

# apprenticeship FRAMEWORK

## Health (Clinical Imaging Support)

### IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

### Latest framework version?

For any previous versions of this framework: [www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)

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# Health (Clinical Imaging Support)

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# Framework information

## Information on the Issuing Authority for this framework:

Skills for Health

The Apprenticeship sector for occupations in health care.

Issue number: 9	<b>This framework includes:</b>
Framework ID: FR04386	Level 2 <input checked="" type="checkbox"/> Level 3 <input checked="" type="checkbox"/> Level 4-7 <input type="checkbox"/>
Date this framework is to be reviewed by: 31/12/2020	<b>This framework is for use in: Wales</b>

## Short description

Various support roles work alongside Health Professionals to provide patient care in a range of settings. This framework aims to provide the skills and knowledge required to become competent in supporting Health Professionals (eg Radiographers, Radiologists) to provide clinical imaging services.

Designed as a work-based programme this framework includes qualifications at Level 2 and 3.

These apprenticeships and the qualifications within them have been designed and developed with a wide range of stakeholders including employers.

The duration for completion of a Level 2 framework is 12 months and a Level 3 framework is 18 months.

# Contact information

## Proposer of this framework

The proposer for this framework is Skills for Health. Where the proposal for the Apprenticeship framework comes from a third party/ies they are provided with information on the requirements for SASW compliance and additional guidance on the development of Apprenticeship frameworks in the Health sector. This guidance is also available by contacting [qualifications@skillsforhealth.org.uk](mailto:qualifications@skillsforhealth.org.uk)

Skills for Health worked with stakeholders to develop qualifications and apprenticeship frameworks to ensure that these met both employer and SASW requirements. Employers and other stakeholders involved came from the NHS, Independent sector, qualifications regulators, Awarding Organisations and training providers.

Awarding Organisation/s included in the framework have completed the Skills for Health Qualifications Dialogue form and Skills for Health have supported these qualifications for inclusion in the Framework. The Qualifications Dialogue form requires the Awarding Organisation to provide a summary of their overall approach to employer engagement, names of employers, sector representatives, professional bodies or statutory regulators consulted in the development. All of this information is then considered by Skills for Health to ascertain whether the qualifications are suitable for inclusion before they are entered into the framework.

## Developer of this framework

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Issued by: Skills for Health

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Issuer contact phone: 0117 922 1155

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## Contact Details

Who is making this revision |Nadine Singh|

Your organisation |Skills for Health|

Your email address: |qualifications@skillsforhealth.org.uk|

# Revising a framework

## Why this framework is being revised

|To extend the review date of the framework until 31st December 2020. No other changes have been made to the framework.

This revised Framework is operational from 1st January 2019|

## Summary of changes made to this framework

|To extend the review date of the framework until 31st December 2020.|

## Qualifications removed

|N/A|

## Qualifications added

|N/A|

## Qualifications that have been extended

|*(No requirement specified)*|

# Purpose of this framework

## Summary of the purpose of the framework

### Definition:

An Apprenticeship is a job with an accompanying skills development programme designed by employers in the sector. It allows the apprentice to gain technical knowledge and real practical experience along with essential and personal skills, required for their immediate job and future career. These are acquired through a mix of learning in the workplace, formal off the job training and the opportunity to practice and embed new skills in a real work context.

On completion of the Apprenticeship, an apprentice will be able to undertake the full range of duties, in the range of circumstances appropriate to the job, confidently and competently to the standard set by the health sector.

### About the sector:

The framework supports the broad vision of the sector to develop an increasingly skilled, flexible and effective workforce whilst maintaining high quality and safe care for patients. It addresses specific outcomes of the Skills for Health Sector Skills Assessment 2011 as well as recommendations by National Leadership and Innovation Agency for Health (NLIAH) for the NHS in Wales.

The health sector comprises those working in the NHS (public sector) as well as voluntary and private healthcare providers and employs over 2 million people across the UK. The range of roles within the sector is very varied and careers sites list in the region of 300 different jobs.

Individuals are likely to stay within the health sector for the majority of their working lives although they are also likely to change between different job roles and different employers as their career progresses.

Whilst all roles in the health sector are open to both male and female applicants, a large proportion of the health sector workforce is female. This is due in part to the flexible terms and conditions many employers offer but also varies from role to role. As a whole the workforce within the health sector tends to reflect the population within the local community it serves. As the Welsh population as a whole becomes older and lives longer so does the healthcare workforce. Widening participation policies apply and health sector employers recruit accordingly and may use their apprenticeship schemes as a means to address some of these issues.

