

# Dietitian Apprenticeship

## Employer Guidance



*A guide to the Dietitian Degree Apprenticeship*

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## About the Dietitian Apprenticeship

The Dietitian apprenticeship is an employment-based route into the profession. To undertake an apprenticeship, learners must be employed within a department that allows them to practice and use their skills. Typically, apprenticeships combine extensive workplace learning and practice within your department, supported by academic learning at university and distance learning.

### Context

Apprenticeships are a key Government and HEE priority. With the introduction of the Apprenticeship Levy and Reforms in 2017. Specifically, HEE has been mandated to contribute to the development of apprenticeship standards in health and to date has worked with colleagues at the Institute for Apprenticeships and Skills for Health, as well as Trailblazer Chairs, to develop over 80 health-specific apprenticeship qualifications – including 12 AHP degree and master’s level apprenticeships for employers and students to use.

Since 2016, employer-led trailblazer groups have been designing degree and master’s level apprenticeship qualifications for the AHP workforce. As a result, the following professions all now have a degree apprenticeship training route:

- Physiotherapist
- Occupational Therapist
- **Speech and Language Therapist**
- Diagnostic Radiographer
- Therapeutic Radiographer
- Sonographer
- Operating Department Practitioner
- Paramedic
- Podiatrist
- Arts Therapist
- Dietician
- Prosthetist and Orthotist

In addition to the afore mentioned degree apprenticeships, employers can utilise the following apprenticeships for the recruitment and development of support staff:

Assistant Practitioner Apprenticeship

Senior Healthcare Support Worker –  
Therapies Support Pathway

## What is an apprenticeship?

Apprenticeships are work-based training programmes which are designed to help employers train people for specific job roles. At the same time, apprentices get a paying job with valuable training while they work towards a nationally recognised apprenticeship standard or framework.

Apprenticeship qualifications or standards range from levels 2-7. This is the equivalent of GCSE level up to master's degree level.

Anyone in England aged 16 years old and above, whether employed, unemployed, or leaving school, can do an apprenticeship. There is no upper age limit. However, where there is a statutory or professional body requirement for people in a particular role to be aged 18 or over, a minimum age limit would apply.

## What are the benefits?

Apprenticeships bring a number of tangible benefits to NHS and other organisations. They can create skilled, motivated, and qualified employees and, if used properly, can help to address skills shortages across the workforce. Apprenticeships allow employers to diversify and develop their workforce. 86% of employers say apprenticeships develop skills relevant to their organisation and 78% reported improved productivity.

Increased flexibility of the workforce

Develop your existing workforce

Apprenticeships have lower attrition rates

Attract and recruit from a wider pool of people in your local community

Recruit a more diverse and local workforce

Improve retention

Reduce training and recruitment costs

Create a flexible training route

Recruiting a more local workforce to improve staff retention

# Apprenticeship Funding

## How to access funding for apprenticeships

There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

- 1. Apprenticeship Levy** Employers with a pay bill over £3 million each year pay the apprenticeship levy. Levy-paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2. Reserve government co-investment** If you don't pay the apprenticeship levy, you can reserve funding. In this arrangement, the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3. Levy Transfers** Levy-paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary)

## Apprenticeship levy explained

The apprenticeship levy was introduced as a government scheme to fund apprenticeships. Employers with a payroll of more than £3 million must pay a 0.5% levy on their total payroll. The levy is paid monthly through PAYE, alongside income tax and national insurance contributions.

Levy contributions appear in a digital account which can be used by the employer to arrange and pay for apprenticeship training. The funds can only be spent on apprenticeship training.

## Organisations who don't pay apprenticeship levy

Employers with a payroll under £3 million don't pay the apprenticeship levy, they are called "Non-levy-paying employers". Non-levy-paying employers can still access apprenticeship funding though and can pay 5% of the apprenticeship course cost, and the government will cover the remaining 95% through the process of 'co-investment'.

## Course Details

### Dietitian Degree Apprenticeship

**Level: 6**

**Integrated degree apprenticeship**

**Typical duration: 48 months** (*some learners will be able to take a shortened course if they have previous experience and qualifications*)

**Maximum levy funding band: £24,000**

The broad purpose of the Dietitian apprenticeship is to train learners to use advanced communication and behaviour-change skills to enable people to make lifestyle and food choices to improve their health. Learners will develop skills and knowledge to enable them to gather and analyse information from a variety of sources, such as results of blood tests and diagnostic investigations. Learners will gain the skills to provide a tailored practical action plan using a holistic, person-centred approach. They will take an evidence-based approach to effectively support the prevention and management of a wide range of conditions including diabetes, food allergy and intolerance, bowel disorders such as irritable bowel syndrome, cancer, heart disease, stroke, liver and kidney disease, disordered eating and malnutrition caused by disease.

