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| Key responsibilities / role description  LEVEL 1 Pre-Employment Examples: Work experience, school leavers, traineeship, pre-employment programme, cadetship, apprenticeship |
| **The Health Cadet** Academy: 2 year rolling programme in partnership with East Cheshire Trust and Macclesfield College for 16 to 18 year olds.  Cadets study towards a BTEC Level 3 Diploma in Health Studies. 2 days per week work placement at the Trust. Opportunity to progress learning on to degree level or an apprenticeship programme. Cadets undertake a bespoke training programme which replicates that which is currently delivered to the new HCAs. They work towards the care certificate, and are able to join the nurse bank. They have set learning goals and outcomes for each ‘term/week’.  *Responsibilities of Macclesfield College:*   * Oversee the recruitment process * Provide uniforms * Complete the enhanced DBS checks.   *The responsibilities of the Trust:*   * Occupational health checks and under-18 risk assessments.   All cadets are managed by the vocational learning coordinator who liaises with Macclesfield College whilst on placement. Monitoring of the clinical placements falls in line with the HEE quality framework.  **Functional Skills**  Functional Skills is a qualification employers can access to ensure their learners undertake pre-employment qualifications to help them progress through their vocational qualification smoothly. This qualification is usually undertaken at the beginning of a Cadetship, Apprenticeship or Traineeship and focus on maths, English and IT skills that may be required for on the job learning. The Functional Skills Framework is used widely by employers of apprentices and HEE are currently offering funding for the programme via this link <https://haso.skillsforhealth.org.uk/news/functional-skills-learning-in-primary-care-support-funded-by-hee/>  **Apprenticeships**  Apprentices are an employer led, work based learning programme being used widely across the NHS to help support workforce development and sustainability. Apprenticeships can be used to upskill current staff or to attract new talent into your organisation. There are many apprenticeship frameworks to choose from. Links can be accessed via the different job role descriptions. |