



# DRUG AND ALCOHOL APPRENTICESHIPS AND BEYOND: KEEPING THE WORKFORCE UP-TO-DATE

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# AIMS

- Provide information about drug and alcohol apprenticeships and what this will mean for large and small organisations.
- Discuss how to meet the needs of the workforce across the wide range of professionals, including doctors, nurses, therapists and keyworkers.



# BACKGROUND TO APPRENTICESHIPS

- From April 2017 all employers in England with a salary bill of more than £3m have been required by the government to pay an 'apprenticeship levy' amounting to 0.5 per cent of their payroll.
- Employers are allowed to recoup or 'draw down' this money by putting their employees through apprenticeship courses.



# DRUG AND ALCOHOL APPRENTICESHIPS

- July 2017 a group of providers, academics and the Federation of Drug and Alcohol Practitioners (FDAP) set up a Trailblazer Group (TbG) to look at the possibility of putting forward a case for an apprenticeship qualification for the drug and alcohol sector.
- A TbG puts forward a case to the Institute of Apprenticeships (IoA) that their workforce has specific training and development needs that are not being currently met by any other apprenticeship. A TbG must have at least 10 employers from the sector concerned, 2 of whom must have less than 50 employees.
- Apprenticeship qualifications must be based upon a job role or title.

# THE TRAILBLAZER PROCESS

- The trailblazer group is tasked with producing a standard for the job role/s identified, and this will need to capture evidence in three areas: knowledge, competency and behaviours.
- It is likely to involve the reassessment of DANOS standards (widely seen as appropriate for the field but perhaps in need of some updating) and will require agreement on the level of educational attainment required to carry out the job.
- If accepted educational providers can develop courses based upon the standards. An independent end point assessment will also need to be developed.

# MYTHS

- You have to employ new apprentices to draw down on the money paid into the apprenticeship levy.

This is not the case. Existing staff can access apprenticeship courses to enhance their qualifications, up to degree level. In fact it is predicted that the majority of funds will be used on training the existing workforce.

# MYTHS

- **I'm a small employer so the apprenticeship agenda does not apply to me.**
  - This is not the case. There are generous incentives (up to 100 per cent of course fees covered) for smaller employers putting employees through courses.
- **You have to draw down money you have paid into the levy within a year or you lose it.**
  - This is not the case – you have two years from initial payment to do this.

# CHALLENGES

- Anyone studying for apprenticeship qualifications will be required to spend 20 per cent of their time studying. At a time when providers are being asked to provide 'more for less' there are concerns that this could place strain on service delivery.
- While everyone wants to have the best possibly educated workforce, there are concerns about the financial envelopes commissioners are providing for service delivery and whether well qualified staff can be appropriately remunerated.
- Will some services decide to 'take the hit' and not draw down the apprenticeship levy?

# OPPORTUNITIES

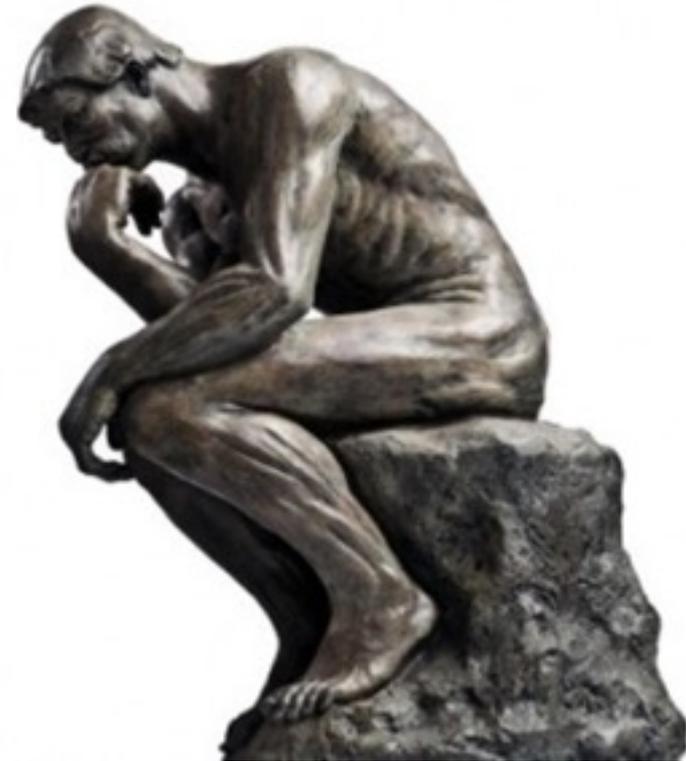
- Chance to set a consistent standard, agreed by employers, for job roles within the sector – something that has been missing until now. This has the potential to provide consistency for employers, commissioners, the workforce and users of services.
- They offer real opportunities for career progression and improved staff retention: volunteers, often people in recovery, can move from unpaid positions into employment supported by qualifications and in-work experience.

# NEXT STEPS

- On 31<sup>st</sup> October the Trailblazer Group (TbG) met to take forward ideas for an apprenticeship for the Drug and Alcohol Sector.
- Two possible suggestions for the field are *drug and alcohol treatment practitioner* (educational level 4) and *drug and alcohol treatment manager* (educational level 5).
- The TbG will put forward a proposal for a **Drug and Alcohol Practitioner Apprenticeship** Level 4 qualification to the Institute for Apprenticeships, a core qualification.
- If accepted by IFA the TbG will run a consultation with the field into what should be included in the standards.

# HOW DO WE MEET THE NEEDS CPD OF THE MULTI AGENCY WORKFORCE?

- Keyworkers
- Nurses
- Therapists
- Psychologists
- Drs
- Volunteers



fdap

# CPD PROCESSES

External bodies requirement: HCPC, NMC, GMC, FDAP, PBS, BACP.

Supervision.

Appraisal.

Internal training processes.

Internal developmental processes – multi disciplinary meetings and training. Shadowing/ observation. Joint working. Peer supervision.

Systems and standards within organisations.

External training.



THANK YOU



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