

Physician Associate Apprentices in Primary Care Pathway



The pathway below shows the steps to employ Physician Associate (PA) Apprentices in Primary Care

Hiring PA apprentices into PCNs invests in the pipeline of qualified PAs and can enhance skill mix, bringing about benefits to patients, service provision and workforce.

**Please note this is an example pathway, these steps may occur in a different order depending on the PCN/practice and people involved.*

Step 1

Benefits of the Physician Associate (PA) apprentice role

Research has shown that [Physician Associates](#) can bring considerable benefits to primary care.

Find out more about the PA role in primary care by reading [impact studies](#) and [PA case studies](#)

Step 3

Entry criteria

Potential PA apprentices must evidence ability to study at Masters level, usually with a first degree in biosciences or a healthcare subject. They also require some healthcare experience and must evidence numeracy and literacy at grade C or above (or functional skills Level 2).

[See programme details and contact information](#)

Step 5

Access funding support

Employers of Apprentice PAs during 2023/24 and 2024/25 could be eligible for NHSE support grants of £10000 per learner, to develop educational infrastructure, including supervision and placement support. Contact your regional leads for details.

The PA apprentice role is part of the Additional Roles Reimbursement Scheme ([ARRS](#)) from April 2023, dependant on negotiations. A PCN can claim reimbursement for salary costs (plus some on-costs) up to a maximum amount (equivalent to AfC Band 5).

Step 7

Set up an Apprenticeship Digital Account

To access levy funding employers need to set up a [digital apprenticeship account](#) (supported by their [Training Hub](#)). This enables the HEI to be paid the training programme costs from the apprenticeship levy.

Step 2

Find out more

PA apprentice training is a 30-36 month programme containing both practical and academic elements. At the end of the programme the PA can join the [PA Managed Voluntary Register \(PAMVR\)](#) held by the [Faculty of PAs \(FPA\)](#).

There are plans to introduce regulation for the PA profession, with [GMC](#) registration.

Step 4

Find an education provider

Employers will need to identify an education provider (HEI). There are [10 approved providers](#) with some offering national delivery. The HEI will jointly interview candidates with employers to ensure they meet all the entry requirements.

Your local [Training Hub](#) can connect you to HEIs.

Step 6

Access Apprenticeship Levy

Employers may be able to obtain [levy transfers](#) from levy paying organisations (local trusts) for 100% of the training costs of an apprenticeship.

Employers unable to arrange levy transfers can reserve [co-investment](#) where both the employer and the government pay the education provider for apprenticeship training – 5% from the employer and 95% from the government.

Your regional [Apprenticeship Relationship Manager](#) can support with understanding the options.

Step 8

Start!

Learner enrolls on programme.

The PCN claims ARRS funding (subject to outcome of contract negotiations).

On starting programme the NHSE training funding support is made available to the employer through Regional Teams.