

Enhanced Roles in Care Information Session

Friday 4th
April 2025



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[carecity.org](https://www.carecity.org)

Intros and housekeeping

- Introductions
- Session is being recorded and will be shared
- If you have any questions please wait till the end or add to the chat
- Any questions after the session can be emailed to theteam@carecity.org and we'll have a Q&A google form and we'll share a link after the session



What we'll cover

In this information session we'll cover:

- An introduction to the **vision and roles** being created
- Why this is an exciting **opportunity for providers**
- **Funding and support** for selected providers
- The **criteria** and how to provide an **expression of interest**
- The **timeline**, including **interview dates**



Our Vision for Enhanced Roles in care

Increases health expertise for care providers

Increases capacity to deliver health interventions

Care Providers

Apprentice
Nursing
Associates

Registered
Nursing
Associates

A new enhanced
care workforce

Staff Training
Supporting QI
Better NHS connect
Promoting wellness &
prevention

Apprentice
Assistant
Practitioners

Assistant
Practitioners

NHS and Local Authorities

Nursing

Community &
District Nursing

Delegate health
interventions
Clinical Supervision
Training/Development
Info/resources

**Allied Health
Professionals**

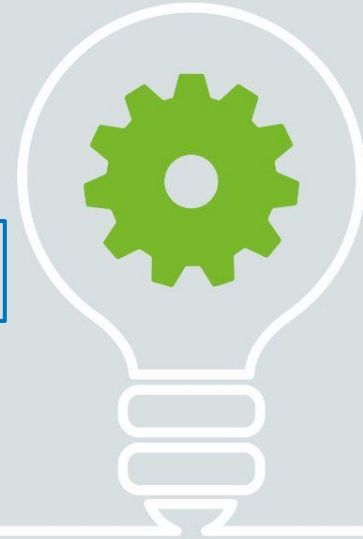
Occupational
Therapy, Speech
and Language

Bridges the gap between care providers,
NHS and Local Authorities



The nine roles being created (so far)

- **(1) Registered Nursing Associate** in Redbridge (12 months)
- **Nursing Associate apprenticeship** (2 years) in;
 - **(2)** Barking & Dagenham
 - **(3)** Newham
 - **(4)** Tower Hamlets
 - **(5)** Waltham Forest
- **Assistant Practitioner Apprentice - Speech and Language Therapy** (2 years) in;
 - **(6)** Havering
 - **(7)** Redbridge
- **(8) Assistant Practitioner Apprentice - Occupational Therapy for Learning Disabilities (2 years) in Hackney**
- **(9) Qualified Assistant Practitioner** in Newham (12 months) - from Sept



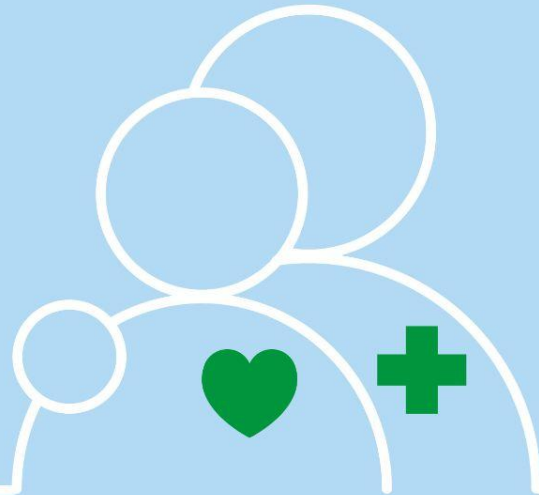
An exciting opportunity

This is an **exciting opportunity for Care Providers who work in North East London**

- Brings new **skills and expertise**
- Ability to deliver **health outcomes**
- Potential to generate **new income**
- Opportunity to **diversify business**
- A focus on **future sustainability**



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Funding for providers

Funding for Registered Nursing Associate role:

- One year funding of £40,687
- Estimated Salary of £34,048 + On Costs (equity with NHS Band 4)

Funding for Apprenticeships:

