

# Apprenticeships

OUTSTANDING CARE

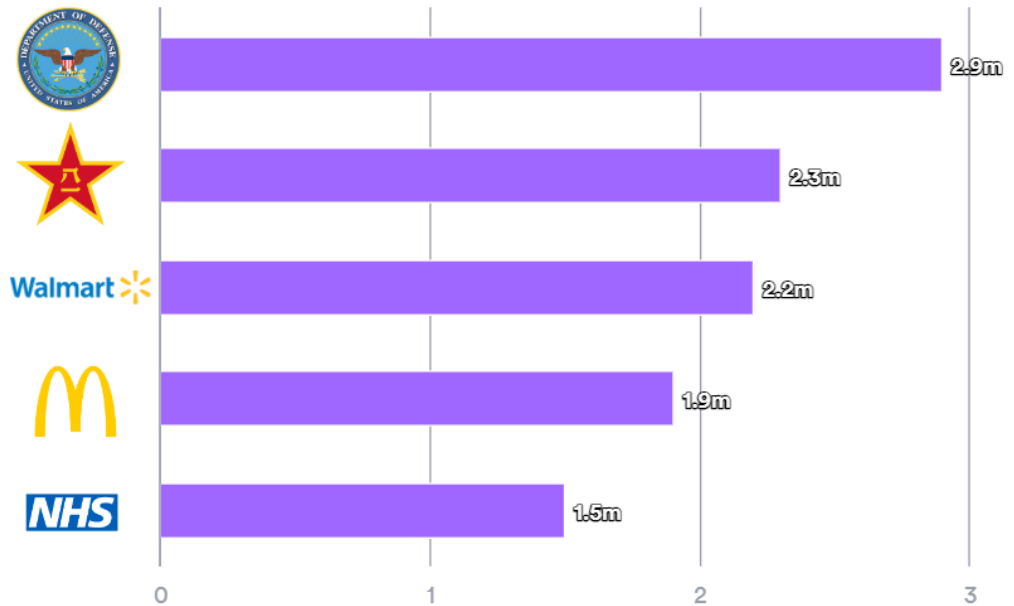
HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK



# A quick overview of the NHS

- UK's biggest employer: 1.5 million people
- World's fifth biggest employer (behind the US Department of Defense, the People's Liberation Army of China, Walmart and McDonalds)



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Number of employees (millions)

## Introducing BHT

Buckinghamshire Healthcare NHS Trust (BHT) provides both acute hospital and community services for people living in Buckinghamshire and the surrounding area.

### What does that mean?

We look after people in hospitals and in the community, often in their own homes.

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## Introducing BHT

- Our two main hospitals are Stoke Mandeville and Wycombe.
- We have community hospitals including Amersham, Buckingham, Chalfonts & Gerrards Cross, Marlow and Thame.
- We are rated 'Good' by the CQC (our Ofsted) with an 'Outstanding' for our caring!

Inspected and rated

**Good**



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# Introducing BHT

We care for over **half a million** people every year:

- provide specialist spinal services at our world renowned National Spinal Injuries Centre at Stoke Mandeville Hospital, the birthplace of the Paralympics
- nationally recognised for urology and skin cancer services
- regional specialist centre for burns, plastic surgery, dermatology, stroke and cardiac services
- deliver community services in health centres, schools, patients' own homes, community hospitals and community hubs.



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## All about the Trust

- More than 6,500 people work for us from different nations, cultures and backgrounds.
- We pride ourselves on being a great place to work – and would love you to join us one day!



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## Who works where?

