

1 April 2019 to 31 March 2020

Organisation Name SOUTH WEST LONDON AND ST GEORGE'S MENTAL HEALTH NHS TRUST

Number of employees who work in England

Number of employees who were working in England on 31 March 2019 2,273

Number of employees who were working in England on 31 March 2020 2,429

Number of new employees who started working for you in England between 1 April 2019 to 31 March 2020 497

Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2019 33

Number of apprentices who were working in England on 31 March 2020 45

Number of new apprentices in England between 1 April 2019 to 31 March 2020 (includes both new hires and existing employees who started an apprenticeship) 20

Reporting percentages

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2019 to 31 March 2020 4.02%

Percentage of total headcount that were apprentices on 31 March 2020 1.85%

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2019 to 31 March 2020 as a proportion of total headcount on 31 March 2019 0.88%

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

South West London and St Georges (SWLSG) is involved in a number of partnerships with local NHS Trusts, all of which are seeking to develop greater efficiencies in the provision of apprenticeships such as developing centralised recruitment and procurement processes. A number of key initiatives have been implemented to continue to increase the number of Apprentices on Apprenticeship programmes within the Trust. There has been a significant increase in apprenticeship activity to ensure that the Trust meet the skills gaps, professional and organisational training needs of the Trust. For example we have started learners on

the Registered Nurse Degree while ensuring we are growing our own staff and help meet the Government target of 50,000 nurses. The Trust holds regular events to promote apprenticeships and these are held jointly with the Provider so they can find out more about the Apprenticeship and ensuring that it is the right programme for them. Finally, we have promoted Apprenticeships through the Manage Apprenticeship advert facility as well as promoting and updating our Trust Intranet and Internet pages.

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

One of the challenges faced is the procurement of apprenticeship providers. This can often be a lengthy process however this challenge is being overcome through joint procurement with our partners including Health Education England where we can directly award Providers. The Trust will review the bids and interview the potential provider to ensure they meet the learner and Trust needs. Another challenge has been with the 20% 'off-the-job' (OTJ) hours. Often managers are interested in supporting an employee to complete an apprenticeship but are unable to support having more than one employee completing an apprenticeship at any one time because of the OTJ hours requirement. The Trust works closely with the Manager to educate them on the 20% off the job by holding regular webinar sessions as well as leaflets being readily available explaining what the 20% off the job requirement is. One final challenge is the achievement of Functional skills Level 2 Maths and English. Health Education England have recently obtained an overseas certificate license where the Trust can send certificates through to see if it is comparable to English and Maths, this means we have been able to start more Apprentices on programme without the need of re-completing their qualification. We have worked closely with our functional skills providers to ensure that we are meeting learner needs by having classroom and virtual sessions available as well as on demand webinar recordings for the learner to review.

How are you planning to meet the target in future? What will you continue to do or do differently?

Progress on apprenticeships will keep on progressing through collaborative work with South London and Maudsley NHS Trust and our partners with teams cross-Trust already forging an effective working relationship. There has been some delay to apprentices starting where the course is very practical based due to COVID-19. An example of this is the Estates Apprenticeships and the Trust is working with our apprenticeship and functional skills providers regarding online provision and how best to support learners in this changed way of learning. The Trust has been working really hard in more Apprenticeships being made available including the implementation of the Level 7 Senior Leader Apprenticeship, Level 3 Business and Admin Apprenticeship, Level 6 Occupational Therapy Apprenticeships, Level 3 Improvement Technician and Level 4 Improvement Practitioner Apprenticeship, most if not all of our Apprenticeship provision will be facilitated virtually. The Trust holds regular meetings with our partners and stakeholders to see whether any hard to

recruit posts can be closely matched to the Apprenticeship standard so we can offer more external Apprenticeships within the Trust. We will work closely with the service lead and Manager. Finally, the Trust will continue to work closely with our partners and stakeholders to continue to provide good quality Apprenticeships so we can retain and recruit our staff.