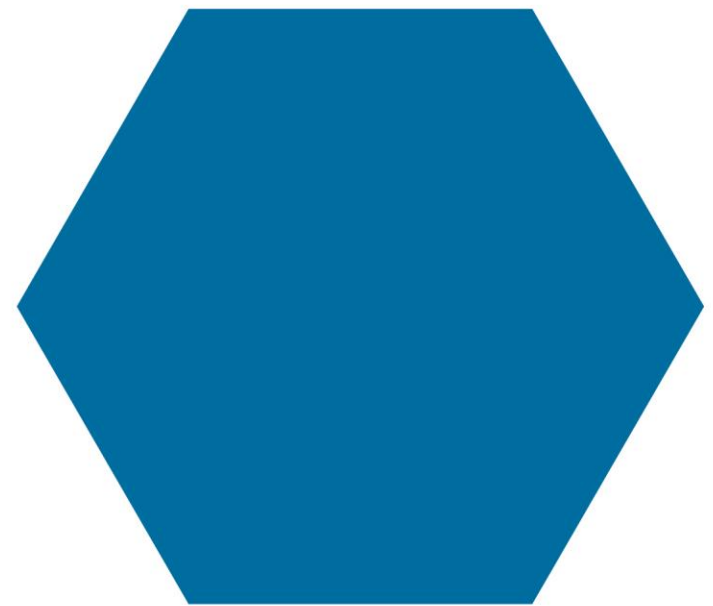


New and emerging apprenticeship roles within psychology and health

Tracey Kinsley – Assessment and Awards Manager
BPS Assessments and Awards
End-point Assessment Organisation



What is an Apprenticeship?

An apprenticeship is a job with training.

Apprentices are employed, work a minimum of 30 hours and receive paid holiday whilst studying for a formal qualification.

Apprenticeships offer the opportunity of starting a career, changing a career or upskilling existing staff.

Apprenticeship Levels		
	Level	Equivalent Education Level
Intermediate	2	GCSE
Advanced	3	A level
Higher	4, 5, 6 & 7	Foundation degree or above
Degree	6 & 7	Bachelor's or master's degree

Apprenticeship reform - The apprenticeship levy (March 2016)

What is the apprenticeship levy and who pays it?

- Levy on UK employers will fund growth in the apprenticeship programme. In parallel, employers will be given **more influence over how apprenticeships are designed and paid for**, so that they focus on the skills, knowledge and behaviours that are required of the workforce of the future.
- Growth in apprenticeships will open up opportunities to individuals from all backgrounds and all parts of the country, giving more people the chance to pursue a successful career.
- The levy will come into effect on **6 April 2016**, at a rate of **0.5% of pay bill**, paid through PAYE. It applies to all employers in all sectors.
- All employers have an **allowance of £15,000** to offset against their levy liability. The levy allowance is not a cash payment and cannot be used to purchase apprenticeship training
- The allowance means that only UK employers with an **annual pay bill of more than £3 million** Are liable to pay the levy. That's 2% of employers.
- Employers in England who pay the levy **will be able to get out more than they pay into the levy**, through a **10% top-up** to their digital accounts

