# NHSE funding to support development of the Imaging & Radiography workforce via Apprenticeships 2024/25

## Information for South East NHS Trusts and Imaging Networks on how to access this funding, including the application process.

For any queries about this funding or details within this document, please contact the **NHS England South East Cancer and Diagnostic Programme,** part of the **Workforce, Training & Education directorate**, england.canceranddiagnostics.se@nhs.net

**Key Messages**

## 2024/25 funding for the NHS England South East Cancer & Diagnostics (C&D) Programme, part of the Workforce, Training & Education Directorate (WT&E) has not yet been confirmed.

## We are hopeful that the 2024/25 C&D Programme budget will include funding to *support uptake of imaging and radiography apprenticeships* and we are therefore progressing with the application stage; applications will be reviewed and provisionally approved, subject to funding confirmation from the National Cancer & Diagnostics Programme.

This document details the 2024/25 offer for imaging and radiography apprenticeship NHSE training grants; To help grow and transform the radiography workforce, NHSE is offering a limited number of training support grants to NHS Trusts of £10,404 (per apprentice) for the following apprenticeship programmes if apprentices start on programme 1 April 2024 and 31 March 2025:

* Therapeutic Radiographer Degree Apprenticeship, level 6 or level 7
* Diagnostic Radiographer Degree Apprenticeship level 6 or level 7
* Sonographer Apprenticeship, level 6
* Assistant Practitioner Apprenticeship, level 5 (contextualized to Radiography)
* Mammography Associate Apprenticeship, level 4
* Business Administrator Apprenticeship, Level 3 (contextualised to cancer care navigator / administrative and clerical cancer support roles)

And

* Radiography bridging/top-up courses for existing assistant practitioners

The training grant is being offered to all NHS Trusts within SE Imaging Network geographies. This includes Trusts within Dorset ICS [SE3 Imaging Network] and Milton Keynes University Hospital NHS Foundation Trust [part of SE1 Imaging Network].

**Deadline for funding applications**

* To apply for funding, please complete [Imaging Apprenticeships application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/application-form-4)
* **The application window will open early March 2024 and will close at 9am on Tuesday 2 April 2024** to support funding being transferred in June 2024 via the NHSE Education Contract schedule if possible. Funding is required to be spent and fully utilised by 31 March 2025, and apprenticeship **programmes must start** **before** 31 March 2025.

If you have any queries, please contact england.canceranddiagnostics.se@nhs.net

**Overview**

To support meeting challenges in the radiography workforce and to promote the tangible benefits apprenticeships bring to the NHS, NHS England is proposing to offer training grants in 2023/24 for employers to develop apprenticeships in radiography.

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.

Apprenticeships bring several tangible benefits to the NHS and other organisations creating

skilled, motivated, and qualified employees and, if used properly, can help to address skills

shortages across the workforce. Apprenticeships are a key way for people to learn on the job, both for new starters to the NHS and for existing members of staff, allowing learners the opportunity to gain a qualification and apply their learning while continuing to earn a salary.

The NHS Long Term Workforce Plan [LTWF][[1]](#footnote-2), published in June 2023, notes that the apprenticeship route can support entry into clinical professionals and wider healthcare roles, supporting the NHS to build multidisciplinary teams with the right skills mix for the future, as well as supporting staff to advance in their careers by opening routes into enhanced and advanced practice roles.

The overarching aims of the offer is to:

* Support Trusts in developing the radiography workforce and develop the pipeline of individuals along the career pathway.
* Support existing staff to develop in their roles and along the career pathway (this includes existing radiographer support workers, assistant practitioners, and aspiring radiographers) Grow the number of assistant practitioners and radiographers
* Increase access to and provide new routes into the radiography through supporting the apprenticeship pathways.

