workforce organisation?, 2011)

- Assistant practitioner roles are emerging from the creation of new services and patient pathways, and is being further driven by the focus on community-based provision and the drive towards integrated health and social care. (Skills for Health, Assistant Practitioners in the NHS in England, 2015)
- The introduction of the apprenticeship levy.

Benefits for employers

- Connect with a leading university committed to working with service partners to meet the needs of the local and national health and social care sectors.
- Develop higher apprenticeship and assistant practitioner roles within the health and social care sector enabling employees to work across professional boundaries.
- Tailor the skills of the learner to meet workforce requirements.
- Develop and invest in staff who have achieved a level of responsibility who wish to enhance their capabilities and upskill them for new roles.
- Enhance your learning and development strategy, by establishing a clear progression route for aspiring professionals.
- Clinical principles, techniques and practical skills learned at university are further developed in the workplace. Putting theory into practice develops confidence and professional competence.
- More than a third of the programme involves practical, work-based activity and assignments that add tangible value to the organisation.

How we can help you

- Sheffield Hallam University's Faculty of Health and Wellbeing has a strong history of collaboration with local and national employers to deliver work-focussed education and training, and is ready to help you capitalise on higher and degree apprenticeships.
- Staff teaching on the course have extensive experience in designing, delivering and assuring the quality of education, CPD and bespoke courses across the health and social care disciplines, all of whom contribute both to formal taught material and to learning in the workplace.



- Higher apprentice assistant practitioners are educated to be empowered workers with 'time to care'. These roles have been developed across nursing and allied health in a wide range of services including long-term conditions, staying healthy, end of life care, maternity and newborn, acute care, planned care, mental health, and children and families.
- We can help you to navigate the apprenticeship system, including the Apprenticeship Service and claiming additional funding incentives where they apply.
- As experts in student recruitment, we can support you to attract new apprentices, developing your future talent pipeline, as well as increasing the capacity of your existing employees.

Award

The FdSc Professional Practice in Health and Social Care is an innovative work-based learning solution designed to meet the needs of the employer and the learner, putting them at the heart of the programme.

Designed to develop staff working in the health and social care sector, learners will become non-registered practitioners who have the required level of knowledge and skill beyond that of traditional health care assistants or support workers, and can be expected to undertake more complex tasks (Skills for Health, 2009).

All parties benefit from knowledge and skills exchange, with participants applying the academic building blocks of the course to participate in the delivery of high quality, service user centred care.

Apprentices study common modules to introduce them to the basics and principles of health and social care work, and study alongside work-based learning modules which allow them to specialise academically according to their role in the workplace. Module content for the FdSc Professional Practice in Health and Social Care is shown opposite.

Duration

The programme is usually delivered over two years.

Delivery method

Typically learners attend college one day per week, depending on the college attended. Start dates for each cohort will be determined locally and/or by demand but can be outside the standard academic year delivery pattern.

The programme adopts a blended learning approach with modules delivered through a combination of lectures, class-based seminars and discussions whilst in attendance at college, together with learning in the workplace. Work-based learning is facilitated through self-study and reflective practice. Learners have access to a range of academic and other learning resources available through the college and University.

A tri-partite relationship between the learner, the work-based supervisor and the academic staff will monitor the progress and assessment of the learner.

With sufficient demand from one or a small group of employers, we could offer a bespoke delivery model enabling apprentices to attend from further afield.

Course description

This apprenticeship prepares learners for professional careers in the health and social care sector by providing the underpinning knowledge and skills the profession demands. It combines health and social care education with full-time employment to develop the skills and competencies for a wide range of roles across the health, social or community care sectors.

The course is intended to take advantage of apprentices' employment to develop their potential, and utilise and build upon their existing knowledge. Experience in the workplace will feed into a number of modules and the theoretical stance taught academically is designed to be applicable to the apprentices' working environment. It is expected that learners will be able to take the knowledge gained at college and make immediate use of it in the workplace.

For those already employed in assistant or support worker roles in health, social or community care, the course allows the apprentice to complete both the Healthcare Assistant Practitioner Higher Apprenticeship and the foundation degree. It also provides continuing personal and professional development and the opportunity to undertake a band 4 associate/assistant role with employer's agreement.

Assessment

The award incorporates a mix of innovative and traditional assessment types to monitor progress. Assessments will test attributes relevant for successful performance in the workplace, enabling learners to integrate academic learning and on-the-job training.

Assessed tasks are variable and can include interviews, assessments of practice, reflective portfolios, written assignments, literature reviews, case studies and presentations.

End-point assessment

The end-point assessment will be carried out by an independent assessor on the Register of Apprenticeship Assessment Organisations, and consists of the following components

- a multiple choice and short answer test
- an observation of practice undertaken in the workplace
- a reflective journal completed by the apprentice
- an interview

In order to undertake the end-point assessment, the learner must have successfully completed the foundation degree.

