



BPP



Health Education England

BPP delivering on the NHS Long Term Workforce Plan.

September 2023



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Introduction.

BPP welcome the commitments to further extending the apprenticeship programme to help retain, reform, and educate the NHS workforce.

BPP, in collaboration with NHS England, conducted a survey across NHS Trusts on the utilisation of the Apprenticeship Levy. Since our first study in 2018 to the most recent this year, the findings show how well the NHS have embraced apprenticeships. The NHS Trusts we surveyed commented on how apprenticeships can address skills gaps and make diversity, equality and inclusion (DE&I). improvements. Also highlighted was the increase in the variety of apprenticeships now utilised.

NHS apprenticeships are working and it is now the responsibility of NHS Employers and training providers to work together to expand the apprenticeship strategy to aim to train 1 in 6 NHS clinical staff with apprenticeships and support development in emerging skills and capabilities such as data and technology.

In this summary we explore how BPP can support the NHS in achieving the NHS Long Term Workforce Plan.



Professor Lynne Gell
Dean, BPP University
School of Nursing



Apprenticeships will be critical in helping the NHS achieve the sheer scale of growth needed in developing key professional groups, for example nurses and nursing associates (461%: 250% anticipated growth in apprentice intakes across these roles).

Train, Retain, Reform.

The NHS Long Term Workforce Plan has three priority areas, all of which relate to skills and training.¹

Train

Significantly increasing education and training to record levels, as well as **increasing apprenticeships** and alternative routes into professional roles, to deliver more doctors and dentists, more nurses and midwives, and more of other professional groups, including new roles designed to better meet the changing needs of patients and support the ongoing transformation of care.

Retain

Ensuring that we keep more of the staff we have within the health service by **better supporting people throughout their careers**, boosting the flexibilities we offer our staff to work in ways that suit them and work for patients, and continuing to improve the culture and leadership across NHS organisations.

Reform

Improving productivity by **working and training in different ways**, building broader teams with **flexible skills**, changing education and training to deliver more staff in roles and services where they are needed most, and ensuring staff have the **right skills to take advantage of new technology** that frees up clinicians' time to care, increases flexibility in deployment, and provides the care patients need more effectively and efficiently.



¹<https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.1.pdf>

Overcoming challenges to deploy apprenticeships in the NHS.

To deploy apprenticeships successfully in the NHS, we see there being 5 main challenges still to overcome and this is where BPP can help.

Funding

The Workforce Plan goes a long way to addressing the funding challenges, with a commitment to support employers with the cost of employing an apprentice.

The vocational vs academic dichotomy

There has, historically, been a dichotomy between vocational training (considered to be for non-clinical roles) and academic training (for clinical roles).

For apprenticeships to succeed we need to break down the perceived division between vocational and academic routes and using the advantages of the apprenticeship approach to train world-class clinical staff.

Building new nursing pathways

The Workforce Plan sets out nursing apprenticeship targets up to 2031. Apprenticeships provide multiple entry points for individuals with healthcare experience to gain a level 4, 5 or 6 nursing qualification.

Without a structured training intervention, there will not be enough healthcare assistants to meet these targets. New pathways for those without a healthcare background need to become available to enable meet the healthcare assistant demand.

Embracing digital technologies in learning and the workplace

The Workforce Plan states the NHS will make digital and technological innovations to meet the changing healthcare needs. In a recent NHS England review it found digital technology enhances opportunities for flexibility, accessibility and collaboration, but can potentially reduce engagement and access to education.

It recommended carrying out analysis of training needs to better understand the gap between the skills and competencies required and whether the current digital training provision can support this.

Honing the right skills for organisational change

In 2021, the NHS set out a strategy for the future NHS human resources and organisational development. It highlighted the need to upskill the people profession in emerging skills and capabilities that will be needed to deliver service transformation and cultural change.



