

# Evaluation of Pharmacy Apprenticeship Programmes Across Primary and Secondary Care in NHS Lanarkshire

Linda Gemmell, Lloyd Kennett, Aly Brown, Linsey Hayes  
NHS Lanarkshire

✉ Linda.gemmell@lanarkshire.scot.nhs.uk

## INTRODUCTION

Pharmacy Technical apprenticeship programmes are critical for pharmacy workforce development in Scotland. These apprenticeships support career development, widen access to further education, and help ensure service sustainability. NHS Lanarkshire delivers apprenticeship programmes for Pharmacy Support Workers (PSWs) and Pre-registration Pharmacy Technicians (PTPTs) across both primary and secondary care.

## METHODS

A feedback questionnaire was distributed to Technical Trainees who had either completed the SVQ in Pharmacy Services (SCQF Level 6) or Diploma in Pharmacy Services (SCQF Level 8). Participants were based in primary and secondary care settings. Quantitative data were collected using Likert-style rating scales, recording overall satisfaction, perceived fulfilment of learning needs, and likelihood of recommending the programme. Free-text responses allowed collection of qualitative data exploring strengths, challenges, and suggested improvements to programme delivery.

## RESULTS

- 75% of trainees responded to the survey (18 out of 24 trainees)
- 11 trainees undertook the SVQ in Pharmacy Services (SCQF Level 6)
- 7 trainees undertook the PDA in Pharmacy Services (SCQF Level 8)
- 78% of trainees would recommend an NHS Lanarkshire apprenticeship to others (n=14)

