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Frequently Asked Questions
about the Veterinary Nursing
Apprenticeship and Funding

November 2010

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What is a Veterinary Nursing Apprenticeship?

An Apprenticeship gives quality hands-on experience at the same time as a nationally recognised qualification. Apprenticeships offer lots of benefits to businesses, from dedicated workers to increasing business competitiveness. They also offer the apprentice the opportunity to develop their skills and career in the sector of their choice.

An Apprenticeship is a package of learning that mixes on and off-the-job learning to make sure apprentices get the skills and knowledge they need. Apprenticeships:

- involve a partnership between the apprentice, employer and training provider
- are available to learners of all ages
- are generally available at two different levels
- take between 1 – 3 years to complete, depending upon the industry and the level
- can be supported with public funding

They are designed by industry, developed by businesses, training providers and Sector Skills Councils, and therefore tailored to meet the needs of each specific sector.

What does an Apprenticeship Framework contain?

- A competence-based element – Level 3 Diploma in Veterinary Nursing (previously known as NVQ level 3)
- A knowledge-based element which tests the underpinning knowledge of the Diploma in Veterinary Nursing
- Transferable skills – these are key or functional skills which test literacy, numeracy and IT skills
- Employment rights and responsibilities – this helps the learner understand their rights and responsibilities within the workplace

So how are the qualifications achieved?

An apprentice will work alongside other employees within the workplace and learn the skills of the job. An assessor, which may be the employer, will observe the apprentice using their skills and make the decision as to whether they are competent at a particular task or whether they need further training. This is known as on-the-job training.

An apprentice will also be required to attend college to learn the knowledge and understanding required for the job. This can be on a day or block release basis. They will be required to sit some tests to confirm their level of knowledge. This is known as off-the-job training.

How long will the Advanced Apprenticeship in Veterinary Nursing take?

The Advanced Apprenticeship takes on average between two and three years to achieve.

How are Apprenticeships funded?

As previously mentioned Apprenticeships are made up of different qualifications and courses. It is the qualifications within the Apprenticeship framework that each attracts their own funding.

- Level 3 Diploma in Veterinary Nursing (NVQ replacement) with assessment methods designed to test competence
- Key or Functional skills – these are level 2 Communication, level 2 Application of Number and level 1 ICT

As an employer, will I get help with funding?

Businesses are required to employ the Apprentice, pay their wages and in some cases (19+ years) contribute towards the training costs.

Do I have to pay the apprentice?

Yes. The apprentice will be employed like any other member of staff. As an employer you will be expected to employ the apprentice and pay the relevant salary that reflects their skills, experience and age. A new National Minimum Wage for apprentices was introduced from 1 October 2010. The wage applies to all apprentices aged under 19 and apprentices aged 19 or over in the first year of their Apprenticeship. The Apprentice minimum wage is £2.50 per hour and applies to time working, plus time spent training which is part of the working week.

Do I pay for the apprentice to complete the Apprenticeship?

Dependent on the age of the employee, the employer may be required to contribute to the costs of the additional courses within the Apprenticeship. The contribution will be discussed and agreed with the training provider and employer prior to sign up.

