

Flying the flag for apprenticeships – why everyone benefits

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Overview



APPRENTICESHIPS AND
APPRENTICESHIP LEARNING



WHAT DO APPRENTICESHIP
PROVIDE TO THE STUDENT
AND EMPLOYER



NTU – A CASE STUDY



WHO BENEFITS FROM AN
APPRENTICESHIP



Apprenticeships and learning

- For bioscience, it is common for courses to be described as consisting of either practical or theoretical based learning, either involving doing or involving thinking.
- Learning is seen to take place either 'in a laboratory' or in the 'classroom'.
- Apprenticeship courses cross these boundaries, and the classroom extends to encompass the workplace.
- 'On the Job' training becomes part of the academic program, and the university lecturer needs to understand the work environment and role of the apprentice within that environment and how to utilise 'off the job' learning.

Dewey and 'Learning By Doing'

- An apprenticeship is a paid job where the employee learns and gains valuable experiences.
- Dewey an American philosopher, argued that we learn best when we deeply engage with the material. He believed that the best way for students to achieve, was to create a practical curriculum that had relevance to students' lives and experiences.
- John Dewey said "We do not learn from experience. We learn from reflecting on experience" (cited in Di Stefano et al, 2016).
- Apprenticeships are based on this concept.

LBD and Experiential learning

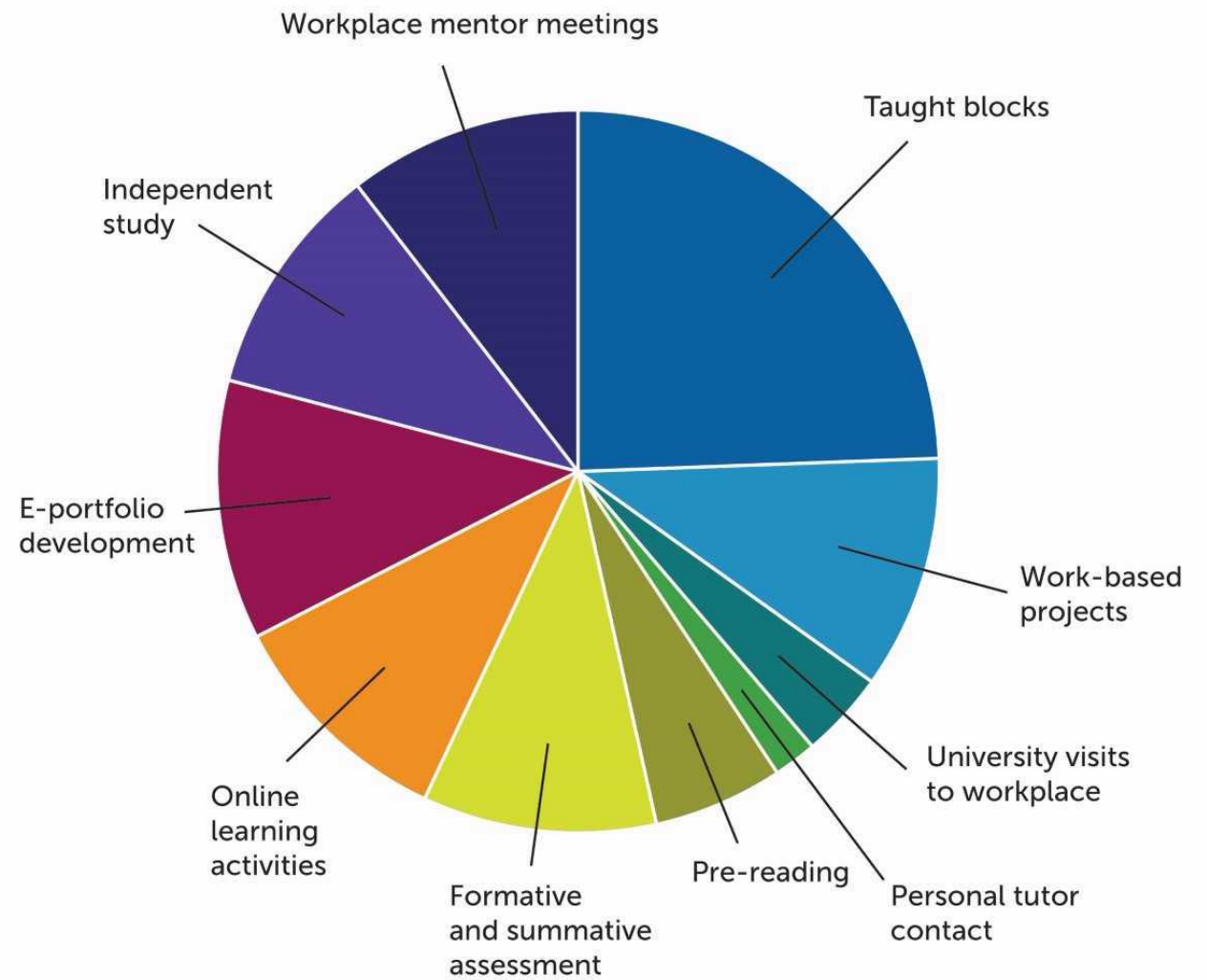
- An apprenticeship is a particular way of enabling students to learn by doing.
- It is associated with vocational training in a particular profession.
- The apprentice is 'mentored' to become proficient in their job role.
- They work towards gaining knowledge and skills for their chosen profession, while receiving feedback from both the training provider and the workplace.
- Experiential learning is fundamental in all aspects of an apprenticeship course and throughout the apprenticeship journey.