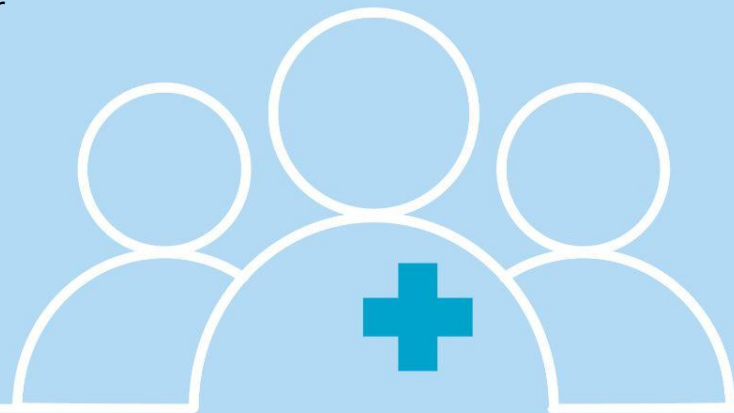
- **Contribution towards apprentice costs of £11,381**
- **£5,691 per year**
- **With additional £1,250 (tbc)**



The criteria for selection

We will use expressions of interest and interviews to determine if providers meet the following essential criteria:

- Currently **providing services in the borough** where the role is being created
- **Good or Outstanding CQC rating** for those services
- Able to **provide all aspects of employment** of the postholder including employment contract, PAYE, annual leave, sickness monitoring/management and general staff management and supervision
- Can **meet criteria for apprenticeship programme** (where applicable)
- Have the ability and capacity to **participate in a project evaluation and codesign**



How to express interest

For all roles

- We will share a link to an **Expression of Interest Form** (Google Form) following the Information Session
- We will also share the **slides from the session**

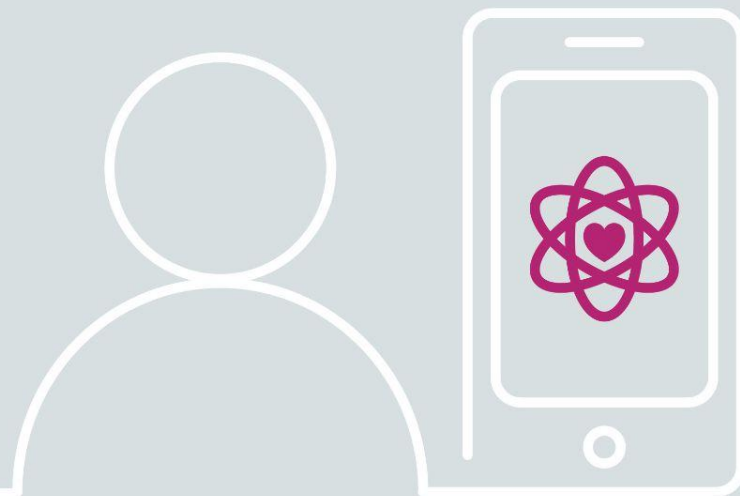
If you are expressing interest in more than one role you will need to complete a separate EOI for each one

For apprenticeships

- You will need to **upload the required information** specified on EOI
- You **need to specify who the staff member** is that you are putting forward



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Timeline for Assistant Practitioner Apprenticeship (OT LD)

Deadline for
EOI to be
submitted
**Saturday
19 April 2025**

Selected
providers
notified
5 May 2025

University
Conditional
offer of place
on programme
End June 2025

Agreement
between
Provider and
Care City signed
**Mid August
2025**

EOI Interviews
2 May 2025

University
Interview
**Late
May/early
June 2025
(TBC)**

Apprenticeship
onboarding
activities
completed
**Mid August
2025**

Apprenticeship
starts
**September
2025**



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Assistant Practitioner Apprenticeship (OT LD)

How the programme works
and what is required of the
successful Care Provider



Assistant Practitioner Apprentice (OT LD)

Boroughs:

