



# Public Health Practitioner (Integrated Degree) apprenticeship standard at level 6

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## INTRODUCTION



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In improving the health of the population, our workforce is our greatest asset. It is our responsibility, as the incumbents, to ensure that we have a sustainable workforce, build capacity and capability for the future with dedicated and consistent training opportunities. The development of the Public Health Practitioner Apprenticeship adds to the existing routes. I would like to give my thanks to the Trailblazer Group, a partnership of employers, professional bodies and universities, for getting it to this point and I look forward to seeing it in operation.

## WHY A PRACTITIONER APPRENTICESHIP?

### Who are the Public Health Practitioners (PHPs)?

PHPs are part of the core public health workforce. They work across the full breadth of public health, focusing on health at a community or population level, assessing and managing risk of disease and ill-health, and the prevention of premature deaths. PHPs are employed in local councils; government bodies (e.g. PHE); NHS Trusts; and private, voluntary and community sectors.

Typical job titles:

- Public Health Practitioner
- Health Protection Practitioner
- Health Improvement Practitioner
- Public Health Intelligence Officer
- Public Health Data Analyst
- Health Lifestyles Coordinator
- Tobacco Control Lead
- Workplace Health Advisor
- Accident Prevention Officer
- Community Development Worker
- Public Health Project Manager
- Health and Wellbeing Coordinator

### Why have we developed a practitioner apprenticeship?

The government in England set out a clear ambition in [English Apprenticeships: Our 2020 Vision](#), published in 2015, to increase opportunities for people to pursue on-the-job vocational training at all academic levels. This included people in professional occupations. The process of apprenticeship development would be employer-led and collaborative, to ensure that apprentices are 'fit-for-purpose' for the full range of workplaces in which they are employed.

In May 2017, PHE hosted a workshop with employers, education and training providers, professional bodies, and national public health agencies, to explore the potential for the development of apprenticeship standards to support career pathways in public health. Employers supported the development of a practitioner standard because degree programmes in public health and professional standards for registering practitioners were already established.

Public health professionals in England are now employed across a range of organisations including the NHS, PHE and local authorities, and some of these organisations want to be able to develop their own practitioners. This apprenticeship will support employers by providing an agile and responsive workforce who can readily adapt between roles and the different employing organisations, at the practitioner, or 'implementation' level of public health practice.

## WHAT DOES THE APPRENTICESHIP LOOK LIKE (THE STANDARD)?



<b>Duty 1:</b> Measure, monitor and report population health and wellbeing; health needs, risks, and inequalities; and the use of services	<b>Duty 2:</b> Promote population and community health and wellbeing, addressing the wider determinants of health and health inequalities
<b>Duty 3:</b> Protect the public from environmental hazards, communicable disease, and other health risks, while addressing inequalities in risk exposure and outcomes	<b>Duty 4:</b> Access and use the evidence base, conduct research and provide informed advice
<b>Duty 5:</b> Audit, evaluate and re-design services and interventions to improve health outcomes and reduce health inequalities	<b>Duty 6:</b> Work with, and through, policies and strategies to improve health outcomes and reduce health inequalities
<b>Duty 7:</b> Work collaboratively across agencies and boundaries to improve health outcomes and reduce health inequalities	<b>Duty 8:</b> Work in a commissioning based culture to improve health outcomes and reduce health inequalities
<b>Duty 9:</b> Work within political and democratic systems and with a range of organisational cultures to improve health outcomes and reduce health inequalities	<b>Duty 10:</b> Provide leadership to drive improvement in health outcomes and the reduction of health inequalities
<b>Duty 11:</b> Communicate with others to improve health outcomes and reduce health inequalities	<b>Duty 12:</b> Design and manage programmes and projects to improve health and reduce health inequalities
<b>Duty 13:</b> Prioritise and manage resources at a population/systems level to achieve equitable health outcomes and return on investment	<b>Duty 14:</b> Work within ethical and professional boundaries while promoting population health and wellbeing, and addressing health inequalities

The standard is made up of 14 occupational duties, which describe the competences and activities a PHP would commonly do in the workplace.