The benefits of being an apprentice

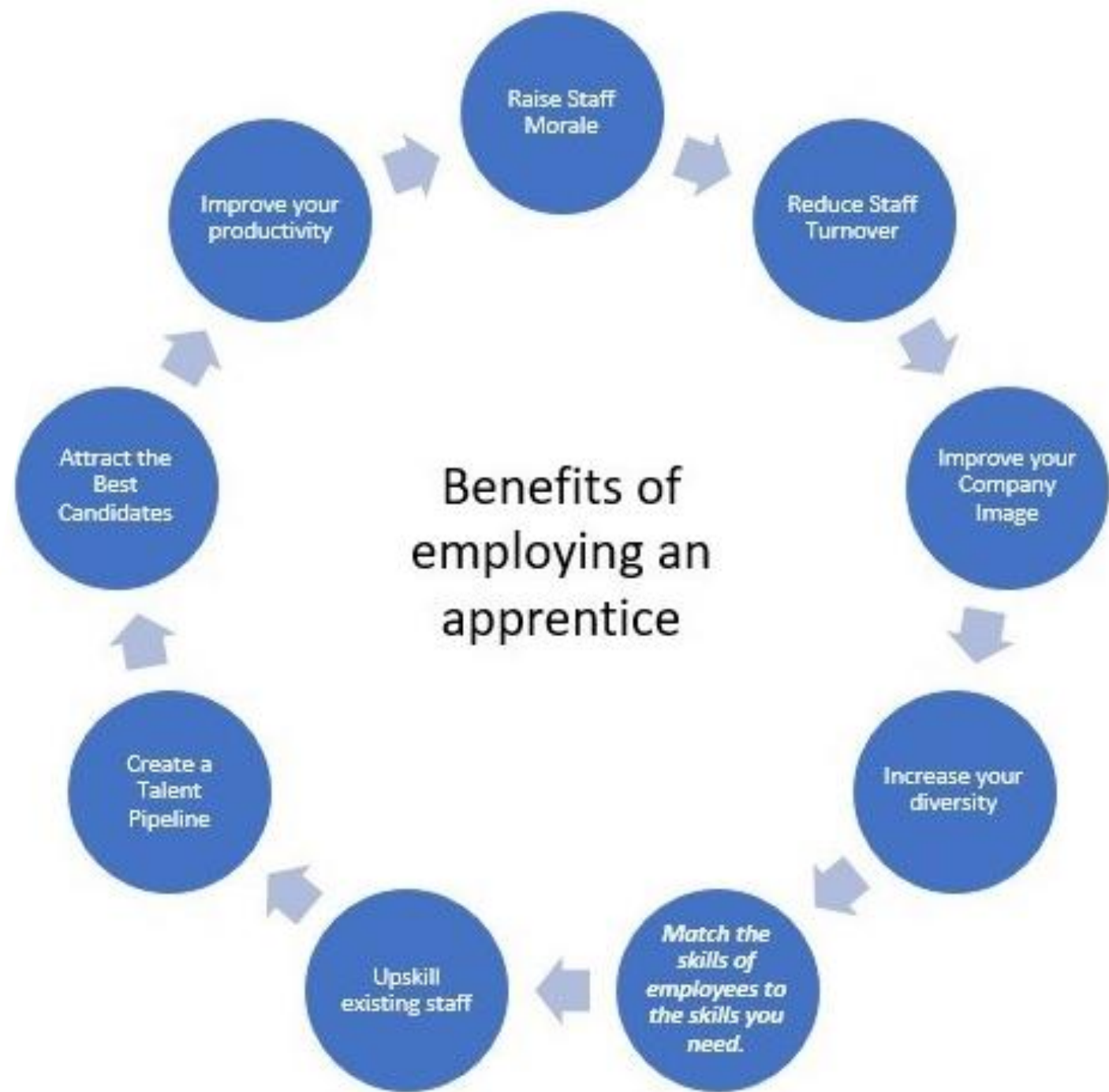
- Apprentices combine practical training in a job with on and off the job study.
- As an apprentice, an employee/student will:
 - earn a wage and receive holiday pay 'learn and earn'
 - gain professional and academic qualifications without dept
 - work alongside experienced staff
 - gain job-specific skills
 - apply knowledge to practice
 - get time for training and study related to their role (at least 20% of normal working hours)



