



What are flexible training models?

- Both employers and providers have a role in delivering training:

Off-the-job training is delivered by the training provider to give the apprentice the knowledge, skills and behaviours they





Case studies:
flexible training models

Organisation(s): University of Warwick

Apprenticeship(s): [Social Worker \(integrated degree\)](#)

(level 6, typical duration to gateway: 36 months, incl. EPA period)

- The programme follows a day release delivery model with off-the-job learning taking place on a set day each week over the course of a calendar year.

Organisation(s): Woodford Home Care

Apprenticeship(s): [Lead Adult Care Worker](#)

(level 3, typical duration to gateway: 18 months, excl. EPA period)

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Organisation(s): Sheffield Hallam University

Apprenticeship(s): [Occupational Therapist](#)

(level 6, typical duration to gateway: 48 months, excl. EPA)

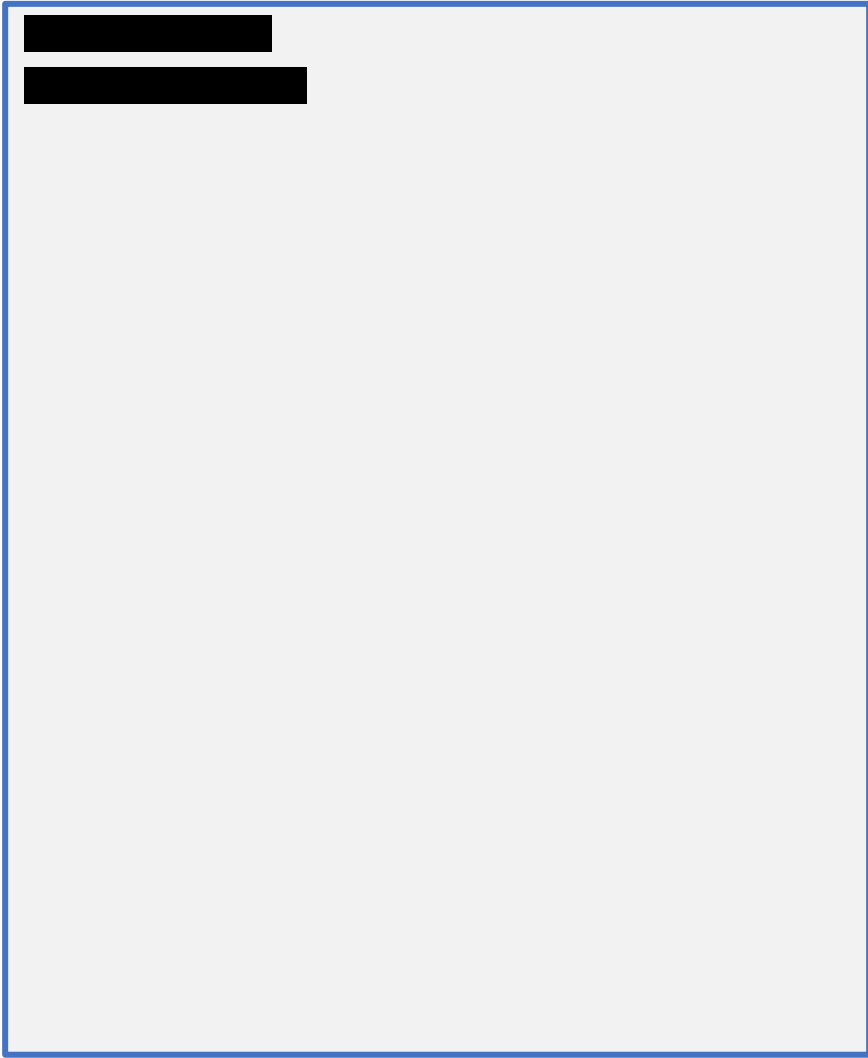
- Apprentices undertake teaching activities throughout the programme delivered in blocks of teaching of between 1-2 weeks per block.
- Most teaching is delivered online with on-campus delivery required at the beginning of each year of the course where important key activities relating to induction and introduction to each level of the course are undertaken in groups via face-to-face delivery.
- Teaching and placement block details are shared with employers and apprentices in advance to give notice so that planning in clinical services can be managed.

Things to consider

- Employers can access tailored training models for closed cohorts.
- The employer must allocate a workplace mentor for each apprentice to support them throughout their training to qualification.
- Entry requirements to the BSc (Hons)



Case studies: accelerated apprenticeships



Organisation(s): University Hospital Southampton NHS Foundation Trust

Apprenticeship(s): [Nursing Associate](#) (level 5, typical duration to gateway: 24 months, excl. EPA period) / [Assistant Practitioner](#) (level 5, typical duration to gateway: 18 months, excl.

Organisation(s): University of Derby

Apprenticeship(s): Assistant Practitioner Foundation Degree (level 4) [Diagnostic Radiographer](#) (level 6, typical duration to gateway: 36 months, excl. EPA period)

- In the East Midlands region, a number of NHS Trusts had Assistant Practitioners who had undertaken level 4 Foundation Degrees but were unable to progress to complete a BSc Hons in Diagnostic Radiography due to the financial implications of having to leave employment for two years.
- Since 2018, the University of Derby has run a [Bridging Programme](#) to reduce the time required to complete the Diagnostic Radiographer apprenticeship from 36 (full duration) to 18 months.

Things to consider

- Where apprentices are existing employees, the employer can play a key role in supporting the provider to understand the starting point of the apprentice – they will have key insight into the level of skills and knowledge the apprentice already has, and how best they can be supported to learn.
- Apprentices can often feel supported by peers and building relationships with other apprentices on the same programme. Here, several NHS Trusts had individuals who were