

Nursing Degree and Nursing Associate update and apprenticeships.

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Background

Apprenticeship Reform in 2013 and UK Government aim to increase the number of people starting Apprenticeships to 3 million by 2020.

Degree Apprenticeship were introduced in September 2017 and academic programmes must map to the approved Apprenticeship Standards and Assessment plans.

Workforce development priority is to develop Nurses and Degree Nurse Apprenticeships/Nursing Associates to work together to provide care at band 4 or equivalent level in order to maximise workforce capacity and to meet the needs of future skill shortages (DH, 2012; Health Education England, 2015; NHS England, 2014).

Can be funded via Apprenticeship levy. If you're an employer with a pay bill over £3 million each year, you must pay the apprenticeship levy from 6 April 2017.

Smaller non-levy paying organisations can access funding for Apprenticeships via the University's non – levy funding stream (employers must agree to pay 10% of the fees if they take this option).

The process.

In order to apply for an apprenticeship programme individuals need to do the following:

Discuss their interest and seek support from their manager.

Contact the appropriate individual supporting the programmes within practice.

Identify whether they have the academic requirements and have the right amount of practice hours to undertake the programme e.g. work full time.

Degree Apprenticeship Registered Nurse Entry Criteria:

Examples of Level 3 qualifications: 112 UCAS (280 old) points

3 GCE A levels – minimum of BBC grades -112 UCAS points from 3 A levels

BTEC National Extended Diploma – DMM

BTEC National Diploma - DM plus an A level, minimum of grade C

Access to Higher Education Diploma – minimum of 45 credits at Level 3, all at Merit grade

University of Hull Certificate in Practice Skills for Health and Social Care (60 credits at Level 4)

Advanced Apprenticeship in Health & Social Care plus an A level, minimum of grade C

112 UCAS points from 3 Btec subsidiaries

International Baccalaureate - 24 points from Group 3 or Group 4 subjects

NVQ 3 plus 1 A level or 1 x 20 credit module

Entry Requirements for Apprenticeship Nursing Associate:

- Literacy and Numeracy level 2 or equivalent
- Employed as a trainee Nursing Associate
- Evidence of previous study
- A named mentor for the duration of the programme
- A written recommendation from the prospective student's employing organisation
- Values based interview between practice and the University

BSc (Hons) Nursing (Adult) Apprenticeship

- **Dual qualification** – BSc (Hons) Adult Nursing and Degree Apprenticeship Registered Nurse awarded by Institute for Apprenticeships
- Aligned to the Level 6 Non-integrated Degree Apprenticeship standard and Assessment plan
- First Intake May 2018
- Employer led
- Non- Integrated – End Point Assessment carried out by External End Point Assessment Organisation
- 3 intakes available Sept, Jan & May subject to employer demand/viable numbers
- Shared modules/teaching with Apprenticeship Nursing Associate Programme.

BSc (Hons) Nursing (Adult) Apprenticeship

- Taught over 3 trimesters
- Full time (3 years) 40 credits per trimester taught over 45 weeks per academic year
- Taught hours are theory and practice based
- Aligns with local competency protocols specific to the area of practice
- All Apprentices are allocated a **Mentor** who is responsible for signing off the practice elements of the programme.
- Apprentices access this programme from a diverse range of services within health and social care practice
- Apprentices will be required to attend a series on monthly workshops and complete a portfolio of evidence (PebblePad) in order to prepare and support them to achieve the standards and meet the required gateway for their Apprenticeship award

BSc (Hons) Nursing (Adult) Apprenticeship Programme Structure

Year 1 – Certificate Level 4			Theory Hours	Practice Hours
Trimester 3	Trimester 1	Trimester 2		
Medicines Management	Life & Social Sciences	Effective Communication	391.5	
Study Skills	Key Skills for Practice	Evidencing Personal/Professional Development	391.5	
Degree Apprentice Adult Nursing 1	Degree Apprentice Adult Nursing 2	Degree Apprentice Adult Nursing 3		768 (12 weeks x 21hrs + 4)
Year 2 – Diploma Level 5				
Team Leading in Practice	Evidence based Practice	Mentoring, Teaching & Assessing in Practice	391.5	
Evidencing Values Based Care and Conduct	Individual Approaches to Health & Well Being	Ensuring Quality in Health Care	391.5	
Degree Apprentice Adult Nursing 4	Degree Apprentice Adult Nursing 5	Degree Apprentice Adult Nursing 6		768 (12 weeks x 21hrs + 4)
Year 3 – Degree Level 6				
Nursing People with Deteriorating Health	Managing Complexity in Clinical Practice (Adult)	Nursing People with Long Term Conditions	391.5	
Work-Based Learning (Spans 2 trimesters)		Clinical Leadership	391.5	
Degree Apprentice Adult Nursing 7	Degree Apprentice Adult Nursing 8	Degree Apprentice Adult Nursing 9 (Will not be on a HUB & SPOKE basis but 12 weeks in a placement area other than place of work)		768 (12 weeks x 21hrs + 4)
		INDUCTION PERIOD		35 (Simulated)
		TOTALS	2349	2339