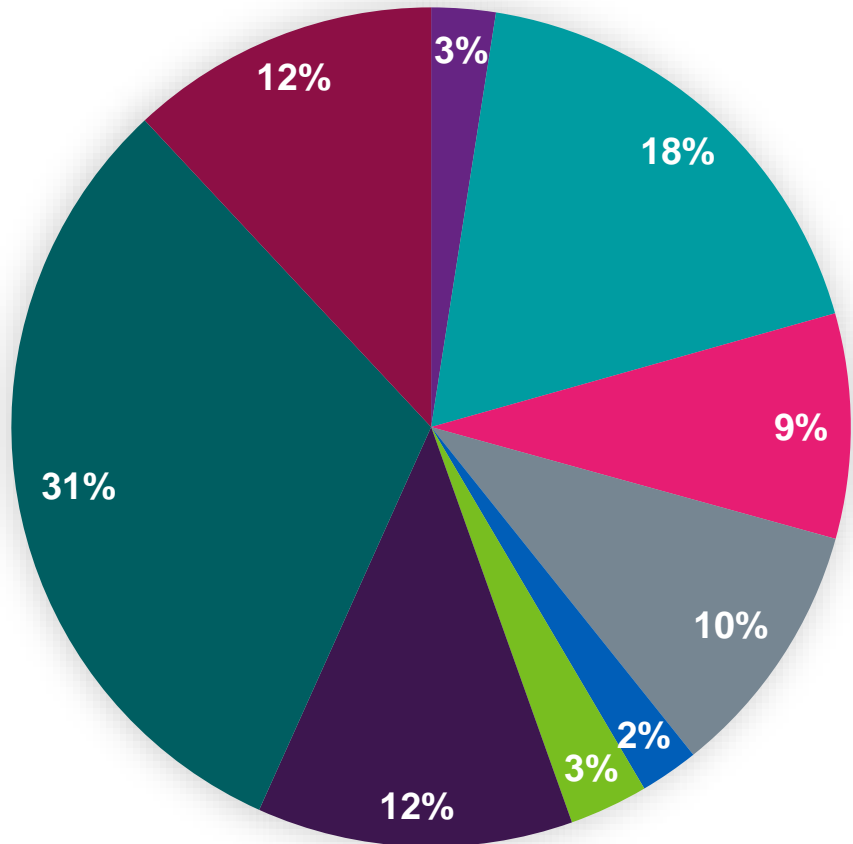
Breakdown by roles (2022)	Number of staff	Percentage of total
Additional professional, scientific and technical	163	2%
Administrative and clerical	1197	18%
Allied health professionals	571	9%
Healthcare assistants	657	10%
Healthcare scientists	149	2%
Managers	200	3%
Medical and dental	802	12%
Nursing and midwifery	2065	31%
Support staff	788	12%
<b>TOTAL</b>	<b>6592</b>	

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# Who works where?



- Additional professional, scientific and technical 2%
- Administrative and clerical 18%
- Allied health professionals 9%
- Healthcare assistants 10%
- Healthcare scientists 2%
- Managers 3%
- Medical and dental 12%
- Nursing and midwifery 31%
- Support staff 12%

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## Routes into the NHS

- Apply for entry level roles straight from education.
- Apply for registered healthcare professional roles after university.
- Apprenticeships.
- T-levels (technical qualifications for 16 – 19 year olds which include an industry placement).
- Work experience placements and volunteering are useful ways of demonstrating knowledge, experience, commitment and values.

## What is an apprenticeship?

- Combines practical training in a job with study: earn as you learn.
- Apprentices are employed and receive a salary.
- Full-time apprentices spend a minimum of 6 hours on 'off the job' training.
- If not already achieved, apprentices undertake maths and English qualifications.

## What is an apprenticeship?

- A qualification taken during an apprenticeship is equal to the same qualification taken elsewhere.
- Depending on the apprenticeship, upon successful completion, apprentices may be eligible to apply for professional registration.
- No fixed entry date, unlike traditional routes.
- Consider level 3 or level 5 apprenticeship and then top up to degree level.

