

Cardiff and Vale University Health Board Apprenticeships



The introduction of the Apprenticeship Levy, which is a UK wide employment tax and the way government funds apprenticeship in Wales, was launched in April 2017.

There are more than 250 different types of apprenticeships across the economy as a whole, with many of them relevant to the NHS, such as administrators, human resources (HR), information and communication technology (ICT) and engineering.

There are also a growing number of health care specific apprenticeships, which add real value to the development of support workers.

Long Term



In line with the Cardiff Commitment strategy 2015 – 2018, we recognise the contribution that young people in education and training can make to ensuring Cardiff has a skilled and effective workforce and to raising the aspirations of young people in the country.

Prevention



The rationale and anticipated benefits of designing, developing and implementing such a programme includes:

- Growing our own workforce;
- Creating clearly identifiable career pathways benefiting the apprentice and the employer;
- Demonstrating that the UHB is a socially responsible employer contributing to opening up job opportunities in the local economy;
- Developing a talent pipe to meet skills/hard to fill role gaps;
- Reducing UHB vacancies and increased workforce retention;
- Increased skills development for existing or new staff;
- Improved capabilities, developing a skilled, motivated and qualified workforce;
- Improved patient experience and outcomes;
- Increased equality of access – widening participation and attracting young people into the organisation;
- Improved capacity to meet UHB demand;
- Meeting prudent healthcare principles;
- Cost effective way of recruiting;
- Supporting the UHB to become the 'employer of choice'.

Integration



The purpose of this project is to maximise the benefits of employing apprenticeships across the UHB as part of delivery of the Workforce and Organisational Development (WOD) strategy and to ensure we have a sustainable and capable workforce for the future, which is linked to strategic workforce plans.

Collaboration



Relevant stakeholders are involved with this project. Local further education colleges are engaged with the apprenticeship model and fully collaborated with Cardiff and Vale UHB. The intention of engaging the local schools and pupils to ensure the apprenticeship model is fit for the next generation.

Involvement



The involvement of stakeholders is imperative to ensure the apprenticeship is fit for purpose. This will involve school children, teachers, the UHB staff and the wider community engaged with Cardiff Commitment.

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