There is a range of challenges for the health sector as a whole: an ageing population creates higher demand for services and ongoing care; patients have a greater choice of which services and treatments they access; and the current economic climate means that budgets are tight.

Apprenticeships are one of the many ways in which employers within the health sector are seeking to address some of these increasing pressures. A qualified and competent support workforce is vital to the patient experience and to the smooth running of services.

### **About this framework:**

The framework supports the broad vision of the sector to develop an increasingly skilled, flexible and effective workforce whilst maintaining high quality and safe care for patients and addresses specific outcomes of the Skills for Health Sector Skills Assessment 2011.

[http://www.skillsforhealth.org.uk/about-us/resource-library/doc\\_download/328-sfh-summary-sector-skills-assessment-2011.html](http://www.skillsforhealth.org.uk/about-us/resource-library/doc_download/328-sfh-summary-sector-skills-assessment-2011.html)

Skills for Health is committed to engaging with Welsh employers, professional bodies and other stakeholders in the development of Apprenticeship frameworks. Engagement and consultation is through meetings including face to face and teleconferences and e-consultation. Consultation ensured that employer views are reflected in this framework on the minimum duration, the on and off the job learning time, the inclusion of Essential Skills Wales in IT and the use of a qualification to meet the requirements for ERR and Wider Key Skills Wales. Apprentices will learn new skills and knowledge whilst carrying out real work as part of the healthcare team.

### **About the role:**

A review of the Radiography Assistant Practitioner (RAP) role and education in Wales 2011 identified that there were insufficient support staff that could be developed into RAPs. The review recommended that an apprenticeship framework appropriate for imaging services in Wales be developed that would provide a clear progression route for Clinical Imaging Support Workers to develop the skills and knowledge to progress through the career framework at Levels 2 & 3 and into Radiography Assistant Practitioner roles.

This framework is designed to offer an entry route to a career in Radiography and addresses skill gaps in Clinical Imaging Support Worker roles. It will improve recruitment and retention within imaging, increase professionalism in the sector and provide efficient support for radiographers, radiologists and the wider healthcare workforce.

## **Aims and objectives of this framework (Wales)**

The apprenticeship framework will contribute towards developing a health sector with a skilled, flexible and effective workforce whilst maintaining high quality and safe care for patients.

Through completion of this apprenticeship learners will gain:

- Broad base training in the chosen occupational area
- Work experience that leads to competency in the work place
- Transferable Skills
- Entry onto a progression pathway through the Career Framework for Radiography and Clinical Imaging

Employers have endorsed the apprenticeship programme as it gives the broad base training in the skills for the occupational area through the completion of qualifications which are based on National Occupational Standards. This programme leads to better productivity, retention and a qualified workforce which aids the employer.

Job role and outline can be viewed later in this document (see section 'Jobs').

The framework contributes toward addressing the skills gaps identified in the Skills for Health



Sector Skills Assessment 2011 [http://www.skillsforhealth.org.uk/about-us/resource-library/doc\\_download/328-sfh-summary-sector-skills-assessment-2011.html](http://www.skillsforhealth.org.uk/about-us/resource-library/doc_download/328-sfh-summary-sector-skills-assessment-2011.html) . It also supports the recommendations included in NHS Wales –strategy for a flexible and sustainable workforce (NLIAH 2007) and the outcome of the review of role and education of Radiography Assistant Practitioners undertaken in 2011.

The apprenticeship programme ensures that learners are supported in the application of their learning directly into the workplace. Learners receive a minimum guaranteed amount of on and off the job training and will acquire transferable skills to support further progression.

# Entry conditions for this framework

There are no specific qualifications required for entry to this apprenticeship framework.

## Apprentices should:

- Show enthusiasm for working in the health sector
- Have basic literacy, numeracy and communication skills on which the apprenticeship will build
- Have a suitable level of physical fitness to perform some aspects of the job roles (eg assisting in moving and handling of people)
- Be willing to undergo Disclosure and Barring Service checks
- Be flexible as there may be a requirement to work rotas

Individual health sector employers may have additional employment entry requirements e.g. a current driving licence would also be an advantage (and may be necessary for some roles).

## Initial Assessment

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

# Level 2

Title for this framework at level 2

## Foundation Apprenticeship in Health (Clinical Imaging Support)

Pathways for the framework at level 2:

Pathway 1: Foundation Apprenticeship in Health (Clinical Imaging Support)

# Level 2, Pathway 1: Foundation Apprenticeship in Health (Clinical Imaging Support)

## Description of this pathway

Health (Clinical Imaging Support). Total 58 credits.