To implement this Plan, NHS England will develop an apprenticeship funding approach that better supports employers with the cost of employing an apprentice.²

²<https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.1.pdf>



How BPP can support in successfully achieving the NHS Long Term Workforce Plan.

Nursing

Career pathways

Working with the NHS, we have developed a series of connected interventions that enable individuals with healthcare experience the opportunity to become a nurse, providing bridging programmes from level 4 to widen participation on to the Level 5 Nursing Associate (Foundation Degree, NMC Registered) and the Level 6 Registered Nurse (Full App Degree Programme, NMC Registered).

New entrants

Creating pathways for new entrants at various ages and levels is essential. BPP collaborates with the NHS to explore effective uses of bootcamps, apprenticeships, and degree apprenticeships. We will continually work with the NHS to build these pathways, ensuring candidates get the right exposure and learning experience to progress into nursing.

Degree programmes

Our BSc Nursing Degree aims to produce excellent nurses, who are fit for practice and able to meet the key needs of all patient groups. It offers an integrated academic and professional training environment, which is built to help individuals gain crucial knowledge and skills to develop a career in contemporary nursing practice.

Functional skills

Our 12-week e-learning skills course supports those who might not perceive studying is for them or do not have the right level of functional skills (literacy and numeracy). c90% of NHS employees who have completed this course has gone onto a nursing apprenticeship.

Management and leadership

Our 12-month MSc programme supports internationally trained nurses who want to advance into a leadership role. Our programme will provide individuals with the skills, knowledge and experience to become a successful healthcare leader in the nursing field.

To find out more information about our nursing apprenticeships and to request to speak to a BPP advisor please click [here](#).

Digital Technologies

Addressing the skills gap

From our 2023 Apprenticeship Levy study the third biggest skills gaps identified by the NHS Trusts was digital capabilities. The BPP Group, including Estio and Firebrand, are the UK's leading provider of digital and technology training and education. We design and deliver practically focused apprenticeship training, qualifications and skills certifications across on the digital, data and IT skills needed by trusts.

Digital learning

Our survey revealed that teaching, learning, and self-development with digital tools was the top digital skills gap. Our flexible delivery models allow you to build training around the demands of your trust and your teams, with options including on-demand, self-guided learning, and face-to-face teaching.

Becoming a data-driven organisation

The second most common skills gap identified in our survey was data skills. Apprenticeship standards such as the Level 3 Data Technician can equip any NHS professional who handles data within their role with the necessary skills to automate their administrative tasks, improving efficiency. Data analysts (level 4 apprenticeship) and data scientists (level 6 apprenticeship) can transform the data analytics process and introduce innovations such as robotic process automation (RPA).

To find out more information about our nursing apprenticeships and to request to speak to a BPP advisor please click [here](#).



If all trusts implemented processes that have been 'time validated', this could save more than 7.2 million hours annually, equivalent to over 965,000 working days released.

People Professionals

Driving organisational change

The Workforce Plan states that people professionals will have a key role to play to deliver the Workforce Plan. In 2021, the NHS set out a strategy for the future NHS human resources and organisational development. The NHS People Profession needs to transform to support the service transformation and cultural change. BPP can ensure through training, the people professional within the NHS has the right skills to successfully make change through work-based apprenticeships.

Skills for a modern people function

Through scanning the skills landscape, BPP ensure your employees receive the skills they need now and in the future. Upskilling in emerging skills and capabilities is essential for future people strategies. These include workforce planning, organisation development, digital, equality, diversity and inclusion, transformational change, culture change and design and system thinking.

CIPD accredited high-quality training- BPP HR apprenticeships are CIPD accredited at every stage of career (levels 3, 5 and 7). Available for a wide range of generalist and specialist HR

Aligned to NHS content

To ensure BPP's HR apprenticeships are relevant to the healthcare sector and to NHS values, BPP experts have integrated the NHS People Professional capabilities within the HR programmes. Our HR apprenticeships are also mapped to the NHS Leadership Academy leadership courses, Edward Jenner and Mary Seacole.