The 'off the job' training



Benefits of employing an apprentice



Inclusivity and flexibility of apprenticeships

- Apprenticeships are available at all levels of education
- Apprenticeships can take 1 to 5 years to complete depending on their level.
- Apprenticeships have equivalent educational levels.
- Some apprenticeships may also give you an additional qualification, such as a diploma.

	Level	Equivalent educational level
Intermediate	2	GCSE
Advanced	3	A level
Higher	4,5,6 and 7	Foundation degree and above
Degree	6 and 7	Bachelor's or master's degree



Options for healthcare laboratory staff

- **Healthcare Science Assistant (Level 2)**
- The underpinning knowledge for the healthcare science assistant apprenticeship is provided by completion of a level 2 healthcare science diploma.
- [Healthcare Science Diploma - Level 2](#)
- **Healthcare Science Associate (Level 4)**
- The underpinning knowledge for the level 4 healthcare associate apprenticeship is provided by the completion of a level 4 healthcare science diploma.
- [Healthcare Science Diploma - Level 4](#)
- **Degree apprenticeship - Healthcare Science Practitioner (Level 6)**
- Several universities are currently providing or developing Level 6 healthcare science degree apprenticeships.
- [L6 healthcare science practitioner](#)
- **Master Degree apprenticeship – Leadership/Research Scientist (Level 7)**



We are in the process of developing this for our MSc Biomedical Science Flexi Course

How to become an apprentice (outside employment)

- Before becoming an apprentice, you will need to find an employer who is offering an apprenticeship post.
- You can start your search for an apprenticeship via the Government's website or on NHS Jobs.
- Most NHS Trusts use the NHS Jobs and Gov.UK websites to advertise opportunities but you can also check their own website for vacancies. The School has a role in promoting apprenticeships, as well as providing the standards and end-point assessments, but we do not handle recruitment.
- Gaining experience through voluntary work may help you when applying for an apprenticeship. So maybe think about finding some voluntary work that will help you develop your skills and gain work experience.



How to become a healthcare science apprentice in your current employment

- Thinking about an apprenticeship in your current role?
- Seek support from your employer. They may be offering an apprenticeship post to which you need to apply, alternatively you may need to raise this in your appraisal or with your training lead.
- Your trust or organisation does not need a vacancy for you to become an apprentice – they just need to be able to commit to your training needs, this includes the 20%
- You can start your search for an apprenticeship via the Government's website or on NHS Jobs.



NTU L6HCSP – A Case Study



1,366 

apprentices currently
enrolled at NTU

 **92%**

employer satisfaction
for the quality of
apprenticeship training
provided by NTU



NTU are rated
as 'excellent'
in regards
to employer
reviews

Ranked in
the top



UK universities
for employer
satisfaction



400+

employers work
with NTU as their
apprenticeship
training partner

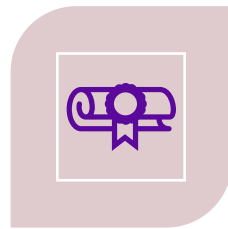
20+ 

apprenticeship courses currently on offer

Our L6 HCSP Apprenticeship



FULLY ORGANISED AND
SUPPORTED BY HCPC
REGISTERED
BIOMEDICAL SCIENTISTS



STUDENTS OBTAIN 3
QUALIFICATIONS
(DEGREE, CERTIFICATE
OF COMPETENCE &
APPRENTICESHIP)



HCPC SOPS LINKED
ASSESSMENTS – PP
MODULES AND IBMS
PORTFOLIO



ADDITIONAL TRAINING
FOR THE LABORATORY
TRAINERS (MARCH &
SEPTEMBER)

Level 6 Healthcare Science Practitioner

Who is it for?

