

AM Question Card feedback

Table 1

- Question re flexing between H & SC frameworks re job roles.

The current frameworks do support flexibility between job roles. However, it is important that the employer negotiates the framework of units to be delivered within the qualification to meet particular job roles. The Qualification Credit framework (QCF) will support continuous professional development through availability of a unit approach to develop additional skills/competencies as job roles change.

Table 2

- How do we promote a culture change within the sector to welcome younger staff members?

It is important to promote the benefits that young people can bring to an organisation and using the specific examples of the Hertfordshire model, where they have clearly seen benefits.

- How to support care Providers with realising staff.

Not sure I understand this one – but if it is about realising people’s potential then staff need to be supported by their line managers and given the opportunity to develop and grow through continuous professional development and consider the Apprenticeship framework as a route to achieve this.

Table 3

- Will there be any additional support for people with disabilities to attain apprenticeships?

All providers receive additional learning support funds to assist those who need extra help and support due to particular individual assessment requirements to ensure access to fair assessment and equal opportunities.

- How does the training work for workers not delivering ‘straight’ care roles i.e. advisors on personal budgets or admin support etc?

Your training provider would be able to sit down with individuals and develop an individual training plan that would take into account choice of units to reflect individual work roles and competencies, delivery models, including on and off the job training.

- How do I access training providers for apprenticeship schemes? Most are only providing NVQs.

The National Apprenticeship Service can help and support employers to identify the most appropriate training providers to deliver the Apprenticeship framework required.

Table 4

- How is equality and diversity assured when promoting apprenticeships to individuals – employers would find E & D profile of AVOL applicants?

This is down to the employer to ensure, with the help and support of the training provider that any vacancy place on the Apprenticeship vacancy system meets with employment legislation. The vacancy, once on the system, is open to all to see and apply. If more specific targeting is needed of diverse groups then the employer can work with the provider to advertise the vacancy outside of the system as well.

Table 5

- What sort of costs are incurred for over 19 year olds?

The employer will be expected to make a contribution of approximately 50% of the cost of delivering the Apprenticeship, but this should be negotiated with the training provider and can either be cash or in kind.

Table 6

- Funding for 25+ individuals – moving forward.

As above.

- Shift between NVQ and Apprenticeships for Skills for Care – how does this affect funding?

As above.

Table 7

- Skills for Care: How does Learning Disability Qualification (LDQ) fit into the Apprenticeship Qualification?

The LDQ is an induction requirement and not part of the apprenticeship framework. However, as with the Common Induction Standards (CIS) assessors can use accreditation of prior achievement /educational learning (APA/APEL) procedures to maximise use of existing evidence achieved by a candidate to prevent repetition of work.

- What is the panel view of how the NHS could employ an Apprentice / Part time / Fixed term contract?

There are various options open to employers on the type of contract offered to an apprentice. However, to be able to receive Government funding for the Apprenticeship, the employee must be in permanent employment or fixed term employment, be working a minimum of 16 hours and be receiving at least £95 for 16-18; £95 for the first year if 19; Minimum wage for 20+.

Table 8

- How much support is available for voluntary organisations to support apprenticeships?

Apprenticeships are available to voluntary sector organisations whose staff are on employment contracts as described above.

- Funding – how long will it last? CRB Checks – fallout will it need to be returned if apprentice leaves?

The Government is committed to funding Apprenticeships for the foreseeable future and particularly for the 16-18 age group as it is one of the 4 lines of learning that will be available to young people when making career choices.

- Is target 16-17 years best use – is focus likely to change over time?

The Government is committed to supporting young people to get into work with training and to reduce the number of young people that are unemployed. This focus is not likely to change for the foreseeable future, particularly in light of the raising of the participation age in 2013.