

Population & Public Health Apprenticeships showcase event

- Wednesday 9th February 2022 – MS Teams Live Event



Office for Health
Improvement
& Disparities



Salford City Council

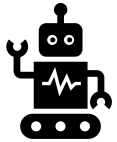


Housekeeping



You can post your questions to presenters via the Q&A box. Questions will be moderated by a member of the production team.

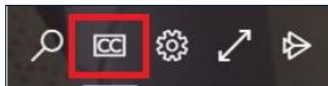
Please 'like' an existing question rather than posting a similar question separately.



If you are experiencing technical difficulties please try to log out and re-join, or paste the meeting link into your internet browser.



The session is being recorded. To turn live captions and subtitles on, select 'Captions/Subtitles on' within the video controls – these are located in the bottom right corner of your display screen.





FACULTY OF
PUBLIC HEALTH

Population & Public Health Apprenticeships Showcase

Professor Maggie Rae PrFPH, FRCP Hon, FRSPH, FRCP Edin, FRCPATH (Hon)
President, Faculty of Public Health

www.fph.org.uk

Event Programme – 10am to 12pm

Item	Topic	Speaker	Timings
1	Welcome and Introduction	Professor Maggie Rae – President, Faculty of Public Health	10:05hrs to 10:15hrs
2	The Public Health apprenticeship family	Hannah Burn - Programme Manager, Public Health Workforce Strategy - OHID	10:15hrs to 10:20hrs
3	Overview of apprenticeships and HEE procurement	Kirsty Marsh-Hyde – National Programme Manager, Apprenticeships - HEE	10:20hrs to 10:35hrs
4	Level 3 – Community Health and Wellbeing Worker – Standard overview	Dr Muna Abdel Aziz – Trailblazer Chair, DPH at Salford City Council and Greater Manchester	10:35hrs to 10:45hrs
5			
5.1	Level 6 - Public Health Practitioner – Overview	Lisa Irving - Public Health Strategy & Programme Manager– Northumbria Healthcare NHS Trust	10:45hrs to 10:50hrs
5.2	Employer experience	Lisa Irving - Public Health Strategy & Programme Manager– Northumbria Healthcare NHS Trust	10:50hrs to 11:00hrs
5.3	Apprentice experience	Mary Ross – Specialist Problem Solver Devon and Cornwall Police	11:00hrs to 11:10hrs
6	Level 7 – Health and Care Intelligence Specialist - overview	Dr John Battersby – Training and Workforce Development Lead - OHID	11:10hrs to 11:20hrs
7	Panel Q&A	All speakers +special guests Superintendent Jacqui Hawley (Devon & Cornwall Police)	11:20hrs to 11:50hrs
8	Close	Menti feedback	11:50hrs to 12:00hrs

The Public Health Apprenticeship Family

Hannah Burn

Public Health Workforce Strategy

Office for Health Improvement and Disparities

Hannah.Burn@dhsc.gov.uk

Family of public health apprenticeships



PH apprenticeships in implementation stage

Community Health & Wellbeing Worker

- Level 3
- 12 months + end-point assessment
- £7,000 funding

To work in partnership with individuals and their communities to identify and address health and wellbeing needs, improve health, prevent ill-health and reduce inequalities.

Public Health Practitioner

- Level 6
- 36 months + end-point assessment
- £20,000 funding
- Eligible for UKPHR Practitioner registration

Assessing and managing risk of disease and ill-health, and the prevention of premature deaths.

Health & Care Intelligence Specialist

- Level 7
- 36 months + end-point assessment
- £17,000 funding
- Eligible for registration with the Association of Professional Health Analysts (AphA)

Take data on individual or population health and use of services and other forms of evidence and turn it into health and care intelligence.

Other apprenticeships that support public health careers

Specialist Community and Public Health Nurse

- Level 7
- 18 months + end-point assessment
- £12,000 funding
- Professional recognition: Nursing and Midwifery Council for Level 1 Registered Nurse

Assessing the health needs of individuals, families, workplaces and the wider community.