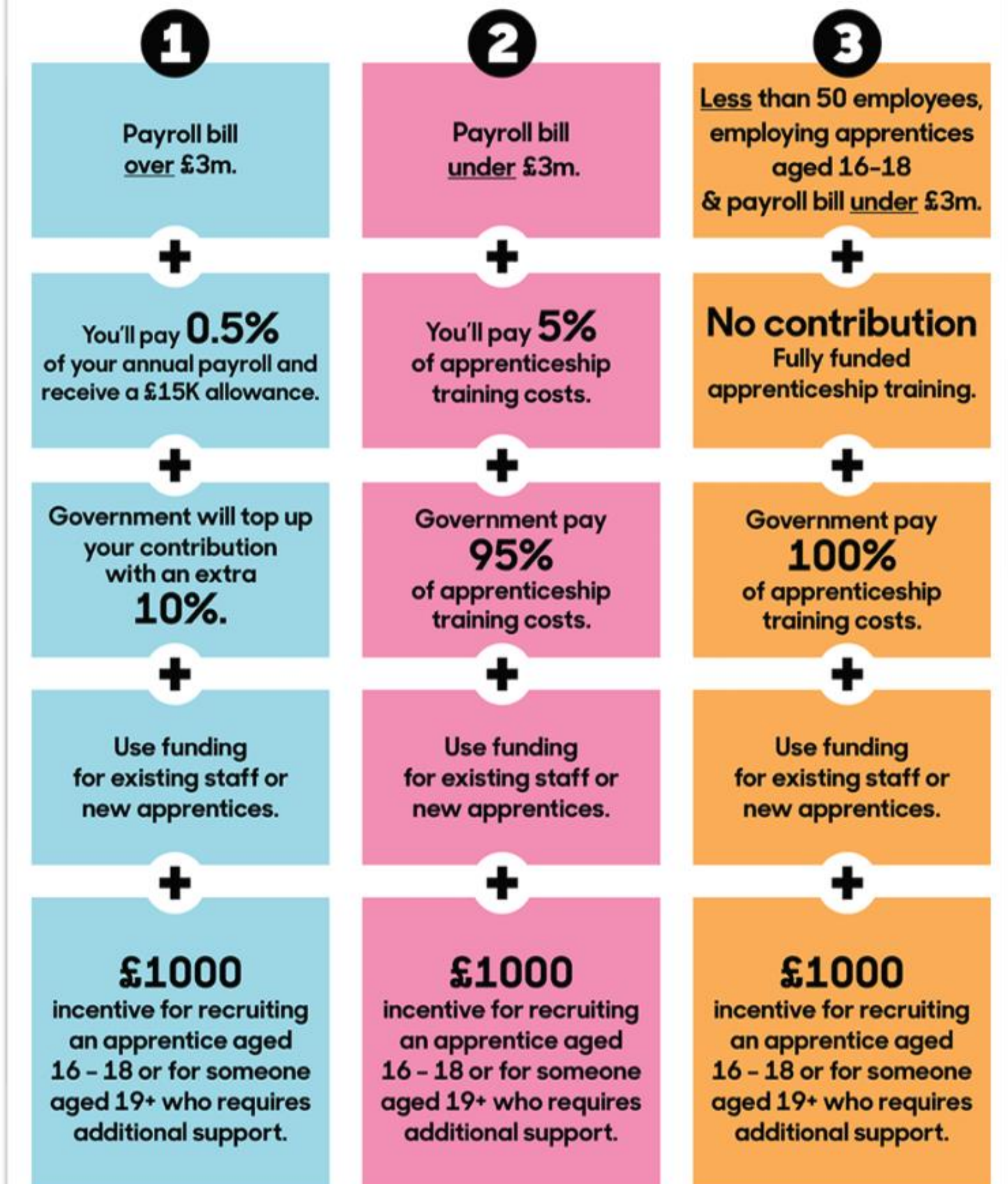
The levy will be set at **0.5% of an employer's pay bill**. It will only be paid on any pay bill in excess of

£3m

Employers will have an allowance of **£15,000** to offset against their levy payment



HOW IT WORKS.



The NHS levy

NHS accounts for 2019/20 show that £45.1bn was **spent on salaries and wages**, meaning the **levy bill** of 0.5% **would** amount to approximately £225m.

£600M staff bill would incur a £3.2 Million levy.

Many NHS trusts have become employer providers in order to draw down funding to fund their own apprenticeship programmes or subcontract their training to a training provider.

Average **annual** levy bill for a NHS trust between: £1.4M and £4M, depending on the size of the trust.

Use it or lose it.



How/where are apprentices trained?



OPTION 1

USE A TRAINING PROVIDER:

find a training provider to deliver your apprenticeships on findapprenticeshiptraining.sfa.bis.gov.uk. The training provider will be paid direct from your levy account.



OPTION 2

BECOME AN EMPLOYER PROVIDER:

deliver your own apprenticeships and recoup levy funds from your account to cover the eligible costs of your delivery.



OPTION 3

BECOME AN EMPLOYER PROVIDER THAT SUBCONTRACTS:

the same as option 2 but you subcontract some elements of the training to a training provider and claim these as an eligible cost.

Level 6 Psychological wellbeing practitioner
Level 7 Clinical associate in psychology