## More than 70 healthcare specific apprenticeships in the wider NHS

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Prosthetist and Orthotist	Dietician
Podiatrist	Registered Nurse
Therapeutic Radiographer	Occupational Therapist
Diagnostic Radiographer	Operating Department Practitioner
Speech and Language Therapist	Health Care Science Practitioner
Arts Therapist	Advanced Clinical Practitioner
Sonographer	Paramedic
Midwife	District Nurse

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## ... and many non-healthcare specific apprenticeships

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Senior Leader	Departmental Manager
Chartered Manager	Data Analyst
Team Leader	Customer Service Practitioner
Cyber Security Technical Professional	Learning and Development Specialist
Improvement Leader	HR Support
Project Manager	IT Technician
Risk Specialist	Payroll Administrator
Clinical Coder	Finance Assistant
HR Business Partner	

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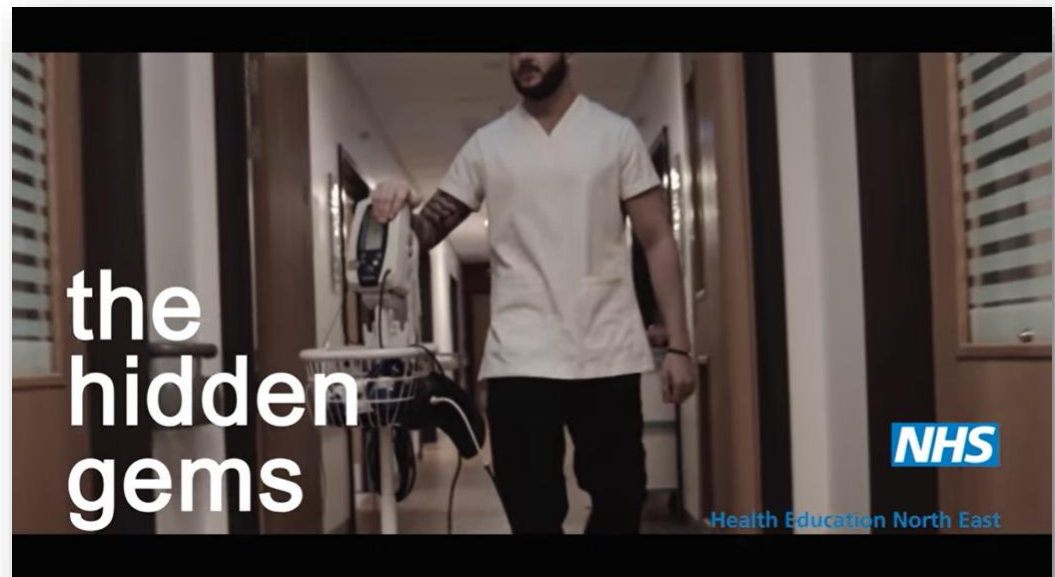
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## Find out more

- Find out more about NHS apprenticeships at [healthcareers.nhs.uk/apprenticeships](https://healthcareers.nhs.uk/apprenticeships).
- Click to watch ‘the hidden gems’ video below.



