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Testimonial

I can confirm that UHL has started 44 staff on two apprenticeship programmes at De Montfort University in the last three years. 28 Senior Leader Masters Degree Level 7 and 16 Chartered Manager Degree Apprenticeship Level 6.

Success to date has been seen in the Senior Leaders programme where we recruited new staff into our Graduate Management Trainee programme in March 2018. This success was celebrated internally and commended by our directors. 5 of the 6 graduate apprentices who enrolled on the Senior Leader programme successfully completed their end point assessment gaining either a Pass or Merit and were the first in the country to achieve the new standard. We are awaiting results from the End Point Assessment Organisation for the last member of staff, who had extra time. The remaining 22 were all enrolled from our internal staff over time as a learning development opportunity was highlighted in their appraisals. Success from the Chartered Manager Degree Apprenticeship programme will be seen spring 2021 and we are delighted all 6 learners due to complete are on track to complete successfully.

During the setting up and delivery of the graduate programme DMU were responsive to the programme we needed, and made amendments to align to our contract of employments. They have kept us regularly informed of the progress the graduates were making through planned quarterly meetings, programme review board meetings and our own annual provider performance review meetings. Feedback from the academics at DMU and through the quarterly reviews indicates that apprentices are all on track to complete their programmes. To date we have not had any withdrawals although a few staff have taken a break in learning due to personal and business demands and DMU have the flexibility to support this and plan for their return to study.

The Trusts new 'People and Quality Strategy' has a focus on apprenticeships for developing our leadership at all levels. This is a different approach for the Trust. Our Senior Leaders from a variety of clinical departments are benefiting from being able to access training and develop professional credibility through the degree and masters programmes at DMU and by using our apprenticeship levy funds we are able to support learning and development opportunities that they would not have had access to before. This is a benefit to the Trust as we now have clear career pathways we can offer our middle managers and senior managers and it supports learning development and the retention of valued staff.



We also run apprenticeship awareness sessions at the Trust which DMU attend and we value the relationship we have with DMU to promote the programme to our staff. They support individuals with their enquiries and ensure they are appropriately assessed and interviewed to confirm they are on the appropriate level. Together we are planning a new cohort of Senior Leaders to start in April 2020 and to offer both Chartered Management and Senior Leaders in October 2020 and look forward to a continued working partnership.

Kind regards

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