



Management Hierarchy's Expectations for Quality and High Standards in Apprenticeship Training

Relevant to AY 2024/25

Our Mission:

Engraved on the founding stone of the original University of Liverpool redbrick building ***“for the advancement of learning and ennoblement of life”***.

This has been our mission since the University was founded in 1881, we have been at the forefront of knowledge leadership in research and education since that time

As an inspirational centre of learning, we aim is to support our students as they become highly employable, creative, and culturally rich graduates, with the capacity to find employment that will enable them to be agents for change in a connected world.

Associated with nine Nobel Laureates, the University is recognised for its high-quality teaching and research. Our research collaborations extend worldwide and address many of the grand challenges facing mankind today.

The University is driving the city's knowledge economy through close collaboration with fellow universities, industry and the NHS, helping the Liverpool City Region compete in the global business world.

Setting High Standards

We set high standards and targets and always strive to achieve these. We:

- Recruit with integrity ensuring that our apprentices are on the right programme, at the right level and are supported throughout their programme to successfully complete their apprenticeship, the qualifications within and to progress in their career and/or further education
- Build long term relationships with our employers and stakeholders
- Work with employers who demonstrate a strong commitment to supporting their apprentices and employees in their training and development
- Develop and deliver apprenticeships that are designed with and meet the needs of employers and our local economy

- Recruit staff with excellent, up to date skills in their profession
- Support staff through continued professional development to maintain their industry knowledge and enhance their teaching and learning skills
- Continuously look to improve our apprenticeship programme, teaching methods & resources and quality improvement processes
- Support, stretch and challenge our apprentices to enable them to reach their potential
- Provide ongoing support and a further opportunity in instances where apprentices do not pass their exams such as functional skills or End Point Assessment first time

Working with Employers

Our current apprenticeship offer is delivered within the school of Health & Life Sciences. We have worked very closely with Health Education England (HEE) and the NHS to identify the needs of NHS Trusts and other health employers to develop the delivery of the Level 7 Advanced Clinical Practitioner (Integrated Degree) Apprenticeship Standard to meet their needs.

We work in a demanding sector, particular over recent years, and are committed to supporting our apprentices and employers and maintaining an in depth and continuous dialogue with our employers and industry bodies. This approach enables us to revise our programmes, for example reducing the length of the Standard following employer feedback and the needs of the sector.

We undertake Health & Safety assessments and complete an Apprenticeship Training Services Agreement with all employers before we enrol any apprentices.

We ensure all apprentices complete a skill scan, initial assessments in English and maths and a learning disability quick checks questionnaire prior to enrolling on their apprenticeship which begins to form the picture of their starting point.

Who we Work With

We work with 24 employers currently, mostly NHS Trusts, the majority of these employers are levy paying and Health Education England is a key stakeholder.

We deliver one apprenticeship standard, the Level 7 Advanced Clinical Practitioner (Integrated Degree) Apprenticeship.

Apprentices will also achieve an MSc as part of their apprenticeship which is awarded by the University of Liverpool. The End Point Assessment Organisation for this integrated degree apprenticeship is The University of Liverpool.

Quality, Standards & Benchmarking

Quality of teaching and learning is at the heart of our apprenticeship programme, ensuring all of our apprentices achieve high levels of success in their studies and careers. We have comprehensive quality improvement processes in place which are continuously monitored and updated through our Academic Quality & Standards Division and School of Health & Life Sciences working collaboratively.

The University have quality action plans which feed into Self-Assessment Reports and Quality Improvement Plans for apprenticeships. All staff involved with apprenticeship delivery, administrative and quality are involved in this annual process.

We continuously gather feedback from apprentices, employers and stakeholders, both formally and informally. Informally through conversations and anecdotal dialogue and formally via tripartite reviews, employer forums, HEE meetings and employer and apprentice annual surveys. Feedback is then collated and shared with relevant parties and addressed/acted upon accordingly. For example, the change to the duration of the apprenticeship programme based on employer feedback to better meet their staffing and skills needs.

Our staff delivering on the Level 7 Advanced Clinical Practitioner Apprenticeship Standard are all qualified health practitioners who retain their PIN numbers through continued professional development and in addition are experienced teachers. The Lead Liaison Academic Tutor has 17+ years clinical teaching experience.

All staff complete obligatory CPD each year with the University and any other CPD and training requirements are identified and addressed through the University's annual review process, this includes Prevent and Safeguarding Awareness training for any staff working with apprentices.

The University sets targets for recruitment on to the apprenticeship, these are reviewed annually as well reviewing overall success. These targets are monitored by the Academic and Quality Standards Division in conjunction with the School of Health & Life Sciences.

We benchmark ourselves against national expectations and other providers delivering the same programme.

How we Work with Our Apprentices

We currently have circa. 109 apprentices in learning on one apprenticeship programme at Level 7.

We have three lecturers and one Clinical Skills Coach, who work with, support and teach our apprentices throughout their apprenticeship programme, including a Senior Lecturer/Programme Lead within the School of Health & Life Sciences which is headed up by the Dean of the School.

All apprentices have access to the same support as any other full or part time University of Liverpool student, including additional learning support, welfare support and pastoral support.

Every apprentice has Progress Review meetings scheduled every 10 - 12 weeks, these are tripartite meetings including the apprentice and employer and gives an opportunity for all parties to discuss progress to date, raise any concerns and set actions and SMART targets.

As part of progress review meetings next steps and progression opportunities are discussed whether that be educational or career progression. The University's careers team also support and engage with apprentices throughout their programme as required.

Resources

During the pandemic, our teaching methods were adapted to fully online from classroom based and now to a hybrid model which works well for our employers and apprentices.

Delivery of taught sessions/lectures are weekly during term time - 1 day per week which will either be online or on campus, centrally located in Liverpool City Centre. Our campuses are all close to excellent public transport links and there are also car parks nearby. Buildings are accessible and well equipped for teaching the required curriculum.