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## Apprenticeships at BHT

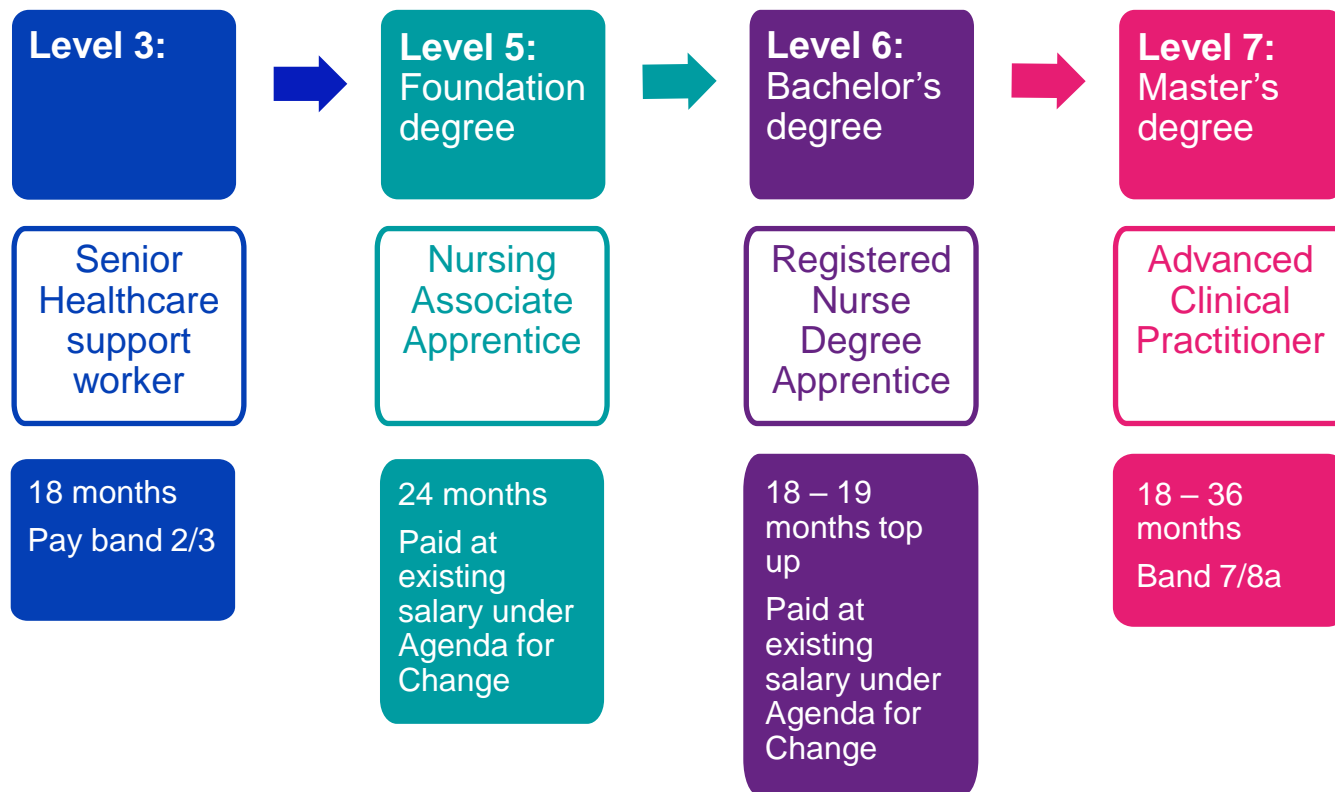
- At our Trust, apprenticeships are mainly used to progress existing staff.
- The usual route is to gain an entry level position – such as a healthcare support worker (for a clinical role) or an administrative post (for a non-clinical role) – so you can see opportunities and then apply internally.
- Get practical on-the-job experience which helps you examine different roles.
- Hopefully external application will become available as opportunities widen and more funding is made available.

## What kinds of apprenticeships do we offer at BHT?

- We offer a range of clinical and non-clinical roles (such as Business Administration), although nursing is our main apprenticeship pathway, with colleagues undertaking:
  - Level 3 Senior Healthcare Support Worker Apprenticeship
  - Level 5 Nursing Associate Apprenticeship
  - Level 6 Registered Nurse Degree Apprenticeship



