



Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Pathway

in

Healthcare Services – Therapies

The content of this Pathway has been agreed by Health Education and Improvement Wales (HEIW), in collaboration with Healthcare Sector Employers. This is the only Apprenticeship Pathway in the Healthcare Services sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme\(s\)](#)

- [Level 3 –](#)
- [Level 4 –](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

[Annex 1 –](#)

[Annex 2 –](#)

[Annex 3 –](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 pathway is 59 credits

The total minimum credit value required for the Level 4 pathway is 120 credits

ENTRY REQUIREMENTS

Employers from the Health Sector using this framework offer a broad range of skills training through the individual pathways, and welcome applicants from a wide range of diverse backgrounds, experience, achievements and qualifications.

The selection process by employers (or in partnership with learning providers) may include initial assessment where applicants will be asked if they have any qualifications or experience that can be accredited against the requirements of the apprenticeship. Apprentices will need to be able to comply with the Pre-Employment Checks of the employing organisation.

Level 3

Applicants to this Apprenticeship will be from different age groups, with differing Backgrounds and experience. As a guide, applicants may enter via a range of routes including from:

- Work (current role)
- work experience
- school
- college/HEI
- training and/or experience which may include a portfolio showing what they have done

Applicants may have already achieved a range of qualifications eg:

- Essential Skills Wales
- Foundation Apprenticeship
- GCSEs
- GCEs
- Welsh Baccalaureate (at this time there is no credit transfer)
- Welsh Baccalaureate with Principal Learning (at this time there is no credit transfer)
- Other relevant level 2 qualifications

Apprentices who wish to accredit any prior learning must select options within the Pathway which will equip them with new skills and learning.

Personal Attributes

Employers look for health sector apprentices who demonstrate the values and behaviours of the employing organisation and who:

- Are well organised and conscientious
- Can work in a team
- Are keen and motivated to work in a healthcare environment
- Are willing to undertake a course of training both on-the-job and off-the-job and apply this learning in the workplace

- Have basic literacy, numeracy and communication skills on which the apprenticeship will build
- Are willing to undergo an Occupational Health Check.
- Are willing to undergo Disclosure and Barring Service checks (this is needed as apprentices may come into contact with children, young people or vulnerable adults)
- Can be flexible as there may be a requirement to work shifts

Individual Healthcare sector employers may have additional employment entry requirements e.g. ability to travel between different locations depending on where services are delivered.

Level 4

Entry requirements are the same as Level 3, but also includes
Applicants may have already achieved a range of qualifications eg:

- Essential Skills Wales
- Apprenticeship
- GCSEs
- GCEs
- Welsh Baccalaureate (at this time there is no credit transfer)
- Welsh Baccalaureate with Principal Learning (at this time there is no credit transfer)
- Other relevant level 3 qualifications

Apprentices who wish to accredit any prior learning must select options within the Pathway which will equip them with new skills and learning.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3:

Qualifications

Participants must achieve one of the combined qualifications below.

Level 3 Diploma in Rehabilitation Support (Wales) Qualification (agored.cymru)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/4517/1	62	620	Combined	English-Welsh

Level 3 Diploma in OT Support in Wales Qualification (agored.cymru)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/3693/1	65	650	Combined	English-Welsh

Level 3 Diploma in Physiotherapy Support in Wales Qualification (agored.cymru)					
--	--	--	--	--	--

Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/3692/9	60	600	Combined	English-Welsh

Level 3 Diploma in Speech & Language Therapy Support (Wales) [Qualification \(agored.cymru\)](#)

Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/1190/2	60	600	Combined	English-Welsh

Level 3 Diploma in Dietetic Support [Qualification \(agored.cymru\)](#)

Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/8563/6	65	650	Combined	English-Welsh

Level 3 Diploma in Podiatry Support for Podiatry Assistants and Technicians [Qualification \(agored.cymru\)](#)

Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/1486/9	59	590	Combined	English-Welsh

Please see [Annex 2](#) for the relationship between the competence and knowledge units within the combined qualifications.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3:	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3	500	270

On/Off the Job Qualification details (Minimum Credit & Hours)

On-the-job learning will comprise:

One of the Level 3 qualifications listed above

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate detailing the units completed.

Off-the-job learning will comprise:

Level 2 Essential Skills Wales in Communication

Level 2 Essential Skills Wales in Application of Number

Level 2 Digital Literacy

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed and evaluated jointly between the apprentice and a tutor, or teacher; their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 60 GLH Level 2 Essential Skills Wales Digital Literacy

Level 4:

Qualifications

Participants must achieve the combined qualification below.