- Hackney

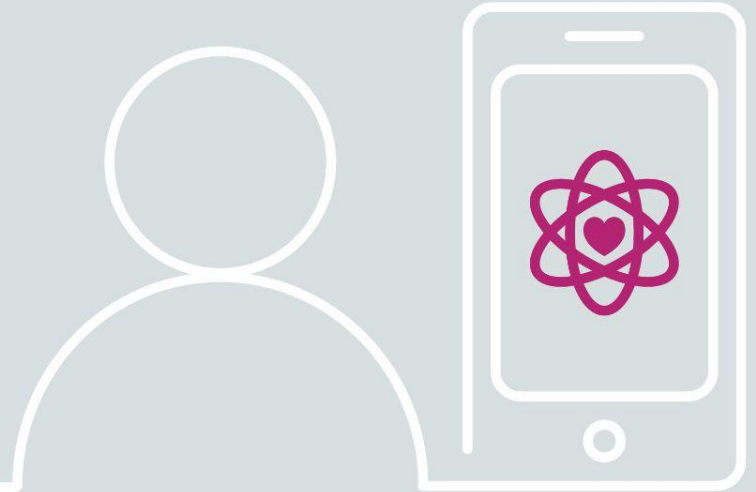
Timeline

- 2 year apprenticeship
- September 2025 to August 2027
- Plus End Point Assessment (over 3 months maximum)

Need to submit a separate EOI for each borough



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What would the role look like once your staff member is a qualified Assistant Practitioner?

The apprenticeship programme is intended to 'grow' your staff member into an Assistant Practitioner who works alongside the Hackney Integrated Learning and Disability Service (ILDS).

- Focus on Occupational Therapy within an LD context but working in a multi-disciplinary team
- The ILDS team will provide cross-organisation delegation and supervision that will be built into a governance framework that enables ongoing co-delivery of services
- The role will operate across the borough - not just your existing clients.
- In addition your Assistant Practitioner will bring knowledge and skills to your team and organisation.

During the apprenticeship we will co-design the target role with care provider and ILDS.

The Apprentice will complete specialist modules for OT and LD as part of the programme

The apprentice will gradually develop skills and knowledge that allow them to be delegated appropriate services even during the apprenticeship (as part of their learning time)

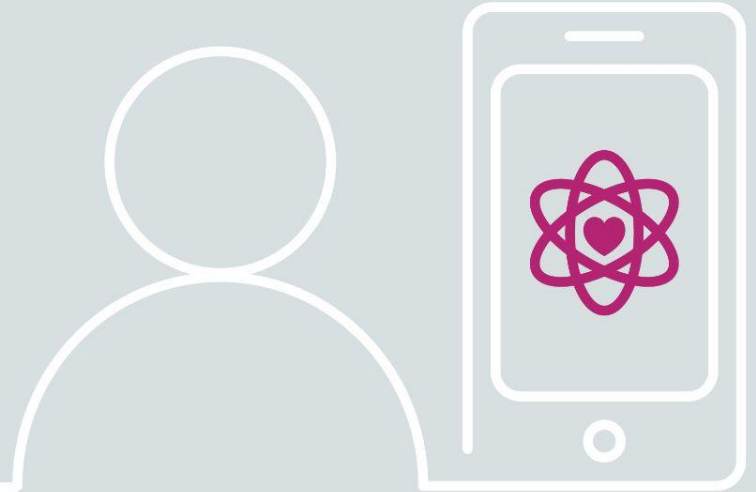


Derby University

- **Occupational Therapy specialist option** within their Assistant Practitioner Programme
- **Virtual classes** - scheduled real time lectures and online learning - flexible but needs learner discipline!
- Specialist **Learning Disability** module
- **Progression** to fast track Occupational Therapy degree over 2 further years, taking account of learning undertaken on the Assistant Practitioner programme



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Apprentice Learning Hours Assistant Practitioner OT LD

Approximate breakdown of hours	During paid hours	
	Year 1	Year 2
University Induction (1 day)	7.5	7.5
University Class + assignment study (1 day a week = 7.5hrs x 39 wks)	292.5	292.5
Taster days (minimum 6 days x 7.5 hrs)	45	45
Practical experience (average of 1 day per week x 46 weeks) includes University Practice module + placements + shadowing + time spent with AHP colleagues - may include block placements (TBC)	345	345
Total learning hours during paid working hours	690	690
Total working hours excluding a/l (46wks x 7.5hrs)	1725	1720
Learning hours as a % of WTE working hours	40%	40%
Plus End Point Assessment in year 3	A few days over 3 months	

There will be homework - Can your staff member fit homework into their personal life?