**The funding offer**

To help grow and transform the radiography workforce, NHSE is offering a limited number of training support grants to NHS Trusts of **£10,404 (per apprentice)** for the following apprenticeship programmes if apprentices start on programme 1 April 2024 and 31 March 2025:

* Therapeutic Radiographer Degree Apprenticeship, level 6 or level 7
* Diagnostic Radiographer Degree Apprenticeship level 6 or level 7
* Sonographer Apprenticeship, level 6
* Assistant Practitioner Apprenticeship, level 5 (contextualized to Radiography)
* Mammography Associate Apprenticeship, level 4
* Business Administrator Apprenticeship, Level 3 (contextualised to cancer care navigator / administrative and clerical cancer support roles)

And

* Radiography bridging/top-up courses for existing assistant practitioners)

This £10,404 training grant would be available as a pro-rata payment across 2024/25 and 2025/26. The training grant is to support trainees **commencing** the programme within this current financial year and the first payment of NHS England funding must be expended in the financial year 2024/25.

If for any reason the apprentice needs to withdraw from or is unable to complete their programme, funding will need to be returned. Payments will be made via the NHSE Education Contract schedule to the employing Trust and will not be made until an apprentice name and further details relating to their programme is provided.

The grant could be used by employers (in addition to the apprenticeship levy) to support and facilitate their members of staff completing a recognised apprenticeship training programme. This may include funding:

* training and supervision expenses
* clinical supervision/mentorship
* travel and subsistence expenses.

Please note: Training grants are not intended to cover salary costs of the apprentice which would need to be met by the employer. Course fees are covered by employer access to the apprenticeship levy.

**Procurement Information**

To support this project NHS England and Salisbury NHS procurement have undertaken a national

procurement process to identify education providers to deliver the radiography apprenticeships.

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.

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

**Course Providers**

Please see Appendix 1 which lists approved education providers, cohort intake dates and links to specific sections of their websites.

**How to access this funding**

Please note the different approaches for **Radiography** vs **Radiotherapy**

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| 1. **Radiotherapy Departments**
 | Please complete the [Imaging Apprenticeships application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/application-form-4) |
|  |  |  |
| 1. **Radiology Departments/ Imaging Departments**
 |
| **Imaging Network** | **Trusts** | **Imaging Network Contact** | **Action required** |
| **SE1** – Thames Valley & Milton Keynes. | * Buckinghamshire Healthcare
* Milton Keynes University Hospitals
* Oxford University Hospitals
* Royal Berkshire
 | Lisa Crowie – Programme Lead, Thames Valley Radiology Network (TVRN) l.crowie@nhs.net | If you are from an NHS Trust within **SE1, SE3 or SE4** Imaging Network, please link with your relevant Imaging Network Workforce Lead in the first instance; they will work with you to agree 2024/25 applications. |
| **SE3** – Hampshire, Isle of Wight & Dorset. [Wessex] | * Dorset County Hospitals
* Hampshire Hospitals
* Isle of Wight
* Portsmouth Hospitals University
* Southern Health
* University Hospitals Southampton
* University Hospitals Dorset
 | Mary So – Imaging Network Lead, SE3 Wessex Imaging Network (WIN) mary.so@hhft.nhs.net |
| **SE4** – Kent & Medway | * Dartford & Gravesham
* East Kent Hospitals University
* Maidstone & Tunbridge Wells
* Medway
 | Emma Ince – Workforce Senior Responsible Officer – Kent & Medway Imaging Network (KMIN) eince@ nhs.net |
| **SE2** – Surrey, Sussex & Frimley. | * Ashford & St. Peter’s Hospitals
* East Sussex Healthcare
* Frimley Health
* Queen Victoria Hospital
* Royal Surrey County Hospital
* Surrey & Sussex Healthcare
* University Hospitals Sussex
 | If you are from an NHS Trust within the **SE2** Imaging Network, please complete the application form. If you would like to discuss your application with SE2 Imaging Network before you submit it, please contact Sayeh Alavi, Interim Managing Director for SE2 sayeh.alavi@nhs.net |

The application window will open in **early March and will close at 9am on Tuesday 2 April 2024** to support funding being transferred in June 2024 via the NHSE Education Contract schedule if possible.

It is possible that a second application round will run later in the year, subject to available funding but at this stage we aren’t able to confirm this.

**Please note**: applications must not be submitted by individual learners themselves; all applications must be submitted on behalf of the named learner eg by a line manager/head of department/education lead etc.

