

To: Chief AHPs/ Director of AHPs and  
Chief Nurses

cc. Trust Apprenticeship Leads, ICB  
CNO, Regional AHP Council and  
NHSE Workforce Transformation  
Leads

NHS England  
Riverside House  
Main Street  
Rotherham  
S60 1QY

17 July 2025

Dear Colleagues

## **RE: 2025/26 Level 3 & 5 Apprenticeship Funding – AHP Support Workforce**

We are delighted to announce that NHS England (NHSE), North East and Yorkshire (NEY) region, will be allocating investment to support the growth of AHP apprentices across NHS organisations by April 2026.

This funding is intended to create training and development opportunities by upskilling the existing support workforce. In doing so, it aims to reduce attrition and may support wider cost-saving initiatives. Therefore, organisations are encouraged to deploy the funding in alignment with their **local strategic workforce priorities** to maximise impact.

NHS provider trusts are offered an award of **£4,287** per apprentice per year of training (up to 24 months) for new apprenticeship starts in the 2025/26 financial year, for the following standards:

- AHP Senior Healthcare Support Worker Level 3 apprenticeship
- AHP Assistant Practitioner (Health) Level 5 apprenticeship

Funding is offered to employers to support ‘typical’ employer costs related to the delivery and administration of the apprenticeship that are not covered by employer’s apprenticeship service account or government-employer co-investment. Full details regarding the scope,



expectations, payment structure and governance requirements for this funding are provided in **Appendix 1**.

Organisations may apply for funding for up to, **five Level 3** and **five Level 5** apprentices using the **AHP Funding - Expression of Interest form** (please see Appendix 2 for further information). Once all the requests have been received, the regional AHP team will look to allocate fairly across the region.

**Key dates:**

- **EOI submission deadline:** 31st August 2025
- **Allocation confirmations:** Issued by 5th September 2025
- **Funding transfer:** First payment to be Included in February 2026 scheduled payment run

If you would like to discuss this offer further or have any questions, then please contact the NEY AHP team [england.ahp.ney@nhs.net](mailto:england.ahp.ney@nhs.net)

Thank you for your continued support in this key area of work.

Yours sincerely



Victoria Bagshaw

Deputy Director Workforce and Education



## Appendix 1:

### Scope of funding

	In scope	Out of scope
<b>Employers</b>	NHS provider trusts in the North East and Yorkshire (NEY) of England	Non-NHS employers  NHS employers outside of NEY
<b>Professions</b>	AHP support workers aligned to: <ul style="list-style-type: none"><li>• Dietetics</li><li>• Occupational therapy</li><li>• Operating department practice</li><li>• Orthoptics</li><li>• Physiotherapy</li><li>• Podiatry</li><li>• Prosthetics &amp; orthotics</li><li>• Speech and language therapy</li></ul>	<ul style="list-style-type: none"><li>• Arts therapies</li><li>• Osteopaths</li><li>• Paramedicine/ambulance roles</li><li>• Radiography (diagnostic)</li><li>• Radiography (therapeutic)</li><li>• Non-AHP professional groups</li></ul>
<b>Apprenticeship standards</b>	<ul style="list-style-type: none"><li>• L5 AHP services</li><li>• Assistant Practitioner (Health) (level 5)</li><li>• Prosthetic and Orthotic technician (level 3)</li><li>• Level 3 Senior Health Care Support Worker apprenticeship</li></ul>	<ul style="list-style-type: none"><li>• Adult nursing support, maternity support and diagnostic imaging support pathways of the Senior Healthcare Support Worker Level 3</li><li>• Radiography/imaging pathways of the Assistant Practitioner (Health) Level 5</li><li>• Healthcare Support Worker Level 2</li><li>• Adult Care Worker Level 2</li><li>• Lead Adult Care Worker Level 3</li><li>• Community Health and Wellbeing Worker Level 3</li></ul>

		<ul style="list-style-type: none"> <li>• Ambulance Support Worker Level 3</li> <li>• Associate Ambulance Practitioner Level 4</li> <li>• Lead Practitioner in Adult Care Level 4</li> <li>• Leader in Adult Care Level 5</li> <li>• Mammography Associate Level 4</li> <li>• Nursing Associate Level 5</li> <li>• Rehabilitation Worker (Visual Impairment) Level 5</li> <li>• Associate Continuing Healthcare Practitioner Level 5</li> <li>• Any other non-clinical apprenticeship programmes at levels 2, 3, and 5</li> <li>• Any apprenticeship programmes at level 6 or 7</li> </ul>
<b>Apprenticeship training providers</b>	Apprenticeship training providers listed on the Salisbury Managed Procurement Services (SMPS) framework	Apprenticeship training providers not listed on the SMPS framework