40% of paid working hours allocated to learning and practice. This is an average of 15 hours per week (2 days)



Working with AHP partners

Recognising that the selected care provider may not have Occupational Therapy or other Allied Health Professionals within their workforce, we will draw on NHS and LA partners to support the programme:

- Providing **mentor/supervisor** support
- Identifying various **taster days**
- Sourcing **external placements** and ongoing **shadowing** opportunities
- Gradually supporting the apprentice **to assist with delivering services as part of the Integrated Learning Disability Service**



Programme Structure for Year 1

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Orange	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
White	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Dark Blue	Dark Blue	Dark Blue
27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52
Light Blue	Light Blue	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Green	Green	Green	Yellow	Yellow	Yellow	Yellow
Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Dark Blue	Dark Blue	Dark Blue	Dark Blue	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta

Grey	Weeks
Orange	Induction (1 day)
Light Blue	University Study Day VIRTUAL
Green	Assignment Study Day
Yellow	Taster days
Dark Blue	Possible Block Placements (4 days a week) - to be agreed
Magenta	Practical/Placement/Shadow - one day a week or less if block placements happen. A/L weeks included

This Programme Structure is provisional and needs to be agreed.

Year 2 will be similar

Annual leave - flexible so long as apprentice catches up

End point assessment will take place after year 2

Derby University - Modules

Year 1

- Communicating Health Promotion
- Developing Safe Care
- 2 x Student Selected Modules (these will be OT Options)
- Practice Module

Year 2

- Leadership and Learning
- 2 x Student Selected Modules (OT and LD)
- Practice Module including preparation for End Point Assessment, which will take place at end of year or in year 3



Who's suitable for the apprenticeship?

You need to identify the apprentice when you complete your EOI

Will be an existing staff – but you need to make sure they are the right person. They need to:

Meet Academic and Programme Requirements

- Academic study at level 4 in year one and level 5 in year two – will your staff member be able to cope?
- Have health and care work experience
- A **level 3** qualification (any subject) - if they don't have, they must complete an on-line study skills course - if they do have, they just need to do 2 modules of the course.
- Have **Maths + English** GCSEs (grade C/4 and above) or equivalent (certificates must be shared)

Be able to manage work – study – life balance

- Apprenticeships combine study with work. This doesn't suit everyone. Staff need organisation/time management skills, the ability to allocate time and 'headspace' during work and homework, be aware of what the programme involves, be highly motivated and ready to take responsibility for their learning

Meet Apprenticeship Funding Eligibility Criteria - apprentices must:

- Be aged 16 years or older
- Not be enrolled in another funded apprenticeship or further or higher education programme
- Be employed in a full time job (minimum of 30 hours per week) in a role that is relevant to the apprenticeship with a contract of employment that lasts at least the length of the apprenticeship
- Not already have qualifications at the same level/subject as the apprenticeship
- Either be a UK citizen or have the right to reside and work in the UK until programme end date.
- Have lived in the UK for at least the previous three years before apprenticeship start date
- Spend at least 50% of their working time in England

But most importantly.....

Do you see this person as having the potential to be a great Assistant Practitioner?

