

Background

Lancashire and South Cumbria Training Hub (L&SC TH) is made up of 5 Locality Training Hubs that match the ICP footprints – Fylde Coast, Morecambe Bay, Pennine Lancashire, West Lancashire and Greater Preston, Chorley and South Ribble. The Hubs work together to form a multidisciplinary team of clinical and administrative professionals supporting Primary Care teams across the patch and promote the positive impact of diversifying primary care roles. MLCSUs Improvement Unit provided project support to the apprenticeships programme of work by fulfilling the Lancashire & South Cumbria Apprenticeship Co-ordinator role.

Action

The Improvement Unit worked with the Chair of the L&SC TH to enable the roll-out, facilitation and promotion of apprenticeships within General Practice in line with the Local Delivery Plan.

Trainee Nurse Associate Apprenticeship

- Facilitated regular intake of Health Care Support Workers from General Practice to the Trainee Nurse Associate Apprenticeship Programme.
- Offered support, advice and guidance to practices on the Nurse Associate role, application and financial/levy process.

Senior Healthcare Support Worker Apprenticeship for General Practice (SHSCW)

- Co-developed and facilitated the first cohort for a Senior Healthcare Support Worker Apprenticeship.

Apprenticeship Development in Lancashire & South Cumbria Primary Care:

- Supported non levy paying practices in placing a member of support staff onto an apprenticeship by allocating HEE funding to support 3 priority areas:
 - a) Re-skill existing nonclinical staff to undertake HCSW apprenticeship
 - b) Increase Leadership & Quality Skills in Primary Care
 - c) Upskill the Primary Care support workforce
- Maximised apprenticeship development in General Practice by promoting apprenticeships (of all types) at events, presenting the benefits and providing information to individual practices.

Impact

- Since work began 36 members of new or existing staff have enrolled onto apprenticeship courses. The increase in numbers along with communications support will bring a range of benefits to practices including:
- Support succession planning
- Addressing the skills gaps in the workforce
- Staff retention and CPD opportunities
- Increased numbers of practices accessing apprenticeships
- Development of the primary care workforce
- Practices understand the benefits and utilise apprenticeships in their organisation

Trainee Nurse Associate Apprenticeship - 14 HCSW enrolled onto the Trainee Nurse Associate Apprenticeship. The Nurse Associate role bridges the gap between Health Care Support Worker and registered Nurse helping to meet the changing health and care needs of patients and the public. Nurse Associates can increase the capacity of General Practice Nursing (GPN) teams in areas such as cervical cytology & management of long-term health condition clinics.

Senior Healthcare Support Worker Apprenticeship for General Practice - 6 employees enrolled onto the first cohort designed and delivered for General Practice. The SHSCW Apprenticeship will provide highly skilled employees back in practice with a recognised qualification. The qualification will provide a progression pathway to higher/degree apprenticeships within health.

Apprenticeship Development in Lancashire & South Cumbria Primary Care - 27 expression of interest were received to access funding to support a member of support staff onto an apprenticeship. 16 in total enrolled onto an apprenticeship across Lancashire & South Cumbria:

- 4 members of non-clinical staff accessed a HCSW apprenticeship
- 7 new or existing staff enrolled onto an administrative type apprenticeship
- 5 new or existing staff enrolled onto a management apprenticeship



The role of Lancashire & South Cumbria Apprenticeship co-ordinator has been a pivotal role in supporting apprenticeships in general practice, in particular in supporting the new role, the Trainee Nurse Associate as well as supporting communications around Apprenticeships in general.

Louise has been perfect for this role as she has embraced it's innovative and new nature. She has become an integral and important part of our Lancashire & South Cumbria Training hub Team and has delivered the project in its entirety in a professional and effective manner.

Lauren Butler
Chair of Lancashire & South Cumbria Training Hub and Manager, Morecambe Bay Primary Care Collaborative