A set of descriptors for the knowledge, skills and behavior requirements for each duty is available online.

The first 13 duties correspond to the 13 functions of the Public Health Skills and Knowledge Framework (PHSKF) across technical, context and delivery areas of practice. The 14<sup>th</sup> duty corresponds to the ethical and professional standards that are universally applicable across all practice.

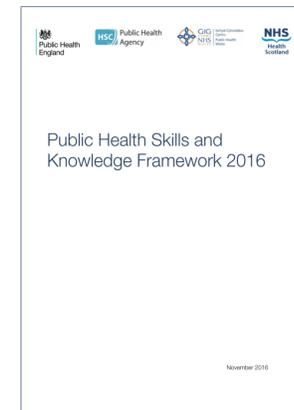


Figure. Public Health Practitioner (PHP) occupational duties: <https://www.instituteforapprenticeships.org/apprenticeship-standards/public-health-practitioner/>.

## KEY FACTS

<b>Duration:</b>	36 months (typically)
<b>Off-the-job training:</b>	20% of the apprentice's time (minimum)
<b>Integrated degree:</b>	BSc (Hons) Public Health (typically)
<b>Professional registration:</b>	eligible on completion (subject to UKPHR's application and verification requirements)



## HOW WILL THEY BE ASSESSED?

### Passing through the Gateway to assessment

When the employer is confident that the apprentice satisfies all the knowledge, skills and behaviours set out in the standard, and the minimum time period has been completed, the apprentice is put forward for end-point assessment (EPA). This is an independent assessment of occupational competence delivered by an end-point assessment organisation (EPAO). The apprentice has to prepare a portfolio of evidence in order to pass through this gateway.

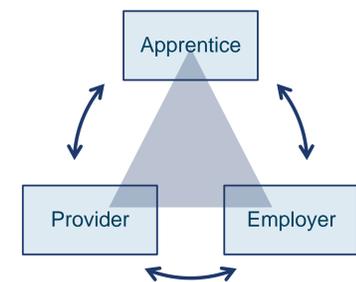
### The End Point Assessment (EPA)

The EPA is made up of two assessment methods, designed from an employer perspective. The apprentice must pass both methods:

- Assessment method 1: presentation of practice with Q&A session**  
This method enables the apprentice to showcase their competence and how they have contributed to public health activities. It assesses how the apprentice has developed their capabilities, through a multi-media presentation delivered by the apprentice to the assessor.
- Assessment method 2: scenario-based situational judgement test**  
This method assesses the apprentice's grasp and application of the principles behind public health practice and methodology in the context of potentially new problems and challenges, with 5 unseen tasks. This takes place as a circuit of activities requiring both written and verbal responses from the apprentice directly to the assessor(s).

## HOW WILL IT WORK IN THE WORKPLACE?

A successful apprenticeship relies upon a strong tripartite relationship between the employer, apprentice and training provider with clear roles and commitments.



Employers and training providers will often establish a working relationship prior to recruiting the apprentice.

A successful apprenticeship will require competent management, mentorship and supervision in the workplace to support their 'on-the-job' learning and development. This will be in addition to, and to complement the mentoring and general support they will receive from the training provider.

An initial assessment is carried out at the start to ensure that prior accredited learning is considered. This may reduce the duration of the apprenticeship.

Employers who created the standard include: Royal Borough of Greenwich, Public Health England, Barts Health NHS Trust, Lincolnshire County Council, Kent Community Health Foundation Trust, Livewell South West, Evolve, Yorkshire MESMAC, Derbyshire Community Health Services NHS Foundation Trust, Leeds City Council.

This work is commissioned by the Department of Health and Social Care as part of the 'Fit for the Future' programme: <https://www.gov.uk/government/publications/fit-for-the-future-public-health-people>.

For more information, search for **public health practitioner apprenticeship**

Queries about this apprenticeship can be directed to [sp-phskf@phe.gov.uk](mailto:sp-phskf@phe.gov.uk)