

Welcome to the webinar:

Speech and language therapy apprenticeships: *what employers need to know*

Friday, 29 November 2019

#RCSLTwebinar

#SLTApprenticeships



Welcome



Derek Munn

Director of Policy and Public Affairs,
RCSLT



Presenters:



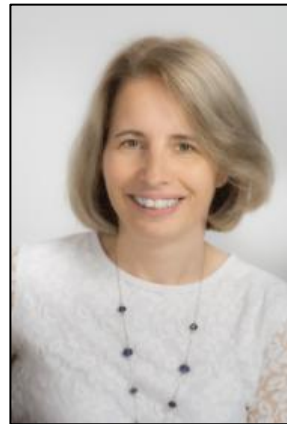
Victoria Lundie

Senior lecturer speech and language therapy, Birmingham City University



Jenny Glynn

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



Berenice Napier

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:

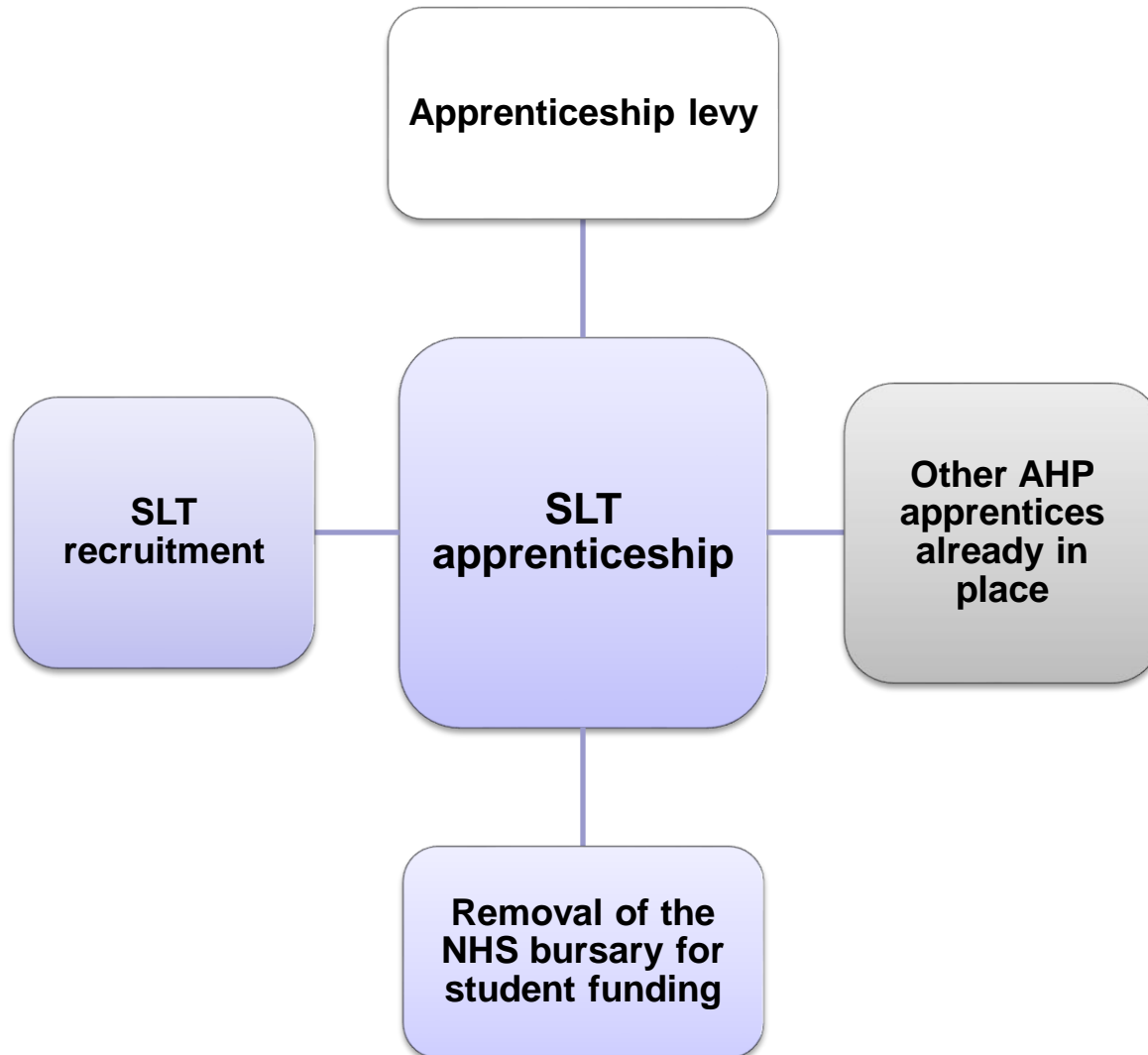
- understand the potential future contribution of the apprenticeship to workforce supply
- understand what would be involved in setting up the apprenticeship and in supporting apprentices
- understand which universities are developing the apprenticeship course and how the employer/university relationship could work
- what RCSLT's expectations of a quality apprenticeship will be



