

Apprenticeships



**CARE
CAREERS
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 **Apprenticeships
Suffolk**


The Suffolk Brokerage

Apprenticeships

In April 2017 the way the government funds apprenticeships in England is changing. Some employers will be required to contribute to a new apprenticeship levy, and there will be changes to the funding for apprenticeship training for all employers.

The levy requires all employers operating in the UK, with a pay bill over £3 million each year, to invest in apprenticeships.

For more information

<https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work>

Apprenticeships

The current Apprenticeship system of 'frameworks' is also being replaced in 2017 by 'standards'.

What are the new standards?

Four job roles are the subject of the new Apprenticeship standards:

Adult Care Worker (level 2)

Lead Adult Care Worker (level 3)

Lead Practitioner in Adult Care (level 4)

Leader in Adult Care (level 5) - this incorporates both managers and advanced practitioners.

Once all details regarding the Apprenticeship Levy, standards and QCF frameworks have been finalised, The Suffolk Brokerage will be holding a workshop in April to provide further information.

These changes are being introduced by the Government to encourage more employers to use Apprenticeships as part of their recruitment strategy.

How can Apprenticeships help my organisation?

Recruitment in adult social care continues to be challenging.

Many Adult Social Care employers now recognise that Apprenticeships offer a structured and cost effective way of upskilling existing staff, and training new staff, particularly school and college leavers, who have to stay in education or training until they are 18 years of age.

- *88% of employers who hire apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce (source: National Apprenticeship Service).*

During the past 4 years, we have supported employers in recruiting apprentices, and continue to do this through



and the Skills for Care

I Care...Ambassador service

The *I Care...Ambassador* service enables us to work with adult social care employers, and develop links with school and colleges across Suffolk to promote adult social care careers, and engage with the future workforce.

With the introduction of the Apprentice Levy, and current recruitment challenges there has never been a better time to recruit an apprentice.

Here's what employers, apprentices and schools who we have worked with us to support apprenticeships, have to say about their experience:

“We are very happy with our learner. She is an excellent example of what a carer should be. The process was also quick, easy and efficient”

Rebecca Alcock, Senior Team Leader, Bethesda Eventide Homes

“ We have had two apprentices. They began with signs of potential to be excellent care workers and have progressed to be professional and capable members of the staff team”

Gill Bosley, Age UK

Here's what employers, apprentices and schools who we have worked with us to support apprenticeships have to say about their experience:

“The information you have given me and the support has been truly fantastic. I wouldn't be where I am without your help. To wake up every day and get to do something you truly love is remarkable”

Cally Barker, Apprentice, Leading Lives

“ Care Careers Suffolk and the I Care Ambassador information has been very professional, and provides much needed support in the area of health and social care”

Lil Atkinson, Westbourne Academy

Apprenticeships



There are many misconceptions around Apprenticeships, especially when the apprentice is under the age of 18.

Some of the most common misconceptions are:

Apprenticeships



‘If an apprentice is under the age of 18 they cannot provide personal care’

True

False

As long as the apprentice has received full training, and as an employer you have the consent of the client, an apprentice under the age of 18 can provide personal care

Apprenticeships



**‘Apprentices have to be supernumerary
and cannot lone work’**

True

False

Again, as long as the apprentice has received full training, and an appropriate risk assessment has been undertaken, the apprentice can perform a full care role, and work as part of a team or on their own.

The main consideration is that the apprentice is mature and confident enough to perform the role. This will of course vary from person to person.

Apprenticeships



‘Apprentices can only be paid the minimum training wage’

True

False

Apprentices must be paid a training wage of at least £3.40 (as of Oct 2015), however, many employers pay more than this, or increase pay once the apprentice becomes more confident and as they complete training.

Apprenticeships

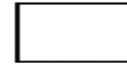


‘If an apprentice is under the age of 18 they cannot work nights’

True



False



A common misconception is that an apprentice cannot work nights at all.

If the apprentice is over the age of 18, and has received full training and agrees to work nights, this is acceptable.

**If you would like more information
about apprenticeships or details on
how to become an
I Care...Ambassador email**

emma.white@suffolkbrokerage.co.uk

Tel 07483 124628