

## Pharmacy Apprenticeships: Upskilling your pharmacy workforce

From May 2017, pharmacy employers across all sectors of pharmacy will be able to utilise the [Government Apprenticeship Levy or Co-investment](#) to support training costs for pharmacy assistants

These new payment systems replace a number of complex funding rules which have previously been a barrier to apprenticeship training in community pharmacy i.e. age related funding eligibility

### Apprenticeship Levy

All employers with an annual pay bill of more than £3 million will pay a mandatory levy. This will be at 0.5% of the total pay bill and paid through PAYE. This money can be claimed back only for the purposes of funding apprenticeship training and assessment.

### Co-Investment Model

Non-levy paying employers can make a 10% contribution to the cost of the training and the government will pay the rest (90%), up to the maximum amount of government funding available for that apprenticeship.

Apprenticeships are a cost-effective way of investing in your future pharmacy workforce. From May 2017:

- ⇒ Simplified models of [paying for apprenticeship training](#)
- ⇒ No age related funding limitations – so long as individuals meet the apprenticeship funding criteria they can be any age.
- ⇒ A £1000 government incentive is offered to community pharmacies employing 16-18 year olds or those that meet certain demographic criteria.
- ⇒ The government will pay 100% of training costs for community pharmacy employers with less than 50 staff that employ 16-18 year olds and 90% for all other non-levy paying employers.
- ⇒ Employer flexibility over wages for the apprenticeship year (not restricted by minimum wage for age)

There are currently two Frameworks that can be used to train pharmacy staff using the apprenticeship route

- ⇒ [Health Pharmacy Services Level 2 \(Pharmacy Assistant\)](#)
- ⇒ [Health Pharmacy Services Level 3 \(Pharmacy Technician\)](#)

[Find a training provider using this gov.uk search tool](#)

New apprenticeship standards will eventually replace these Frameworks. These new standards will have the needs of the future pharmacy workforce in mind and will meet any GPhC initial education and training requirements. Resulting curriculum and provider delivery models will also be reflective of this.

### Want to know more?

Use the hyperlinks in the flyer for up-to-date government information.

For further guidance about using apprenticeships in community pharmacy, you can contact Laura McEwen-Smith at [laura.mcewen-smith@hee.nhs.uk](mailto:laura.mcewen-smith@hee.nhs.uk)

Most independent community pharmacy employers will be eligible to fund apprenticeship training using the co-investment model