# Summary

Third Sector organisations delivering health & wellbeing services and care throughout the North West, are able to access funds to support the development of their existing workforce and/or recruitment of new staff, taking advantage of Apprenticeship framework qualifications.

* Third Sector organisations must be providing out of hospital services and priority framework is Apprenticeships
* Priority is for recruitment of new Apprentices age 16-24yrs.
* Apprenticeships have no upper age limit and funding is also available to support existing staff, to complete level 2,3 and 4 qualifications. working in role equivalent to Band 1-4 in the NHS Agenda for change pay scales, (upper limit annual salary £22,016 at time of writing – 11.2.15)

# What are the opportunities for your organisation

The full list of current apprenticeship frameworks can be found here … <https://www.gov.uk/government/publications/apprenticeship-frameworks-live-list>

Some of the qualifications that Third Sector organisations have expressed an interest in are listed below

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualification** | **Level** | **Qualification** | **Level** |
| Accounting | 2,3,4 | Horticulture | 2,3 |
| Bookkeeping  | 2,3 | Learning & Development | 3 |
| Business & Administration | 2,3 | Management | 2,3,4,5 |
| Business & Professional Admin | 4 | Project Management | 4 |
| Care Leadership & Management | 4 | Volunteer Management | 3 |
| Fundraising | 3 | Facilities Management | 3 |
| Health & Social Care | 2,3 | Hospitality & Catering | 2,3 |
| Health Clinical Healthcare Support | 2,3 | Team Leading | 2 |
| IT user/application specialist | 2,3 | Leadership & Management | 3 |

# What are the cost implications/benefits?

The complete offer of subsidy and Programme delivery is detailed in the Invest In Health Funding Guidelines document.

To summarise organisations can claim subsidy funding of…

* £2000 per apprenticeship aged 16-23yrs, (£1000 on start and £1000 on completion)\*
* £1000 per apprenticeship aged 24+yrs (£500 on start and £500 on completion)\*

*\* NB. Employers remain responsible for payment of workforce salaries.*

In addition to the above, organisations may also be eligible to receive AGE grants of £1500 per new apprentice. Up to date information can be found here: <https://www.gov.uk/government/publications/apprenticeship-grant-employer-fact-sheet>

# Example Case Study

A registered charity works in their community providing mental health and wellbeing services. They have 25 paid employees and 50 Volunteers.

**Business Admin L2 Apprentice – New Recruit**

They recruit a 17 yr old Business Admin apprentice to fill a receptionist position at their offices on an apprenticeship salary of £2.73 per hour. (<https://www.gov.uk/national-minimum-wage-rates>)

The organisation claims **£2000** Subsidy funding from Invest in Health to support her role.

Additionally, the organisation is eligible to claim the separate AGE grant of **£1500**. <https://www.gov.uk/government/collections/apprenticeship-grant-for-employers-of-16-to-24-year-olds>

Her training is fully funded as she is in the 16-18yrs age bracket.

**Team Leader – Existing Member of Staff**

A Case worker currently has a level 3 qualification in Health & Social Care and has now been promoted to team leader. She studies Leadership and Management Apprenticeship at Level 3.

As she is over 24 yrs of age, the organisation claims **£1000** Subsidy funding from Invest in Health.

# We are interested - How do we get involved?

Contact Skills for Health Academy North West

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# Further Information

* Invest in Health website - <http://www.investinhealth.org.uk/>
* Health Education North West website: <http://nw.hee.nhs.uk/>