

Community Health and Wellbeing Worker Apprenticeship



Welcome and Introductions

Introduction

Our History

- Originally The Performance Coach
- Delivering coaching and training to the healthcare system for 25+ years
- Trained over 15,000 health and social care workers to use coaching in their roles
- Supported NHS England and PCI in the development of personalisation and the ARRS roles
- Ran the NHS England Looking After You Service
- Coaching, Leadership, Co-production
- Worked extensively with the health, social care, and community workforce to create meaningful, person-centred change.

Our Motivation

- Closing a National Gap
- Concern for the workforce
- Structured journeys of growth
- Partnership, Not Just Provision
- Learning That Sticks
- Support retention and career path
- Long-Term Impact for the System
- Applied, skills oriented programmes with a coaching focus delivered by people who understand the context

Who is this programme designed for?



Community Roles

The apprenticeship is designed around the skills those working in community organisations use every day:

- **Supporting people to improve their wellbeing** – developing the knowledge and practical skills to have meaningful, person-centred conversations and help people identify what matters to them.
- **Working with communities, not just individuals** – understanding the wider factors that influence health and wellbeing and how community assets, networks and local services can support people.
- **Building trust and relationships** – strengthening communication, listening, motivational and relationship-building skills that are fundamental to community-based work.
- **Connecting people with the right support** – developing confidence in signposting, referral and partnership working across voluntary, community and statutory services.
- **Promoting independence and resilience** – helping people recognise their own strengths, make informed choices and take positive steps towards better wellbeing.
- **Learning while doing the job** – the apprenticeship is particularly well suited to roles where staff are already working directly with people and communities, because learning can be applied immediately in practice.

Our approach



1. Focus on skills development

- Integrate existing skills
- Talk about and reflect on practice
- Grow, mature and develop skills over time



2. Integrated into role

- So “off the job” doesn’t impact too much
- Supports learners to try out new approaches in their work
- Use their experiences in learning loops that deepen understanding



3. Access to proper supervision

- Formative
- Normative
- Restorative



4. Training & support delivered by tutors who...

- Have experience working with the people your organisation works with
- Understands the context
- Have significant applied expertise and qualifications



5. Content that is...

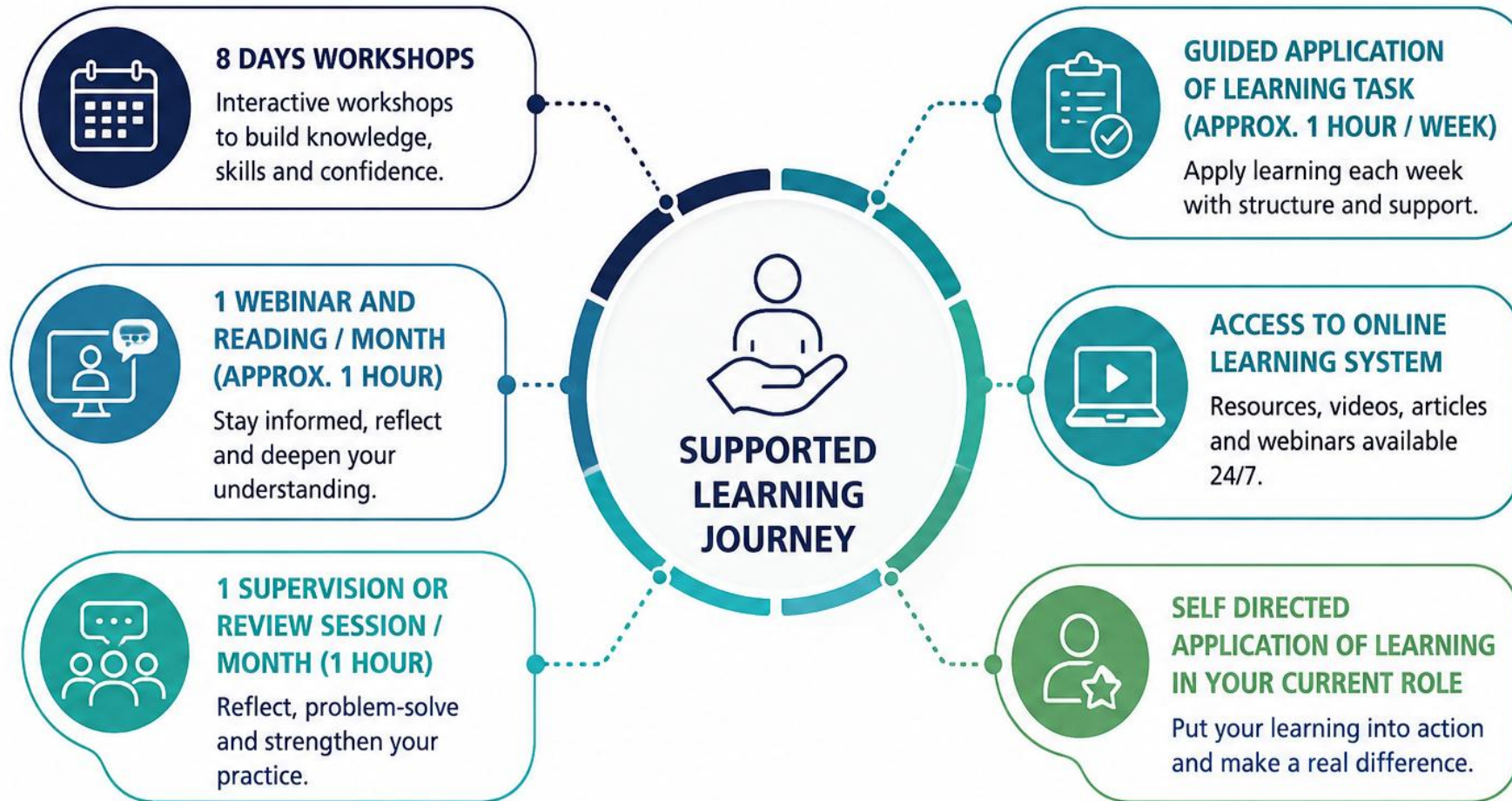
- More applied than theoretical
- Based in evidence and years of practice
- Can be used immediately in conversations with people