Progression

Learners successfully completing the foundation degree will be able to apply for a number of professional courses and degree apprenticeships including

- BSc (Honours) Nursing (Adult*, Child and Mental Health)
- BSc (Honours) Applied Nursing and Social Work (Learning Disability)
- BSc (Honours) Midwifery
- BA (Honours) Social Work*
- BSc (Honours) Physiotherapy*
- BSc (Honours) Diagnostic Radiography*
- BSc (Honours) Occupational Therapy*
- BSc (Honours) Paramedic Science*
- BSc (Honours) Radiotherapy and Oncology
- BSc (Honours) Operating Practice
- BSc (Honours) Health and Social Care Studies

The above degrees marked with an asterisk (*) will allow entry with advanced standing, meaning applicants can join the second year of the degree.

The BSc (Honours) Health and Social Care Studies provides a route to achieving a full honours degree within one year after completion of the foundation degree.

Options for larger employers

Where an organisation has 15 or more learners, Sheffield Hallam University and our partner colleges can work with you to meet individual business needs

Healthcare Assistant Practitioner Higher Apprenticeship

Academic level	FdSc Professional Practice in Health and Social Care						Academic qualification
120 CREDITS							
4	Work-based learning 1: Academic	Work-based learning 1: Practice	Reflective and Personal Development Skills	Essential Sciences for Person Centred Care	Integrated Holistic Assessment, Delivery and Implementation of Health and Social Care Interventions	Foundations of Effective Collaborative Practice	Certificate of Higher Education
120 CREDITS							
5	Work-based learning 2: Academic	Work-based learning 2: Practice	Promoting Health, Wellbeing and Independence		Using and Evaluating Evidence to Inform Practice	Leadership and Management	Foundation Degree

Work-based learning

All modules are 20 credits each, except promoting health, wellbeing and independence, which is a 40 credit module undertaken in the final year of the programme.

The availability of the course at each college is subject to a minimum student number requirement.

Entry requirements

The Healthcare Assistant Practitioner Apprenticeship is suitable for both new recruits (eg school leavers entering into the sector) and for developing existing or aspiring assistant or support workers in health, social or community care, who do not have a relevant degree.

The usual entry requirements are

- GCSE English language or English literature and mathematics at Grade C or above

or equivalents such as

- level 2 adult numeracy/literacy
- level 2 key skills/application of number
- equivalency test from www.equivalencytesting.co.uk

Plus **one** of the following

- 48 UCAS points. We accept general studies.
- Access to HE Diploma from a QAA recognised Access to HE course

You must be able to demonstrate your potential to be caring and compassionate, and the ability to develop meaningful relationships with service users and carers.

Applicants also need to demonstrate an ability to

- study academic subjects at degree level
- debate topics and issues
- draw on conclusions from written material
- study independently as well as a member of a group

- use computers and technology associated with contemporary teaching, learning and assessment methods
- successfully complete a range of assignments, including researched essays and practical examinations

Fees

Typically £12,000 per learner, however tailored programmes may vary depending on requirements.

- Levy paying employers with wage bills above £3 million per annum can use their levy payments and a 10% government top-up to pay for apprenticeship course fees and any end-point assessment up to the funding cap.
- Non-levy paying employers (below the wage-bill threshold) can access government funding of 90% of the course fees (or 100% for learners below the age of 19 at the start of the course for small employers with less than 50 staff) up to the funding cap.

Apprenticeship funding is set by the government's rules on the apprenticeship levy and operated through your apprenticeship service accounts.

More information on the apprenticeship funding arrangements, including how the levy works, can be found on the Department for Education website www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work

As a leading provider of higher and degree apprenticeships, Sheffield Hallam University is working closely with government to maximise the benefits of our apprenticeship programmes for both individuals and businesses.

Please contact us to find out more and to get started.

Next steps

You can offer apprenticeships to upskill existing staff and recruit new talent.

Working with our partners, Sheffield Hallam University can offer a range of services to prepare and source candidates for apprenticeships. This will include advertising through the National Apprenticeship Service and other channels relevant to your sector.

We can also provide guidance to employers and apprentices on funding eligibility, and advise on whether a candidate meets the entry requirements of the course.

We can also help school and college leavers to prepare for apprenticeships and support their recruitment process.

For more information about higher and degree apprenticeships contact apprenticeships@shu.ac.uk or **0114 225 3433**.



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Find out more

Whatever your query, our
dedicated team are here to help.

Email: apprenticeships@shu.ac.uk

Phone: **0114 225 3433**



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shu.ac.uk/apprenticeships

All information is correct at the time of print – June 2017.