Our yearly October cohort offers existing staff in a relevant job role the opportunity to study BSc (Hons) Applied Biomedical Science while working full-time.

Applicants may already have practical experience but wish to improve their theoretical understanding, want to develop their skills further and obtain an academic qualification, whilst also gaining professional recognition.

Applicants may wish to progress within their laboratory and work towards HCPC registration.

Please note that the lab is required to hold IBMS-approved laboratory training status in order for an employee to apply for this course.



About the course

- BSc Applied Biomedical Science at Nottingham Trent University is a Level 6 Degree
- Our apprenticeship is an integrated apprenticeship, this means it leads to eligibility to apply for registration with the Health and Care Professions Council as a Biomedical Scientist upon completion of the course.
- The course is accredited by the Institute of Biomedical Science. It is an integrated degree which requires students to complete the IBMS Registration Training Portfolio as part of the course, as well as the Level 6 Apprenticeship End Point Assessment.
- This is an exciting new opportunity for individuals who wish to develop and progress within the Healthcare Profession and for employers who wish to develop their workforce. It also provides an alternative route to registration instead of stand alone top-up modules



Inclusive Entry Criteria

- A Levels - BBB, including Biology; or BTEC Extended Diploma - DDM, including relevant Biology modules; or 120 UCAS Tariff points from three A Levels or equivalent qualifications, including an A Level grade B equivalent in Biology; and GCSEs - English and Maths grade C/4.
- Applicants who do not meet the above academic criteria but have sufficient relevant experience in the workplace will be considered on an individual basis provided they have undertaken some Level 3 study.
- IBMS support staff qualifications; healthcare foundation degrees, and healthcare apprenticeships Level 3/4 are also considered for entry.
- Please contact us to discuss your options.

4-year delivery plan.



Year 1	Year 2	Year 3	Year 4
Professional Practice (1)	Genetics and Immunology	Pathopharmacology	Research Project
Living Systems	Human Physiology	Clinical Biochemistry (e)	Haematology and Transfusion (e)
Introduction to Biochemistry	Biomedical Science in Practice (e)	Professional Practice (2)	Professional Practice (3) (to include IBMS registration verification & EPA)
Introduction to Microbiology	Clinical and Public Health Microbiology (e)	Cellular Pathology (e)	
	Molecular biology and Protein Structure	Infectious Diseases and their control (e)	
80cp	100cp	100cp	80cp



Portfolio evidence

- There are multiple opportunities for evidence from the course. Some evidence is specifically set by the university in the professional practice modules and tutorials, while other assessments can be used as required.
- Further evidence is from the laboratory.
 - Laboratory competencies.
 - Work products.
 - Use your current training policies and documents.
 - No need to re-invent the wheel!

Professional Modules

- These modules will provide an introduction to the course, provide the knowledge requirements of a Biomedical Scientist and form the basis of evidence towards the IBMS and apprenticeship portfolios and assessment.
- They will be mapped to the IBMS portfolio structure.
- They will contain a mixture of assessment methods which will both contribute to the final mark and form evidence for the registration portfolio.
- They are taught by HCPC registered lecturers with experience of the portfolio requirements
- They consist of Lectures, workshops and practical work-based tasks



Integration



The apprenticeship is an applied course and an integrated apprenticeship.

Both formative and summative assessment are designed to fulfil evidence requirements

The project is undertaken in the workplace

The IBMS verification and the apprenticeship End Point Assessment are undertaken in the final year as part of the course.

Mode of study



Study encompass day release over 4 years (20% off the job study).



Students are expected to spend 1 day a week studying at the University or virtual learning as appropriate



Accounting for annual leave and bank holidays, this is approximately 40 days of day release study each calendar year.



Students are also expected to study in their own time in addition to this allocation.

Accessibility

- Blended Teaching approach: – online and on campus study ensures students from across the UK are able to undertake this course
- Central location: - multiple travel options ensures the Campus is easy to reach, with a reduced rate parking for our Healthcare Science Practitioner apprentices.
- Tailored study days: - different years study on different days to ensure maximum number of students are able to attend without impacting on service.