Useful websites

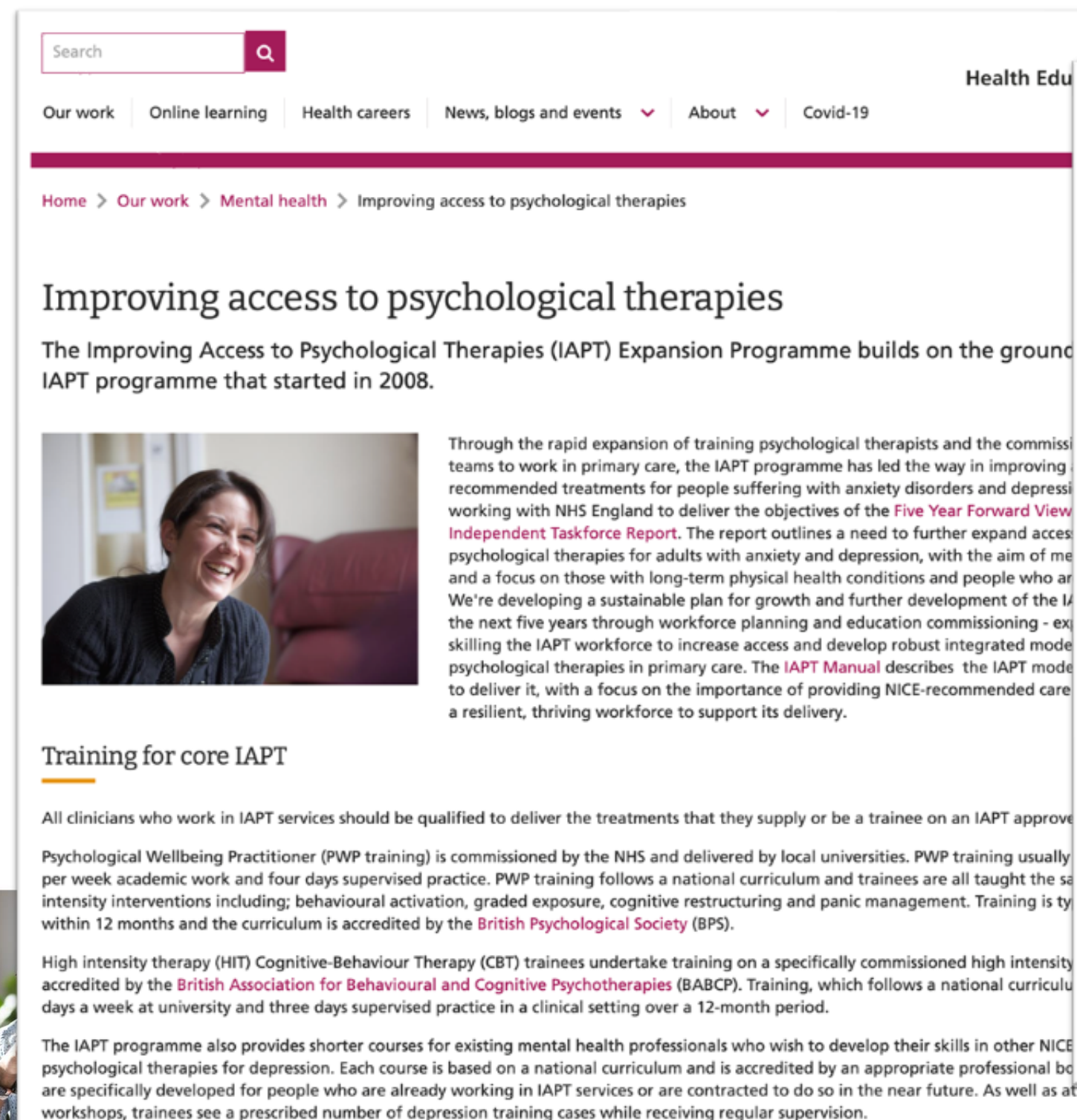
(links provided on final slide)

The collage features several overlapping website screenshots:

- Institute for Apprenticeships and Technical Education:** Includes a 'TRAILBLAZER' section with links like 'Developing a standards', 'Developing overview', 'Trailblazer', 'Developing occupation', 'Developing standard', 'Developing assessment', 'Allocating a', 'Apprentices submission', 'The approval', 'Promoting', 'Apprentices', 'Revisions, a dispensatio', 'Revisions s', and 'Statutory re'.
- GOV.UK:** Shows the 'Coronavirus (COVID-19)' section with 'Guidance and support'.
- Register of end-point assessment organisations:** A detailed page titled 'Register of end-point assessment organisations' providing 'Information for employers looking for an independent end-point assessment organisation and potential applicants to the register of apprentice assessment organisations.' It includes details from the 'Education and Skills Funding Agency', published 5 April 2018, and last updated 8 July 2021. It also has a 'Contents' section with links like 'Important information about the changes to external quality assurance', 'Introduction to end-point-assessment organisations', 'Find an end-point assessment organisation', 'How to apply to the register of end-point assessment organisations', and 'Help and support'. A 'Print this page' button is visible.
- Find your apprenticeship:** A section titled 'Find your apprenticeship' with a 'Start now >' button.
- Related content:** A section titled 'Related content' with links to 'Conditions for being on the register of end-point assessment organisations', 'Ofqual Handbook: General Conditions of Recognition', 'End-Point Assessment Organisation recognition briefing', 'Criteria for Recognition', and 'Search for apprenticeship standards'.
- Brexit:** A section titled 'Brexit' with a link to 'Check what you need to do'.

Who funds apprenticeships?

- The education costs for the apprenticeship are funded out of the apprenticeship levy
- Salary support for the PWP Apprenticeship remains the **same as for core PWP trainees** – 40% Clinical Commissioning Group funding / 60% central funding
- 100% of on-programme training and end point assessment can be drawn from an employer's levy account (but must be within the recommended funding band)
- Government – funding Employer/Training Providers (some funded via levy)




Search

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Home > Our work > Mental health > Improving access to psychological therapies

Improving access to psychological therapies

The Improving Access to Psychological Therapies (IAPT) Expansion Programme builds on the ground IAPT programme that started in 2008.



