



# Employer Handbook

Level 3 Dental Nurse Apprenticeship

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This guide contains everything you need to know about supporting an apprentice with Tempdent. You'll find out exactly how it all works and understand your commitment as a manager and how you can support your apprentice.

We hope you are as excited for this journey as we are!

★ RATE MY APPRENTICESHIP

**BEST 50**  
**TRAINING**  
**PROVIDERS**

2024 - 2025



# Introduction to apprenticeships

An apprenticeship is a paid job where an employee learns and gains valuable experiences. Alongside on-the-job training, apprentices complete Tutor and self-led learning with a training provider like Tempdent, a college or university, which leads to a nationally recognised qualification.



Learning  
on-the-job



Developing  
skills,  
knowledge and  
behaviours



Minimum of  
12 months



Includes  
End-Point  
Assessment

## Who is Tempdent

Tempdent is the UK's leading dental training provider and recruitment agency, with over 25 years of expertise. Our industry-leading apprenticeships and qualifications continue to shape the future of the dental profession. Our team of dedicated and experienced Tutors guide thousands of Apprentices through to successful qualification each year, leaning into learners' individual needs to consistently achieve the highest pass rates across the UK at 99.8%.



# Benefits of apprenticeships



Nationally recognised qualification



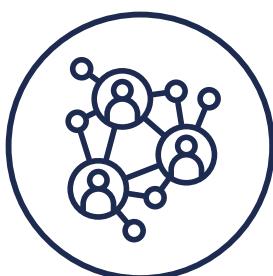
Earn while you learn



Clear progression routes



Build confidence in your role



Network across your wider business



Gain transferrable skills



## Eligibility

For a learner to be eligible for a Tempdent apprenticeship, the following must apply:

- Must be 16+ years of age.
- Be employed as a Dental Nurse for a minimum of 30 hours per week.
- Not currently in another form of education.

# The learner journey

Here's an overview of what your apprentice's journey will look like:

## Tutor Assessor

Your apprentice's Tutor Assessor will be their main point of contact. A sector expert, they will guide your apprentice through to successfully complete their End Point Assessment and achieve their apprenticeship.

## Functional Skills

If your apprentice lacks valid Maths or English qualifications, they must achieve Level 2 Functional Skills. We run dedicated webinars for each subject to guide your apprentice to completion of their Functional Skills.

## On-programme

Throughout the apprenticeship, learners will complete an e-portfolio which consists of e-learning, collaborative workshops, consolidation activities and exams.

## Gateway

You, your apprentice and their Tutor Assessor will meet for a 'gateway discussion' to decide whether the apprentice is ready for their End Point Assessment.

## End Point Assessment

During the EPA, the e-portfolio your apprentice has built throughout their apprenticeship will be quality assured by Tempdent and compliance checked by City & Guilds.

## Final Results

Your apprentice will become GDC registered and receive a nationally recognised certificate on completion of their apprenticeship.



# Supporting your learners

## We're proud of our incredible team

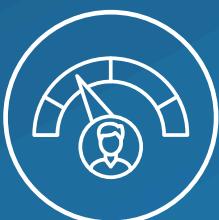
Our dedicated and expert Tutor Assessors and Workplace Tutor Assessors are second to none! Every year, our Tutors guide thousands of apprentices through their dental apprenticeships to GDC qualification - we have a 99.8% pass rate! They are here to fully support your apprentice alongside you, and are on hand if you or your apprentice have any questions.

A Workplace Tutor Assessor observes you in the practice at least three times against City & Guilds and Ifate standards criteria, which can include:

- Scale and polish
- Root canal treatment
- Infection control



Tutor Assessors have sector experience and knowledge to support the delivery of the apprenticeship through 1-2-1 sessions and collaborative teaching workshops.



As a manager, you have visibility of your learner's progress on the learning platform, Bud, enabling you to support and encourage them throughout their course.



As a manager, you will be expected to meet with the Tutor Assessor and learner every 8-10 weeks for progress reviews. This is an ESFA requirement.

The Tutor Assessor will maintain regular contact with the learner through phone, email, video calls and our online learning system, Bud.

# Commitment

All apprentices must have access to a laptop or computer with speakers, a microphone and reliable internet connection.

## Your commitment

Managers should be there to support learners throughout the apprenticeship and will be asked to:

- Assign a GDC registered mentor to your dental nurse before the course starts.
- Attend and contribute to the learner's enrolment appointment.
- Ensure that your dental nurse attends 100% of the live workshops and exams and you put time aside on a regular basis for your dental nurse to attend support sessions with their assessor.
- Take the time to regularly check your nurse's progress, so you can support them in achieving their qualification.
- Be available to speak to your dental nurse's dedicated Tutor Assessor during working hours, to get feedback on your dental nurse's progress.
- Provide the opportunity for the dental nurse to work within the full range of treatments required in order to complete the course.
- Discuss the support the learner will require.