A Partnership

NTU

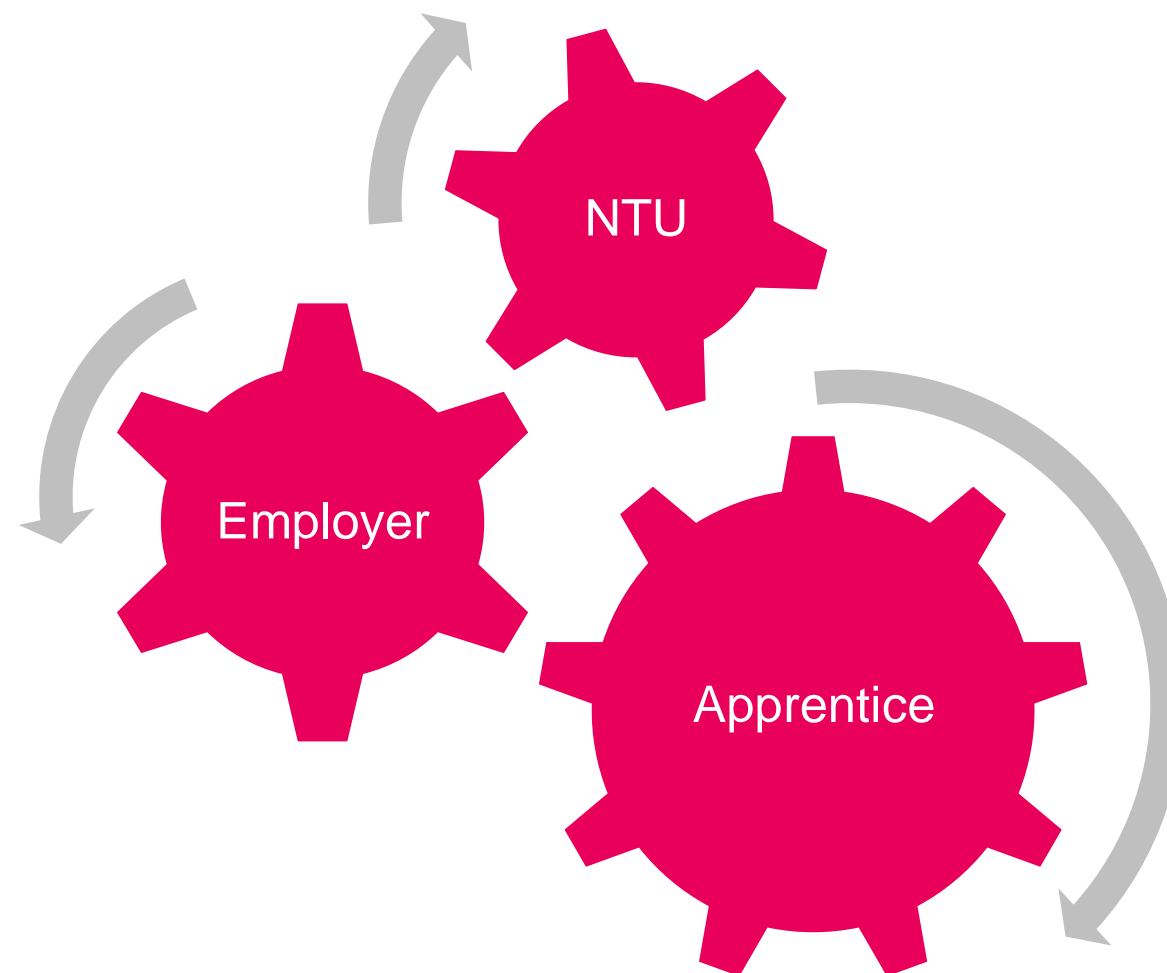
- Named account manager
- Monthly MI
- Study days and learning activities whilst off campus
- Informal and ad-hoc feedback
- Tri-partite reviews

Employer

- Employer mentor
- Tri-partite reviews
- Employer satisfaction survey
- Informal and ad-hoc feedback
- Course committees/employer liaison boards

Apprentice

- Module surveys
- Course reps
- Learner Satisfaction survey
- Work based reviews
- Informal and ad-hoc feedback through tutor





Monitoring Student Progress



Monthly meetings (workplace)

- review previous work and evidence.
- highlight and seek resolution to any issues or concerns.
- ensure the portfolio is on target for completion.
- provide advice, guidance and support to the candidate if required.