Environmental Health Practitioner

- Level 6
- 48 months + end-point assessment
- £22,000 funding
- Professional recognition: Chartered Institute of Environmental Health (CIEH) membership

Promoting a safe and healthy environment for the public and businesses, through education and enforcement.

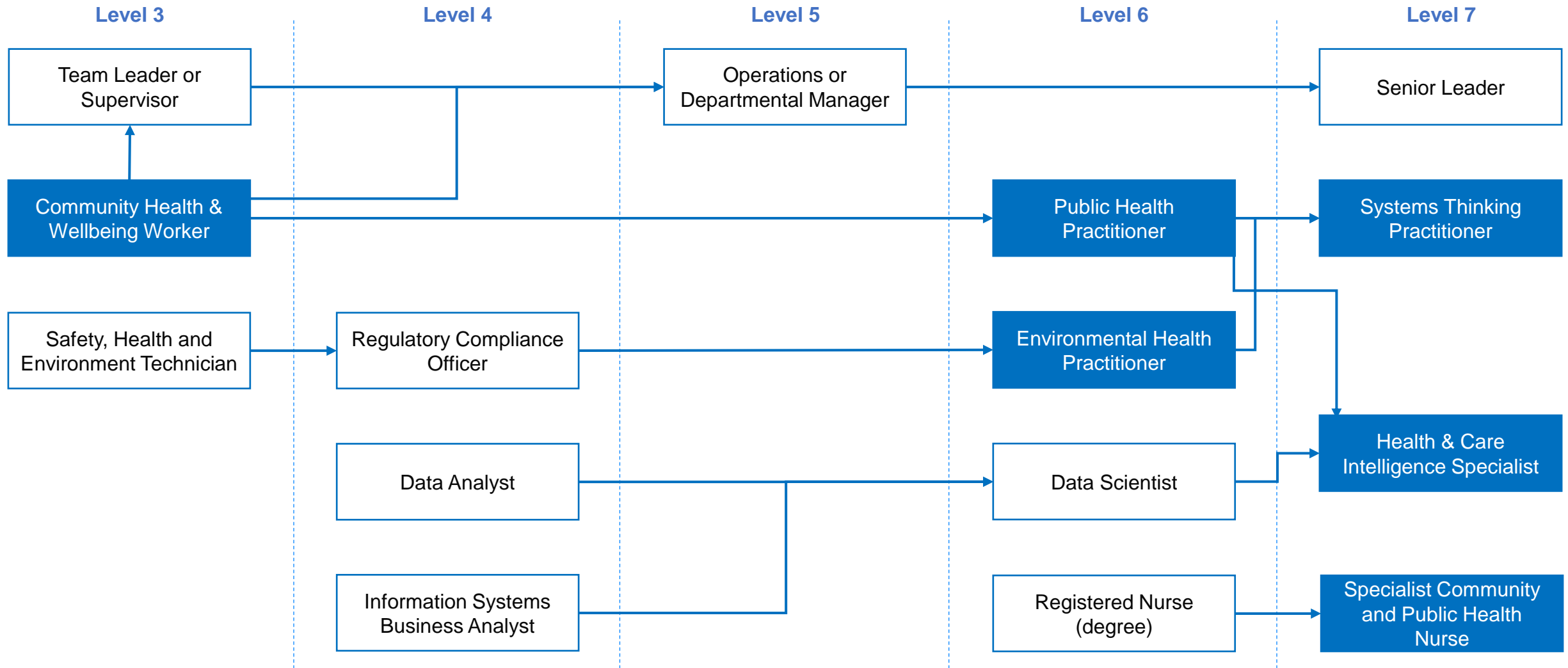
Systems Thinking Practitioner

- Level 7
- 30 months + end-point assessment
- £18,000 funding
- Professional recognition: Systems & Complexity in Organisations (SCiO) for Advanced Practitioner L7

Support decision-makers in strategic and leadership roles to understand and address complex and sometimes even 'wicked' problems through provision of expert systemic analysis, advice and facilitation.

