

Apprenticeship Consultation Analysis - Employer

Analysis of the level 2 apprenticeship development for nursing assistants in a veterinary practice setting.

Employer feedback

Q1/2 Which nation are you based in?

England	79
Northern Ireland	0
Scotland	4
Wales	5

Q3 How many people do you have working in the following job roles?

Total Number of responses: 83

- Vet Surgeon: 1140
- Registered Veterinary nurse: 1093
- Support staff/auxiliary staff: 1250
- Other: 10

Q4. Have you ever used a formal Apprenticeship for people in your company?

34 respondees confirmed that they had used an apprenticeship before.

Employer responses to the apprenticeship framework used with staff

Course name and type	Count
ANA	1
College of Animal Welfare	1
VCA course	1
Veterinary nursing	20
Veterinary Nursing and Animal Care	7
Vet nursing NVQ, Animal Care	1
Vet Nursing, Animal Care, Customer Service	2
Vet nursing SQP	1

Q5. 17 providers have been used by employers to deliver apprenticeships to their staff

Q6. Are your support staff/ auxiliary staff enrolled on any other work-specific qualifications? eg. Animal Nursing Assistant or Veterinary Care Assistant qualifications. If so, please list.

Total number of responses: 31. 11 were 'No' so 20 actual responses are listed below.

Course type	Count
Animal Nursing Assistant	1
Animal Nursing Assistant (stated Distance learning mode)	1
Enrolling on Animal Nursing Assistant soon	1
Animal Nursing Assistant and Veterinary Care Assistant	5
Diploma Animal Nursing	2
National Diploma in Animal Care Veterinary Care Assistant	1
Diploma Level 3 Veterinary Nursing	1
Veterinary Nursing or Reception Qualifications	1
2 Animal Care/ Veterinary Care Assistants (but do not list actual course)	1
Veterinary Nursing	1
Veterinary Care Assistant - not sure if this is the member of staff (Veterinary Care Assistant) OR that they have enrolled/ completed a Veterinary Care Assistant course.	1
Veterinary Care Assistant, Animal Care	1

Q7. If 'no'- do you have any particular reason for not using Apprenticeships?

Reasons for why apprenticeships have not been used include:

Some practices are new, hence not offering apprenticeships before. Others suggest that they had either not thought about it before, or had not been approached (suggesting something about who takes responsibility for initiating training in the practice). One respondent said they were reluctant to employ young staff "as referrals".

Q8. Is there a need to develop an apprenticeship for Nursing Assistants in a Veterinary setting?

The responses suggest that an apprenticeship will provide practical experience in addition to the qualification itself/theoretical knowledge. There appears to be a general undertone that practical knowledge is needed from employers, as well as

the theoretical, particularly where examples are provided where veterinary nurses have university-based qualifications, therefore have good theoretical knowledge but do not have the practical skills. There is also some discourse suggesting that employers believe the apprenticeship will help 'esteem', 'morale' and job satisfaction.

Q9. If an apprenticeship is developed, would you put staff through this?

51 employers responded positively confirming that if there was an apprenticeship they would put their staff through it.

5 employers responded negatively. The reasons given were lack of funding; small organisation; increased workload.

Some general comments indicate:

- that they would give greater access to careers that may have previously been beyond the academic abilities of some individuals
- would be of great value to our practice
- nursing assistant course good for auxiliary staff who haven't got grades to go on a level 3 diploma course, gives them a qualification and an official title, hopefully making them feel a sense of worth in practice
- a progression opportunity onto the advanced apprenticeship