Berenice Napier
Policy Adviser, RCSLT



The context



SLT Apprenticeship: RCSLT position



Accreditation

- Must align with RCSLT new curriculum guidance
- Must align with HCPC standards

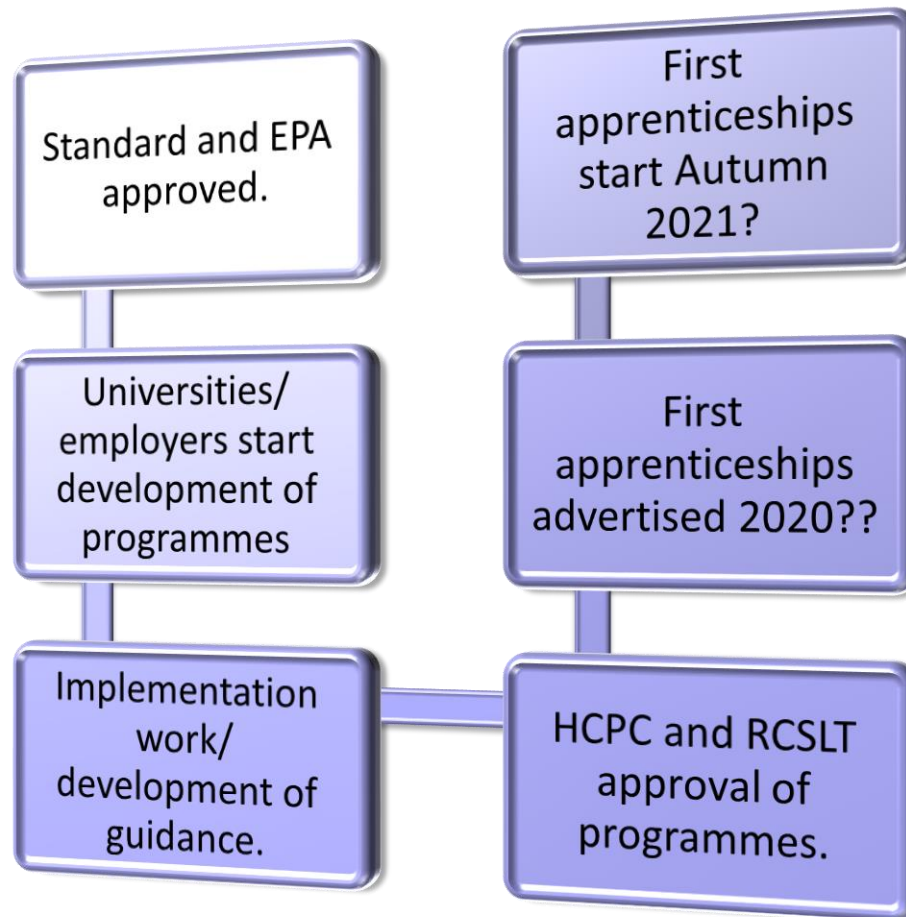
Quality

- Must provide a degree level qualification
- No dilution of quality or standards

Support recruitment and diversity

- Should support improved diversity in the profession
- Should provide a new pathway into the profession