Through the rapid expansion of training psychological therapists and the commissioning teams to work in primary care, the IAPT programme has led the way in improving recommended treatments for people suffering with anxiety disorders and depression working with NHS England to deliver the objectives of the **Five Year Forward View Independent Taskforce Report**. The report outlines a need to further expand access to psychological therapies for adults with anxiety and depression, with the aim of meeting a focus on those with long-term physical health conditions and people who are at risk of mental health problems. We're developing a sustainable plan for growth and further development of the IAPT programme over the next five years through workforce planning and education commissioning - expanding the IAPT workforce to increase access and develop robust integrated models of psychological therapies in primary care. The **IAPT Manual** describes the IAPT model to deliver it, with a focus on the importance of providing NICE-recommended care and a resilient, thriving workforce to support its delivery.

Training for core IAPT

All clinicians who work in IAPT services should be qualified to deliver the treatments that they supply or be a trainee on an IAPT approved programme.

Psychological Wellbeing Practitioner (PWP) training is commissioned by the NHS and delivered by local universities. PWP training usually involves a mix of academic work and supervised practice. PWP training follows a national curriculum and trainees are all taught the same core skills including: behavioural activation, graded exposure, cognitive restructuring and panic management. Training is typically over 12 months and the curriculum is accredited by the **British Psychological Society (BPS)**.

High intensity therapy (HIT) Cognitive-Behaviour Therapy (CBT) trainees undertake training on a specifically commissioned high intensity programme accredited by the **British Association for Behavioural and Cognitive Psychotherapies (BABCP)**. Training, which follows a national curriculum, is typically over 12 months and includes three days supervised practice in a clinical setting over a 12-month period.

The IAPT programme also provides shorter courses for existing mental health professionals who wish to develop their skills in other NICE-recommended psychological therapies for depression. Each course is based on a national curriculum and is accredited by an appropriate professional body. Courses are specifically developed for people who are already working in IAPT services or are contracted to do so in the near future. As well as attending workshops, trainees see a prescribed number of depression training cases while receiving regular supervision.



NHS

The Psychological Wellbeing Practitioner Apprenticeship: procurement guidance for employers

Introduction

The Psychological Wellbeing Practitioner (PWP) Apprenticeship offers employers an opportunity to recruit PWPs, which is an Improving Access to Psychological Therapies (IAPT) role.

Among its applicants, the PWP Apprenticeship will attract people who do not have an undergraduate-level degree, those who wish to change career direction, and former IAPT service users who wish to give something back. During employment as a PWP apprentice, a trainee will undergo on-the-job training at an IAPT service and attend a level 6 (equivalent to final-year undergraduate) course at a recognised university. The employer will pay a salary, while the university fee is drawn down through an apprenticeship levy. Following a further period of on-the-job training, the apprentice must successfully complete an assessment – after which they will enter the PWP workforce.

PWPs make a positive difference to people's lives through brief psychological interventions. They help people in difficulty to move forward by applying the principles of cognitive behavioural therapy (CBT), through face-to-face meetings, by phone, online and by delivering courses.