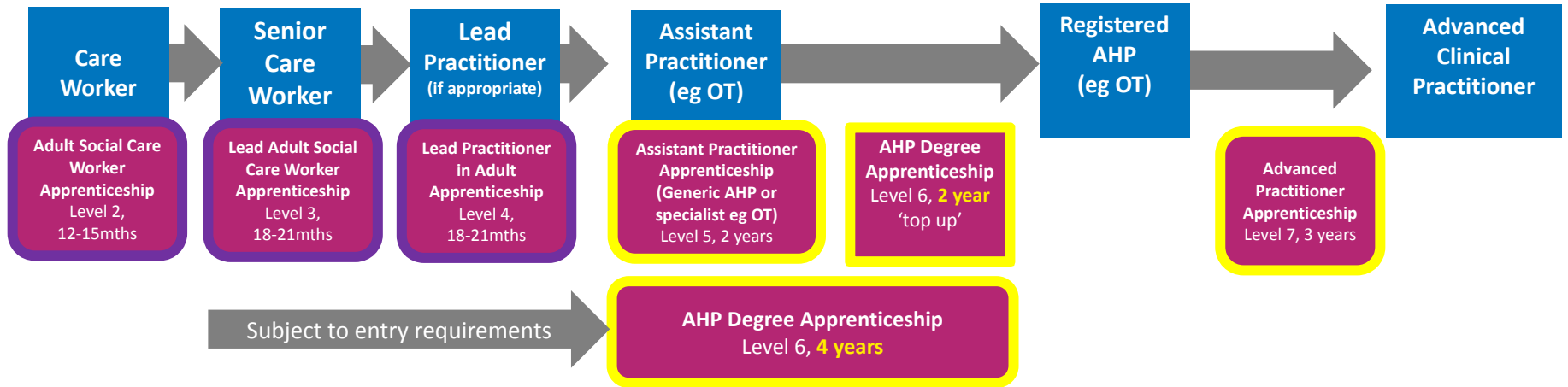
- Reflecting the **right values**
- Demonstrating high degrees of **professionalism** and **integrity**
- Taking **responsibility** for their actions

You know your staff member - are they the right person to invest in?



Allied Health Career pathway Apprenticeships

Utilising



KEY: ■ = Job roles
■ = Apprenticeships



Cost

Apprentice full time NHS equitable salary

- 70% or Band 4
- Minimum £12.21 p/h (National Living Wage)
- No salary drop

40% of full time post allocated to learning

- Average 15 hours per week
- Usually 20% for apprenticeships

Management

- Time to support training
- Engaging with wider project
- Loss of care worker time – apprentice can't do same shifts as before
- Logistics of arranging shifts around course structure

Funding

£11,381

- £5,691 per year
- Covering additional 20% requirement

100% tuition costs

- £14,000 course fees covered via levy transfer

Additional £1,250 tbc

- Funding via CPV to support apprenticeships

Employer NI savings

- Employers may not need to pay Class 1 National insurance if apprentice is under 25 years old.
- Organised via PAYE system
- [More info](#)

Support

Selecting apprentice

- Suitability/eligibility
- Onboarding with university
- Firming role (JD and contract templates)

Educator/mentor support

- Key to assist learning and arrange placements and practice learning

Tailored Programme

- Skills and shadow sessions + placements

Levy Funding Transfer

Engagement with health partners

- For increased joint working, support and apprentice exposure

Employer Commitment Required

1. Support a **suitable** person to join the Assistant Practitioner Apprenticeship programme
 2. Provide contract of employment (full time, 30hrs min p/wk) + contract lasting 2 yrs. Agree to flex on contract length if individual has a break in learning or needs a bit more time to complete the programme. Provide Assistant Practitioner Apprentice Job description.
 3. Allow the Assistant Practitioner Apprentice to undertake key learning activities during paid working hours as set out in slides, amounting to 40% of their full-time hours (average of 15 hours per week). Reduce care worker shifts to accommodate these learning hours.
 4. Provide the Assistant Practitioner Apprentice with learning opportunities while in the workplace, as appropriate, reflecting relevant learning outcomes and competences that they need to complete the programme. Also to allow partners to provide mentor/supervisor and assessor roles in the workplace as required.
 5. Allow the Assistant Practitioner Apprentice to attend shadowing, tasters and external placements which are usually in blocks of 4 weeks (2 blocks per year - to be agreed). Whilst on external placement the Apprentice will not be required to work shifts, even if paid additional hours.
 6. Ensure the Assistant Practitioner Apprentice is up to date on Occupational Health Issues including any recommended vaccinations for patient facing staff + Stat.Mand training + has up to date satisfactory DBS.
 7. Attend university 'tri-partite review meetings' every 12 weeks or so + engage in wider project activities (as specified earlier).
 8. Recognise Assistant Practitioner Apprentice status as a trainee and ensure that they never undertake clinical activities without an appropriate registered healthcare professional supervision.
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Any questions



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