Level 4 Diploma for Therapy Assistant Practitioners Qualification (agored.cymru)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/3964/6	120	1200	Combined	English-Welsh

Please see [Annex 3](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 4:	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
	1000	380

On/Off the Job Qualification details (Minimum Credit & Hours)

On-the-job learning will comprise:

Agored Cymru Level 4 Diploma for Therapy Assistant Practitioners

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

Off-the-job learning will comprise:

Level 2 Essential Skills Wales in Communication

Level 2 Essential Skills Wales in Application of Number

Level 2 Digital Literacy

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed, and evaluated jointly between the apprentice and a tutor, or teacher, their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor, or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 60 GLH Level 2 Essential Skills Wales Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

Apprentices are required to:

- Be willing to undergo Disclosure and Barring Service checks (this is needed as apprentices may come into contact with children, young people or vulnerable adults)
- Be flexible as there may be a requirement to work shifts
- Comply with the pre-employment checks of the employing organisation

JOB ROLES

The latest version of the job roles and job descriptions for this Pathway can be found [here](#)
Link to summary/Platform

PROGRESSION

Level 3

Progression routes into the Apprenticeship:

See Entry Requirements

Progression from the Apprenticeship:

Learners may progress from this pathway onto a Level 4 Apprenticeship or progress onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further qualifications, a range of higher education qualifications or other work-related education and training to support Continuing Professional Development.

Progression should not just be seen as vertical. In some instances, progressing into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge.

Many therapy support apprentices will complete their apprenticeships and continue to work as therapy support workers with delegated responsibilities assigned to them by the practitioners they work alongside. This may include training and supervision of other team members.

To become a Health Professional (eg Nurse, Midwife, Allied Health Practitioner) apprentices would have to progress from their apprenticeship to undertake a specific qualification, often a 3-year university Degree, which, on completion, would enable them to register as a professional. Apprentices who have achieved one of these Level 3 qualifications and can evidence academic research and study skills will be guaranteed an interview on applying for an appropriate Health Professional undergraduate course.

Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

Level 4

Progression routes into the Apprenticeship:

See Entry Requirements

Progression from the Apprenticeship:

On completion of this pathway, learners may progress onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further qualifications, a range of higher education qualifications or other work-related education and training to support Continuing Professional Development.

Progression should not just be seen as vertical. In some instances, progressing into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge.

Many therapy support apprentices will complete their apprenticeships and continue to work as therapy support workers with delegated responsibilities assigned to them by the practitioners they work alongside. This may include teaching and supervision of other team members.

To become a Health Professional (e.g., Nurse, Midwife, Allied Health Practitioner) apprentices would have to progress from their apprenticeship to undertake a specific qualification, often a 3-year university Degree, which, on completion, would enable them to register as a professional. Apprentices who have achieved this Level 4 qualification may be able to obtain recognition of prior learning (RPL) when applying for an appropriate Health Professional undergraduate course. This will be at the discretion of the receiving HEI.

Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The Healthcare Sector Healthcare Support Worker (HCSW) workforce is a predominately female workforce, many of whom are over 35 and the need to recruit younger staff and men in particular is promoted by the publication and use of this apprenticeship framework. Healthcare has traditionally been seen as being delivered by a female workforce and the need to attract more men into the profession to ensure care can be offered by men to men is important. It is equally important that we must increase the numbers of Welsh speakers in healthcare and improve access to services through the medium of Welsh. This will meet the Government expectation of More than Just Words and the Active Offer where people are offered and can receive their support through the medium of Welsh if they want to.

Apprentices undertaking this pathway will be adult learners who may have been away from education for a considerable period of time. It is therefore important that the education/training provider delivering this pathway has support systems in place to maximise learners' potential and to ensure that their educational needs are met by developing a personalised learning programme. Healthcare apprentices undertaking this pathway must be made aware of all the learner support services available to them. There should be open recruitment of apprentices to the programme, which is available to all people, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability who meet the stated selection criteria. Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with the following relevant legislation such as:

The Equality Act 2010

The Welsh Language Act 1993

The Care Standards Act 2000

Data Protection Act 1998

Employment Right Act 1996

Health and Safety at Work Act 1974

Human Rights Act 1998

Public Interest Disclosure Act 1998 (Whistle Blowing Charter)

Rehabilitation of Offenders Act 1974-1986

Amendment Sexual Discrimination Act 1976

Additional Learning Needs and Education Tribunal (Wales) Act 2018

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

DRAFT

Annex 1

Annex 2

Annex 3

DRAFT