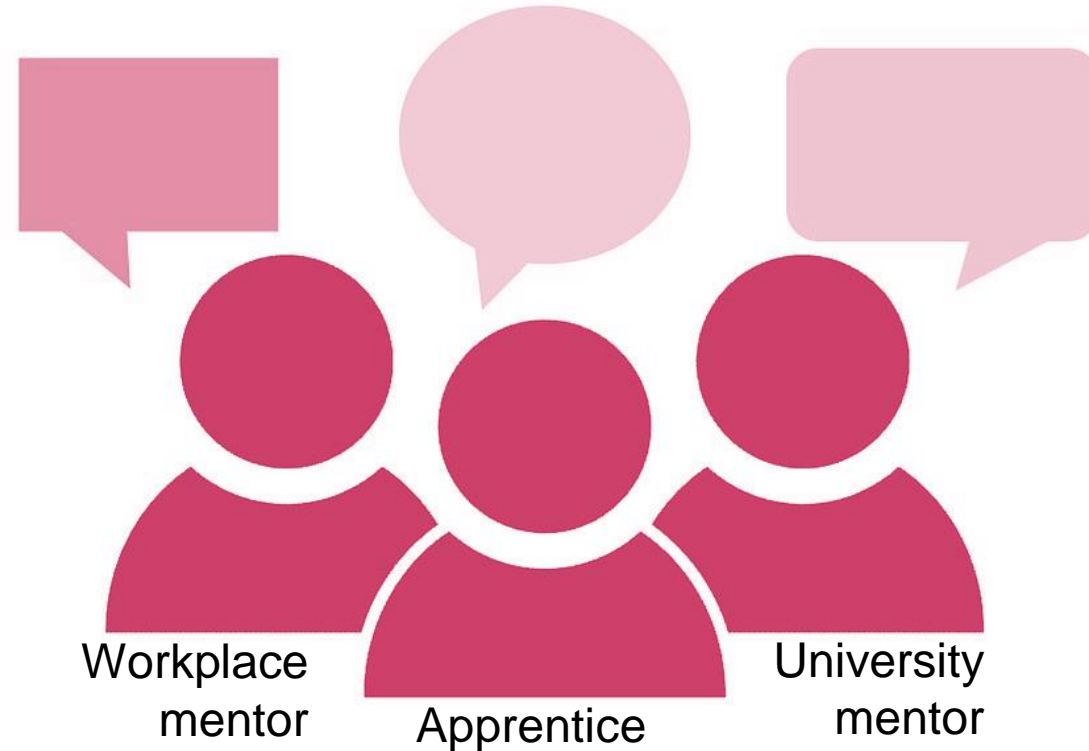
Quarterly Tripartite review (workplace tutor, employer and student)

- Four times a year the university supervisor, the work-based supervisor and the apprentice will have a scheduled contact.
- Progress will be monitored, and any problems discussed.
- 'Train the trainer' events will be held twice a year to ensure consistency and quality.



Tripartite Reviews

- Responsibility of all parties to attend and engage, 4 per year
- Track progress and set targets:
 - University modules, engagement and attendance
 - Functional skills
 - IBMS portfolio and apprenticeship standards
 - 20% OTJ log
 - Student support, ILP, BIL
 - Safeguarding and PREVENT
 - AOB



What benefits do Apprenticeships bring?



Benefits to our Apprentices



- Affordable route to registration
- Flexible route of entry
INA and direct entry
- Ongoing support and monitoring
tripartite reviews, ILP, BIL
- Apply theory to practice and work with industry experts
- Complete IBMS portfolio during degree
HCPC registration upon graduation
- Improved employability
- Peer support from fellow apprentices
- Ofsted: British Values and safeguarding embedded into course delivery



Benefits to our Employers



- Home grown BMS' for the laboratory
- Apprenticeships attract motivated and proactive individuals; bring new skills into the workplace
- Upskill existing staff
- Dissemination of learning to others
- Developing the workforce:
 - Improved skill mix
 - improved job satisfaction
 - improved motivation and morale
 - improved staff retention
 - reduced costs of hiring
- Apprenticeship Levy – no vacant trainee BMS positions required
- Ongoing support and monitoring – tripartite reviews



The benefits of apprenticeships to our fulltime students

- Full-time students
 - Gain from the diversity of peer experience from the apprentices
 - Gain from the expert knowledge the apprentices bring
 - Gain from WLE opportunities
 - Gain from placement opportunities created by the links with employers
 - Gain from the training, the trainers receive
 - Gain from the evidence linked assessments
 - Gain from the academics' CPD
 - Gain from guest lecturers from linked employers



The benefits of apprenticeships to our university staff

- Academics
 - Gain a supportive network and build a list contacts with employers
 - Gain a source of support from employer fed assessments
 - Gain CPD from apprentice discussions
 - Gain CPD from employer led activities



Any Questions?

For more information or to arrange a staff
lunchtime talk please contact us via

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or via Twitter @NTUAppBiomed