To find out more information about our nursing apprenticeships and to request to speak to a BPP advisor please [here](#).



Interview with Dhimple Patel, Registered Nurse Degree Apprentice.

Why are apprenticeships so valuable? We hear from Dhimple Patel.

What is your educational background and your career journey to date?

I have worked at GOSH for 14 years and I am currently a band 4 healthcare assistant. I studied health and social care at college and enrolled onto a traditional nursing route but found it didn't fit my style of learning. The apprenticeship pathway has been a golden ticket for me. As a passionate and committed employee, the apprenticeship programme has enabled me to achieve my goal to become a paediatric nurse which was difficult through the traditional route.

How do you feel supported by your employer and training provider?

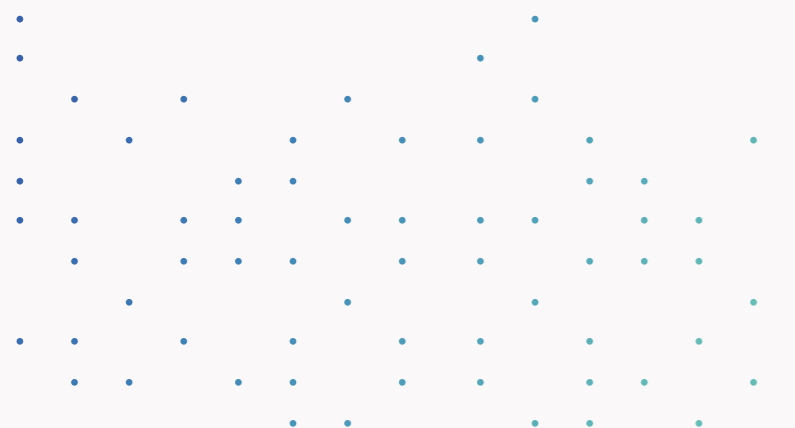
The unique thing about being an apprentice is the access to resources – a traditional route would rely on the university but as an apprentice I have a line manager, student practice facilitators, the association of apprentices, my colleagues and peers. The apprenticeship pathway has been a golden ticket for me. I feel invested in and valued by my trust and as an apprentice I feel a sense of belonging and a respected member of the team.

Have you encountered any challenges through your apprenticeship?

My main challenge has been finding the work/life balance that suits me. But I realised this comes down to planning, organisation and time management. A piece of advice that has stuck with me from my line manager is to prioritise the time for things you enjoy first and fit in the others around. This has helped me prioritise myself and has enabled me to succeed in the ways I have.

What has been your biggest achievement?

In 2021 I won Apprentice of the Year at the Great Ormond Street Spark awards which felt good to be recognised for my hard work. As student voice for the school of nursing at BPP, I feel I can be an advocate for my peers by having the opportunity to work closely with programme leaders to improve the nursing training experience.



How Technology has an important role to play in achieving the workforce plan.

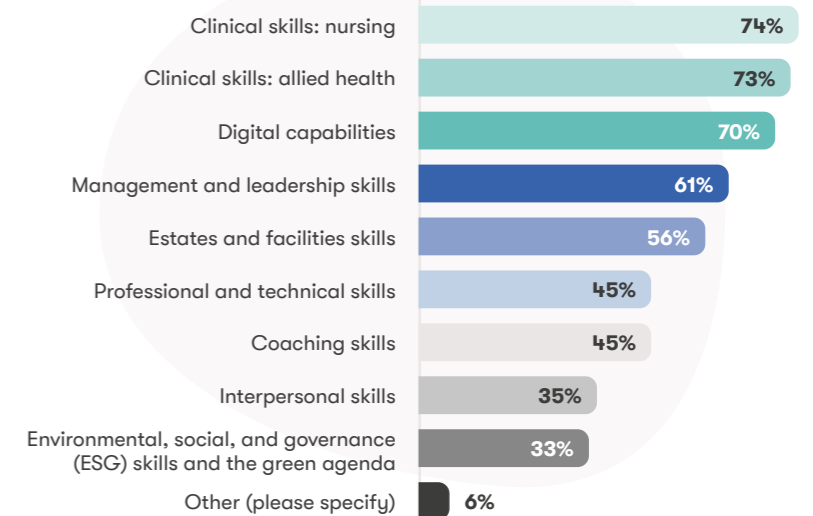
The top four skills gaps identified by the NHS Trusts we surveyed were clinical skills such as nursing (74%) and allied health (73%). However, the next biggest skills gap was digital capabilities (70%).