Apprenticeship timetable



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

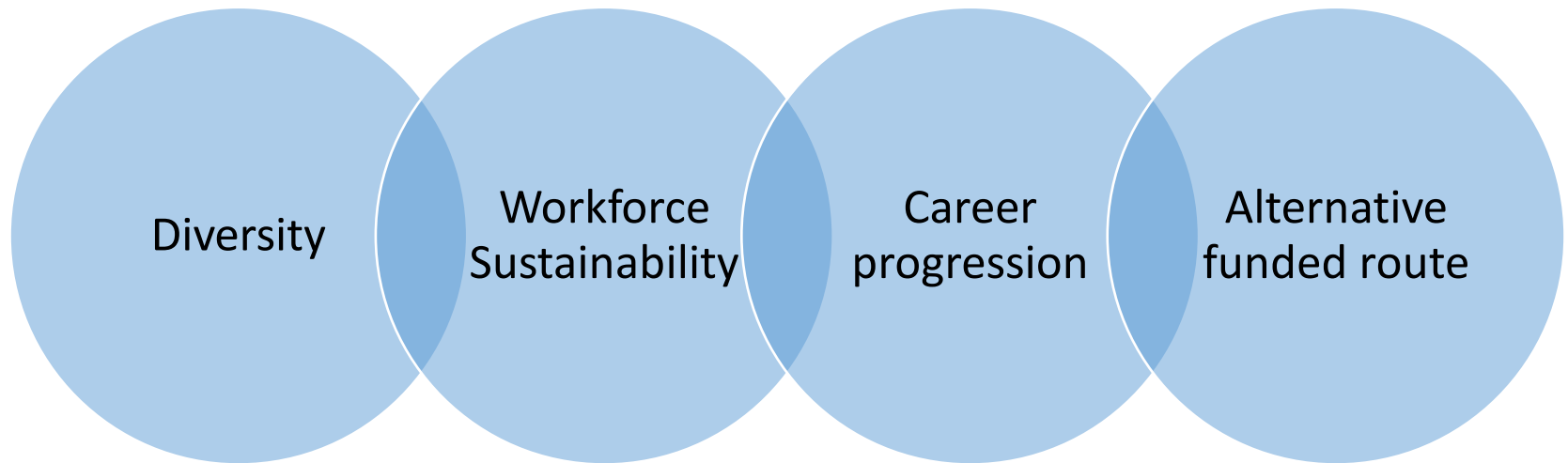


A university perspective



Victoria Lundie
Course Lead
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Why deliver a degree level apprenticeship?

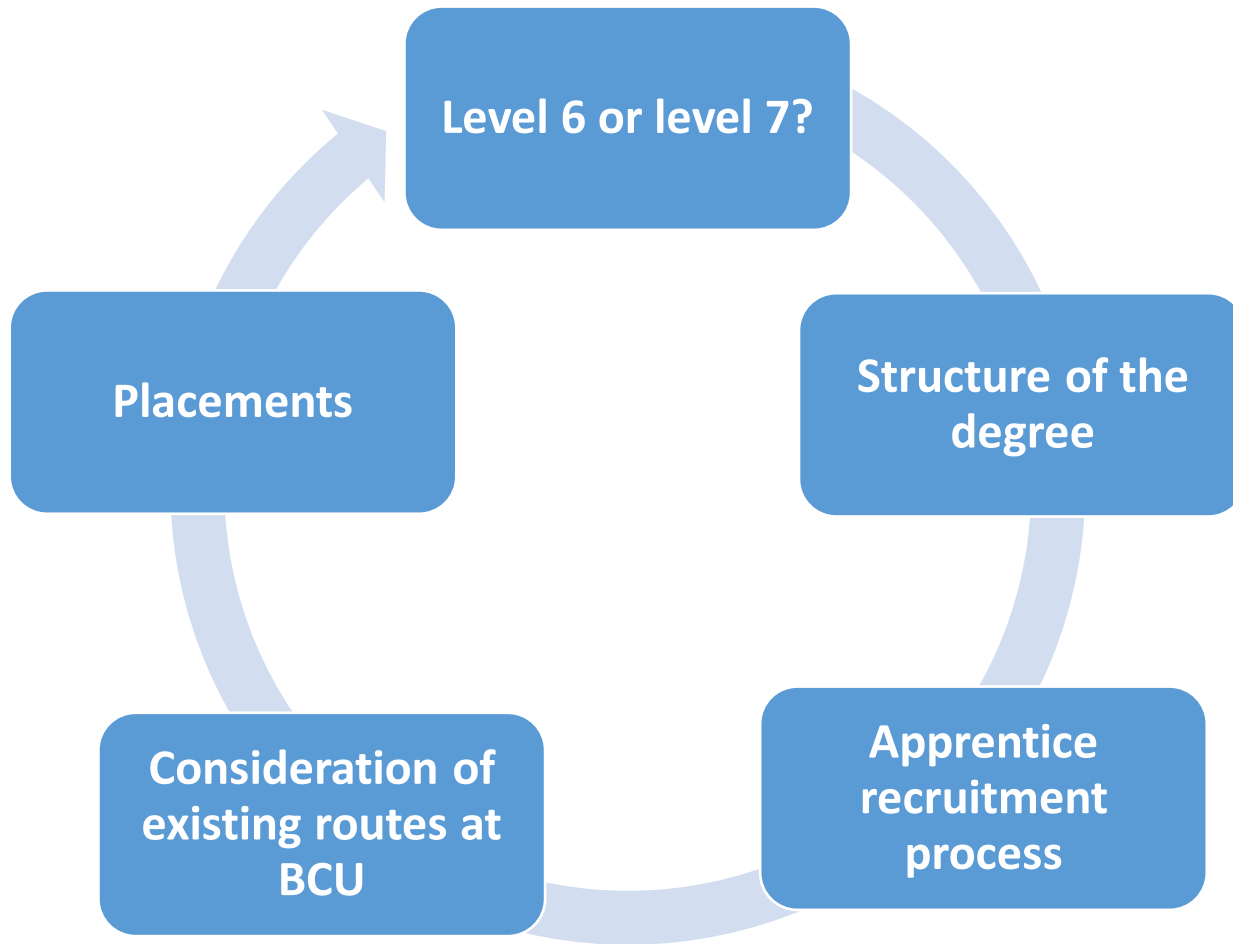


Next Steps For the universities

- Engaging employers
- Market research – national questionnaire
- Liaison with Allied Health Profession councils
- Agree details of the implementation phase
- HCPC approval



Further considerations for implementation



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
- 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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www.rcslt.org/webinars