<b>Funding utilisation</b>	<p>In line with Department for Education apprenticeship funding rules for:</p> <ul style="list-style-type: none"> <li>• Those starting between 1 August 2025 and 31 July 2026 – Apprenticeship funding rules 2025 to 2026</li> <li>• For those who started their apprenticeship between 1 August 2024 and 31 July 2025 – Apprenticeship funding rules 2024 to 2025</li> </ul> <p><b>With specific reference to:</b></p> <ul style="list-style-type: none"> <li>• ‘Specific services / costs not related to the delivery and administration of the apprenticeship (typical ‘employer’ costs)’.</li> </ul>	<p>In line with Department for Education apprenticeship funding rules for:</p> <ul style="list-style-type: none"> <li>• Those starting between 1 August 2025 and 31 July 2026 – Apprenticeship funding rules 2025 to 2026</li> <li>• For those who started their apprenticeship between 1 August 2024 and 31 July 2025 – Apprenticeship funding rules 2024 to 2025</li> </ul> <p><b>With specific reference to:</b></p> <ul style="list-style-type: none"> <li>• Any and all training and on-programme assessment costs eligible to be covered by the employer’s apprenticeship service account or government-employer co-investment.</li> <li>• Typical ‘provider’ costs.</li> <li>• Support for English and maths training.</li> <li>• Learning support payments.</li> <li>• End-point assessment (EPA) costs.</li> <li>• Financial inducements.</li> </ul>
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## What are 'typical' employer costs?

In recognition of the Department for Education apprenticeship funding rules 2025/26, funds may be used to support specific services / costs not related to the delivery and administration of the apprenticeship (typical 'employer' costs), such as:

- Apprentice wages / backfill costs associated with off-the-job training.
- Apprentice travel and subsistence costs (including travel to off-the-job training).
- All accommodation costs associated with off-the-job training, including outward-bound activities.
- Employer induction activities for the apprentice.
- Student membership fees that are required by professional bodies, even where linked to a mandatory qualification.
- Any fees to awarding bodies for non-mandatory qualifications (qualifications that are not specifically listed in the standard). This includes registration, examination, certification and re-sit costs.
- Additional learning required to re-sit an exam linked to a non-mandatory qualification.
- Re-sit costs for a mandatory qualification, beyond the first re-sit (which is eligible).
- Any training (e.g., optional modules, educational trips, industry visits, expert speakers or trips to professional events), in excess of that required to pass the end-point assessment and achieve the apprenticeship.
- Time spent by employees / managers supporting or mentoring apprentices, where this is not delivering training required as part of the apprenticeship.
- Development of employees / managers supporting or mentoring apprentices.
- The creation of resources for work-based mentors and line managers.



## Payment structure & terms

- The funding offer is £4,287 per apprentice, per year of training up to a maximum of 24 months. This equates to approximately £357 per month.
- Payments will be aligned to Education Funding Agreement scheduled payments, with the first payment expected February 2026.
- To receive funds the apprentice must be a new enrolment as of 1 June 2025 and start on an approved programme before 31 March 2026.
- Funding is only payable for the time that the learner is active. All funding ceases if a learner withdraws from the programme. Therefore, organisations are responsible for promptly notifying NHSE of any changes to a learner's status. Funding payments will be adjusted accordingly.
- Organisations must ensure that the acceptance of this funding is not reliant on further allocations beyond this period to support the continuation of apprentices. Failure to utilise the allocation in full may negatively impact future funding allocations. Organisations are therefore strongly encouraged to plan and implement promptly to ensure maximum use of the investment.

## Governance and Reporting

- The governance arrangements for this investment will remain the overall responsibility of the NHSE Deputy Director Workforce and Education.
- Delivery will be monitored and reviewed by the NEY AHP programme team.



## Appendix 2: Application process

### Proposed timeline for application, approval, and transfer of funding

- **July 2025:** Offer letter issued to the Chief AHPs (or equivalent) and Chief nurses in NEY region. Trust invited to complete an EOI via the [AHP Funding - Expression of Interest form](#) . Trusts may request allocations for up to:
  - x5 L3 apprenticeships
  - x5 L5 apprenticeships
- **31 August 2025:** Deadline for expressions of interest / receipt of returns from all organisations.
- Expression of interest forms to be reviewed by the AHP programme team – the regional AHP team will look to allocate fairly across the region. Outcome to be issued by the **5<sup>th</sup> September 2025**.
- It is our intention that the outcome and payments will be added to the payment schedule for February 2026.

### Guidance for completion

- Please submit one return per organisation using the [AHP Funding - Expression of Interest form](#) . Only completed forms will be accepted.
- Completed forms must include the details of the Chief AHP (or equivalent) as they will be accountable for this investment.





