

FREEDOM OF INFORMATION RESPONSE

FOI 3346

Apprenticeships

In this FOI request the information we require relates to staff you have hired as an apprentices rather than existing staff that have gone through an apprenticeship programme.

Please fill in the information using the pro forma below.

1) Name of your organisation

Worcestershire Acute Hospitals NHS Trust

2) Numbers of apprentices recruited

In the following financial years how many apprentices started work in your organisation? Please break this figure down per apprentices directly employed by your organisation and those working in your organisation but employed by an external organisation such as an Apprentice Training Agency.

| | Numbers of apprentices started | | |
|--|--------------------------------|---------|---------|
| | 2012/13 | 2013/14 | 2014/15 |
| Directly employed | 25 | 49 | 59 |
| Employed by an external organisation such as an Apprentice Training Agency | n/a | n/a | n/a |

3) Job titles of apprentices

For the apprentices who started in each financial year (employed either directly or indirectly in your organisation) please provide a breakdown of the total number employed by the relevant job titles listed below.

| Job title | Numbers of apprentices started | | |
|--|--------------------------------|---------|---------|
| | 2012/13 | 2013/14 | 2014/15 |
| Additional Clinical Services | | | |
| Healthcare Apprentice | 10 | 10 | 34 |
| Social Care Support Worker | | | |
| Healthcare Assistant | | | |
| Nursery Nurse | | | |
| Play Therapist | | | |
| Technical Instructor | | | |
| Assistant/Associate Practitioner | | | |
| Assistant Technician | | | |
| Dental Surgery Assistant | | | |
| Medical Laboratory Assistant | | | |
| Assistant/Associate Practitioner - Nursing | | | |
| Emergency Care Assistant | | | |
| Emergency Medical Dispatcher/Call Handler | | | |
| Healthcare Science Assistant | | | |
| Paramedic apprentice | | | |
| Other (please specify job titles) | | | |
| Business Administrative Apprentice | 15 | 39 | 25 |

| | | | |
|-----------------------------------|--|--|--|
| Clerical worker | | | |
| Receptionist | | | |
| Secretary | | | |
| Personal Assistant | | | |
| Medical Secretary | | | |
| Technician | | | |
| Analyst | | | |
| HR apprentice | | | |
| Finance apprentice | | | |
| IT apprentice | | | |
| Other (please specify job titles) | | | |
| Estates & Ancillary | | | |
| Housekeeper/Domestic | | | |
| Cook | | | |
| Porter | | | |
| Gardener/Grounds person | | | |
| Technician | | | |
| Electrician | | | |
| Fitter | | | |
| Plumber | | | |
| Carpenter | | | |
| Bricklayer | | | |
| Painter/Decorator | | | |

| | | | |
|-----------------------------------|--|--|--|
| Mechanic | | | |
| Other (please specify job titles) | | | |

4) Pay rates for apprentices

For the apprentices who started in each financial year (employed either directly or indirectly in your organisation) please provide information per relevant job title on the starting rates of pay, any linked Agenda for Change (AfC) pay band, and hours of work.

| 2012/13 | | | |
|--|------------------------------------|--|----------------|
| Job title | Starting rate of pay £pw, ph or pa | AfC pay band this was linked to if any | Hours per week |
| Additional Clinical Services | | | |
| Healthcare Apprentice | 2.65 | 2 | 37.5 |
| Social Care Support Worker | | | |
| Healthcare Assistant | | | |
| Nursery Nurse | | | |
| Play Therapist | | | |
| Technical Instructor | | | |
| Assistant/Associate Practitioner | | | |
| Assistant Technician | | | |
| Dental Surgery Assistant | | | |
| Medical Laboratory Assistant | | | |
| Assistant/Associate Practitioner - Nursing | | | |

| | | | |
|---|-------------|----------|-------------|
| Emergency Care Assistant | | | |
| Emergency Medical Dispatcher/Call Handler | | | |
| Healthcare Science Assistant | | | |
| Paramedic apprentice | | | |
| Other (please specify job titles) | | | |
| Business Administrative Apprentice | 2.65 | 2 | 37.5 |
| Clerical worker | | | |
| Receptionist | | | |
| Secretary | | | |
| Personal Assistant | | | |
| Medical Secretary | | | |
| Technician | | | |
| Analyst | | | |
| HR apprentice | | | |
| Finance apprentice | | | |
| IT apprentice | | | |
| Other (please specify job titles) | | | |
| Estates & Ancillary | | | |
| Housekeeper/Domestic | | | |
| Cook | | | |
| Porter | | | |
| Gardener/Grounds person | | | |
| Technician | | | |
| Electrician | | | |
| Fitter | | | |
| Plumber | | | |