## Nursing apprenticeship pathways at BHT

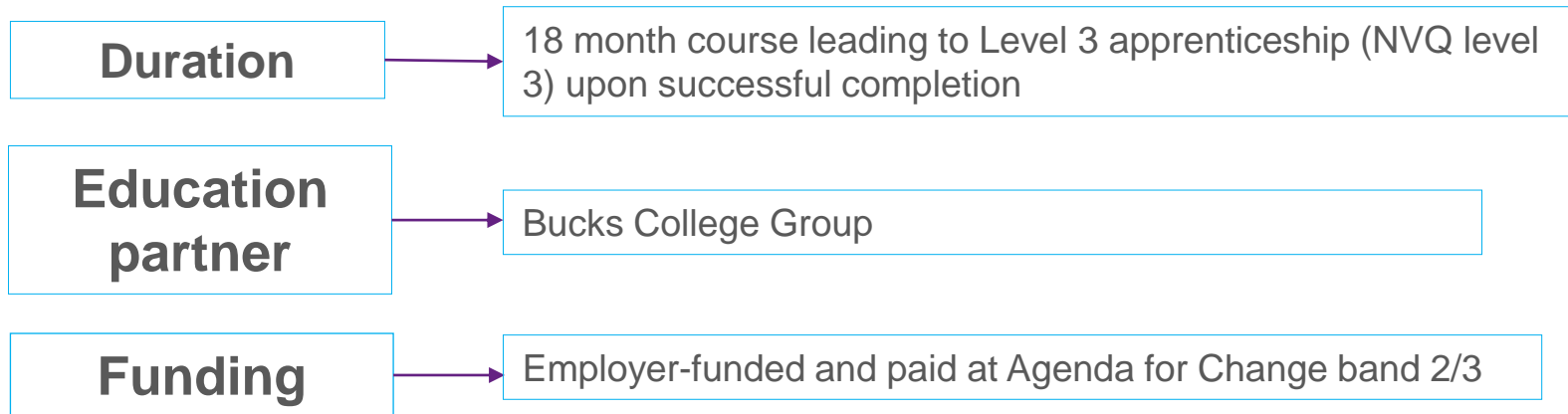


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## Senior Healthcare Support Worker Apprenticeship (level 3)



Senior Healthcare Support Workers support registered practitioners to deliver high quality, compassionate health and social care to people. They carry out a range of clinical and non-clinical healthcare or therapeutic tasks, under the direct or indirect supervision of the registered healthcare practitioner. They work in a range of services eg hospital, primary, community, health or day case units and many other settings.

## How do I become a Senior Healthcare Support Worker Apprentice at BHT?

To become an apprentice, you must be first employed by us.

### Entry requirements:

- Completed Maths and English at Level 2 (equivalent to GCSE Grade C/4 or Functional Skills Level 2)
- Care certificate (a set of standards for health and care professionals) – the Trust will enable you to achieve this while working for us

**For more information:** email [bht.h-sc.courses@nhs.net](mailto:bht.h-sc.courses@nhs.net)

## Nursing Associate Apprenticeship (level 5)



Nursing associate is a new role within the nursing team. Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public. It is also a stepping stone to becoming a registered nurse.

## How do I become a Nursing Associate Apprentice at BHT?

To become an apprentice, you must be first employed by us.

### Entry requirements:

- Level 3 (NVQ/A-Level)
- Completed Maths and English at Level 2 (equivalent to GCSE Grade C/4 or Functional Skills Level 2)
- Care certificate (a set of standards for health and care professionals) – the Trust will enable you to achieve this while working for us

**For more information:** email [bht.h-sc.courses@nhs.net](mailto:bht.h-sc.courses@nhs.net)

## Registered Nurse Degree Apprenticeship (RNDA) (level 6)



The Registered Nurse Degree Apprenticeship develop healthcare staff towards registration with the Nursing and Midwifery Council, as either adult or child registered nurses.

## How do I become a Registered Nurse Degree Apprentice at BHT?

To become an apprentice, you must be first employed by us.

### Entry requirements:

- Level 5 Foundation Degree in Nursing Associate (NA) or Assistant Practitioner (AP) programme or has completed the first year of BSc Nursing degree within the last five years.
- Completed 6 – 12 months consolidation period upon completion of NA or AP programme.
- Completed Maths and English at Level 2 (equivalent to GCSE Grade C/4 or Functional Skills Level 2).
- Evidence of at least 675 practice hours completed.
- If you are moving on from a level 5 apprenticeship, you must have completed your final stage End Point Assessment.

For more information: email [bht.preregteam@nhs.net](mailto:bht.preregteam@nhs.net)

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# How to apply to work at BHT

[My job account](#)

We have vacancies in the following sectors

Find Coronavirus (COVID-19) related vacancies here.

For the latest advice on COVID-19 visit the coronavirus page on NHS.UK.