Development pathways

A high-level diagram of some possible progression routes for public health standards. This diagram does not include every route available through health and science, care or business and administration standards.



Overview of apprenticeships & procurement



Kirsty Marsh-Hyde – National Programme Manager, Apprenticeships

What is an apprenticeship?

- Hands on experience plus vocational learning
- 80% on the job
- 20% off the job – delivery is flexible
- Paid*
- Set period of time (1- 6 years)
- Open to anyone over the age of 16
- Can achieve a qualification

* at least NMW for apprenticeships, £4.81 from April 22

Levels of Apprenticeships

NAME	LEVEL	EQUIVALENT
Intermediate	2	5 GCSE passes at grade A*– C or 9 – 4
Advanced	3	2 A level passes/Level 3 Diploma/ International Baccalaureate
Higher	4, 5, 6 and 7	Foundation degree and above
Degree	6 and 7	Bachelor's or master's degree

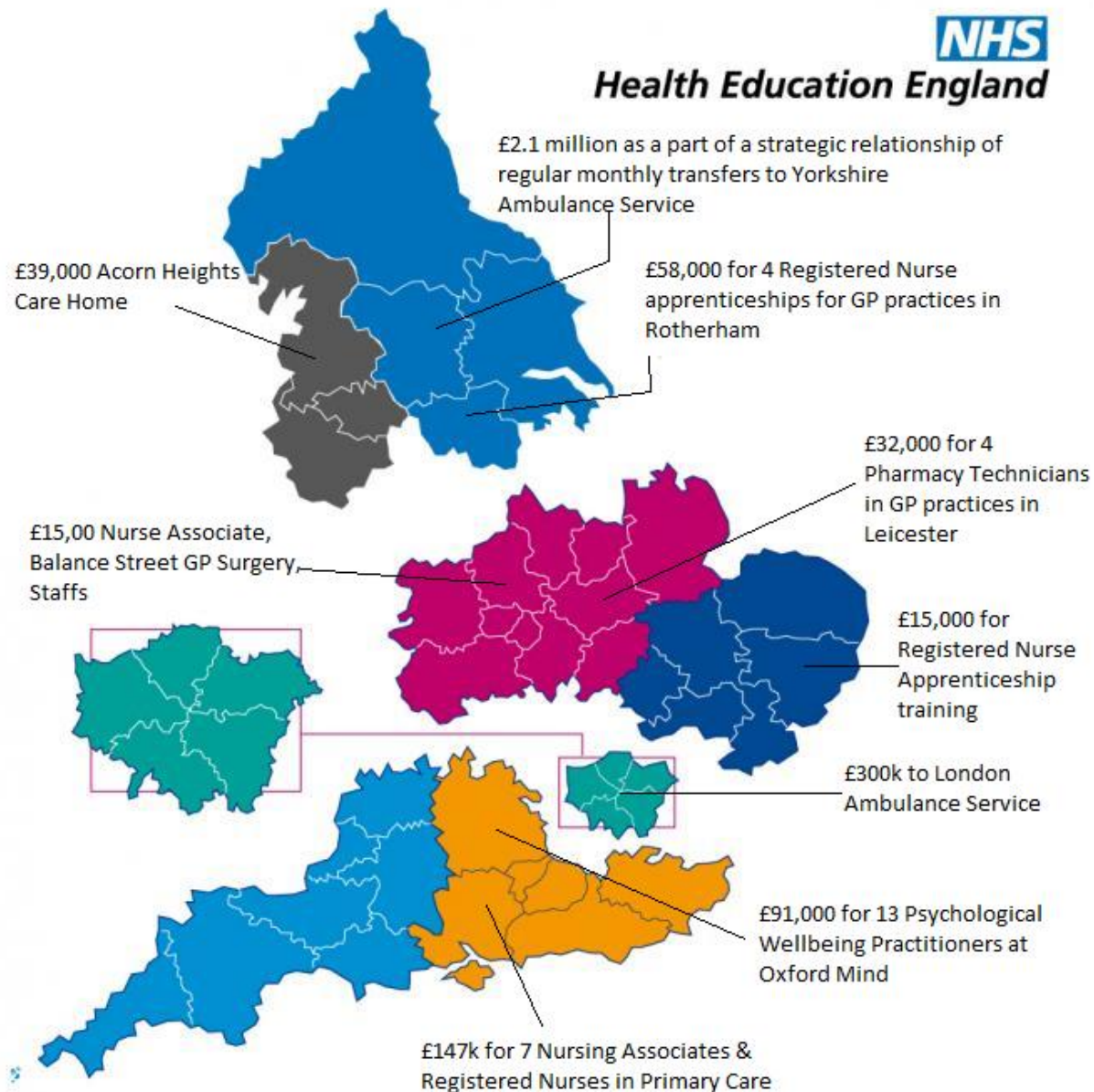
Some apprenticeship myths

- *“Apprenticeships are for young people”*
 - *“Apprenticeships are complicated”*
- *“Apprenticeships are for people who aren’t academic”*
 - *“Apprenticeships are just for entry-level roles”*
 - *“We don’t pay the apprenticeship levy so we can’t employ apprentices”*

Training costs are fully funded

- Either via the apprenticeship levy (for employers with a wage bill of £3 million or more)
- OR through a levy transfer from a large employer
- Either route pays for 100% of the education costs of the apprenticeship.
- [Education Skills Funding Agency \(ESFA\) transfer service](#)
- Also - Speak to [your local Apprenticeship relationship manager](#)

Examples of recent levy transfers



Healthcare Apprenticeships Standards Online (HASO)



Healthcare
Apprenticeships

Helping employers find the right apprenticeship standard

LOOKING TO BECOME
AN APPRENTICE?

Search...



HOME

STANDARDS

TRAILBLAZERS

T LEVELS

TOOLKIT

SKILLS FOR
LIFE

COVID-19

NEWS

RESOURCES

FAQS



<https://haso.skillsforhealth.org.uk>

@NHS_HealthEdEng

Procurement - A simple, supported process



Why work with a training provider on a procured framework?

- Provides a menu of providers to enable employer choice