| Carpenter | | | |
|--|---|---|-----------------------|
| Bricklayer | | | |
| Painter/Decorator | | | |
| Mechanic | | | |
| Other (please specify job titles) | | | |
| 2013/14 | | | |
| Job title | Starting rate of pay £pw, ph or pa | AfC pay band this was linked to if any | Hours per week |
| Additional Clinical Services | | | |
| Healthcare Apprentice | 2.68 | 2 | 37.5 |
| Social Care Support Worker | | | |
| Healthcare Assistant | | | |
| Nursery Nurse | | | |
| Play Therapist | | | |
| Technical Instructor | | | |
| Assistant/Associate Practitioner | | | |
| Assistant Technician | | | |
| Dental Surgery Assistant | | | |
| Medical Laboratory Assistant | | | |
| Assistant/Associate Practitioner - Nursing | | | |
| Emergency Care Assistant | | | |
| Emergency Medical Dispatcher/Call Handler | | | |
| Healthcare Science Assistant | | | |
| Paramedic apprentice | | | |
| Other (please specify job titles) | | | |

| | | | |
|---|----------------------------------|---|-----------------------|
| Business Administrative Apprentice | 2.68 | 2 | 37.5 |
| Clerical worker | | | |
| Receptionist | | | |
| Secretary | | | |
| Personal Assistant | | | |
| Medical Secretary | | | |
| Technician | | | |
| Analyst | | | |
| HR apprentice | | | |
| Finance apprentice | | | |
| IT apprentice | | | |
| Other (please specify job titles) | | | |
| Estates & Ancillary | | | |
| Housekeeper/Domestic | | | |
| Cook | | | |
| Porter | | | |
| Gardener/Grounds person | | | |
| Technician | | | |
| Electrician | | | |
| Fitter | | | |
| Plumber | | | |
| Carpenter | | | |
| Bricklayer | | | |
| 2014/15 | | | |
| Job Title | Starting rate of pay £pw, | AfC pay band this was linked to if any | Hours per week |

| | ph or pa | | |
|--|----------|---|------|
| Additional Clinical Services | | | |
| Healthcare Apprentice | 2.73 | 2 | 37.5 |
| Social Care Support Worker | | | |
| Healthcare Assistant | | | |
| Nursery Nurse | | | |
| Play Therapist | | | |
| Technical Instructor | | | |
| Assistant/Associate Practitioner | | | |
| Assistant Technician | | | |
| Dental Surgery Assistant | | | |
| Medical Laboratory Assistant | | | |
| Assistant/Associate Practitioner - Nursing | | | |
| Emergency Care Assistant | | | |
| Emergency Medical Dispatcher/Call Handler | | | |
| Healthcare Science Assistant | | | |
| Paramedic apprentice | | | |
| Other (please specify job titles) | | | |
| Business Administrative Apprentice | 2.73 | 2 | 37.5 |
| Clerical worker | | | |
| Receptionist | | | |
| Secretary | | | |
| Personal Assistant | | | |
| Medical Secretary | | | |
| Technician | | | |

| | | | |
|-----------------------------------|--|--|--|
| Analyst | | | |
| HR apprentice | | | |
| Finance apprentice | | | |
| IT apprentice | | | |
| Other (please specify job titles) | | | |
| Estates & Ancillary | | | |
| Housekeeper/Domestic | | | |
| Cook | | | |
| Porter | | | |
| Gardener/Grounds person | | | |
| Technician | | | |
| Electrician | | | |
| Fitter | | | |
| Plumber | | | |
| Carpenter | | | |
| Bricklayer | | | |
| Painter/Decorator | | | |
| Mechanic | | | |
| Other (please specify job titles) | | | |

5) Outcomes for apprentices

- a) For apprentices (directly or indirectly employed) whose apprenticeships came to an end in each of the following financial years because they did NOT complete their apprenticeship, please provide the following information:

| | Numbers of apprentices | | |
|--------------------------------|------------------------|----------|----------|
| OUTCOME | 2012/13 | 2013/14 | 2014/15 |
| Left without completing | 3 | 6 | 5 |

| | | | |
|---|--|--|--|
| their apprenticeship | | | |
| Left because they failed their apprenticeship | | | |

- b) For apprentices (directly or indirectly employed) whose apprenticeships came to an end in each of the following financial years because they COMPLETED their apprenticeship please provide the following information:

| | Numbers of apprentices | | |
|--|------------------------|---------|---------|
| OUTCOME | 2012/13 | 2013/14 | 2014/15 |
| Completed their apprenticeship with an accredited qualification | 22 | 23 | 15 |
| Completed their apprenticeship without gaining an accredited qualification | | | |
| Continued in employment in your organisation | 16 | 11 | 7 |
| Left employment in your organisation | 6 | 12 | 8 |