Digital skills gaps in the NHS

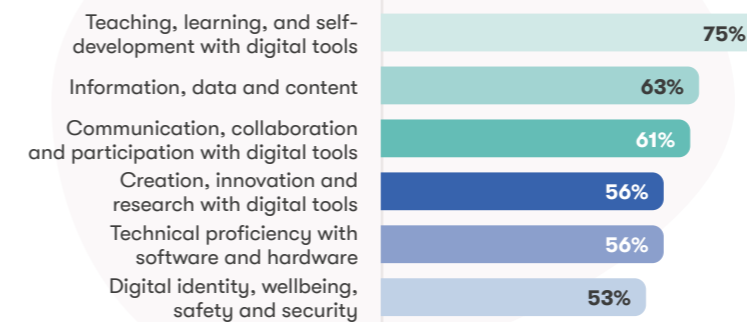
Our survey revealed that teaching, learning, and self-development with digital tools was the #1 digital skills gap: 75% of respondents said there was a gap in this skill.

Apprenticeships help to address this gap: According to the DfE Apprenticeship Evaluation 2021, the majority of apprentices surveyed said that their apprenticeship improved their digital skills – even if their apprenticeship was not directly related to IT or data.

Which of the following types of skills do you think are skills gaps in your organisation? (Please select all that apply)



Which of the following digital skills do you think are skills gaps in your organisation? (Please select all that apply)



The case for apprenticeships in the NHS.

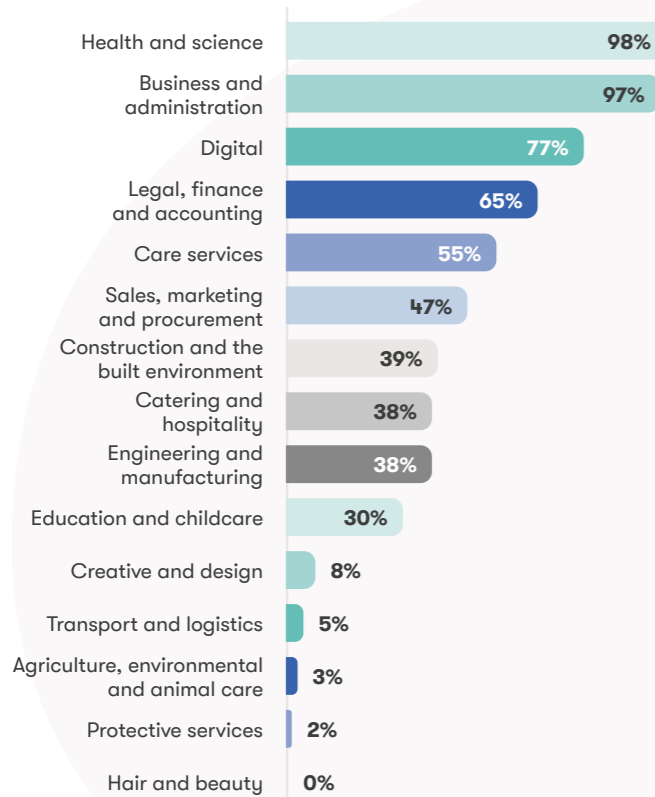
Trusts are already deploying a great variety of standards: Our research shows that Trusts now use a greater variety of apprenticeship standards than ever before: the number of standards used in the NHS increased from 86 in 2018 to 196 in 2022.