Search for jobs by keyword or job reference

Keywords... (e.g. Marketing officer)

SEARCH

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[www.careers.buckshealthcare.nhs.uk/vacancies/](http://www.careers.buckshealthcare.nhs.uk/vacancies/)



## How to apply for apprenticeships in the wider NHS

- Vacancies for apprenticeships also appear on Government's 'find an apprenticeship' live jobs website. Register for an account to set up email and text alerts about new opportunities: [www.findapprenticeship.service.gov.uk/](http://www.findapprenticeship.service.gov.uk/)
- See apprenticeship opportunities across the whole NHS at [jobs.nhs.uk](http://jobs.nhs.uk): select 'apprenticeships' from browse job types.
- Unlike university applications, there is no fixed deadline to apply for apprenticeships: always keep an eye out.
- All applications are online: CVs are not accepted.

Simple search facility, use keywords

Register for email job alerts

Advanced search feature (salary, job type, distance)

Advice on applications, interviews searching for a job

Browse jobs by type including apprenticeships, city or region

The screenshot shows the NHS Jobs website interface. At the top, there are navigation links for 'News', 'Advice', and 'Cymraeg'. The main header includes 'Search Jobs' and 'Browse Jobs' buttons. A search bar is prominently displayed with the text 'Keywords or Job Reference' and an example 'e.g. physiotherapist, nurse, SFP-MED-340'. Below this is a 'Location or Postcode' field with an example 'e.g. Sunderland, BS8 1RL' and a 'Search' button. To the right of the search bar, it says '30,300 live jobs'. There are buttons for 'Register', 'Log in', and 'New Website'. Below the search bar, there are links for 'Advanced search', 'Browse jobs', and 'Browse employers'. A section titled 'Perform a job search...' provides instructions and a link to 'Register now'. There are three main content areas: 'Latest news' with links like 'JobsAware', 'The NHS Jobs service is changing', and 'Application Form Changes: EU Settlement Scheme Status & Right to Work'; 'Advice for job seekers' with links like 'Making successful applications', 'Searching for the perfect job', 'Managing the interview', 'Be My Interviewer', 'Applying from overseas', 'Pre-employment checks', 'Copied applications', 'Offer letters and contracts', 'More help and advice', and 'Step into Health programme'; and 'NHS Careers' with links for 'Health Careers', 'NHS Wales Careers', and 'NHS Values for healthcare challenge'. At the bottom, there is a section 'Browse for jobs by choosing the type of job, city or region using the links below.' with three columns: 'By type', 'By city', and 'By region'. The 'By type' column lists various job categories, with 'Apprenticeships' circled in red. The 'By city' column lists 'Estates & Ancillary', 'Healthcare Assistant', 'Healthcare Scientists', 'Healthcare Scientist Trainees', 'Medical', and 'Midwifery'. The 'By region' column lists 'Ministry of Defence - Health Care', 'Nursing', 'Occupational Therapy', 'Pharmacy', 'Physiotherapy', 'Professional Scientific & Technical', 'Psychology', 'Radiography', 'Speech & Language Therapy', 'Students', 'Executive jobs', and 'Doctor jobs'.

## What are we looking for when recruiting?

- The NHS wants to recruit the right workforce not only with the right skills and in the right numbers, but with the right values to deliver excellent patient care.
- The NHS is founded on a common set of principles and values that bind together patients, public and the staff who work for it.
- This is called the [NHS Constitution](#), which is made up of six values: read more at [about the NHS values](#).

# The 6 NHS values



## Working together for patients

Teamwork across the NHS makes life better for the people we serve.



## Respect and dignity

It's a quality not a qualification to be able to treat our patients with respect.



## Commitment to quality of care

Whatever NHS career you choose, we want people with high standards.

## Compassion

We want people who really care to come and work for us.



## Improving lives

You can make patients' lives better, whether you're a secretary or a surgeon.



## Everyone counts

Each and every person working and volunteering in the NHS is making a difference and helping people, whatever career they're in.



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... how could you demonstrate these in your application and during an interview?

