Degree apprenticeships in Occupational Therapy— where do we go from here?

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Learning outcomes

• To clarify and explore the potential of an apprenticeship route, analysing the benefits and challenges for the key stakeholders (apprentices, employers, education providers and our profession).

• To debate possible options, share strategies and to consider methods to further develop and support this new route to qualification.
The opportunity

- Previous success with innovative programmes
  - SHU/Lincolnshire - BSc (Hons) Practice Based Learning
  - Coventry University – Part time In-service route
- Loss of education commissions/bursaries
- Apprenticeship Levy
- Continued need for local provision
- Maintaining opportunity and widening participation
Background

• Institute for Apprenticeships
• National development (England)
• Three stages
  – Expression of Interest (EOI) – Nov 16
  – Standard development
  – End Point Assessment Plan
Apprenticeship structure

- BSc Honours Degree approved by the HCPC and accredited by the RCOT/CSP is the required underpinning qualification for the integrated level 6 degree apprenticeship
- The apprenticeship will comprise a total of 360 credits and conform to university quality assurance requirements for the award of credit at levels 4, 5 and 6.
- 340 credits will be dedicated to on-programme training and assessment. The final 20 credits at level 6 of the programme will be dedicated to the EPA.
- Level 7 pathway also now approved
End Point Assessment

• EPA is about End Point NOT on-programme assessment
• Aims to rigorously assess that an apprentice can perform the occupation they have been trained in and meets the duties, knowledge, skills and behaviours set out in the standard
• Uses at least 2 assessment methods that assure consistency
End Point Assessment

- Assessment Method 1
  Demonstration of Practice – 3 Stations
  — Assessment and Intervention planning
  — Activity Analysis
  — Occupational Performance

- Assessment Method 2
  Professional Discussion
Current Position

- Sheffield Hallam University – Programme commenced in April
- Coventry University – due to commence September
- Other universities in approval/conditions stage
- NHS Highlands and Islands interested
Local Implementation

- Apprenticeship levy approval
- Commissioning
- Post identification
- Permanent or Temporary contract
- A4C Banding
- Job Description and person specification
- Application process
Developing An Apprenticeship Programme

- Working with Stakeholders - key to success and sustainability
- New and different not 'shoehorning' existing provision into new format
- Working with Apprenticeship Office/s
- Developing the documentation - level of detail required
- Approval Event - HCPC, RCOT, University Panel, Apprenticeship standards
- Establishing Workplace Mentors and training
- Identifying Placement Capacity - key to success and meeting HCPC SoPs and WFOT standards
Recruitment and Tripartite Agreements

• Starting point is the apprenticeship standards.
• Tenders / Frameworks / Procurement
• Close communication with local partners:
  – Apprenticeship managers
  – Potential apprentices
  – Service Managers

• Close communication with university team:
  – Business Development Manager, Apprenticeships
  – Admissions Team
  – Principal Lead in Healthcare Education Review
End Point Assessment

• Register of EPA organisations
  - Application (Apprenticeship standard and course content)
• RCOT Timeframe
• IDA EPA team cannot be involved in any teaching delivery
• Contract required if external to complete your IDA EPA
Monitoring Processes

Apprentice
• Tripartite meetings
• Work-Based Mentors – clarity of role, induction

Accreditation
• RCOT reviews

Internal Monitoring
• Internal monitoring
• E-Portfolio system
The inaugural meeting of the Occupational Therapy Integrated Degree Apprenticeship Forum was held in June.

Representatives from Canterbury Christ Church University, University of Chichester, Coventry University, University of East Anglia, University of Northampton and Sheffield Hallam University met together with...

Anita Cooper, United Lincolnshire Hospitals NHS Trust and Chair of the trailblazer group, and Caroline Grant, Royal College of Occupational Therapists to the meeting.

Meetings will be held tri-annually with practice partners joining the membership of future meetings.

The group were delighted to learn of the diversity in apprenticeship provision and the demand for this route to practice. Approximately 150 apprentices will be commencing pre-registration occupational therapy education over the next 12 months as programmes develop.
Discussion and Questions
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