

- To:
- NHS Estates and Facilities directors
 - NHS Human Resources directors
 - NHS Organisational Development and Training directors
 - NHS Apprenticeship leads
 - All stakeholders of NHS Estates and Facilities Workforce Development

NHS England and NHS Improvement
Skipton House
80 London Road
London
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25 April 2022

Dear colleagues,

NHS Estates and Facilities Workforce: Apprenticeship Challenge 2022/23

NHS England and NHS Improvement and Health Education England (HEE) are delighted to launch a new NHS Estates and Facilities Apprenticeship Challenge. To support the greater use of apprenticeships in estates and facilities, our challenge is for NHS employers and wholly owned subsidiaries to create **1,000 new apprenticeships starts in 2022/23**.

This forms a cornerstone of the [NHS People Plan](#), which encourages an increasing number of young people into estates and facilities careers, and expands routes for professional development and training within our existing workforce.

We are proud to already have an average of 450 apprentices in estates and facilities each year, encompassing a range of roles from engineering, plumbing and facilities management, to domestic services, catering and sustainability. We now want to set an ambitious new challenge to more than double the number of new apprenticeships in our workforce to 1,000. This includes apprenticeships that upskill existing staff and new apprenticeships for staff joining our workforce, using funding available through the [Apprenticeship Levy](#).

To achieve this, we are asking leaders and managers to support the challenge by:

- Using and promoting the new Estates and Facilities [Apprenticeship Toolkit](#)
- Raising the profile of current estates and facilities vacancies by using the [vacancy portal](#) so that vacancy adverts are optimised via our strategic partnership with [Indeed.com](#).
- Actively consider apprenticeships within estates and facilities workforce plans for both new and existing staff to support with upskilling and retention, and new applicants to attract new talent and address workforce shortages.
- Redesign existing vacancies to include an apprenticeship opportunity, which will help make the roles more attractive to prospective candidates.

[Indeed.com](#) will be supporting this challenge by promoting all Estates and Facilities vacancies across their site nationally and within the relevant local areas, as well as

assisting with elevating the profile of these roles and providing advice on topics such as job content and diversity, inclusion and belonging.

Dedicated support and guidance from the Estates and Facilities Project Support Team is also available and they will provide targeted campaigns to help encourage staff to get involved with the challenge and support them to develop their skills. There is a guide on how to get involved [here](#) and you can contact the challenge team [here](#) for support and guidance.

By taking part in the challenge, you will be raising the profile of estates and facilities apprenticeships. You will also be sharing your vacancies with wider stakeholders in your region which will attract a bigger talent pool of applicants.

To ensure that we are doing all we can to help raise awareness of apprenticeship opportunities on our channels, we ask that you share your new apprenticeship opportunities with us on the [vacancy portal](#).

We sincerely hope that you can support this challenge in any way you can. Utilising apprenticeships more readily in estates and facilities for both existing and new staff will help support our workforce to grow, feel valued and ultimately make NHS estates and facilities a great place to work.

Yours sincerely



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Estates
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Jane Hadfield
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