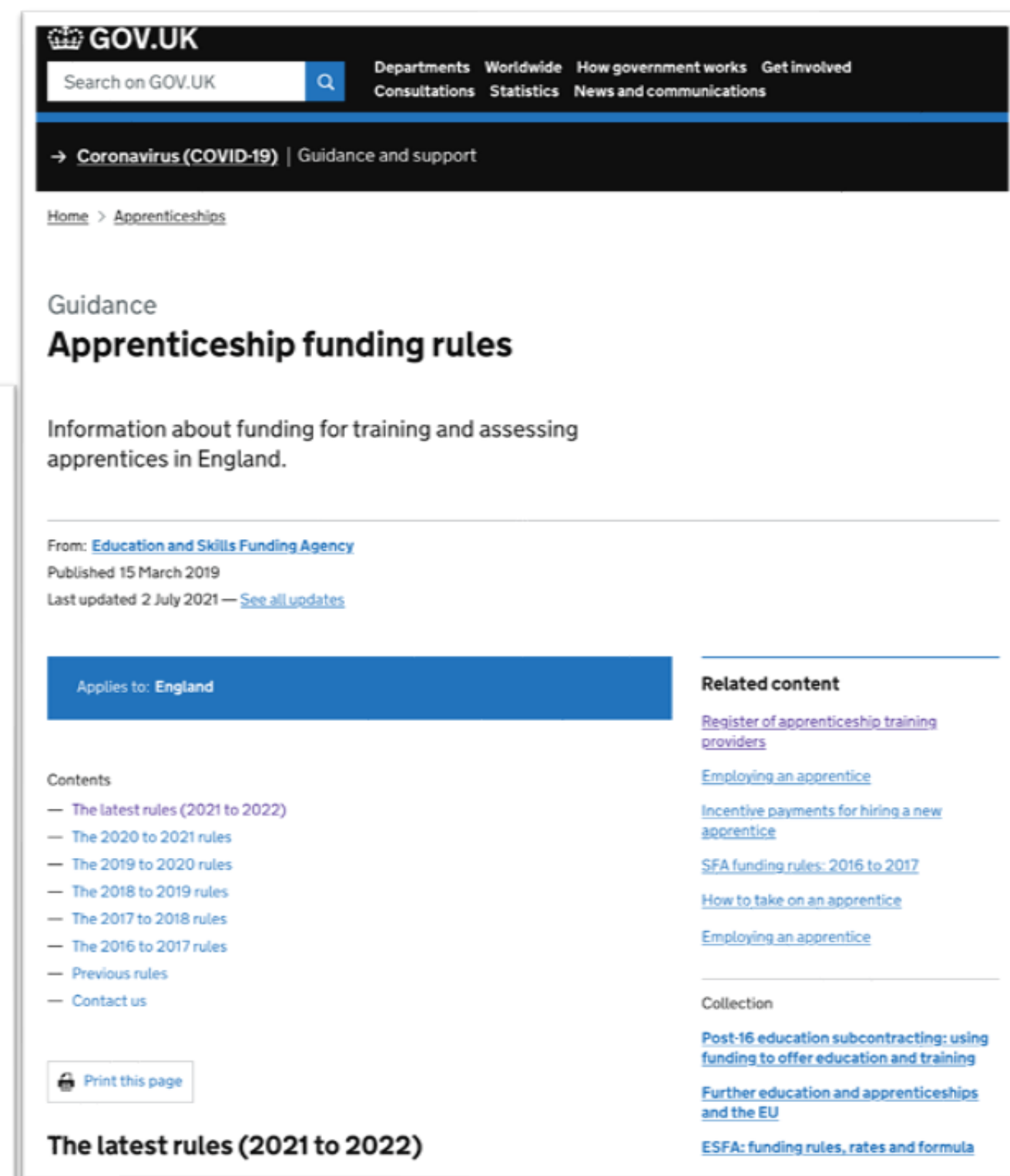
PWP Apprenticeship procurement

Setting up PWP Apprenticeship places is a straightforward and easy-to-follow process for which there is support readily available from knowledgeable and helpful NHS procurement hubs and local Health Education England offices.

Many large organisations and health trusts have a procurement department, and may also have experience of administering apprenticeship schemes. IAPT services planning to offer the PWP Apprenticeship should link with these departments which will offer support and advice on the procurement steps to be followed. If, however, your organisation does not have a procurement department, contact your local NHS Collaborative Procurement Hub who will assist.

Dynamic Purchasing System (DPS)

The PWP Apprenticeship should first be listed on an organisation's dynamic purchasing system (DPS) before it can be procured. The DPS owner will manage this aspect of the process. Template procurement documents are available at most organisations and should be used by IAPT services and their partner universities for the apprenticeship procurement process. Procurement advice can be sought from the four NHS Procurement Hubs listed below. Most of these are geographically named apart from NHS Commercial Solutions which covers the South East. In certain regions there may be other providers who can assist.



GOV.UK

Search on GOV.UK

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Consultations | Statistics | News and communications

→ Coronavirus (COVID-19) | Guidance and support

Home > Apprenticeships

Guidance Apprenticeship funding rules

Information about funding for training and assessing apprentices in England.

From: [Education and Skills Funding Agency](#)
Published 15 March 2019
Last updated 2 July 2021 — [See all updates](#)

Applies to: England

Related content

- [Register of apprenticeship training providers](#)
- [Employing an apprentice](#)
- [Incentive payments for hiring a new apprentice](#)
- [SFA funding rules: 2016 to 2017](#)
- [How to take on an apprentice](#)
- [Employing an apprentice](#)

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- [The latest rules \(2021 to 2022\)](#)
- [The 2020 to 2021 rules](#)
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- [The 2018 to 2019 rules](#)
- [The 2017 to 2018 rules](#)
- [The 2016 to 2017 rules](#)
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The latest rules (2021 to 2022)

Collection

- [Post-16 education subcontracting: using funding to offer education and training](#)
- [Further education and apprenticeships and the EU](#)
- [ESFA: funding rules, rates and formula](#)

Context – IAPT PWP Apprenticeship

- The NHS Long Term plan seeks to
By 2023/24: • Access to Increased Access to Psychological Therapies (IAPT) services will be expanded covering a total of 1.9m adults and older adults. All areas will maintain the existing IAPT referral to treatment time and recovery standards, and the existing requirement to commission IAPT-Long Term Conditions (IAPT-LTC) services.

All areas will need to plan to achieve improvements in access and treatment for older adults in line with local demographics within all adult mental health services

Table: Summary of indicative workforce requirements to deliver national LTP ambitions (replacement/churn trainees and workforce expansion are in addition to these numbers)

Additional Staff (cumulative)	Year 1 (2019/20)	Year 2 (2020/21)	Year 3 (2021/22)	Year 4 (2022/23)	Year 5 (2023/24)
Total additional therapists IAPT (PWP and High Intensity)	0	0	1000	1,980	2,940

[NHS Mental Health Implementation Plan 2019/20 – 2023/24 \(longtermplan.nhs.uk\)](https://www.longtermplan.nhs.uk/)

- The NHS People Plan seeks to address current and future workforce planning including practical action on:
New ways of working and delivering care emphasising that we need to make effective use of the full range of our people’s skills and experience to deliver the best possible patient care.

