USING DEGREE APPRENTICESHIPS TO SUPPORT THE DELIVERY OF THE LONG TERM PLAN

Paul Bridge
Apprenticeship Development Manager, Manchester Metropolitan University

Dr Stephanie Steels
Programme Lead Chartered Manager Health and Social Care and Reader in Public Health, Manchester Metropolitan University

Corinna Thomas
Senior Programme Lead (Apprenticeships), NHS Leadership Academy

Manchester Metropolitan University

OUR APPROACH: INTEGRATION

- A range of models: day release to block and blend.
- Strong focus on projects co-defined with employer and apprentice.
- Developed to align with existing workplace training and opportunities.
- Skills coaches work one-to-one, inc. workplace reviews and skills scans.
- Assessments co-developed with employers and designed to develop and demonstrate workplace skills.
- Training for managers and mentors.

DEGREE APPRENTICESHPS
OFFER A UNIQUE OPPORTUNITY

- **Degree apprenticeships** are helping the NHS to:
- Address skills shortages
- Attract the best talent, retain and retrain existing workforce
- Develop high-level skills in-house
- Project-based – workplace and learning are integrated
- An opportunity to obtain a degree, gain crucial work experience and get paid
- Provide a valuable option for those who would not, could not, or did not choose a traditional degree route

MANCHESTER MET'S HEALTH COURSES

760 apprentice starts

130 NHS employers

12 clinical and non-clinical programmes

FUNDING

While the cost of an apprenticeship will vary, the funding has been designed to make it easy and affordable for employers to sign up:

- Levy-payers can put their contributions towards 100% of the course cost
- Non-levy payers, or those who have insufficient contributions, will pay 5% of the cost, the government will pay 95%.

2022
(2,000+ apprentices)

Manchester Metropolitan University

WHERE WE ARE NOW

Sept 2022

- Over 2,000 apprentices and 540 employer partners on:
  - Chartered Manager – 4 year professional and two year Fast Track (Degree)
  - Chartered Manager Health and Social Care Fast Track (Degree)
  - Retail Leadership (Degree)
  - Senior Leader (PgDip)
  - Digital and Technology Solutions (Degree and Masters)
  - Digital Marketer (Degree)
  - Digital User Experience Professional (Degree)
  - Creative Digital Design Professional (Degree)
  - Healthcare Science Practitioner (Degree)
  - Laboratory Scientist – Bioscience and Chemical Science (Degree)
  - Social Worker (Degree)
  - Advanced Clinical Practitioner (Masters)
  - District Nurse (PgDip)
  - Specialist Community Public Health Nurse (PgDip)

2015
(47 apprentices)

Manchester Metropolitan University

EMPLOYER PARTNERS INCLUDE

accenture
amazon
ARUP
AstraZeneca
ASDA
AutoTrader
AVANTI WEST COAST
BAE SYSTEMS
BBC
BARCLAYS
BENTLEY
Capgemini
Coca-Cola
Dunelm
FUJITSU
gsk GlaxoSmithKline
IBM
LLOYDS BANKING GROUP
MANCHESTER CITY
MANCHESTER CITY COUNCIL
McDonald's
ODEON
pets at home
Pizza Hut
SIEMENS
STOCKPORT METROPOLITAN BOROUGH COUNCIL
THALES
TalkTalk For Everyone
Unilever
United Utilities

HEALTH AND SOCIAL CARE EMPLOYER PARTNERS INCLUDE

Manchester Metropolitan University

- Barking, Havering and Redbridge University Hospitals
- Barts Health
- Birmingham Women's and Children's
- Cambridgeshire & Peterborough NHS Foundation Trust
- The Christie
- Croydon Health Services
- East Suffolk and North Essex
- East Cheshire NHS Trust
- Derby and Derbyshire Clinical Commissioning Group
- Guy's and St Thomas'
- Health Education England
- Herefordshire and Worcestershire Health and Care
- Lincolnshire Community Health Services
- Leeds Teaching Hospitals NHS Trust
- Mid and South Essex
- Milton Keynes University Hospital
- Northamptonshire Healthcare
- North Middlesex University Hospital
- North Staffordshire Combined Healthcare
- Nottingham and Nottinghamshire Clinical Commissioning Group
- Manchester University NHS Foundation Trust (MFT)
- The Queen Elizabeth Hospital King's Lynn
- Royal Papworth Hospital
- Salford Royal NHS Foundation Trust
- University Hospitals Sussex
- The Royal Orthopaedic Hospital
- St Helen's and Knowsley Teaching Hospitals NHS Trust
- University Hospitals of Derby and Burton
- West Midlands Ambulance Service
- West Suffolk Clinical Commissioning Group
- Wrightington, Wigan & Leigh Teaching Hospitals NHS Trust

NHS England

CHARTERED MANAGER HEALTH AND SOCIAL CARE WITH MARY SEACOLE

Manchester Metropolitan University

- Established in January 2018
- Co-designed with Local Authorities and the NHS
- Health and social care content focusing on integrated care
- Co-taught between the Business School and Faculty of Health and Education
- Recognition of prior experience means achievement of a full degree in two years

> Our clinical staff members feel they have the experience, but not the leadership skills.
>
> The non-clinical staff members feel they have management experience, but they don't have the degree qualification.
>
> Once we identified those skills gaps, we wanted to provide the training our staff required to progress into leadership roles.

