

## What you need to know as an employer



**Have you thought about supporting an SLT apprentice but are not sure how to go about it? There are steps you can take to get started.**

- ★ Look at the FAQs for employers on the RCSLT website: [bit.ly/2JaZvkq](https://bit.ly/2JaZvkq)
- ★ Take a look at the SLT apprentice standard and end point assessment: [bit.ly/2Jn42ij](https://bit.ly/2Jn42ij)
- ★ Look at the wealth of information on the **gov.uk** website about funding apprentice training and requirements from government: [bit.ly/1zCfqhO](https://bit.ly/1zCfqhO)
- ★ Listen in to the RCSLT webinar on 29 November 2019
- ★ Get in touch with one of the universities developing an apprenticeship programme – contact details below. We currently anticipate that the first apprenticeships will be available in the second half of 2021.

**Birmingham City University**

Victoria Lundie  
[Victoria.Lundie@bcu.ac.uk](mailto:Victoria.Lundie@bcu.ac.uk)

**Manchester Metropolitan University**

Julie Lachkovic  
[J.Lachkovic@mmu.ac.uk](mailto:J.Lachkovic@mmu.ac.uk)

**University of Reading**

Carol Fairfield  
[c.a.fairfield@reading.ac.uk](mailto:c.a.fairfield@reading.ac.uk)

**Plymouth Marjon University**

Julia Stewart  
[jstewart@marjon.ac.uk](mailto:jstewart@marjon.ac.uk)

## Policy, facts and information

### The RCSLT view

The RCSLT is actively supporting the development of a speech and language therapy degree apprenticeship. The RCSLT Board of Trustees has agreed apprenticeships will offer important new opportunities for career progression to those already working in healthcare or other settings, and to the existing SLT assistant workforce. In addition, apprenticeship routes may appeal to a new cohort of students who had not previously considered speech and language therapy as a career.

### What are the key features of the apprenticeship?

- At degree or masters level with RCSLT accreditation
- Will be of sufficient length to cover the expected learning outcomes – the undergraduate apprenticeship is likely to be around four years long and the masters around three years in order to fit in the academic content
- Provides a mix of work-based and academic-based learning
- Will define a high-quality learning experience and support for apprentices
- Will align with HCPC requirements for eligibility to register to practise as an SLT in the UK and to use the protected title
- Will reflect the breadth of UK speech and language therapy practice
- The apprenticeship will be available only in England – it is not supported yet at pre-registration level by governments in the other nations

### How will they work?

- An apprentice is an employee not a student
- The employer is responsible for paying the apprentice a wage
- The apprentice's tuition fees are paid for via the government apprentice levy
- The employer and university providing the off-the-job learning (minimum 20% of an apprentice's time) will need to come to a contractual arrangement about delivery of the apprenticeship jointly
- SLT employers in a region are encouraged to consider pooling their apprentice requirements so universities have a large enough cohort to run the programme, and so that variety in workplace experience can be provided for apprentices. HEE is active in many regions supporting development of AHP apprenticeships

### RCSLT guidance

- RCSLT is developing guidance for employers, universities and potential apprentices
- The first SLT apprenticeships are likely to be advertised in 2021. This is because universities need time to develop new apprenticeship programmes, which then need to be accredited by the RCSLT and HCPC. Employers and universities also need to make arrangements about joint delivery of the apprenticeship