Further development of apprenticeship routes in the NHS is a welcome development and will help address workforce shortages and skills shortages.

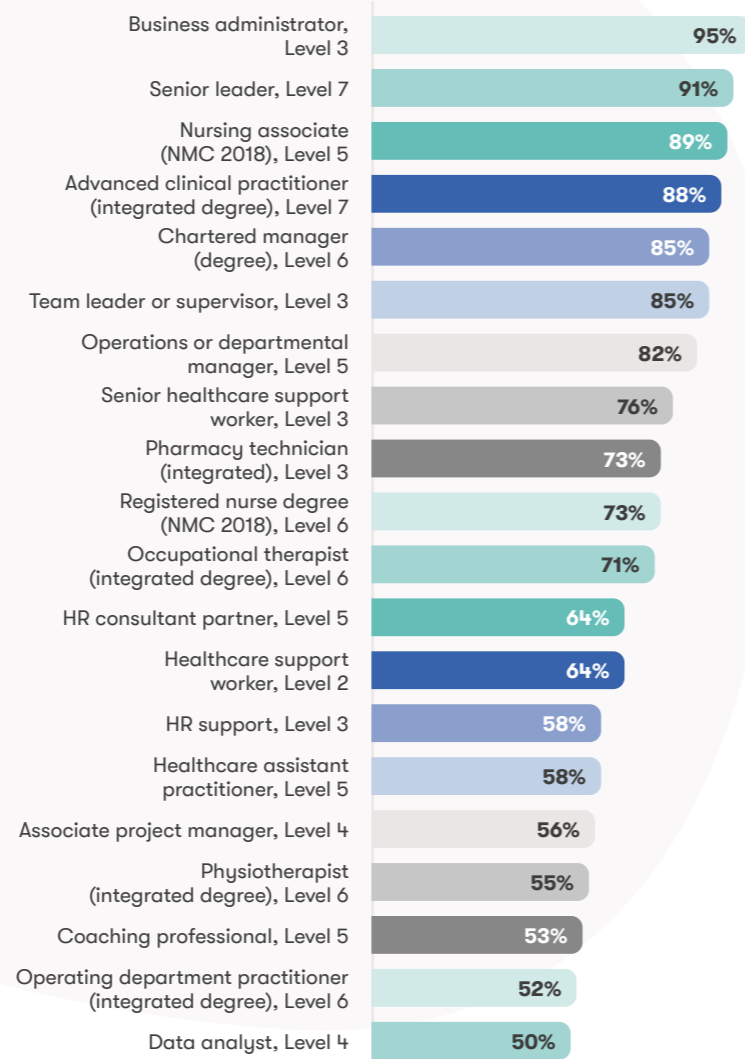
196

Apprenticeship standards have increased significantly, from 86 to at least 196 different standards.

(2022) Apprenticeship standard categories used by trusts (% of trusts surveyed that use apprenticeships in each category)



(2022) Top 20 Apprenticeships (% of trusts surveyed that use each Apprenticeship)



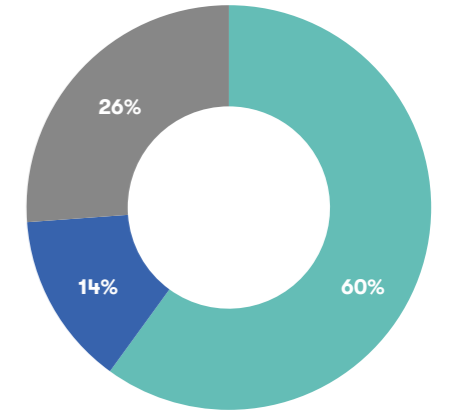
Apprenticeships: widening access and diversity in the NHS.

The Workforce Plan observes that apprenticeships ‘widen opportunities for people from all backgrounds and in underserved geographical areas to join the NHS workforce.’