- Ensure the best value for money and best quality of provision whilst maintaining employer control
- Ensure NHS procurement compliance
- Significantly reduce procurement administration burden on individual organisations - A panel of experts has done the hard work for you

Community Health and Wellbeing Worker apprenticeship standard at level 3

Dr Muna Abdel Aziz

Director of Public Health, Salford City Council

Trailblazer Chair

Muna.Abdelaziz@salford.gov.uk

Overview of the occupation

Community Health and Wellbeing Workers...

...Respond to the needs of individuals and their communities, however their needs present, to improve their health and reduce inequalities

To do this, these workers will need to:

- Focus on the causes of poor health and wellbeing in the broadest sense (the “causes of the causes”), and by taking a holistic ‘whole person’ approach to physical, mental, emotional and social health and wellbeing and resilience
- Understand the services or support that can help to address clients’ needs, and what is available in their local area

Typical job titles:

- Health Trainer
- Care or Service Navigator
- Social Prescribing Link Worker
- Community Connector
- Live Well Coach
- Community Health Champion
- Community Development Worker

Overview of the apprenticeship

Characteristics

- Level 3 (equivalent to A-Level)
- 12 months' duration + end-point assessment (approx. 3 months)
- Up to £7,000 funding (covers training and end-point assessment costs only)
- Off-the-job training requirement (at least 20% of the apprentice's working time)
- Aligns to the Personalised Care Institute's (PCI) personalised care curriculum (and 6 core values) (relevant for employers in the NHS)



COMMUNITY HEALTH AND WELLBEING WORKER

Overview of the role

To work in partnership with individuals and their communities to identify and address health and wellbeing needs, improve health, prevent ill-health and reduce inequalities.

Details of standard

Occupation summary

This occupation is found in different organisations and is commissioned by a range of agencies, including local government, the NHS, and other funders such as voluntary, community and social enterprise (VCSE) organisations.