Wira Gitonga
Apprenticeship Advisor, Education and Training
Guy's and St Thomas' NHS Foundation Trust

Manchester Metropolitan University

NHS Leadership Academy

NHS LEADERSHIP ACADEMY AND MANCHESTER METROPOLITAN UNIVERSITY PARTNERSHIP

Corinna Thomas
Senior Programme Lead (Apprenticeships), NHS Leadership Academy

WHO IS THE APPRENTICESHIP FOR?

Manchester Metropolitan University

NHS non-clinical staff

- Performance Manager
- Senior Administrator
- Procurement Manager
- Programme Coordinator
- Estates Manager
- Data Manager
- Health & Safety Manager
- Practice Manager
- Assistant Practice Manager
- Widening Participation Advisor
- Outpatient Booking Manager
- Head of change management
- Medical Workforce HR Coordinator
- Equipment & Stock Management Lead
- Quality Improvement Coordinator
- Business Support Manager
- Commissioners
- IT Helpdesk Manager
- Education Manager

Social Care and Local Authorities

- Locality Manager
- Learning Disability and CHC Workforce Development Lead
- Service Manager
- Registered Manager (Care)
- Practice Manager for Adult Learning
- Social Worker
- Learning Disability Manager
- Social Work Dept Manager
- Disability Team Project Manager
- Home Manager
- Unit Manager

NHS Clinical Staff

- Liaison Psychiatry Nurse
- Liaison & Diversion Service Manager
- Radiographer
- Dental Practice Development Manager
- Physiotherapist
- Deputy Clinical Services Manager
- Anticoagulant Specialist Nurse
- Perioperative Practice Educator
- Senior Pharmacy Technician
- Operational Manager
- Ward Manager
- Nurses, Sisters and Matrons
- Medical Photographer
- Cardiac Physiologist
- Specialist Biomedical Scientist
- Heart Therapy Lead
- Pathology Lead
- Outpatient/Support Services Manager

CHARTERED MANAGER HSC PROGRAMME

Manchester Metropolitan University

Established

Starting 22/23

In discussions 23/24

DELIVERING ON THE AMBITIONS OF THE NHS LONG TERM PLAN

Manchester Metropolitan University

Doing things differently

Apprentices challenge existing practices and workplace culture

Preventing illness and tackling health inequalities

Apprentices bring problems from the workplace into our teaching sessions

Backing our workforce

Invest in your staff, encourage progression and mentor new generations

Making better use of data and digital technology

Apprentices learn how to make changes in the workplace and test innovative solutions

Getting the most out of taxpayers' investment in the NHS

Apprentices receive the same high-quality education as our campus-based apprentices

PROJECT

Integration between Health and Social Care services in Integrated Neighbourhood Team (INT) Hub 4

Manchester Metropolitan University

AIMS

Removing blockers to integrated working between social work and district nursing teams.

- Pilot new ways of working.
- Introduce joint assessments.
- Reduce the referral times from five days to one.
- Reduce hospital admissions through earlier intervention and referral to community-based services.

ACTIONS

- Pilot project involving 10% of INT staff.
- Cost Benefit Analysis showed a potential saving of £12, 519.
- Collaborated with a colleague to complete a joint assessment and produce an example of best practice.

IMPACT

- **Improved relationships** between nursing and social care teams in INT.
- **Improved service** with intro of patient-focussed assessment.
- **Reduction of referral times** from five days to two days.

> I feel really hopeful integration can be adopted as I feel strongly it is more effective and will provide much more positive outcomes for professionals and service users.

- Project member

DEGREE APPRENTICESHIPS ARE HELPING TO RESET DISLOCATED LEARNING AND BREAK DOWN SILOS

Manchester Metropolitan University

"Decision-making too often relates to a narrow and limited set of accountabilities that do not allow, encourage or reward collaboration." (UK Government, 2022).

Manchester Met's degree apprenticeships:

- actively encourage cross-discipline and cross-sector collaboration
- have mixed cohorts
- encourage employer engagement
- have excellent achievement rates (95.88% EPA Merit/Distinction)
- support the NHS to develop new ways of working
- develop flexible generalist skills, building on capabilities rather than staying within traditionally defined roles

Manchester Metropolitan University

QUESTIONS

Email: apprenticeships@mmu.ac.uk
Twitter: @MMUApprentice
Linkedin: Degree Apprenticeships at Manchester Metropolitan University
Facebook: @MMUApprenticeships