Growing for the future particularly by building on the renewed interest in NHS careers to expand and develop our workforce, as well as retaining colleagues for longer.

[We-Are-The-NHS-Action-For-All-Of-Us-FINAL-March-21.pdf \(england.nhs.uk\)](https://www.england.nhs.uk/wp-content/uploads/2020/03/we-are-the-nhs-action-for-all-of-us-final-march-21.pdf)

- [Developing-a-Collaborative-IAPT-Workforce-Plan Presentation](#) (Andrew Morris, Workforce Development Programme Manager)

Why a PWP Apprenticeship route?

- We need the PWP workforce to meet the increasing demand on IAPT services
- 60% of PWPs move to a Higher Intensity Therapist (HIT) role each year
- Difficulty in recruiting qualified PWPs
- Traditional route attracts psychology graduates
- The [Widening participation to Psychological Wellbeing Practitioner training](#) report by the University College London made recommendations to offer 'alternative and variant types of PWP training' including 'apprenticeship vocational training' making it a more attractive opportunity to a wider range of people within our local communities
- Uses organisation's Apprenticeship Levy funding
- Opportunity for employers to develop their own local requirements



The PWP Apprenticeship

- National procurement undertaken by Salisbury NHS Foundation Trust in partnership with Health Education England resulted in the award of a PWP National Framework to 7 training providers in England to deliver the PWP Apprenticeship.
 - **Liverpool John Moores University**
 - London South Bank University
 - Solent University
 - Staffordshire University
 - Teesside University
 - University of Exeter
 - University of Essex
- The IAPT PWP Apprenticeship is a Level 6 (non-degree qualification) leading to a Certificate in Psychological Wellbeing Practice
- Professional recognition
- Regulated occupation
- There is a minimum 12 month training programme with an additional (+ 3 months) End Point Assessment (EPA) period
- Collaboration across regions to develop a PWP apprenticeship route - Health Education England led Webinar held on 10 May 2021 including a presentation from LJMU



The PWP Apprenticeship at Liverpool John Moores University

- **Liverpool John Moores University (LJMU)** has a small cohort planned for October 2021 and is currently working with services to fill places. Programme Lead is Karen Rea k.rea@ljmu.ac.uk
- An initial meeting held with LJMU and services in Cheshire and Merseyside who have expressed an interest in the PWP Apprenticeship route.
 - LJMU currently developing marketing material
 - Outline job description and person specification drafted
 - Develop a marketing strategy (examples of marketing to targeted groups in [Widening participation to PWP training UCL report](#))
 - Evaluation and feedback from first cohort
- LJMU, University of Central Lancashire and University of Manchester have an existing non-standard entry route to 'traditional' PWP training for prospective students who can evidence relevant experience and can demonstrate academic ability to meet level 6 study requirements
 - Level 7 - award is a postgraduate certificate
 - Level 6 – award of a graduate certificate



What is End-point Assessment (EPA)?



PWP Assessment Plan and Occupational Standard



End-point assessment plan for Psychological Wellbeing Practitioner (PWP) apprenticeship standard

Apprenticeship standard number	Level of this end point assessment (EPA)	Integrated
ST0568	6	No

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Affordability	20
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Reasonable adjustments	20
Mapping of knowledge, skills and behaviours (KSBs)	21



PSYCHOLOGICAL WELLBEING PRACTITIONER

Details of standard

Occupation summary

This occupation is found in the public sector within the NHS England Improving Access to Psychological Therapies (IAPT) initiative, which is a world leading programme in psychological healthcare. This is an exciting role where practitioners make a difference to people's lives. Psychological Wellbeing Practitioners (PWP) deliver the service from different venues for example GP surgeries, community healthcare settings and other community based venues, such as job centres.

The broad purpose of the occupation is for PWPs to interact with adult patients in primary care, across a number of different services and variety of environments including being able to practice in diverse cultures. PWPs offer assessments for mild to severe common mental health problems, undertaking assessment of risk and making of safeguarding referrals. They offer evidence based interventions to patients with mild to moderate anxiety and depression as well as other common mental health problems determined by National Institute for Health and Care Excellence (NICE)*1, the Improving Access to Psychological Therapies (IAPT)*2 manual. PWPs operate within a stepped care service delivery model which operates on the principle of offering the least intrusive effective psychological treatment in the first instance, patients can then be 'stepped up' to a more intensive treatment if required. The treatment aids clinical improvement and social inclusion, such as a return to work, meaningful activity or physical wellbeing and is delivered through a variety of methods including individual work courses and group work, which can be via face-to-face, telephone, email or other contact methods including digital platforms. They work alongside existing psychological practitioners such as High Intensity Improving Access to Psychological Therapies Cognitive Behaviour Therapy practitioners. PWPs undertake assessments mainly for moderate anxiety and depression protocols with referral to senior professionals for complex problems.