Community Health and Wellbeing Workers are a rapidly expanding workforce supporting the increasing emphasis across government departments on improving the health of local people and communities by preventing poor health and tackling inequalities. Their work is informed by the wider social determinants of health, such as the social, cultural, political, economic, commercial and environmental factors that shape the conditions in which people are born, grow, live, work and age.

Status: Approved for delivery

Level: **3**

Reference: ST0958

Version: 1.0

Date updated: 14/09/2021

Approved for delivery: 14 September 2021

Route: Health and science

Minimum duration to gateway: 12 months

Typical EPA period: 3 months

Maximum funding: £7000

Trailblazer contact (for apprenticeship standard content and trailblazer membership queries only):

sp-phskf@phe.gov.uk

Employers involved in creating the standard: Royal Borough of Greenwich
Brighton and Hove City Council
Blackburn with Darwen Borough Council
Surrey County Council

What does the standard cover?

DUTY

Duty 1 use preventative approaches to promote the health and wellbeing of individuals, groups and communities, addressing the wider determinants of health and causes of ill-health

Duty 2 help communities to build local resilience and identify strengths, capacity and resources that support their health and wellbeing

Duty 3 provide informed advice about local services and projects that support health and wellbeing

Duty 4 manage referrals from a range of agencies, professionals and through self-referral

Duty 5 apply behavioural science to help people find practical solutions for better health and wellbeing

Duty 6 implement actions set out in strategies and policies that promote health and wellbeing at community level

Duty 7 communicate public health messages and information to promote health and wellbeing at an individual, group and community level

Duty 8 manage data and information and contribute to the evaluation of projects and services

Duty 9 operate within legal and ethical frameworks that relate to the promotion and protection of the public's health and wellbeing

Duty 10 take responsibility for personal and professional development in line with organisational protocol

These **10 Duties** – together with the **42 Knowledge, 44 Skills** and **6 Behaviours** – make up the Community Health and Wellbeing Worker standard.

They are all listed on the [Community Health and Wellbeing Worker web page](#)

What this means for employers

Routes into employment (NHS / councils / VCSE / private)

Upskilling (Kickstart / Level 2 Community Activator Coach/ progression / redeployment).

Sponsoring (small medium enterprise passporting the levy)

This fills a gap because the alternative Level 3 standards were quite specific, while this new standard is flexible to different career routes.

- **Community sport and health officer:** Engaging people in sport and physical activity across local communities.
- **Youth Support Worker:** Work in a supporting role with young people aged 11-25 to promote their personal, social and educational development.
- **Team leader or supervisor:** Managing teams and projects to meet a private, public or voluntary organization's goals.
- **Safety, health and environment technician:** Working with management and delivery teams to advise on the statutory health, safety and environmental requirements.

Examples for progression:

Level 4

- Early intervention practitioner
- Oral health practitioner
- Sports coach

Level 5

- Coaching professional
- Operations or departmental manager

Level 6

- Public Health Practitioner
- Environmental Health Practitioner
- Psychological wellbeing Practitioner

Level 7

- Health and Care Intelligence Specialist
- Systems Thinking Practitioner

Examples from Salford

Salford City Council

- Salford City Council in the **top 100 apprenticeship employers** in England (2020)
- More than **500 apprenticeship starts since 2017, 70 different apprenticeship programmes** ranging from level 2 to level 7
- Developed **work experience and traineeship opportunities as a pathway into apprenticeships** and to ensure our workforce is more representative of the communities we serve by providing opportunities for diverse groups.
- Supporting **local talent from priority groups** ([Next Step Care Leavers](#), [Salford Futures](#) and [Kickstart](#)).
- The [Salford Skills for Business Apprenticeship Fund](#) was set up to **passport digital vouchers for Salford SMEs**. From 2019, the fund has supported 29 organisations and 58 individuals to undertake an apprenticeship through levy transfer funds (c£500K).
- An **accredited Living Wage employer**; a fair wage, irrespective of age or background.
- Created **new apprenticeship opportunities during COVID** for COVID advocates at Levels 2 to 4.
- Liasing with [Salford University](#) to **access the Level 6 apprenticeship to Grow Your Own**.
- As part of **Greater Manchester, investing in developing the public health practitioner and specialist workforce** through a programme of leadership and technical skills development to retain talent within the sub-region.



