**IAPT PWP Apprenticeships**

*This guidance document is to support organisations providing NHS funded IAPT services to understand the PWP apprenticeship scheme in more detail so that they can consider apprenticeships in their demand scoping*

The IAPT PWP apprenticeship was recently approved for delivery and a number of regional and national providers have been appointed to deliver the apprenticeship training.

The main aim of the apprenticeship scheme is to recruit a more diverse and local workforce, enabling people without a degree but with relevant experience to train as PWPs. Recruiting a more local workforce will in turn improve staff retention.

**Frequently Asked Questions**

[**What are apprenticeships?**](https://link.edgepilot.com/s/9a1fa722/nJA1llJDOUugxKOzsM8HsA?u=https://www.lifetimetraining.co.uk/apprenticeships/apprentices/apprenticeship-faqs/%23answer1-anchor_block-17862)

Apprenticeships are work-based training programmes which are designed to help employers train people for specific job roles. At the same time, apprentices get a paying job with valuable training while they work towards a nationally recognised apprenticeship standard or framework.

[**Who can do an apprenticeship?**](https://link.edgepilot.com/s/d06a9889/PwwTHoXezkqS_194cc-HNw?u=https://www.lifetimetraining.co.uk/apprenticeships/apprentices/apprenticeship-faqs/%23answer0-anchor_block-17862)

Anyone in England aged 16 years old and above, whether employed, unemployed or leaving school, can do an apprenticeship. There is no upper age limit however where there is a statutory or professional body requirement for people in a particular role to be aged 18 or over, a minimum age limit would apply. For PWP apprenticeships, people will need to demonstrate that they have gained previous relevant experience in another role.

Universities are also working with clinical service to determine the “relevant experience” that potential apprentices could use to demonstrate their eligibility for the course. There will be individuals from a variety of work backgrounds who have transferable skills and would be eligible to apply, therefore it is important you work with your university provider during recruitment.

**What is the length of time on course?**

The typical course duration of the PWP apprenticeship course is 12 to 18 months.

**Can services recruit part time apprentices?**

Yes, the apprenticeship scheme can be undertaken on a part time basis if this is offered by the employing service, however staff would be expected to work a minimum of 30 hours a week to be eligible for the current training schemes. If an apprentice works less than full time, the apprenticeship duration will be extended accordingly. For example, an apprentice who works 4 days will take 65 weeks rather than 52 to complete the apprenticeship.

**What qualification will the learners receive on completion?**

On successful completion of training the apprentice will attain a level 6 Certificate in Psychological Wellbeing Practice. The course is accredited by the British Psychological Society (BPS) and aligned to existing training routes. The apprenticeship is also consistent with the national frameworks for governance and the IAPT manual.

**What band is a PWP apprentice role?**

PWP apprentices are band 4, moving to band 5 on successful completion of training.

**How is the PWP apprenticeship different to the traditional training route?**

The PWP apprenticeship is a level 6 (undergraduate) apprenticeship, the learners qualify with the same qualifications as a traditional PWP. The apprenticeship provides an alternative route into training to attract diverse entrants and create a wider talent pool. The apprenticeship is employer led and will ensure a close collaboration between employers and Higher Education Institutions (HEIs) to respond to local needs. In addition, the apprenticeship opens up an additional funding route for PWP training by using employers’ apprenticeship levy.

**Which universities offer the PWP apprenticeship and when will the courses start?**

|  |  |  |  |
| --- | --- | --- | --- |
| **University** | **Training Locations /Region** | **Able to start delivery from**  | **Delivery Methods**  |
| **Liverpool John Moore** | North West | 1st October 2021 | Blended  |
| **London South Bank**  | National  | 1st September 2021 | Blended  |
| **Solent University**  | National  | 2021/22 – exact dates to be confirmed | Online / blended  |
| **Staffordshire**  | North West and Midlands  | 1st September 2021 | Blended |
| **Teesside University**  | National  | 1st January 2022 | Online |
| **University of Essex**  | London and East of England | 1st October 2021 | Blended  |
| **University of Exeter** | National  | 1st April 2021 | 25 days face to face + 20 days university directed learning |

Please note that blended delivery will include virtual face to face sessions. Further details about training models are available from the PWP apprenticeships leads – contact details below.

**Will PWP apprenticeship graduates be eligible to apply for high intensity CBT (HIT) training?**

Yes, PWP apprenticeship graduates will be eligible to apply for high intensity therapist training when they have completed a minimum of two years whole time equivalent continuous employment as a PWP and passed all PWP course requirements. The only exception to this two-year rule is if a PWP holds a previous core professional qualification recognised by the British Association for Behavioural and Cognitive Psychotherapies (BABCP).

**How will application processes and interviews allow people from more diverse backgrounds equity of consideration when applying?**

It is so important to ensure that for each course appropriate students are recruited and that this is fair process. The University providers will work collaboratively with you as an employer on the recruitment criteria to ensure it is appropriate to widening participation.

**How can employers access apprenticeship funding?**

All employers with a pay bill of over £3 million each year pay the apprenticeship levy and the levy can only be spent on apprenticeship training. Your organisation’s apprenticeship lead, who normally works within the training or HR departments, will be able to help you access the apprenticeship levy and start apprentices on programmes.

**My organisation doesn’t pay the apprenticeship levy, how can I access funding?**

If an organisation does not pay the apprenticeship levy it can still access government funding for apprenticeships. It can either:

1. Reserve government co-investment: organisations can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
2. Levy Transfers: levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship.

**Can I use apprenticeship funding to pay for my apprentice’s salary?**

Apprenticeship levy, reservations and transfers do not cover salary costs so your organisation will need to fund the apprentice’s salary.

**How are PWP apprentices’ salary costs funded?**

Apprentices’ salary costs are covered in exactly the same way as for other PWP trainees.  Employers will receive funding for the salary costsin line with the nationally agreed funding model: HEE will provide 60% of the salary funding directly to employers and the remaining 40% will come to employers from the local Clinical Commissioning Group. **Employers must obtain prior approval from CCG commissioners for the 40% salary support available except where the employer is prepared to fund the 40% salary support themselves.**

**For further information about the PWP apprenticeship scheme in your region, please contact your relevant HEE lead from the information given** [**here**](https://haso.skillsforhealth.org.uk/news/health-education-england-relationship-managers-meet-the-team/)