*1 <https://www.nice.org.uk/guidance>

PWP End-point Assessment (EPA)

The EPA is used to determine whether the apprentice meets the competencies required in the role of a PWP.

It consists of two equally weighted assessment methods:

1. Demonstration of Practice (DoP)

Station 1 – Patient Centred Assessment

Station 2 – Psychological Intervention

2. Presentation of Practice (PoP)



CAP Assessment Plan and Occupational Standard



End-point assessment plan for Clinical Associate in Psychology (CAP) apprenticeship standard

Apprenticeship standard number	Apprenticeship standard level	Integrated end-point assessment
ST0820	7	Integrated degree apprenticeship

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Professional body recognition	20
Mapping of knowledge, skills and behaviours (KSBs)	21



CLINICAL ASSOCIATE IN PSYCHOLOGY (CAP) (INTEGRATED DEGREE)

Details of standard

Occupation summary


This is a new occupation, developed for implementation in England, introduced as part of a programme of work to provide greater access to psychologically informed mental health services. Clinical Associates in Psychology fill an identified skills gap between assistant psychologist and qualified clinical psychologists. They are able to practice autonomously with appropriate support, working within their scope of practice, under the supervision of a registered clinical psychologist.

The broad purpose of the occupation is to provide high quality, evidence based psychological interventions to inform practice, with formulations derived from specialist psychological measurement and assessment tools to work with populations across the lifespan from different backgrounds, cultures and beliefs. They work with specific populations and therefore provide a more proscribed range of activities than Clinical Psychologists.

Clinical Associates in Psychology:


- are accountable professionals delivering psychological assessments, formulations, interventions and research within their scope of practice.
- use applied service research and evaluation to inform interventions.
- may work with and communicate with patients in their own home, in the community or hospital, or in any settings where their needs are supported and managed.

Support for EPA from BPS Assessments and Awards EPAO




PWP Provider Portal


[Home](#) / [My courses](#) / [Provider Portal PWP ST0568](#)




Turn editing on




Key documents




Registration, Reservation and payment




Support materials and resources




Venue requirements and what to expect on the day of EPA




Gateway Declaration




Gateway evidence upload



Results



Contact us



Provider and Apprentices Surveys

Support for EPA from BPS Assessments and Awards EPAO



Employer and PWP Guidance for End Point (EPA)



EPA Gateway

- Employer satisfied that the apprentice is working consistently at or above the level set out in the occupational standard
- Apprentice must have completed English and Mathematics at level 2, or equivalent
- Apprentices must have completed the Certificate in Psychological Wellbeing Practice qualification

Assessment Method 1 - Demonstration of Practice

Station 1 - Patient Centred Assessment

- Scenario presented to apprentice (10 mins)
- Patient Centred Assessment interview (40 mins)
- Q&A session with a minimum of 3 questions to answer (15 mins)
- Additional 10% time added at discretion of the assessor

Station 2 - Psychological Intervention

- Scenario presented to apprentice (10 mins)
- Review progress, and understanding of agreed treatment (10 mins)
- Low intensity psychological support intervention (25 mins)
- Update patient record (10 mins)
- Assessor reviews patient record (5 mins)
- Q&A session with a minimum of 3 questions to answer (15mins)
- Additional 10% time added at discretion of the assessor

Assessment Method 2 - Presentation of Practice

- Presentation topic and title agreed by the employer and EPAO
- Completed presentation submitted within 20 days of topic and title being agreed
- Independent Assessor has 10 days to review the presentation prior to the assessment
- Presentation Delivery (25 mins) followed by Q&A session with a minimum of 4 questions to answer (20 mins)
- Additional 10% time added at discretion of the assessor

Knowledge

K2	How to establish and maintain complex partnerships and therapeutic relationships that take into account individual differences and needs including language preferences.
K3	The policies and guidelines that relate to the management of confidential information, including data protection legislation e.g. The General Data Protection Regulation (GDPR) 2016, the importance of recording accurate patient records securely and how to escalate matters if data protection breaches occur.
K6	The principles, purposes and different types of assessments, undertaken with people with common mental health problems.
K7	Complex patterns of symptoms consistent with diagnostic categories and psychological models.
K8	The principles and process of ongoing risk assessment, safeguarding and any policies that support this.
K9	The principles of patient-centred care and support, and why it makes a difference to how people feel.
K10	The significance of actively involving people in their own care.
K11	How to establish and maintain a therapeutic alliance with patients during their treatment programme, including managing issues and events that interfere with the therapeutic relationship that threaten the alliance.
K12	How to competently select, use and evaluate the efficacy of behaviour change models and strategies in the delivery of low-intensity psychological interventions.
K14	The principles and practices of medication management.
K19	Understand how to respond to people's need sensitively with regards to individual differences.
K22	How to practice in a non-judgemental, caring and sensitive manner.
K23	The concept of 'risk' and how to manage risk and promote health and well-being while aiming to empower choices that promote self-care and safety.
K25	The significance of timely record keeping.