All applications will be reviewed by the NHSE SE Cancer and Diagnostics Programme team [WT&E]. It is possible that a second application round will run later in the year, subject to available funding but at this stage we aren’t able to confirm this.

**Expectations of organisations upon application of funding**

* If approved, all investment will be subject to reporting requirements (outlined below).
* If approved, that all funding is managed appropriately in line with individual organisation’s financial management and assurance processes.

**Reporting and monitoring investment**

NHSE SE are required to provide full details of the use of this funding to the national NHSE Cancer and Diagnostics programme so that investment can be appropriately reported. Where funding has been used to support an individual, the national Programme team may keep a database of participant details (to include role, Trust, HEI/training provider).

Organisations receiving this funding will be required to provide twice-yearly updates [Sept 2024 and Feb/March 2025] relating to the status of each individual learner; guidance and templates will be provided later in the year.

**Key Documents**

**NHS Long Term Workforce Plan**

The long-awaited [NHS England Long Term Workforce Plan](https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.2.pdf) was published in 2023, outlining the case for change for all NHS workforce to deliver more patient care than ever before. This plan focuses on three priority areas of Train, Retain and Reform, which aims to make sustainable progress on core priorities for patients.

**Who to contact if you have any queries on this offer?**

The NHSE SE Cancer and Diagnostics Programme – england.canceranddiagnostics.se@nhs.net

**APPENDIX 1**

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

*The information below was correct as of 14.3.2024*

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| --- | --- | --- |
| **Apprenticeship Standard** | **Approved Education Providers websites – specific pages relating to the apprenticeship offer where known** | **Next cohort start date** |
| **Therapeutic Radiographer Degree Apprenticeship, level 6 or level 7**  | [Sheffield Hallam University](https://www.shu.ac.uk/study-here/higher-and-degree-apprenticeships/health-and-social-care/therapeutic-radiography)  | March 2024  |
| [University of the West of England, Bristol](https://courses.uwe.ac.uk/ST0620/therapeutic-radiographer#about) | March |
| [London South Bank University](https://www.lsbu.ac.uk/study/course-finder/therapeutic-radiography-integrated-apprenticeship) | September |
| **Diagnostic Radiographer Degree Apprenticeship level 6 or level 7**  | [University of Exeter](https://www.exeter.ac.uk/study/degreeapprenticeships/programmes/diagnosticradiographerbsc/) | March |
| [University of Keele](https://www.keele.ac.uk/apprenticeships/apprenticeshipprogrammes/radiographydiagnosticimaging/) | No published date  |
| [Sheffield Hallam University](https://www.shu.ac.uk/study-here/higher-and-degree-apprenticeships/health-and-social-care/diagnostic-radiography)  | March 2024  |
| [Canterbury Christchurch University](https://www.canterbury.ac.uk/study-here/apprenticeships/diagnostic-radiographer-integrated-degree)  | No published date |
| Teesside University  | No details available  |
| [The University of Cumbria](https://www.cumbria.ac.uk/study/courses/apprenticeships/diagnostic-radiography/) | September 2024 |
| [University of the West of England, Bristol](https://courses.uwe.ac.uk/ST0619/diagnostic-radiographer)  | March |
| [London South Bank University](https://www.lsbu.ac.uk/study/course-finder/diagnostic-radiography-integrated-apprenticeship) | September |
| [University of Plymouth](https://www.plymouth.ac.uk/study/apprenticeships/bsc-hons-radiography-diagnostic-imaging) | No published date |
| [University of Derby](https://www.derby.ac.uk/apprenticeships/diagnostic-radiography-degree-apprenticeship/) [[2]](#footnote-3) | January  |
| **Sonographer Apprenticeship, level 6** | [Sheffield Hallam University](https://www.shu.ac.uk/study-here/higher-and-degree-apprenticeships/health-and-social-care/medical-ultrasound)  | March 2024  |
| **Assistant Practitioner Apprenticeship, level 5 (**contextualized to Radiography**)** | [University of Cumbria](https://www.cumbria.ac.uk/study/courses/apprenticeships/assistant-practitioner-health-degree-apprenticeship/)  | September and January  |
| [Teesside University](https://www.tees.ac.uk/undergraduate_courses/nursing_%26_health/fdsc_assistant_practitioner_%28health%29_higher_apprenticeship.cfm)  | September, February & May  |
| [University of Derby](https://www.derby.ac.uk/online/study-patterns/fdsc-assistant-practitioner-apprenticeship/)  | September and January |
| [Plymouth University](https://www.plymouth.ac.uk/courses/undergraduate/fdsc-assistant-practitioner-health-and-social-care)  | No published date |
| [Birmingham City University](https://www.bcu.ac.uk/courses/assistant-practitioner-health-higher-apprenticeship-fdsc-2024-25)  | September 2024  |
| AECC University College | PROV: September 2024 |
| **Mammography Associate Apprenticeship, level 4** | [South Thames Colleges Group](https://stcg.ac.uk/south-thames-college/health-and-social-care/mammography-associate-apprenticeship-level-4) | Throughout the year  |
| Royal London NHS Foundation Trust | No details available |
| [National Breast Imaging Academy - Health Education England North East](https://nationalbreastimagingacademy.org/radiography/mammography-associate-apprenticeship/)  | No 2024/25 dates published  |
| **Business Administrator Apprenticeship, Level 3 (**contextualised to cancer care navigator / administrative and clerical cancer support roles) | [PMA](https://pma-uk.org/workshops/pma-business-administrator-incorporating-business-administration-level-3-apprenticeship-standard-and-city-guilds-level-3-in-business-administration/?portfolioCats=25)  | No 2024/25 dates published |