Figure 1. Respondent feedback on experience from survey

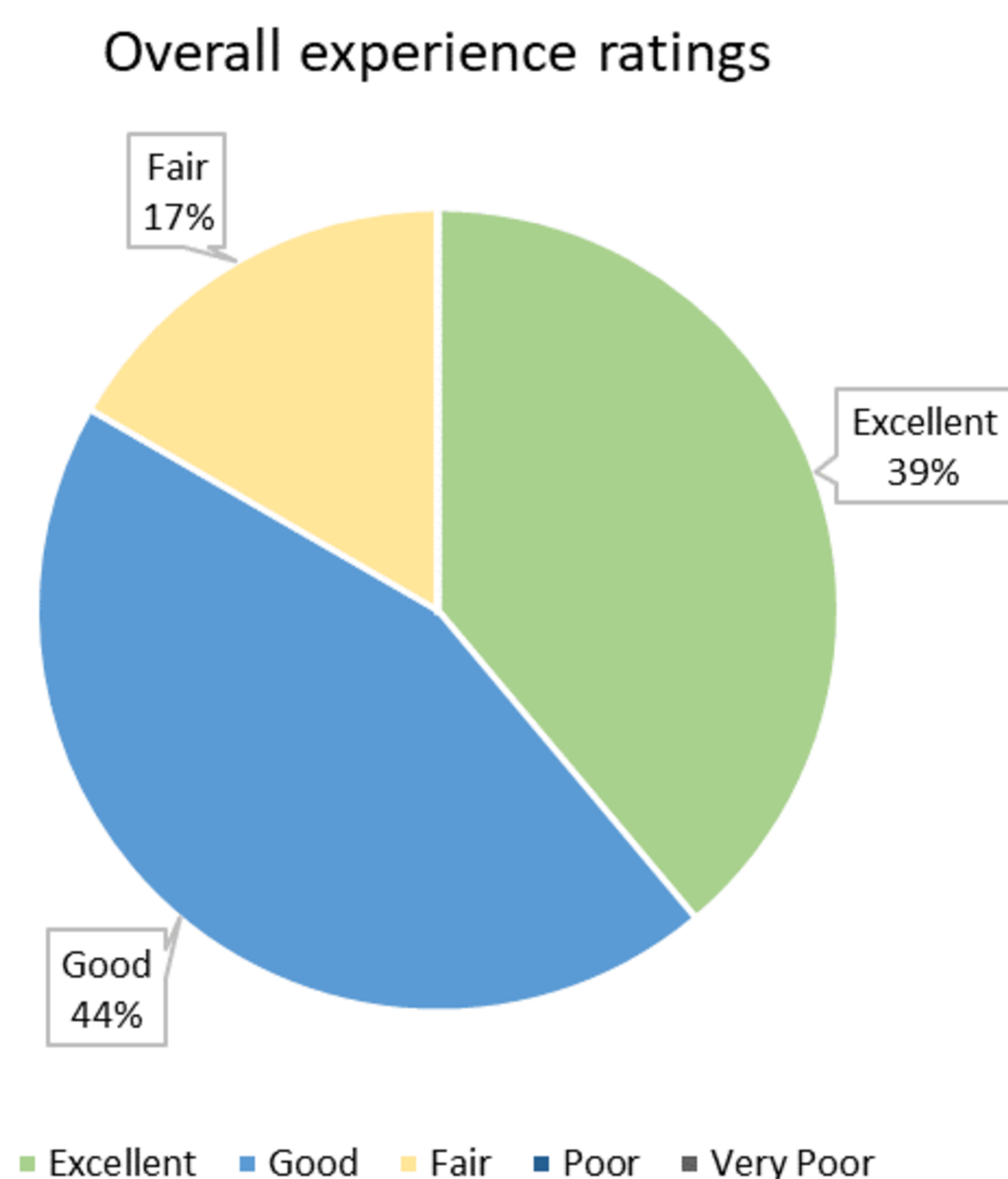
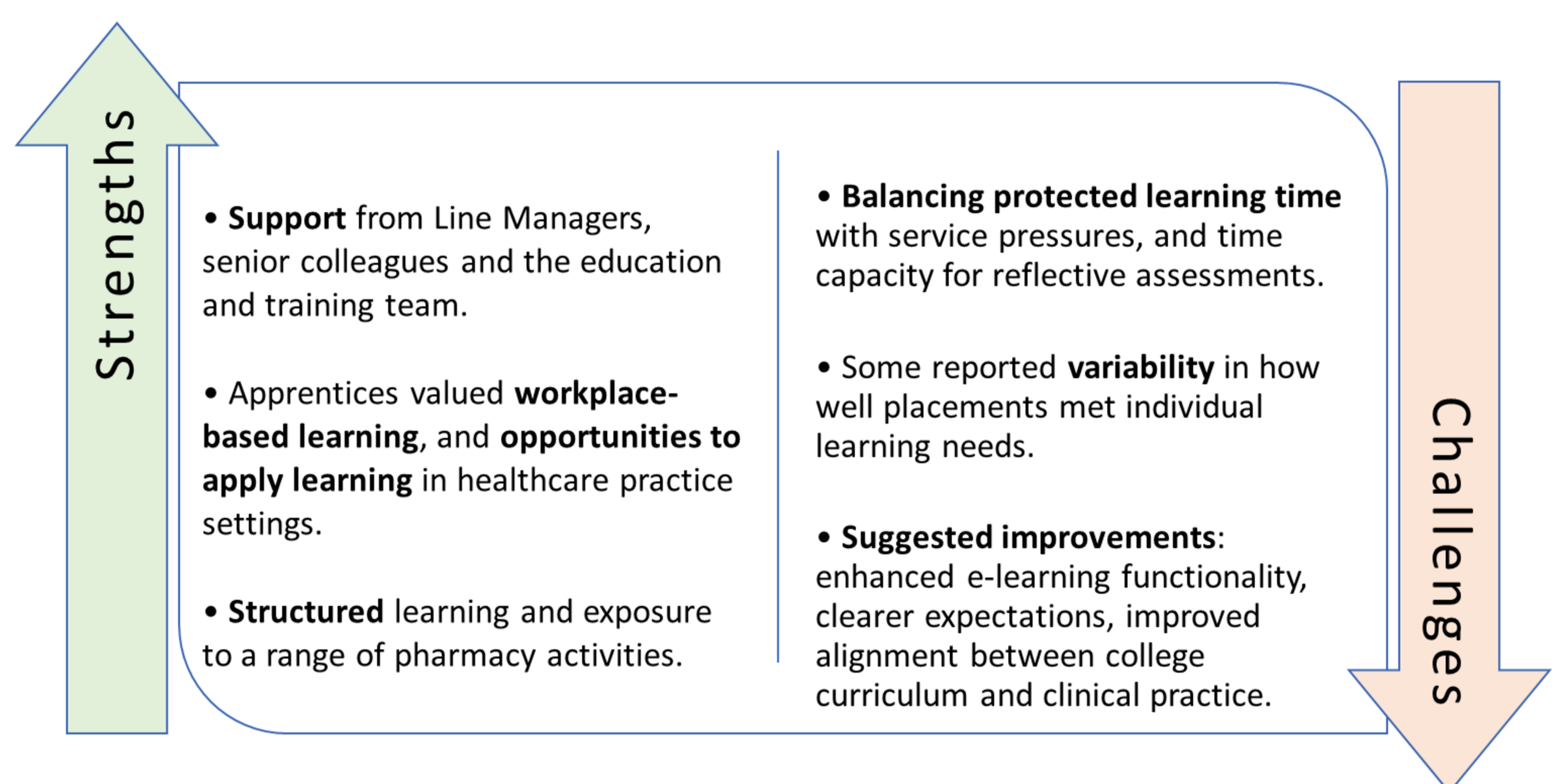


Figure 2. Strengths and challenges identified from survey feedback



## CONCLUSION

Pharmacy apprenticeship programmes in NHS Lanarkshire are positively received and support workforce development. Evaluation of these programmes capturing learner feedback is critical for programme design and to optimise apprenticeship experience.

Figure 3. Quote from trainee apprentice captured in survey

*I think it is important to give staff the opportunity to study, grow and gain formal qualifications...*