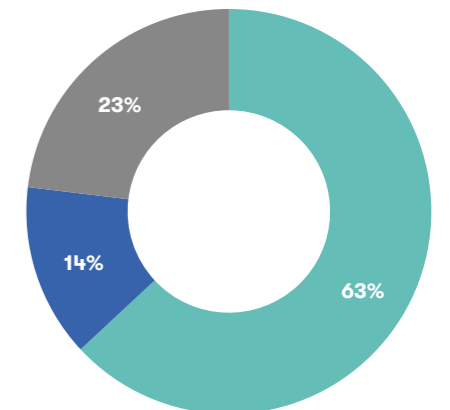
This is something that we’ve seen in our own research: when we surveyed NHS Trusts we found that 60% said apprenticeships had increased diversity, 63% said apprenticeships had increased equality, and 71% said apprenticeships had increased inclusion.

Apprenticeships benefit widening access and improve DE&I, so we’re pleased to see a commitment to expand the apprenticeship strategy and widen opportunities to join the NHS workforce.

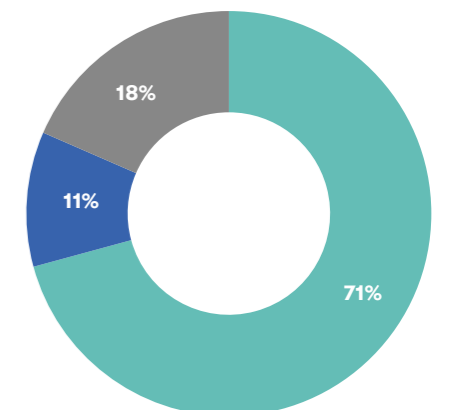
Do you think apprenticeships have increased the diversity of the NHS workforce?



Do you think apprenticeships have increased equality in the NHS workforce?



Do you think apprenticeships have increased inclusion in the NHS workforce?



Yes No Not sure

“Apprenticeships also widen opportunities for people from all backgrounds and in underserved geographical areas to join the NHS workforce, in turn making the NHS a more inclusive place to work.”³

³<https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.1.pdf>

The BPP Group.

The UK's leading professional apprenticeship provider working in partnership to make the NHS an employer of choice. Developing the specialist skills needed to deliver high quality care.

Deep understanding of the NHS and its challenges

With the partnership with NHS Leadership Academy and research collaboration with NHS England, we have a deep understanding of the challenges of the healthcare profession, and we specialise in offering the full range of courses you need across all key disciplines including nursing, HR, leadership, data and technology.

Celebrating diversity of skills

Our courses are designed for every level of employee and are fully aligned to a range of NHS role profiles. They are suited to employees from all backgrounds, ages, and educational abilities. We offer enhanced levels of support for those employees who need help to develop functional skills and those with learning needs.

Creating a culture of outstanding leadership

We are an official partner of the NHS Leadership Academy, training our professionally experienced tutors on the specific requirements of the Edward Jenner and Mary Seacole NHS Leadership programmes. We focus on developing the authentic and inclusive leadership skills needed in the digitally transforming workplace, with specialist modules on digital leadership to develop relevant, future-proofed skills.

Developing a workforce to deliver 21st Century care

Our courses are shaped around the skills your workforce needs – both today and in the future, mapped long-term career pathways to upskill and reskill, or enable your people to deepen their expertise in their specialist discipline.

13,000
apprentices

Degree
awarding
powers

Provider of choice
for over a third of
Top 100 Apprenticeship
Employers

Official Partner
of the NHS
Leadership Academy

Rated
'Good'
by Ofsted



Click here for more information about our **Nursing apprenticeships, data apprenticeships, HR apprenticeships or NHS Leadership Academy.**

If you have any questions or require any more information about how BPP works with NHS to help achieve the NHS Long Workforce Plan through apprenticeships, call **03300 603 100.**

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