## Learner's commitment

- Complete all enrolment tasks and attend all enrolment meetings.
- Complete work within the agreed timescales.
- Attend all progress reviews and monthly meetings.
- To provide at least 48 hours notice to postpone or cancel meetings.
- Complete Functional Skills, Maths and English if they do not have an equivalent qualification.
- Commit to the entire apprenticeship and achieve the qualification.

## Our commitment

We will be there to guide your learner through the apprenticeship as well as be on hand to answer any questions they might have.

We will:

- Support your apprentice through enrolment onto the apprenticeship.
- Meet regularly with the learner to ensure their progress and understanding of the course content.
- Provide 8- 10 weekly progress reviews.
- Provide you with your own personal Bud log-in to view your apprentice's progress at any time you choose.
- Ensure you and your apprentice receive information, advice and guidance throughout the learning process and receive the highest standard of support and expertise.
- Support your learner through the end point assessment and through to qualification.

## Additional Support - Bud



We want every apprentice to have a fantastic experience. Our online learning platform, Bud, allows you and your learner to access all of the resources that you will need.

- Visibility of Tutor visits.
- Learner progress tracking.
- Learners can update their journals.
- Easy to access by phone, laptop, tablet or desktop.
- Real-time data and reporting.
- Sign off digitally.
- Learner content includes videos, audio, activities.
- Bite-size learning for the learner.

# Additional support - Functional Skills



All apprentices who are not exempt from Functional Skills must attend weekly Maths and/or English webinars, along with additional support sessions if needed, beyond their off-the-job training.

Attendance at these sessions is mandatory and prepares the apprentice for their assessments, leading up to the exam.

Apprentices required to complete Functional Skills Maths and/or English must attend 15 live webinar sessions per subject.

Functional Skills training requires apprentices to be released from surgery for at least two sessions per week (one session if only taking one subject), in addition to their six hours of off-the-job training, as Functional Skills cannot be counted towards this requirement per ESFA funding rules.

Employers will receive an email with the specific dates their apprentices must attend, which are also included in the course timetable. Apprentices who do not pass their Functional Skills exams will need to attend further support sessions until they pass, but full attendance and engagement should help them succeed early in their programme.

If your apprentice requires additional support for any exams, please speak with the tutor or assessor to arrange the necessary assistance.



# Additional support - Protected Apprenticeship Time

Protected apprenticeship time is a statutory requirement for an apprenticeship. It's learning that you complete during your normal working hours, for the purpose of achieving new knowledge, skills and behaviours.

 Apprentices must use this time to complete activities that are outside of their usual working role.

 The activities must focus on teaching new skills and knowledge, not assessing existing skills.

 Protected apprenticeship time is also commonly referred to as "off-the-job training"



326  
hours

## How much protected apprenticeship time is needed?

The new minimum requirement for Protected Learning Time is 326 hours across the full duration of the Level 3 Dental Nurse apprenticeship. For apprentices completing the programme over 18 months (approximately 78 weeks), this averages out to 4.5 hours of Protected Learning Time per week.

If an apprentice completes 6 hours per week, they could reach the 326-hour requirement sooner, potentially enabling them to complete earlier than planned. This approach also provides flexibility for learners who may need additional support, allowing them to continue with 6 hours per week for the full 18 months to meet their learning and development needs.

## What activities count as protected apprenticeship time?

- The teaching of theory and knowledge.
- Practical skills training.
- Completing work-based projects.
- Building a portfolio.
- Completing assessments or assignments.
- Learning support.
- Shadowing and mentoring.
- Industry visits and exhibitions.
- Online blended learning.

# We are here to help you

For general enquiries:  
[hello@tempdent.co.uk](mailto:hello@tempdent.co.uk)

For queries or support with your training:  
[training@tempdent.co.uk](mailto:training@tempdent.co.uk)

For feedback or complaints:  
[support@tempdent.co.uk](mailto:support@tempdent.co.uk)

Tel: 020 8371 6700  
[www.tempdent.co.uk](http://www.tempdent.co.uk)

Kat Michaelis (Deputy Head Tutor & Educational Welfare Officer)

Tel: 020 8371 7209  
[Kat.michaelis@tempdent.co.uk](mailto:Kat.michaelis@tempdent.co.uk)