## Entry requirements for this pathway in addition to the framework entry requirements

Applicants to this Apprenticeship will be from different age groups, with differing backgrounds and experience. As a guide, applicants may enter via a range of routes including from:

- work
- work experience
- school
- college
- training and/or experience which may include a portfolio showing what they have done

Applicants may have already achieved a range of qualifications eg:

- Essential Skills Wales
- Welsh Baccalaureate
- Welsh Baccalaureate with Principal Learning
- foundation learning at level 1
- Other level 1 qualifications
- GCSEs in science related subjects or in other related subjects eg Health and Social Care

## Personal Attributes

Employers look for health sector apprentices who are:

- Conscientious
- Discreet
- Respectful
- Personable

They also expect them to:

- Be able to work in a team
- Carry out their duties meticulously

Job title(s)	Job role(s)
Clinical Imaging Support Worker/ Healthcare Support Worker (Clinical Imaging)/ Imaging Department Assistant	These roles provide vital assistance to healthcare professionals diagnosing, treating and caring for patients. They can work across the whole spectrum of specialities within clinical imaging. This may include general radiography, theatre and mobile work.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 – Level 2 Certificate in Clinical Imaging Support					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	600/6083/9	Agored Cymru	33	252	X.

## Relationship between competence and knowledge qualifications

On completing all the qualifications included within the framework the total number of credits which an apprentice will attain equals 58 which exceeds the required minimum of 37 credits.

### Credit Assignment in Mandatory Units

#### Level 2 Certificate in Clinical Imaging

The minimum requirement of 10 credits of assessed knowledge and 10 credits of assessed competence is met in this framework through the achievement of the mandatory units required to meet the credit threshold.

The list below sets out how the credit has been assigned across the mandatory units.

#### The principles of infection prevention and control

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

#### Cleaning, decontamination and waste management

Credit assigned to knowledge: 2

Credit assigned to skills: 0

Total unit credit: 2

#### Promote communication in health, social care or children's and young people's settings

Credit assigned to knowledge: 1

Credit assigned to skills: 2

Total unit credit: 3

**Promote and implement health and safety in health and social care**

Credit assigned to knowledge: 2

Credit assigned to skills: 4

Total unit credit: 6

**Promote good practice in handling information in health and social care settings**

Credit assigned to knowledge: 1

Credit assigned to skills: 1

Total unit credit: 2

**Assist the practitioner to carry out health care activities**

Credit assigned to knowledge: 1

Credit assigned to skills: 1

Total unit credit: 2

**The Use of Contrast Media in Clinical Imaging**

Credit assigned to knowledge: 2

Credit assigned to skills: 0

Total unit credit: 2

**Clinical Imaging Support Worker: Fundamentals of Care**

Credit assigned to knowledge: 3

Credit assigned to skills: 3

Total unit credit: 6

**Clinical Imaging Support Worker: Radiation Protection and Awareness**

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

**Clinical Imaging Support Worker: Anatomy and Terminology**

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

**Introduction to duty of care in health, social care or children's and young people's settings**

Credit assigned to knowledge: 1

Credit assigned to skills: 0

Total unit credit: 1

**Totals (for entire qualification)**

Total Credit Assigned to Knowledge: 22

Total Credit Assigned to Skills: 11

Total Credit: 33

# Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

## Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Communication achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

## Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Application of Number achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

## Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?    **YES**    ☐    **NO**    ☒



# Progression routes into and from this pathway

## PROGRESSION INTO THIS PATHWAY

See Entry Requirements.

There are no proxies or relaxations for Essential Skills Wales and candidates must complete Communication, Application of Number and IT at the level stated above.

## PROGRESSION FROM THIS PATHWAY

Learners may progress from this framework onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further apprenticeships frameworks (eg Level 3 Clinical Imaging or Level 3 Clinical Healthcare Support), qualifications or other work-related education and training to support Continuing Professional Development.

The ideal progression from this pathway would be to the Level 3 Clinical Imaging Apprenticeship and then on undertaking the necessary Certificate in Higher Education on to become a Radiography Assistant Practitioner. Radiography Assistant Practitioners can join the Society of Radiographers <http://www.sor.org/> Progression from Radiography Assistant Practitioner would be via a degree programme to become a Radiographer. However, horizontal progression is possible and could be to a different discipline or undertaking additional CPD to meet any extended scope of practice.