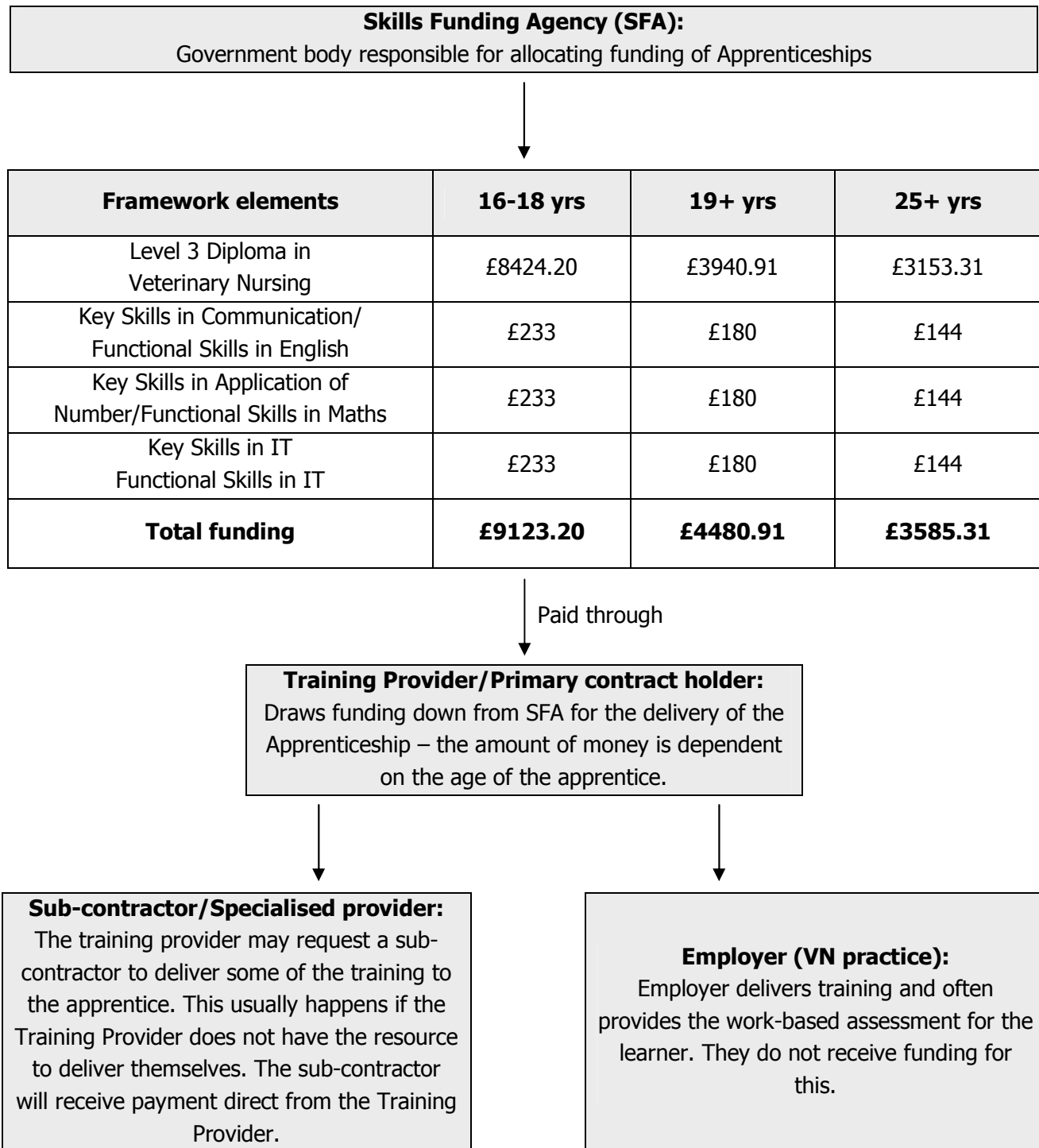
Does age make a difference to the funding?

Yes. If you are aged 16 - 18 at the date of enrolment onto the Apprenticeship it will be fully funded. If you are 19+ the funding will approximately be reduced by 40 - 50%.

Who applies for the funding?

Funding is available from the Skills Funding Agency (SFA) in England, the Department for Children, Education, Lifelong Learning and Skills (DCELLS) in Wales and the Department for Employment and Learning (DELNI) in Northern Ireland, which is applied for by the training provider i.e. college or private training provider. This funding given to the training provider is used for the delivery and assessment of the Apprenticeship. An example of how much funding is available from the Skills Funding Agency is shown overleaf.

Approximate funding available*



*This information is the approximate level of funding available, as of November 2010. However, it may vary slightly depending on location and the individual needs of the learner.

What does the funding cover?

The funding issued by the Skills Funding Agency to training providers is given to cover the costs of the following:

- Entry activities, group-based induction
- Registering learners onto the necessary qualifications contained in the Apprenticeship
- The delivery of the qualifications contained in the Apprenticeship - with the exception of any additional employer requirements that may be required by the framework, such as:
 - Competence element (in this case Diploma in Veterinary Nursing)
 - Functional/Essential/Key skills
- Assessment and support time
- Work-based support - assessor allocated to knowledge and skills development
- Group-based knowledge and skills
- Regular review of progress (of learner), learner support and/or advice
- Internal verification/s
- Examinations and Assessments
- Certification costs

This information may not be the same for all providers/learners/Apprenticeship frameworks as it will be dependent upon the individual circumstances at the time funding is issued. It is also expected that for learners aged 19+, employers are expected to make a contribution of 50% to the total cost of funding the Advanced Apprenticeship.

Need more information?

For information on funding

www.lantra.co.uk/fund-finder

For information on Apprenticeships

www.apprenticeships.org.uk

For information on land-based and environmental Apprenticeships

www.lantra.co.uk/apprenticeships

A service that helps you search and apply for an Apprenticeship vacancies

<https://apprenticeshipvacancymatchingservice.lsc.gov.uk>

Lantra

Lantra is the Sector Skills Council supporting skills, training and workforce development for businesses in the environmental and land-based sector. We are committed to helping everyone access the training, qualifications, skills and knowledge they need for business success and to develop their career.

We are an independent, UK-wide organisation that is owned and managed by our industries, which are grouped around land management and production, animal health and welfare and environmental industries.

We lead the way in understanding our industries' future skills and business needs. We work together with trade organisations, unions, training providers, governments and many more to maximise investment in skills.

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