Lisa Irving
Public Health Strategy & Programme Manager - Northumbria Healthcare

Overview of level 6 Public Health Practitioner Apprenticeship programme

- Level 6 integrated degree – approved for delivery in 2019
- 36 months duration
- Results in degree in public health and registration as Public Health Practitioner on the UK Public Health Register
- Public health practitioners - core public health workforce working in a variety of roles.
- Often the link between policy and practice - translating public health vision and strategy into operational programmes and interventions

Public health practitioner roles:

Public Health Practitioner
Health Improvement Specialist
Community Outreach worker
Public Health Analyst
Research Assistant
Public health intelligence officer
Tobacco control lead
Workplace health advisor

Employing organisations:

Local authority
Government departments
Police
NHS Trusts
Primary Care
Voluntary and community sector
Environmental health
Universities

Recruitment process – our process

- Internal recruitment – application form and interview
- Entry requirements - permanent post within the trust in a public health role for minimum 12 months.
 - Minimum of level 2 Maths and English equivalent to GCSE level C / 4
 - 112 UCAS Points or 80 UCAS Points with public health experience
- Application – 500 words on why the candidate is applying for the Public health integrated degree apprenticeship to include summary of relevant skills and experience / career ambitions and why you are a suitable candidate for this apprenticeship and how they meet the person specification.
- **Advantages** – confirmed knowledge and experience of candidates
- **Disadvantages** – not bringing new people and skills in to the team and public health workforce.

Support for the apprentices

- Monthly meetings with mentor, ongoing support with assignments and learning from the whole team.
- Mentorship programme for 3 team members
- Learning and development group
- Apprenticeship Team
- Coaching programme
- Ongoing review by Education Quality Panel
- Public Health Learning & Development Coordinator in team

Managing allocated learning time

- Set study day each week – monitored to ensure work allocation is fair.
- Involvement with projects outside their normal work area
- In future expand into experience with other organisations.

Benefits of having an apprentice

- Learning and development ethos in team
- Career progression and opportunity
- Natural sharing of knowledge and skills
- Actively plan and shape our workforce
- Mentorship experience

Feedback from apprentices

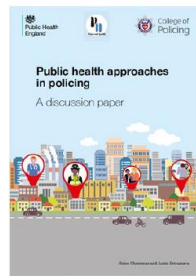
- Health coach for Northumbria Healthcare Trust
- Busy working week - clinics at Outpatients, Maternity Smoking in Pregnancy support and Maternity Obesity clinic and general smoke free support for in patients and health coach referrals. I also support a research project and co-chair the staff mental wellbeing network group.
- Fitting everything in is a challenge but the end result will be worth it.
- 2 assignment's at the same time is tough - I would have preferred to concentrate on one at a time and fitting these in around work is difficult.
- Support I receive from my line managers is good - I can just pop in a quick meeting with them and they are happy to help.
- Support from University is okay, as this is the pilot I am sure there will be plenty of hiccups. I know I can email the lecturer and they will get back to me.
- Enjoy the challenge, meeting new people.

Tips for future candidates – from current apprentices

- Don't be worried about asking for help, there is support.
- Be organised, as this is one day a week your other work gets crammed into a four day working week but if you're organised it is much better.
- If things get too much, say. There's always extensions and support.
- If you don't understand something in class, ask again until you get it.
- Take time out, meditate, go for a run, have a beer, just put your laptop down.
Recharge.

Mary Ross, Specialist Problem Solver, Devon & Cornwall Police, Public Health Practitioner Degree Apprentice @UWE

Public health approaches in policing



Policing, Health and Social Care
consensus: working together to protect
and prevent harm to vulnerable people

February 2018



Health and Care Intelligence Specialist Level 7 apprenticeship

[Dr John Battersby](#), Trailblazer Chair

Why develop this standard?

