BeReady

Wellbeing Champion Apprenticeship

Supporting staff and protecting business

> **“Poor mental health is costing UK employers up to £56 billion per year.”**
>
> **Deloitte 2022**

This is just one reason why employee wellbeing should be at the heart of every organisation.

The Covid-19 pandemic has resulted in a huge emphasis on wellbeing in the workplace. How you manage staff wellbeing directly contributes to your business success.

The importance of Wellbeing Champions

Poor wellbeing negatively impacts staff retention, recruitment, businesses productivity and performance, as well as the overall health of staff. This is an ever-increasing concern to UK businesses as the total cost of poor wellbeing continues to grow.

> *"Fostering employee wellbeing is good for people and the organisation. Promoting wellbeing can help prevent stress and create positive working environments where individuals and organisations can thrive."*
>
> **CIPD 2022**

In April 2022 Deloitte published research that highlighted an increase of 25% in the cost of poor mental health to employers compared to 2019; with over 17% of employees having left in 2021 or planning to leave in 2022 and citing poor mental health as the reason they are leaving.

Wellbeing champions form a key part of the solution to this growing problem, providing peer-based support that positively influences employee wellbeing, morale and retention. Creating a safe and supportive environment for employees to thrive in.

Read the Deloitte report into Mental Health and Employers here:

Deloitte Mental Health and Employers Report 2022

Supporting Wellbeing Champions

Supporting someone with their wellbeing is a complex and sensitive subject. Therefore, effective training and support is essential for those providing support to your employees.

Funded by the Apprenticeship Levy, the Wellbeing Champion Apprenticeship is written by experts specifically for current challenges faced across all industries. Resulting in a tailored programme that is highly relevant to each individual working environment.

> **“Wellbeing must become a strategic priority for organisations of every size.”**
>
> **Jackie Henry**
> **Managing Partner, Deloitte UK**

The programme equips employees with the knowledge, skills and behaviours to make a positive business-wide impact. Learners work closely with dedicated skills-coaches and their working communities to help prevent, identify and address health and wellbeing needs.

By taking a pro-active approach to mental health and wellbeing in the workplace, organisations can benefit from a more engaged and motivated workforce, more effective recruitment, increased productivity, reduced sickness absence and much more.

Programme Benefits

- **Apprenticeship Levy funded**
- **Improved recruitment and retention**
- **Reduced sickness absence**
- **A happier, more engaged force**
- **Improved performance outcomes**

Programme overview

Module 1
Introduction to the Wellbeing Champion programme

Module 2
Preventative measures to reduce health and wellbeing issues

Module 3
Helping communities build resilience and develop resources to support health and wellbeing

Module 4
Provide advice about local services and projects that support health and wellbeing

Module 5
How to manage referrals

Module 6
Application of behavioural science to find solutions to health and wellbeing issues

Module 7
Implementation of strategies to improve health and wellbeing

Module 8
Promoting health and wellbeing

Module 9
Management of data and information

Module 10
Legal and ethical frameworks

Module 11
Personal and professional development

Module 12
Apprenticeship portfolio development

Entry requirements

- Employer agreement
- Level 2 English and Maths*
- A valid and eligible residency status
- No other government funded training ongoing

*Learners without these qualifications can achieve them prior to taking the End Point Assessment.

Cost
£7,000, funded by the Apprenticeship Levy

Duration
Part-time, typically 14 months

Delivery style
Predominantly online, including tutorials, group discussions, engagement with reading materials and case studies. Flexible delivery to fit around your organisation and employee schedules

Qualification
Level 3 Community Health and Wellbeing Worker Apprenticeship