



Project Delivery and Improvement in Health and Care

| *Level 4 Associate Project Manager
Apprenticeship*

About the Programme

Designed for organisations and individuals responsible for delivering projects, improvement, and operational change within health and care environments.

The Associate Project Manager apprenticeship is a workforce capability solution that develops practical project delivery capability across clinical and operational settings — enabling organisations to improve service delivery, enhance patient outcomes, and strengthen internal capability.

Learners build the confidence and capability to coordinate, plan, support, and deliver projects successfully, applying structured project management techniques in real healthcare contexts

What the Programme Delivers:

The programme supports you to develop and deliver projects in a structured and effective way, improving service delivery, strengthening stakeholder engagement, reducing delivery risk, and building long-term organisational capability.

It combines:

- Practical project management skills
- Operational improvement approaches
- Leadership and communication development
- Real-world business application

This supports organisations to deliver efficient, consistent and impactful service improvement projects.

Programme Structure

A Five-Phase Delivery Model

The programme is delivered through a structured learning journey, progressing through five defined phases that build practical project capability from foundational knowledge through to applied delivery and impact. It prepares you to successfully demonstrate your learning both at End Point Assessment and the workplace.

GETTING STARTED

Build core professional skills, confidence, and understanding of project environments.

PHASE

1

Understanding the Project Environment

Learn project fundamentals, governance, and stakeholder communication.

PHASE

2

Building Operational Excellence

Develop practical planning, delivery, and risk management skills.

PHASE

3

Driving Quality and Transformation

Apply problem solving, performance monitoring, and change approaches.

PHASE

4

Leading Across Systems

Strengthen leadership, collaboration, and cross-team working.

PHASE

5

EPA Success Toolkit / Gateway to Impact

Prepare for End Point Assessment (EPA) and finalise your portfolio of evidence.

EPA

Demonstrate your knowledge, skills, and behaviours through End Point Assessment (EPA).

This structured approach supports your confidence and capability to support and deliver real-world projects that improve service delivery, enhance patient flow, and contribute to sustainable healthcare transformation.

Key *Facts*

Duration: 15 months plus EPA

Off-the-job hours: 6 hours per week*

Delivery: Our blended delivery model consists of:

- Self-guided online learning
- Recorded Webinars
- Live virtual teaching sessions
- 1:1 coaching and support
- Progress reviews
- Workplace-based project application

Cost:

- **Levy Payers: Zero.** The full cost of the £7,000 apprenticeship is covered by your levy
- **Non-Levy Payers** will pay a proportion of the programme, with the majority paid by government co-contribution. Please refer to the latest funding rules for full information.

Qualifications:

- **Level 4 Associate Project Manager Apprenticeship**

*Recommeneded average to support completion of total OTJ requirement

Entry *Requirements*

Learners enrolling on this apprenticeship must meet the following criteria:

- Be in employment in a job with responsibilities aligned with the apprenticeship standard
- Have evidence of funding eligibility from their employer
- Hold a GCSE Grade A*-C /9-4; OR a have completed recognised Access Programme or equivalent. Please note:
 - All applicants will undertake an initial assessment in English and Maths competency
 - Applicants must achieve a minimum of Level 1 to demonstrate readiness to study and ensure appropriate support to succeed on programme
- Meet DfE apprenticeship funding residency requirements
- Remain in contracted employment for the duration of the apprenticeship, including EPA

Level 2 English and Maths requirements:

Applicants aged 19+ must evidence GCSE English and Maths passes at grade A*- C/9-4, **OR** have an employer exemption, **OR** commit to completing Functional Skills Level 2 in addition to the programme.

If required, this is provided at no additional cost.

Programme

Phase Overview

Getting Started

MONTH 1

You will be introduced to the apprenticeship and begin developing the core professional skills needed to operate effectively in project environments. This includes understanding programme expectations, building confidence in communication and collaboration, and developing essential professional behaviours.

You will also explore how projects support healthcare delivery, service improvement, and patient outcomes, gaining an understanding of your role in contributing to safe, effective, and efficient services.

Phase 1: Understanding the Project Environment

MONTHS 2-4

You will develop a strong understanding of project management fundamentals, including project lifecycles, governance, roles and responsibilities, and stakeholder engagement.

You will learn how projects operate within healthcare environments, including clinical and operational settings, and how structured approaches support safe, effective service delivery.

You will begin applying these approaches in your role, building confidence in contributing to improvement activity.

Programme

Phase Overview

Phase 2: Building Operational Excellence

MONTHS 5-7

You will develop practical project delivery skills, including planning, scheduling, resource coordination, and managing risks and quality.

You will apply these skills within healthcare settings, supporting service delivery, improving patient flow, and contributing to operational efficiency.

This phase focuses on strengthening consistency and control in service improvement activity.

Phase 3: Driving Quality and Transformation

MONTHS 8-10

You will learn how to monitor performance, manage risks and issues, and apply structured problem-solving approaches to support service improvement.

You will analyse service data, identify opportunities to improve patient outcomes and reduce delays, and support transformation initiatives that enhance quality and performance across healthcare services.

This phase develops your confidence to operate across organisational boundaries and support integrated care delivery.

Programme

Phase Overview

Phase 4: Leading Across Systems

MONTHS 11-13

You will build your leadership capability, developing skills in communication, collaboration, and influencing across multidisciplinary teams.

You will learn how to work across clinical and operational boundaries, supporting integrated care delivery and contributing to wider healthcare transformation and service improvement initiatives.

This phase develops your confidence to operate across organisational boundaries and support integrated care delivery.

Phase 5: EPA Success Toolkit / Gateway to Impact

MONTHS 14-15

In the final phase, you will consolidate your knowledge, skills, and behaviours and apply them within real workplace and assessment contexts.

As part of the assesement you will produce a portfolio of evidence, complete a workplace project, and prepare for End Point Assessment.

This phase ensures readiness for both the professional discussion and project presentation, supported by reflective practice and structured preparation.

Programme

Assessment

End Point Assessment

MONTHS 15-20

At the end of the programme, you will have up to 5 months to complete your End Point Assessment (EPA), where you demonstrate your knowledge, skills, and behaviours through real workplace application.

The EPA is designed to assess your ability to apply Project Management principles in a practical organisational context. You will demonstrate how you engage stakeholders and deliver initiatives that support service change and initiatives.

You will complete:

- A work-based project or initiative, demonstrating your ability to work with stakeholders, apply structured approaches, and contribute to successful service improvement and project outcomes.
- A presentation with questioning, where you communicate your approach, insights, and outcomes
- A professional discussion, supported by a portfolio of evidence developed throughout the programme

The EPA provides clear evidence that you can operate as an Associate Project Manager within a healthcare setting, contributing to improved service performance and patient outcomes.



Ready to
take the next step?

Contact us

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and choose the option for apprenticeships

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