Examples of progression:

Sue, 19 years old, completes the apprenticeship framework at Level 2 and then continues onto the Level 3 framework. After completing her apprenticeship she works as a Clinical Imaging

Support worker for several years before deciding to return to studying. She then goes onto complete her Certificate in Higher Education and becomes a Radiography Assistant Practitioner.

Harry, 17 years old, completes the apprenticeship framework at Level 2 and transfers to a physiotherapy department where he completes level 3 Diploma in Allied Health Profession Support.

Apprentices who wish to progress into Higher Education are encouraged to complete GCSEs in English and Maths. GCSE qualifications are widely recognised across the Higher Education Sector and support progression into healthcare undergraduate programmes.

Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

## UCAS points for this pathway:

Framework Developer to complete with relevant info

# Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?   **YES**   ☒   **NO**   ☐

## Delivery and assessment

Foundation Apprentices must complete the following qualification:

- City & Guilds Level 2 Award in Employment and Personal Learning Skills in Health (qualification number 600/1812/4)

Where the learner is able and it is appropriate to their role apprentices may complete the

- City & Guilds Level 3 Award in Employment and Personal Learning Skills in Health (qualification number 600/1854/9)

These qualifications are nationally recognised and were developed specifically to deliver the ERR and Wider Key Skills Wales requirements of apprenticeships.

Other Awarding Organisations may offer suitable alternative qualifications in future and the framework document will be updated when these are available.

From the range of units included within the qualification, learners must select and complete the unit 'Understand employment responsibilities and rights in health, social care or children and young people's settings' to meet the ERR requirements of this apprenticeship framework.

In order to satisfy the evidence requirement for the apprenticeship, learners will have to provide a copy of the qualification certificate that clearly indicates completion of this particular unit.

This qualification may form part of the induction programme offered by employers. |

# Level 3

Title for this framework at level 3

## Apprenticeship in Health (Clinical Imaging Support)

Pathways for the framework at level 3:

Pathway 1:                      Apprenticeship in Health (Clinical Imaging Support)

# Level 3, Pathway 1: Apprenticeship in Health (Clinical Imaging Support)

## Description of this pathway

Health (Clinical Imaging Support). Total 58 credits.

## Entry requirements for this pathway in addition to the framework entry requirements

Applicants to this Apprenticeship will be from different age groups, with differing backgrounds and experience.

As a guide, applicants may enter via a range of routes including from:

- work
- work experience
- school
- college
- training and/or experience which may include a portfolio showing what they have done

Applicants may have already achieved a range of qualifications eg:

- Essential Skills Wales
- Foundations Apprenticeship
- Welsh Baccalaureate
- Welsh Baccalaureate with Principal Learning
  - GCSEs or GCEs in science related subjects or in other related subjects eg Health and Social Care
- Other level 2 qualifications

## Personal Attributes

Employers look for health sector apprentices who are:

- Conscientious
- Discreet
- Respectful
- Personable

They also expect them to:

- Be able to work in a team
- Carry out their duties meticulously

Job title(s)	Job role(s)
Senior Clinical Imaging Support Worker/ Senior Healthcare Support Worker (Clinical Imaging)/Senior Imaging Department Assistant	These roles provide vital assistance to healthcare professionals diagnosing, treating and caring for patients. They can work across the whole spectrum of specialities within clinical imaging. This may include general radiography, theatre and mobile work. They may have a supervisory role.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 – Level 3 Certificate in Clinical Imaging Support					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	600/6082/7	Agored Cymru	33	252	X.

## Relationship between competence and knowledge qualifications

On completing the combined qualification and other qualifications within the framework the total number of credits which an apprentice will attain equals 58 which exceeds the required minimum of 37 credits.

### Credit Assignment in Mandatory Units

#### Level 3 Certificate in Clinical Imaging

The minimum requirement of 10 credits of assessed knowledge and 10 credits of assessed competence is met in this framework through the achievement of the mandatory units.

The list below sets out how the credit has been assigned across the mandatory units.

