



Adult social care apprenticeships

Information for employers

Introduction

Apprenticeships are government-funded work-based training programmes for people aged 16 and over. Apprentices can be new or current employees.

Apprenticeships are a practical, cost-effective way to recruit and train new adult social care employees. Many employers consider them to be a useful learning and development route for their current employees, across all ages and experiences.

Apprenticeships have lots of benefits.

- ✓ They are a cost effective and low risk way for you to grow your workforce.
- ✓ You can create and manage tailored apprenticeship programmes to meet the needs of your business.
- ✓ They improve the recruitment and retention of staff by developing a more motivated and satisfied workforce.
- ✓ For apprentices, it gives them a chance to gain work experience, achieve nationally recognised qualifications and earn a wage.



Steps to recruiting an apprentice



1. Choose an apprenticeship in your industry at a suitable level.
2. Check what funding is available.
3. Find an organisation that offers training for the apprenticeship you've chosen. You can find them on the Government Register of Apprenticeship Providers (RoATP).
4. Advertise your apprenticeship - your training organisation may do this for you through the Government's "Find an apprenticeship" service.
5. Select your apprentice and make an apprenticeship agreement and commitment statement with them.

Find out more about recruiting an apprentice at:

www.skillsforcare.org.uk/recruitinganapprentice.

Delivering apprenticeships



Many employers work with a learning provider who delivers the apprenticeship programme for them. They must be approved on the Government Register of Apprenticeship Providers (RoATP).

Or, you can deliver all or some of the programme yourself. There are different routes to do this.

Find out more at: www.skillsforcare.org.uk/deliveringapprenticeships.



What apprenticeships are available?



The new apprenticeship standards are three-page documents listing the skills, knowledge and behaviours needed for the apprentice to be competent in their role. They have to be assessed throughout and the result graded in their occupation at the end of the apprenticeship by somebody independent.

An apprenticeship programme must run for a minimum of 12 months and 20% of their training must be delivered off the job (within paid working time).

There are four apprenticeships in adult social care:

- 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 will replace the existing apprenticeship in Care Leadership and Management from 1 September 2018.

You can read a statement from the employer trailblazer group about the Leader in Adult Care (level 5) at:

www.skillsforcare.org.uk/apprenticeships

End point assessment

The apprentice has to be assessed at the end, and the result graded. This end point assessment must be carried out by an organisation independent to the one which trained the apprentice and must be on the Government Register of End-point Assessment Organisations (RoEAOs).

Social Worker apprenticeship



Skills for Care is supporting a trailblazer group of employers and universities to develop an apprenticeship for social worker. This will include the achievement of a degree which includes the end-point assessment tests.

As of January 2018, the social worker apprenticeship is under consideration by the Government. Once approved, universities will need time to develop new degrees and have them approved by the regulator before the first apprentices can start. This could take up to 12 months.

You can keep up to date on the progress at:

www.skillsforcare.org.uk/socialworkerapprenticeship

The apprenticeship levy



In April 2017, the Government introduced changes to funding which are dependent on an organisation's payroll. If you're a UK employer with an annual payroll of more than £3m then you will need to pay a levy which you can only use for the training and assessment of apprentices in your organisation. So, as an employer you will be either a levy or non-levy payer.

You can find out more about the apprenticeship levy at:

www.skillsforcare.org.uk/apprenticeshipfunding



Funding for apprenticeships



A maximum cost is assigned to the apprenticeship standard overall rather than per component element, so there is more freedom in the make-up of the training.

You'll agree a price with the learning provider and how you pay this will depend on whether you are a levy payer or not.

You may be able to claim one or more of three employer incentive payments:

- if you employ 16-18 year old apprentices
- if you're a small organisation employing fewer than 50 employees
- upon completion of the apprenticeship.

In some cases these incentive payments may be more than your original cash contribution.

For more information on apprenticeship funding visit:

www.skillsforcare.org.uk/apprenticeshipfunding

During this challenging time of apprenticeship reforms, it's vital for your organisation to be well prepared and have an effective strategy in place. We can help in a variety of ways with impartial sector specific guidance, tools and services developed for the adult care sector by our experts.

Email slqa@skillsforcare.org.uk to see how we can help you.

