Welcome to the webinar:

Speech and language therapy apprenticeships: what employers need to know

Friday, 29 November 2019

#RCSLTwebinar
#SLTApprenticeships
Welcome

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Adult speech and language therapy manager, Dudley Group NHS Foundation Trust

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Policy Adviser, RCSLT
Housekeeping

• Send in chat messages at any time by using the Chat button

• Send in questions by using the Q&A button

• This event is being recorded. See here for recordings: https://www.rcslt.org/webinars

• Kaleigh Maietta is on hand to help!
Aims and objectives

After attending the webinar, delegates will:

• understand the potential future contribution of the apprenticeship to workforce supply

• understand what would be involved in setting up the apprenticeship and in supporting apprentices

• understand which universities are developing the apprenticeship course and how the employer/university relationship could work

• what RCSLT’s expectations of a quality apprenticeship will be
Berenice Napier
Policy Adviser, RCSLT
The context

- Apprenticeship levy
- SLT apprenticeship
- SLT recruitment
- Removal of the NHS bursary for student funding
- Other AHP apprentices already in place
## SLT Apprenticeship: RCSLT position

| Accreditation | • Must align with RCSLT new curriculum guidance  
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<th>• Must align with HCPC standards</th>
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| Quality       | • Must provide a degree level qualification  
|               | • No dilution of quality or standards |
| Support       | • Should support improved diversity in the profession  
| recruitment   | • Should provide a new pathway into the profession |
| and diversity |                                   |
Apprenticeship timetable

- Standard and EPA approved.
- Universities/employers start development of programmes.
- Implementation work/development of guidance.
- First apprenticeships start Autumn 2021?
- First apprenticeships advertised 2020??
- HCPC and RCSLT approval of programmes.
SLT apprenticeship
what next?

Support for employers/ HEIs

• New contractual relationships/ need for collaboration to ensure sufficient apprentice numbers and variety in placements.
• Local HEE leads now in place – will be co-ordinating AHP employer demand.

Support for apprentices

• FAQs – on website (at page bottom)
  https://www.rcslt.org/policy/england#section-6

RCSLT guidance

• RCSLT expectations of what a quality apprenticeship looks like.
RCSLT guidance

- RCSLT expectations of a quality apprenticeship
- Making the business case – apprenticeships supporting national and local priorities and aiding recruitment
- Supporting an apprentice
- HCPC and RCSLT accreditation
- Role of employers
  - Employment and pay
  - Travel / expenses
  - Structure of role and place in the organisation
  - Supervision
- Joining up delivery
  - University/ employer co-ordination
  - Balance of academic/ work-based learning
  - Placements
  - Support and wellbeing
Why deliver a degree level apprenticeship?

- Diversity
- Workforce Sustainability
- Career progression
- Alternative funded route
Next Steps For the universities

• Engaging employers

• Market research – national questionnaire

• Liaison with Allied Health Profession councils

• Agree details of the implementation phase

• HCPC approval
Further considerations for implementation

- Level 6 or level 7?
- Structure of the degree
- Placements
- Consideration of existing routes at BCU
- Apprentice recruitment process
Myth Buster

- The apprentice will only be able to work in the field they are employed in.
- The apprentice will not be qualified to the same standard as a student qualifying from a traditional undergraduate degree route?
- The apprentice will be bound to remain with their employer following completion of the route.
- The apprentice will be supernumerary.
- The apprenticeship route is available all over the UK.
- The curriculum will be delivered in university.
Employer/service perspective

Jenny Glynn
Adult speech and language therapy manager, Dudley Group NHS Foundation Trust
What do we need to do?

We need to consider:

• What would be involved in setting up and supporting SLT apprenticeships

• What challenges may arise

• Different ways to approach/tackle the challenges
Review current situation

In Dudley the main issues are:

• Significant and prolonged workforce challenges
• Inability to support SLT undergraduate students
• Lack of capacity to support SLT apprenticeships

But, the situation is not improving, we need to start thinking differently if we are to survive in the long term
What do we need to consider?

• Consider the ‘type’ of apprenticeship – who will we target?

• Is the SLT Service able to offer the breadth of SLT practice from within its own Trust?

• Issues regarding collaborative delivery of apprenticeships

• Funding
What now?

• Challenges have been identified - some significant but none completely insurmountable

• What about the issue regarding lack of capacity?
Cunning plan to create capacity

An undergraduate SLT sponsorship programme

Advantages:
• Guaranteed replenishment of substantive staff resulting in a more stable and flexible workforce
• Ability to support apprenticeships
• Increased opportunity to develop staff internally
• Enables service to resume participation in student placements
• Cost effective
In summary

- We remain committed to exploring all avenues to make this a viable option to pursue.

- We recognise that we cannot continue as we are but we need to be innovative in our thinking in order to achieve our goal of a viable and sustainable workforce.

- The key message today is that discussions and planning should start NOW!
Any Questions?
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