#### Introduction to duty of care in health, social care or children's and young people's settings

Credit assigned to knowledge: 1

Credit assigned to skills: 0

Total unit credit: 1

#### The principles of infection prevention and control

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

#### Cleaning, decontamination and waste management

Credit assigned to knowledge: 2

Credit assigned to skills: 0

Total unit credit: 2

**Promote communication in health, social care or children's and young people's settings**

Credit assigned to knowledge: 1

Credit assigned to skills: 2

Total unit credit: 3

**Promote and implement health and safety in health and social care**

Credit assigned to knowledge: 2

Credit assigned to skills: 4

Total unit credit: 6

**Promote good practice in handling information in health and social care settings**

Credit assigned to knowledge: 1

Credit assigned to skills: 1

Total unit credit: 2

**Assist the practitioner to carry out health care activities**

Credit assigned to knowledge: 1

Credit assigned to skills: 1

Total unit credit: 2

**The Use of Contrast Media in Clinical Imaging**

Credit assigned to knowledge: 2

Credit assigned to skills: 0

Total unit credit: 2

**Clinical Imaging Support Worker: Fundamentals of Care**

Credit assigned to knowledge: 3

Credit assigned to skills: 3

Total unit credit: 6

**Clinical Imaging Support Worker: Radiation Protection and Awareness**

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

**Clinical Imaging Support Worker: Anatomy and Terminology**

Credit assigned to knowledge: 3

Credit assigned to skills: 0

Total unit credit: 3

**Totals (for entire qualification)**

Total Credit Assigned to Knowledge: 22

Total Credit Assigned to Skills: 11

**Total Unit Credit: 33**

# Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

## Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Communication achievement above the minimum SASW requirement?**    **YES**    ☐    **NO**    ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

## Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASW](#) on the [gov.wales](#) website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACW](#) website.

**Does this framework require Application of Number achievement above the minimum SASW requirement?**    **YES**    ☐    **NO**    ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

## Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?    **YES**    ☐    **NO**    ☒



# Progression routes into and from this pathway

## PROGRESSION INTO THIS PATHWAY

See Entry Conditions. Some apprentices may have already undertaken a level 2 apprenticeship (eg Clinical Imaging or Clinical Healthcare Support).

There are no proxies or relaxations for Essential Skills Wales and candidates must complete Communication, Application of Number and IT at the level stated above.

## PROGRESSION FROM THIS PATHWAY

On completion of this framework, learners may progress onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further qualifications, a range of higher education qualifications or other work-related education and training to support Continuing Professional Development. Progression should not just be seen as vertical. In some instances progressing into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge.

Many Clinical Imaging Support apprentices complete their apprenticeships and continue to work as Clinical Imaging Support Workers/Healthcare Assistants with delegated responsibility for a range of tasks. They may also supervise other team members.

The health sector is seeing the emergence of new roles called Assistant Practitioners. This apprenticeship is designed to give successful apprentices entry to Radiography Assistant Practitioner (RAP) opportunities. At present not all health sector employers employ Assistant Practitioners and some employers may have only a few people employed in these roles. It is likely that the use of Assistant Practitioner roles will grow in the coming years.

To become a Health Professional (eg Radiographer) apprentices would have to progress from their apprenticeship to undertake a specific qualification, often a 3-year university Degree, which, on completion, would enable them to register as a professional. To do this, individuals would have to meet the specific entry qualifications as outlined by their chosen Higher Education Provider.

Apprentices who wish to progress into Higher Education are encouraged to complete GCSEs in English and Maths. GCSE qualifications are widely recognised across the Higher Education Sector and support progression into healthcare undergraduate programmes.

Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

## UCAS points for this pathway:

n/a

# Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?    **YES**    ☒    **NO**    ☐

## Delivery and assessment

Apprentices must complete the following qualification:

- City & Guilds Level 3 Award in Employment and Personal Learning Skills in Health (qualification number 600/1854/9)

This qualification is nationally recognised and was developed specifically to deliver the ERR and Wider Key Skills Wales requirements of apprenticeships.

From the range of units included within the qualification, learners must select and complete the unit 'Understand employment responsibilities and rights in health, social care or children and young people's settings' to meet the ERR requirements of this apprenticeship framework.

In order to satisfy the evidence requirement for the apprenticeship, learners will have to provide a copy of the qualification certificate that clearly indicates completion of this particular unit.

This qualification may form part of the induction programme offered by employers.

# How equality and diversity will be met

There should be open recruitment to apprenticeship frameworks which is available to all who meet the stated selection criteria for the apprenticeship programme they are applying to. Skills for Health expects all partners involved in the delivery of the apprenticeship to comply with the Equality Act 2010 to ensure that applicants are not discriminated against, in terms of entry to and progression within the health sector, using the 8 protected characteristics of:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or Belief
8. Sex or sexual orientation

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection, recruitment and employment. All promotional, selection and training activities must be monitored and comply with legislation.