**Frequently Asked Questions**

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| --- | --- |
| **Question** | **Response**  |
| **Which professional groups can utilise this funding?** | Individuals applying to the following Apprenticeship programmes * Therapeutic Radiographer Degree Apprenticeship, level 6 or level 7
* Diagnostic Radiographer Degree Apprenticeship level 6 or level 7
* Sonographer Apprenticeship, level 6
* Assistant Practitioner Apprenticeship, level 5 (contextualized to Radiography)
* Mammography Associate Apprenticeship, level 4
* Business Administrator Apprenticeship, Level 3 (contextualised to cancer care navigator / administrative and clerical cancer support roles)

And* Radiography bridging/top-up courses for existing assistant practitioners)
 |
| **What is the aim of the funding?**  | The purpose of this funding is to:  |
| * support meeting challenges in the radiography workforce
 |
| * promote the tangible benefits apprenticeships bring to the NHS
 |
| **How can this funding be utilised?** | * training and supervision expenses
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| * clinical supervision/mentorship
 |
| * travel and subsistence expenses
 |
| **What can’t this funding be used for?**  | * Course fees; course fees are covered by the apprenticeship levy
 |
| * Apprentice salary: Training grants are not intended to cover salary costs of the apprentice which would need to be met by the employer. Course fees are covered by employer access to the apprenticeship levy.
 |
| **What is the funding period?**  | The funding period is 1 April 2024 – 31 March 2025 |
| **Can this funding be used for courses which don’t finish in 2024/25?** | Yes. A large number of apprenticeship programmes last longer than 12 months. The important date to note is that the learner must have started on programme before 31 March 2025.  |
| **Is there funding for Year 2 and Year 3 [if applicable]** | No; NHSE training grant is to support the apprentice in their first year on programme.  |
| **Can the funding be used to support apprentices who have already received funding from NHSE via a 23/24 training grant?** | No, this training grant is to support apprentices who start the first year of their apprenticeship programme between 1 April 2024 and 31 March 2025.  |
| **Can we use the training grant to support more than one apprentice?** | No, the training grant total unit cost of £10,404 is nationally agreed and for use to support one individual apprentice only. |
| **What are the requirements of accepting this funding** | * all investment will be subject to reporting requirement
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| * all funding must be managed appropriately in line with individual organisation’s financial management and assurance processes.
 |
| * Managers must support their staff to access training
 |

1. <https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.2.pdf> [↑](#footnote-ref-2)
2. Progression programme from AP to DRad. [↑](#footnote-ref-3)