

**Senedd Cymru**

**Pwyllgor yr Economi, Masnach a Materion Gwledig**

**Ymchwiliad:** Llwybrau prentisiaeth

**Cyf:** AP20

**Ymateb gan:** Addysg a Gwellu Iechyd Cymru (AaGIC)

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**Welsh Parliament**

**Economy, Trade, and Rural Affairs Committee**

**Inquiry:** Apprenticeship pathways

**Ref:** AP20

**Evidence from:** Health Education and Improvement Wales (HEIW)



Please see below HEIW's response to the consultation. Should you require any further information then please contact me.

HEIW currently holds responsibility, as the WG partner organisation, for the development and maintenance of the 14 health-based apprenticeship frameworks in Wales which include 57 qualifications. We work with all the Health Boards and Trusts to provide support for the integration and accessibility of these. This task varies from region to region, as we provide bespoke support to NHS employers with different baseline levels of insight and different priorities to understand the value of the range of qualifications. We also help them develop the support infrastructure required to successfully offer and support apprenticeships at every stage of the process.

There is scope to increase both the number of learners on existing qualifications, and to increase the number of qualifications that are used. The HEIW team has developed high quality information materials to support increased uptake of these qualifications and is disseminating and promoting these so that they are used to support high quality decision making amongst a range of NHS partners.

HEIW is aware that there are currently no health-based degree apprenticeships in Wales but are focused on ensuring that should a need emerge, there is expertise available to support their development and implementation.

The approach and accessibility to apprenticeships has changed little in recent years, and their integration into workforce planning is relatively underdeveloped across NHS Wales. Health Boards and Trusts independently identify a contract training provider to access associated funding and to establish the model for enabling delivery and completion and this is an example area where efficiency could be improved.

HEIW has led recent sector consultations to enable the initiation of data cleansing and gathering of qualitative and quantitative information. This is allowing identification and evaluation of the benefits and impacts of current frameworks in educating staff and delivering service. The results of these are starting to create a picture of the levels of sector understanding (particularly with confusions in relation to the English apprenticeship models), framework delivery requiring the engagement of clinical expertise, funding structures, sustainable approaches for ongoing accessibility and cohesive progression pathways. Strategically, ensuring that data is collected consistently and available for interrogation will be key to supporting optimal deployment of apprenticeships.

Early evidence indicates that work-based (WBL) routes will require a mixture of education models which include apprenticeships at various levels for the variety of sectors within NHS Wales. However, an agreed, dedicated holistic approach is

required to support the education of the workforce to meet the future economic and social targets of WG. HEIW plays an important role in supporting and co-ordinating all-Wales approaches with key stakeholders that have, and can, facilitate identification and development of future education structures and funding options. This work is ongoing and is highlighted as a priority consideration during the 2025 – 2028 IMTP period.

Best wishes

Ian

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Ian Mathieson

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Addysg a Gwellu Iechyd Cymru (AaGIC) | Health Education and Improvement Wales (HEIW)