## Information and resources

- [Bright Futures @BHT](#)
- [NHS Health Careers](#)
- [Step into the NHS](#)
- [Apprenticeship Guide](#)
- [NHS employer fact file on Amazing Apprenticeships](#)

# At school or college and wondering what step to take next?

## Explore bright futures @BHT

- ... watch colleagues reveal why we're a great place to work
- ... watch our interactive guide filmed at Stoke Mandeville Hospital
- ... become a Young Volunteer
- ... apply for work experience with us
- ... find out about apprenticeships at BHT
- ... discover other healthcare careers resources
- ... locate further and higher healthcare education opportunities in Buckinghamshire
- ... explore the wider NHS

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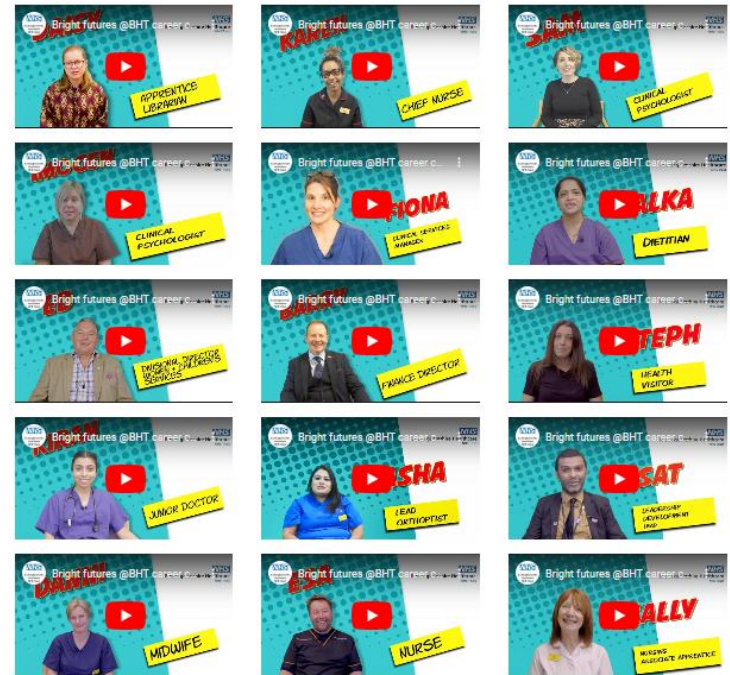
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... explore the wider NHS +

### Meet our BHT family

We chatted to colleagues across Buckinghamshire Healthcare NHS Trust (BHT) and asked them all about their jobs. What do they do? How did they get into the role? What skills do they need? What do they love about working for us?

Watch the career chat videos below. We hope one day you'll consider a bright future with us yourself and join our BHT family.



# Bright Futures @BHT



## EMPLOYER**FACTFILE**

The National Health Service (NHS) is one of the largest employers in the world, and is the biggest in Europe, with over 1.3 million staff. The NHS offers a huge range of exciting and challenging opportunities for people who are passionate about making a difference, no matter what your interests or skills.

Apprenticeships provide routes into a variety of careers in the NHS and are an excellent opportunity to earn, gain work experience and achieve nationally recognised qualifications at the same time.

No matter what area of the NHS you join, you will become part of a talented, passionate team of people committed to providing care and treatment to patients or helping run services. Apprentices, like all NHS staff, will also enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK.

### WHY WORK WITH US?

- ✔ **Work in one of the country's most rewarding sectors and make a real difference to patients' lives.**
- ✔ **On top of your salary, you will receive at least 27 days' holiday each year plus eight general and public holidays.**
- ✔ **If you stay with the NHS your holiday entitlement will rise to 29 days a year after 5 years and 33 days a year after 10 years.**
- ✔ **Opportunities to work with people of all ages and from all walks of life, and to socialise with your peers.**
- ✔ **Outstanding career progression opportunities in-house with the NHS after your apprenticeship.**
- ✔ **An annual personal development review to support your career aspirations.**

### CONNECT WITH NHS



EMPLOYER  
OVERVIEW

PROGRAMME  
DETAILS

BEHIND THE  
SCENES

APPLICATION  
HINTS AND  
TIPS

MORE  
INFORMATION

# Keep in touch with our BHT family



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Facebook



LinkedIn