

## Learn from Health Education England

# Rotational Apprenticeships in health and social care

Health Education England (Kent, Surrey and Sussex) (HEE KSS) offered Apprenticeships covering both the social care and health sector, to support the sectors with their recruitment challenges.

### Background

HEE KSS noted significant recruitment challenges across the social care and health sectors. They found that both sectors were often recruiting from the same pool of applicants.

### What they did

HEE KSS offered an Apprenticeship programme that offered apprentices the opportunity to spend six months in a social care setting and six months in a health care setting. They hoped this would help apprentices understand how the sectors work together to provide care and support, as well as the career opportunities and progressions within both sectors.

The Apprenticeship offered a six month placement as a health care assistant on a hospital ward, and another six months as a care assistant in a care home or day centre.

The Apprenticeships were advertised on the National Apprenticeship Service and Coastal West Sussex websites. There were two rounds of recruitment to ensure the most suitable candidates were identified.

The recruitment process included an all-day taster session where potential candidates could experience what it was like to work in health and social care settings. This allowed potential candidates to make informed decisions, while also allowing recruiters to observe the candidate's attitude towards working within the health and social care sectors. This joint approach to recruitment worked well, as both the health and social care placement leads were in agreement on seven out of the eight candidates they selected.

The apprentices were employed by the National Skills Academy for Health's Apprenticeship Training Agency (ATA) on a 12 month Apprenticeship employment contract. They had a salary equating to £5.13 per hour that was funded by HEE KSS.

The programme enabled apprentices to adapt to both sectors, increasing their employability across both sectors.

To find employers to offer work experience, they approached West Sussex County Council and the local NHS Trust, West Sussex Hospitals NHS Foundation Trust. These providers also chose the local learning provider to deliver the training element of the Apprenticeship.

## What they achieved

The programme ran from March 2015 - March 2016. Eight candidates started the rotational Apprenticeship programme, of which six completed it. All six have stayed within the health and social care sectors to date; two working in health care and four in social care.

Two candidates left the programme early to take up employment, but continued their Apprenticeship training with their new employers.

## Top tips



- Run pre-selection taster sessions for potential apprentices.
- Managers should, where possible, interview for their own apprentices.
- We chose a college provider on this occasion but there were potential issues with apprentices attending college rather than work based learning.
- Make sure working practices are agreed and explained - for example are apprentices part of the full staff team or are they supernumerary.

## For more information

### Contact

Robert Smith, Project manager  
Robert.Smith@nsahealth.org.uk  
07917 520964