There is a gender imbalance within the health sector, which is a predominantly female workforce. All jobs are open to both males and females and are advertised accordingly. Male role models are positively promoted through marketing materials, photos and case studies. However, a perception that certain job roles are for women remains and this may prevent some males from applying to work in these job roles. Local apprenticeship programmes may be designed by employers to encourage a higher number of male applicants into these roles and into the workforce as a whole.

Skills for Health is not aware of any other imbalance in the take up of this particular framework eg by ethnic groups. For all health apprenticeships local recruitment is encouraged to reflect the local community.

It is recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion. During the learner's exit interview, it is recommended that information on learners leaving the programme before completion is identified and used to support the learner and develop the provision where necessary.

Skills for Health will monitor take up and achievement of all Apprenticeships and take steps to address any barriers to take up and achievement as part of our Sector Qualifications Strategy.]

# On and off the job training

## Summary of on- and off-the-job training

Level 2 : To satisfy the requirements of this apprenticeship framework and pathway an apprentice will need to complete a total of 816 on and off-the-job training hours over 12 months.

Level 3: To satisfy the requirements of this apprenticeship framework and pathway an apprentice will need to complete a total of 918 on and off-the-job training hours over 18 months.

## Off-the-job training

Level 2: For this apprenticeship framework and pathway an apprentice will need to complete a minimum of 464 off-the-job training hours.

Level 3: For this apprenticeship framework and pathway an apprentice will need to complete a minimum of 464 off-the-job training hours.

### How this requirement will be met

Level 2: Off-the-job learning will comprise:

Level 2 Certificate in Clinical Imaging knowledge element

Level 1 Essential Skills Wales in Communication

Level 1 Essential Skills Wales in Application of Number

Level 1 Essential Skills Wales in ICT

Level 2 Extended Award in Workskills for Apprenticeships / Level 2 Award in Employment and Personal Learning Skills in Health including the required ERR and Wider Key Skills units OR

Level 3 Extended Award in Workskills for Apprenticeships / Level 3 Award in Employment and Personal Learning Skills in Health including the required ERR and Wider Key Skills units

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

Level 3: Off-the-job learning will comprise:

Level 3 Certificate in Clinical Imaging knowledge element

Level 2 Essential Skills Wales in Communication

Level 2 Essential Skills Wales in Application of Number

Level 2 Essential Skills Wales in ICT

Level 3 Extended Award in Workskills for Apprenticeships / Level 3 Award in Employment and Personal Learning Skills in Health including the required ERR and Wider Key Skills units

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

## On-the-job training

Level 2: For this apprenticeship framework and pathway an apprentice will need to complete a minimum of 352 on-the-job training hours over 12 months.

Level 3: For this apprenticeship framework and pathway an apprentice will need to complete a minimum of 454 on-the-job training hours over 18 months.

### How this requirement will be met

#### Level 2: On-the-job learning will comprise:

Total on the job learning time will be 352 hours.

This includes 110 hours required to achieve the Level 2 Certificate in Clinical Imaging and an additional 242 hours on-the job learning time in order for the Apprentice to consolidate the knowledge and understanding attained through the off the job learning and apply this in the work setting. The additional learning time will also allow the Apprentice to gain necessary experience in applying the skills required for the role prior to completion of the Apprenticeship.

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed and evaluated jointly between the apprentice and a tutor, or teacher; their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

#### Level 3: On-the-job learning will comprise:

Total on the job learning time will be 454 hours.

This includes 110 hours required to achieve the Level 3 Certificate in Clinical Imaging and an additional 344 hours on-the job learning time in order for the Apprentice to consolidate the knowledge and understanding attained through the off the job learning and apply this in the work setting. The additional learning time will also allow the Apprentice to gain necessary experience in applying the skills required for the role prior to completion of the Apprenticeship.

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed and evaluated jointly between the apprentice and a tutor, or teacher; their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor or manager is made available when required by the apprentice.

On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

# Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

For this framework, there are natural opportunities for Wider Key Skills to be embedded within the mandatory units of the following qualifications:

Enter Qualification Names
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## Improving own learning and performance

Give examples - signpost to specific units in framework qualifications that would meet these requirements

## Working with others

Give examples - signpost to specific units in framework qualifications that would meet these requirements

## Problem solving

Give examples - signpost to specific units in framework qualifications that would meet these requirements

# apprenticeship FRAMEWORK

For more information visit-  
[www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)