- Existing 'generic' data analyst standards
 - Data Analyst (level 4)
 - Digital and Technology Solutions (levels 6 & 7)
 - Data Scientist (levels 6 & 7)
- Significant gaps:
 - Epidemiology
 - Biostatistics
 - Health data

Stakeholders included:

- Public Health England
- NHS England
- Office for National Statistics
- Local authorities
- Health Education England
- Association of Professional health Analysts
- Health Statistics User Group



What does it cover?

Sixteen 'duties' covering:

- Analytical techniques and information systems
- Interpretation, presentation and knowledge transfer of health and care intelligence
- Investigation of patterns of disease, surveys, surveillance and evaluation
- Finding and appraising evidence
- Leading complex projects and working with stakeholders
- Information governance
- Leading and developing analytical teams



Who is it aimed at?

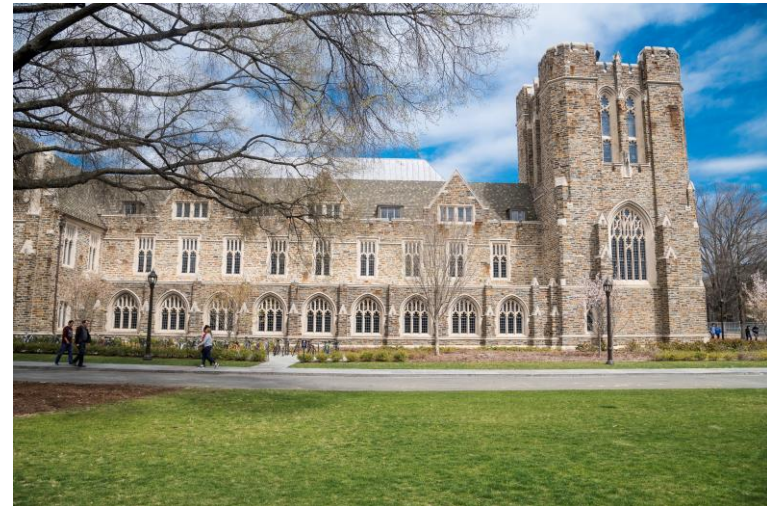
- Anyone wanting to develop their analytical skills
- Particularly suited to analysts working in health settings including public health
- Need to have an undergraduate degree in a relevant (numerate) subject or equivalent experience
- Would a be an ideal follow-on to the level 4 data analyst apprenticeship



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How can I do it?

- Expecting two providers to be ready to start delivery this year:
 - University of Cambridge (ICE)
 - University of Durham
- Please contact them to say that you are interested
- Discuss it with your employer



Further information

- [Details of standard on the Institute for Apprenticeships website](#)
- University of Durham: [Master of Data Science \(Health\)](#)
- Register your interest by emailing: apprenticeships.admin@durham.ac.uk
- University of Cambridge: [Institute of Continuing Education \(ICE\)](#)
- Complete form on the ICE website

PANEL – Q&A



Event Close – Mentimeter Survey

Go to www.menti.com and use the code 9979 8668

THANKS FOR TAKING PART

Go to
www.menti.com

Enter the code
9979 8668



Or use QR code



Getting in touch

Kirsty.marsh-hyde@hee.nhs.uk

Regional apprenticeship managers

OHID team: PHWorkforceStrategy@dhsc.gov.uk

Useful links

- [Apprenticeships that support public health careers](#) (GOV.UK website)
- [Healthcare Apprenticeship Standards Online \(HASO\)](#)
- [Register of Apprenticeship Training Providers \(RoATP\)](#) (GOV.UK website)
- [Occupational maps](#) (Institute for Apprenticeships & Technical Education website)
- [Guide to qualification levels, including apprenticeships](#) (GOV.UK)
- [Developing apprenticeships – overview](#) (Institute for Apprenticeships and Technical Education)
- [Apprenticeship funding rules](#) (Education and Skills Funding Agency)
- [Community Health & Wellbeing Worker Trailblazer resources and recordings](#) (Confluence)