Skills

S1	Communicate effectively with individuals verbally and in writing to build successful caring relationships with patients and colleagues, whilst also keeping information confidential.
S2	Evaluate and respond to peoples' needs sensitively with regards to all aspects of diversity.
S3	Manage personal and sensitive information, in line with local and national policies and legislation. Keep information secure and ensure that any information audits are compliant with such policies and legislation.
S4	Accurately record interviews and questionnaire assessments using paper and electronic recording keeping systems in a timely manner.
S7	Select and deploy a range of assessments to aid problem recognition and definition e.g. psychometric assessment, problem focused assessment and intervention planning assessment. S13 Support patients using medication to optimise medication use and minimise adverse effects in liaison with the patient's GP.
S8	Recognise and analyse patterns of symptoms of conditions such as anxiety disorders and depression and evaluate patient need and level of ongoing risk to themselves and others.E
S9	Enable shared decision making and promote empowerment by working collaboratively with patients to provide patient-centred care.
S10	Build and sustain a therapeutic alliance with patients to manage emotional distress in sessions and understand patients' perspectives.
S11	Collaboratively use behaviour change models to help identify and evaluate patient goals and choice of low-intensity intervention.
S12	Formulate and deliver evidenced based low-intensity psychological treatments. For example, supporting patients undertaking recommended treatments for problem solving, panic and sleep management and to review treatment plans continually.
S14	Manage a caseload of patients with common mental health problems efficiently and safely, including the assessment of risk and vulnerability.
S20	Practice autonomously within your scope of practice and be responsible and accountable for safe, compassionate, patient-centred, evidence based practice.
S21	Work within your own practice boundaries and levels of competence.
S23	Establish and maintain appropriate professional and personal boundaries with patients.

Behaviours

B1	You will treat people with dignity, respecting diversity, beliefs, culture, needs, values, privacy and preferences.
B2	You will show respect and empathy for those you will work with, have the courage to challenge areas of concern and work to evidence based best practice.

Useful links

<https://www.instituteforapprenticeships.org/developing-new-apprenticeships/trailblazer-group/>

<https://www.instituteforapprenticeships.org>

<https://www.instituteforapprenticeships.org/apprenticeship-standards/>

<https://find-epao.apprenticeships.education.gov.uk>

<https://www.gov.uk/guidance/register-of-end-point-assessment-organisations>

<https://www.gov.uk/guidance/register-of-apprenticeship-training-providers>

<https://www.hee.nhs.uk/our-work/mental-health/improving-access-psychological-therapies>

<https://www.hee.nhs.uk/sites/default/files/documents/PWP%20Apprenticeship%20procurement%20guidance%20for%20employers%20EPAO.pdf>

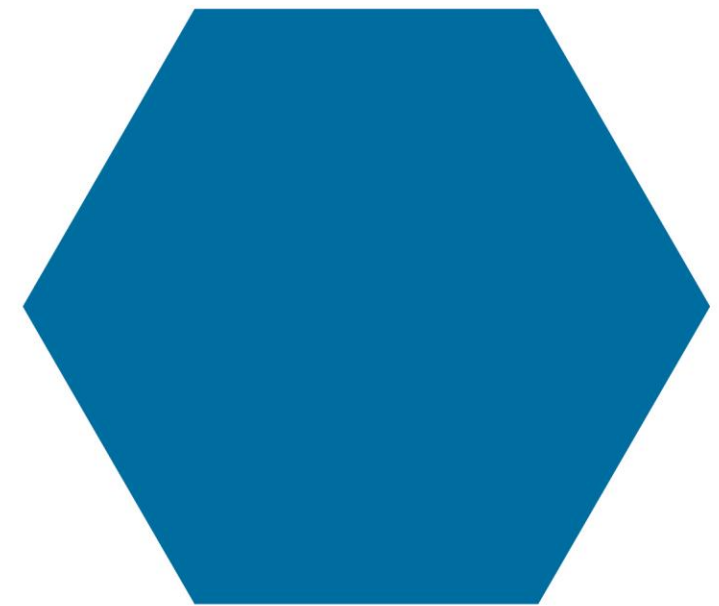
<https://www.gov.uk/guidance/apprenticeship-funding-rules#the-latest-rules-2021-to-2022>

<https://www.gov.uk/guidance/conditions-for-being-on-the-register-of-end-point-assessment-organisations>

<https://www.gov.uk/guidance/ofqual-handbook>

<https://www.instituteforapprenticeships.org/quality/external-quality-assurance/>

<https://www.officeforstudents.org.uk/advice-and-guidance/skills-and-employment/degree-apprenticeships/degree-apprenticeships-for-providers/checking-the-quality-of-apprenticeships/>



Questions?





Julie Davies Clinical Network Coordinator – IAPT Workforce
North West Coast Clinical Networks
Email julied.davies@nhs.net

NHS England and NHS Improvement