6. Supports professional and personal development

- A level 3 apprenticeship
- A proper coaching qualification
- Practitioner wellbeing focus
- Facilitates support from peers

What does this mean in practice?



The programme runs for 12-14 months, providing the structure and time needed to develop meaningful capability and professional maturity

End Point Assessment

Three elements:

- Multiple-choice test – testing underpinning knowledge and its application to community health and wellbeing work.
- Demonstration of practice – practical scenarios covering service-user and community situations.
- Professional discussion – a structured discussion with an independent assessor, supported by a portfolio of evidence built up during the apprenticeship.

Working with us

Employer Responsibilities

- Releasing time for off-the-job learning.
- Taking part in tripartite review meetings with the apprentice and training provider.
- Supporting readiness for end point assessment.
- Creating opportunities for apprentices to practice and develop their skills.

How we support you

- We have a dedicated Apprenticeships team who can provide support for all your information needs, set-up and onboarding, funding options.
- Guidance and support around setting up the Apprenticeship Service Account and drawing down funding.
- Access to our online learning system to enable employers to track apprentices progress and development

Funding

Large employers – annual wage bill in excess of £3million

- Can access 100% funding

Smaller employers – annual wage bill under £3million

- Can access 95% funding and then fund the remaining 5% (£350)

OR

- May be able to access full 100% via a **levy transfer** (where a levy-paying employer donates unused funding to a non-levy paying organisation) – TPC Health can support with looking for levy transfer

Full guidance on how to apply for funding can be provided

Upcoming Cohorts

January 2027 Cohort - all Tuesdays

Foundations of Learning - 26th January

Workshop 1 - 23rd February

Workshop 2 - 23rd March

Workshop 3 - 20th April

Workshop 4- 25th May

Workshop 5- 22nd June

Workshop 6- 13th July

Workshop 7 - 24th August

Workshop 8- 21st September

April 2027 Cohort - all Wednesdays

Foundations of Learning - 21st April

Workshop 1 - 5th May

Workshop 2 - 23rd June

Workshop 3 - 21st July

Workshop 4 - 18th August

Workshop 5 - 22nd September

Workshop 6 - 20th October

Workshop 7 - 17th November

Workshop 8 - 8th December

If you are interested in the apprenticeship, either for yourself or a colleague/member of staff, please contact us:

Enquiries or if you would like to discuss: info@tpchealth.com

Questions?

Organisations we've worked with





For more information

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