On completion of the apprenticeship candidates will achieve BSc (Hons) degree in Dietetics, approved by the Health and Care Professions Council (HCPC) and accredited by the British Dietetic Association.

The apprenticeship also aligns with the British Dietetic Association for Full member.

Where the apprentice already holds a level 6 honours degree, some universities may deliver the apprenticeship with a Level 7 qualification approved by the Health and Care Professions Council (HCPC) and accredited by the British Dietetic Association.

## Typical entry requirements

Entry requirements will be stipulated by individual universities. **Please discuss individual entry criteria with your provider of choice.**

**As an example, typical entry criteria for degree apprenticeships could include:**

- Learners must be employed in a setting where they can gain and practice their competencies
- Some universities will expect apprentices to have 3 A-levels (to include biology) or equivalent qualifications
- Learners should have achieved, and be able to evidence, level 2 in English and Maths (GCSE C or grade 4)
- Some universities may also consider experience and evidence of readiness for level 4 study for existing staff who lack traditional academic qualifications

### APEL and RPL

When recruiting apprentices, it is vital you work with your provider to set out each of your requirements and expectations for the entry criteria to the apprenticeship. For example, your potential apprentices may be recruited from the existing workforce and may not have typical academic entry criteria. In this instance you would need to work with your provider to recognise their work experience and in-house training. The university may also offer a bridging module in they have a gap that cannot be evidenced through APEL/RPL.

## Procurement

To support the implementation of the AHP apprenticeship standards, the HEE Talent for Care Team facilitates a Managed Procurement Service. This service is managed and owned by Salisbury NHS Foundation Trust and aims to deliver a range of support for employers to increase their uptake of Apprenticeships.

The Managed Procurement Service has facilitated several national and regional robust quality procurement exercises to secure the development of a strong provider market which meets quality ambitions for AHP apprenticeships. As a result, employers have started to use AHP apprenticeships to enhance their workforce supply.

There is no requirement for Trusts to use this framework, as some Trusts may have already run their own procurement. This framework is designed to enable those who haven't already procured (or who want to contract new providers) to do so with minimum effort. **If you wish to use the framework, please contact [Sft.commercial@nhs.net](mailto:Sft.commercial@nhs.net).**

## Course Providers

The following providers were awarded as part of a national procurements for SLT. These providers have been quality assured by Salisbury NHS Foundation Trust and an expert panel.

Some course start dates are subject to HCPC approval. Please contact the universities below for exact details:

<b>University</b>	<b>Delivery overview</b>	<b>Start Date</b>
<b>Coventry University</b>	This learning is online/blended. Learners will attend Coventry University in person for a total of 6 days over the duration of the programme. The remaining off-the-job learning will be delivered through online sessions and placement periods (both virtual, and in person).	Sep 2021
<b>Sheffield Hallam University</b>	Learning from the online delivery of the MSc Dietetics (Pre-registration). The Dietetic Degree Apprenticeship as fully online provision.	Jan 2023
<b>Teesside University</b>	Fully online national delivery available. The contact hours for the apprenticeship will include 2 days per month (1 day per week), either face to face on Middlesbrough Campus or virtually using synchronous streaming (this can be undertaken virtually where required) and 2 day per month for guided online learning (1 day per week).	May 2022
<b>University of East London</b>	All learning, apart from placements, will be delivered online and therefore the timing of the off the job learning is flexible. Our only requirement would be that the employer agrees to allow the learner the time to engage with the course material and attend work-based placements (approx. 30% off the job learning).	Sep-22

## Frequently Asked Questions

### **Can part time staff undertake the apprenticeship?**

Yes, part time staff can undertake the apprenticeship. If an apprentice works less than full time, the apprenticeship duration will be extended accordingly.

### **Can I use apprenticeship funding to pay for my apprentices' salary?**

Apprenticeship levy funding, reservations, and transfers do not cover salary costs. Your organisation will need to fund the apprentice's salary.

### **What does “off the job training” mean?**

20% off-the-job training is the minimum amount of time that should be spent on occupational off-the-job training during an apprenticeship. Off-the-job training is a statutory requirement for an apprenticeship. This is training which is received by the apprentice during the apprentice's normal working hours. The purpose is to achieve the knowledge, skills, and behaviours of the approved apprenticeship referenced in the apprenticeship agreement.

## Links and Resources

[Healthcare Apprenticeship Standards online \(HASO\)](#)

[How to have Apprenticeship conversations with your board](#)

[What apprenticeships are and how to use them](#)

[Allied Health Professional apprenticeships](#)

[RPL / APEL guidance](#)

[Small employers – how to reserve funding](#)

[Procurement](#)

[English and maths functional skills guidance for employers](#)

[What is 20% off the job training](#)

[steps to expanding placement capacity](#)