



Apprenticeships in GP Practices

Oxfordshire Training Hub (OTH) is working with local Federations OxFed, PML, Abingdon Federation, and SEOX and other partners to support practices to recruit Apprentices within Primary Care.

Apprenticeships are a fantastic opportunity to grow your own talent and bring fresh ideas into your practice. Apprenticeships broaden the scope of training and development for existing staff, whilst attracting new people to improve diversity within the workplace and bridging gaps in supply.

There are a wide range of clinical and non-clinical apprenticeships available, which can be a great way to fill a particular need in your practice. Non-clinical roles can help build skills in areas such as administration, customer service, health care, finance and IT for example. As well as your practice providing on-the-job training, apprentices will study with a training provider of your choice.

Easy four step process

1. *Identify a gap within your surgery and decide on the job role you wish to fill*
2. *Contact the training provider for that job role*
3. *Advertise and recruit*
4. *Provide on-going support to the apprentice*

Funding

- If you employ less than 50 people and employ an apprentice aged 18 or under, the government will fund 100% of their training programme and pay you a £1000 incentive per apprentice to help towards the cost of training.
- If you employ someone 19 and over, they will still contribute 95% towards the cost of the associated training programme, leaving you to cover only 5%.
- If you employ more than 50 people but are not an apprenticeship levy payer (your annual payroll in England is less than £3 million) the government will still contribute 95% of the cost of each apprenticeship training programme, and pay you a £1000 incentive for each apprentice under the age of 18.
- For apprentices under 25, you do not pay NI contributions.

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