

A decorative graphic on the left side of the page, composed of several overlapping, angled bars in shades of blue, yellow, teal, purple, light blue, and magenta. These bars transition from a diagonal orientation on the left to a horizontal orientation on the right, ending in arrowheads.

BCHFT Apprenticeships

Frequently asked questions

Date: February 2023

How long does an apprenticeship last?

Depending on the programme of study apprenticeships can take anything from one to four years to complete.

Wherever possible we recruit our apprentices on permanent employment contracts meaning you'll have a guaranteed job if you successfully complete your apprenticeship.

How old do I need to be to complete an Apprenticeship?

Apprenticeship opportunities are open to anyone from the age of 16, there is no upper age limit.

How often will I need to attend a place of study?

In addition to learning in the workplace, apprentices may go on day or block release to a training centre, college or university.

How much will I earn as an apprentice?

Employers can choose what to pay their apprentices, here at Bridgewater our new direct entry apprentices are paid a minimum of Band 2 Agenda for Change salary of £18,870 – £19,918 ([read more about NHS pay scales](#)).

Where will I find Bridgewater's current Apprenticeship vacancies?

You will find links to all our live apprenticeship vacancies right here on our careers portal. Additionally, they will all be advertised on NHS Jobs along with all our other current vacancies.

We also frequently use social media and recommend you use the information on our contacts page to follow us on those platforms to here first about our latest opportunities.

Would I be eligible to apply for an apprenticeship?

Due to government funding regulations important criteria for apprenticeship candidates include:

- must live in the UK
- must have proof of right to work in the UK and have had UK or EU residency for the last three years
- must not be taking part in full time education during the time of the contract

In order to meet the demands of the job role at Bridgewater and the qualification candidates must:

- meet the requirements of the Person Specification related to the job role
- have a good standard of education including a minimum Grade 3/D in English and math's or equivalent*

*Further support and signposting will be offered to applicants or enquiries from those who do not meet these criteria.

What benefits are there for apprentices?

You receive all the same benefits and employment rights as all other with some added extras thrown in for good measure...

- No expense on course fees/student debt – these are paid by Bridgewater; you earn and, learn
- Opportunity to undertake general in-house training and shadowing opportunities
- Extensive pastoral care. The Careers and Apprenticeship Team will be part of your support network and will help you at any stage of your apprenticeship, from settling in on your first day to any concerns you may have throughout your apprenticeship.
- NHS Discounts – as per any employee in the Trust you will be entitled to NHS related discount codes
- NUS Discounts – as an apprentice you can sign up for an apprentice NUS card and receive alternative discount offers as student.

Is an Apprenticeship at Bridgewater right for me?

The Trust and our training providers will fully support you in your apprenticeship but it is important to know that this is an exciting opportunity that you must take full ownership of.

We expect our apprentices to meet the following behaviours:

- Express a real enthusiasm in willingness to learn about the Trust.
- Take pride in your work and development.
- Demonstrate a commitment to your Apprenticeship qualification, job role, and the Trust's core values and behaviours.
- At application and interview stage we will be looking for apprentices who understand and show an appreciation of [the Trust's PEOPLE values](#)