

Expectations

We expect you to be professional, committed to your apprenticeship and willing to put in the work which is required to achieve your qualification. You will be gaining new skills which will demonstrate competency in your chosen field of study in addition to developing knowledge and theories required to deepen your understanding.

The length of time usually taken to complete your apprenticeship will vary depending upon the level of study. As a guide

- ✦ A foundation apprenticeship (L2) will usually be completed in 12 - 15 months
- ✦ A standard apprenticeship (L3) will usually be completed within 18 months
- ✦ A higher apprenticeship (L4-5) will usually be completed within 24 months
- ✦ A degree apprenticeship in Wales is currently only available in IT, Advanced Manufacturing and Engineering, Rail & construction

The time taken to complete your apprenticeship will depend upon your commitment and the opportunities for the competency / skills development elements in your place of work.



Our values

Our vision is “to develop a skilled and sustainable workforce that improves care and population health”. Over 100 000 people work in NHS Wales and are pivotal to building a sustainable health care system that meets the needs of the population. Our purpose is, “as part of the NHS, to work with partners to plan, develop, educate and train the current and future workforce”.

At HEIW our values represent how we treat others, how we will work and how we support our healthcare colleagues – which could include you! The purpose of our aims is to ensure that the people of Wales receive world-class healthcare.



Individual health boards, who will be employing you as an apprentice, have their own values and these are available on their websites.

Respect for All: in every contact we have with others

Together as a Team: we will work with colleagues across NHS Wales and with partner organisations

Ideas that Improve: harnessing creativity of continuously innovating and evaluating.

To get further information on apprenticeship opportunities, contact the Learning & Development teams in your health board.



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Apprenticeships in NHS Wales



Welcome

Are you are considering an apprenticeship in NHS Wales? Great choice! We can offer you opportunities to earn whilst you learn in both clinical and non-clinical fields.

Do you want to develop skills and knowledge in Healthcare Services, Informatics, Clinical Engineering, Facilities, Management, Catering or even construction? An apprenticeship in NHS Wales could be right for you.

Is an apprenticeship right for you?

Are you:

- ✓ working in Wales for 51% or more of your time?
- ✓ not in full time education?
- ✓ aged 16 or over? (Some apprenticeship routes will require that you are 18 or over such as those based in mental health, paediatrics or a theatre environment)
- ✓ new to NHS Wales or already working in NHS Wales and looking to upskill?

If you answered 'yes' to all these questions, then you could be eligible for an apprenticeship.



Possible benefits:

- ✦ gain a fully funded qualification whilst you are employed in either clinical or non-clinical roles in NHS Wales
- ✦ earn at least minimum apprenticeship wage – some health boards or trusts pay above this rate for some routes
- ✦ an opportunity to improve literacy, numeracy and digital literacy, alongside a subject specific qualification
- ✦ gain a nationally recognised, accredited qualification
- ✦ be employed for a minimum of 16 hours a week by the health board/trust have the same benefits as any other member of staff. Your contract duration will vary depending on your workplace.

Which apprenticeships could I do?

This will vary between health boards and trusts. Scan the QR code below to find a list of those which are available across the whole of NHS Wales.



heiw.nhs.wales/images/arc-apprenticeships-qualification-summary-v3-pdf/

There may be restrictions on the apprenticeship frameworks available to you, these may be specific to the job description or advertised post or be set by the Welsh Government. To check all Welsh Government eligibility criteria and other published information scan the QR code below.



gov.wales/welsh-government-apprentices

The structure of your apprenticeship

Every apprenticeship has a core qualification(s). This will provide you with the knowledge and skills associated with the job role at an appropriate level.

An apprenticeship will also provide an opportunity for you to develop numerical and literacy skills at a level which is appropriate to the level of apprenticeship you have chosen to study.

The core qualifications for each apprenticeship framework found via Apprenticeship Framework Library.



findanapprenticeship.service.gov.wales/find-an-apprenticeship-framework

What will happen in the first few weeks of my apprenticeship?

- ✦ You will meet with the apprenticeship team or manager in your health board / trust; they will be ones offering you support in the work environment
- ✦ Complete enrolment forms
- ✦ Meet with the training provider or assessor to enrol on your core qualification. The training provider will deliver your core and essential skill qualifications
- ✦ Undertake an essential skills assessment
- ✦ Complete mandatory Electronic Staff Record (ESR) modules. These training modules are completed by all new staff recruited to work in NHS Wales.

If you are completing a healthcare framework, you will also complete the all-Wales Clinical Induction and Manual Handling training. Where possible, this will be completed within the first week.