Student Experience

Typical Trimester

	Wk 1	Wk 2	Wk 3	Wk 4	Wk 5	Wk 6	Wk 7	Wk 8	Wk 9	Wk 10	Wk 11	Wk 12	Wk 13	Wk 14	Wk 15
Day 1													Assessment period		
Day 2													Taking examinations		
Day 3													Submitting assignments		
Day 4													Presentations		
Day 5													Induction to next trimester activities		

Typical week

2 days	Attending HUB placement in a supernumerary capacity
1 day	Attending University (20% 'Off the Job')
1 day	Attending Spoke placement in a supernumerary capacity
1 day	In Apprentice role so able to engage in 'work', apprenticeship activity, simulated practice learning activity.

Apprenticeship Award Support

Induction	<p>Apprentices will have a full programme induction by the University programme team which will include an overview of the requirements for all aspects of the academic and Apprenticeship award. Initial baseline assessments in areas identified in the standard and assessment plan will be undertaken including numeracy, literacy, skills analysis, motivation, values and professional behaviours.</p> <p>The programme team provide a mandatory training session for all Mentor's assigned to mentoring the Apprentices in the workplace.</p> <p>Apprentices are given an individual learning plan (ILP) which is a live document that is reviewed monthly by their mentor and action planning is undertaken to address any shortfalls or issues.</p>
On Programme	<p>Apprentices will be required to attend a series of monthly, themed workshops (hosted by the programme team) aimed at supporting the Apprentices with their Higher Apprenticeship award. An online PebblePad portfolio carefully structured in accordance with the Apprenticeship Standard and Assessment Plan provides a clear infrastructure to support the Apprentice with evidencing their achievement of the Apprenticeship standard and their status in terms of meeting the Gateway for their End Point Assessment (EPA). Some of the workshops will focus on preparation for the End Point Assessment.</p> <p>Quarterly monitoring/review meetings will take place between the Apprentice, Mentor and AST and this will be recorded and uploaded to PebblePad as evidence. This meeting reviews academic progress, practice achievements, gateway status and appropriate action planning to address shortfalls.</p>
Gateway	<p>Requirements for meeting the gateway are clearly communicated and monitored at each quarterly review with both the mentor and the employer. All individual learning plans are reviewed quarterly to ensure Apprentices are achieving the requirements of the gateway. Evidence is uploaded to PebblePad.</p>
End Point Assessment	<p>The EPO Organisation will be agreed with the employer as early as possible upon commencement of the programme. A 4 month period has been added to the duration of the programme to account for completion of the EPA.</p>
Certification	<p>Upon successfully completing the EPA, Certificate is awarded by the Institute for Apprenticeships.</p>



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End point assessment

A reflective essay

Professional discussion

Apprenticeship Nursing Associate

- **Dual qualification** - Foundation Degree in Health and Social Care (Nursing Associate) and Higher Apprenticeship awarded by Institute for Apprenticeships
- Aligned to the Level 5 Higher Apprenticeship Nursing Associate standard and Assessment plan validation by the University in 26th March 2018
- First Intake May 2018 Employer led
- Non- Integrated – End Point Assessment carried out by External EndPoint Assessment Organisation
- Aligns with national developments around the Nursing Associate role and National Curriculum
- 3 intakes available Sept, Jan & May subject to employer demand/viable numbers
- Shared modules/teaching with BSc (Hons) Nursing (Adult) Apprenticeship.

Apprenticeship Nursing Associate requirements:

Apprentices will be required to undertake some additional activities in order to meet the requirements of the Higher Apprenticeship award, this includes:

Attend a monthly taught workshop that will support and prepare for the End Point Assessment leading to the Higher Apprenticeship Award.

Complete a weekly timesheet in order to evidence 20% off the job activity (mandatory)

Evidence completion of the Care Certificate by the end of stage 1 of the programme.

Undertake baseline Maths/English Assessments and further assessments of this at the end of stage 1/2

Undertake PebblePad training to support the development of your electronic portfolio of evidence

Complete of a number of development activities and collating evidence within a PebblePad portfolio to support achievement of the Higher Apprenticeship award.

Complete of a reflective journal at the end of each trimester

Meet the Gateway requirements in order to be eligible for End Point Assessment (Employer decision).

Undertake an End Point Assessment – this is externally assessed

Programme Structure

Year 1 – Certificate Level 4

Trimester 3	Trimester 1	Trimester 2
Medicines Management	Life & Social Sciences	Effective Communication
Study Skills	Key Skills for Practice	Evidencing Personal/Professional Development
Degree Apprentice Adult Nursing 1	Degree Apprentice Adult Nursing 2	Degree Apprentice Adult Nursing 3

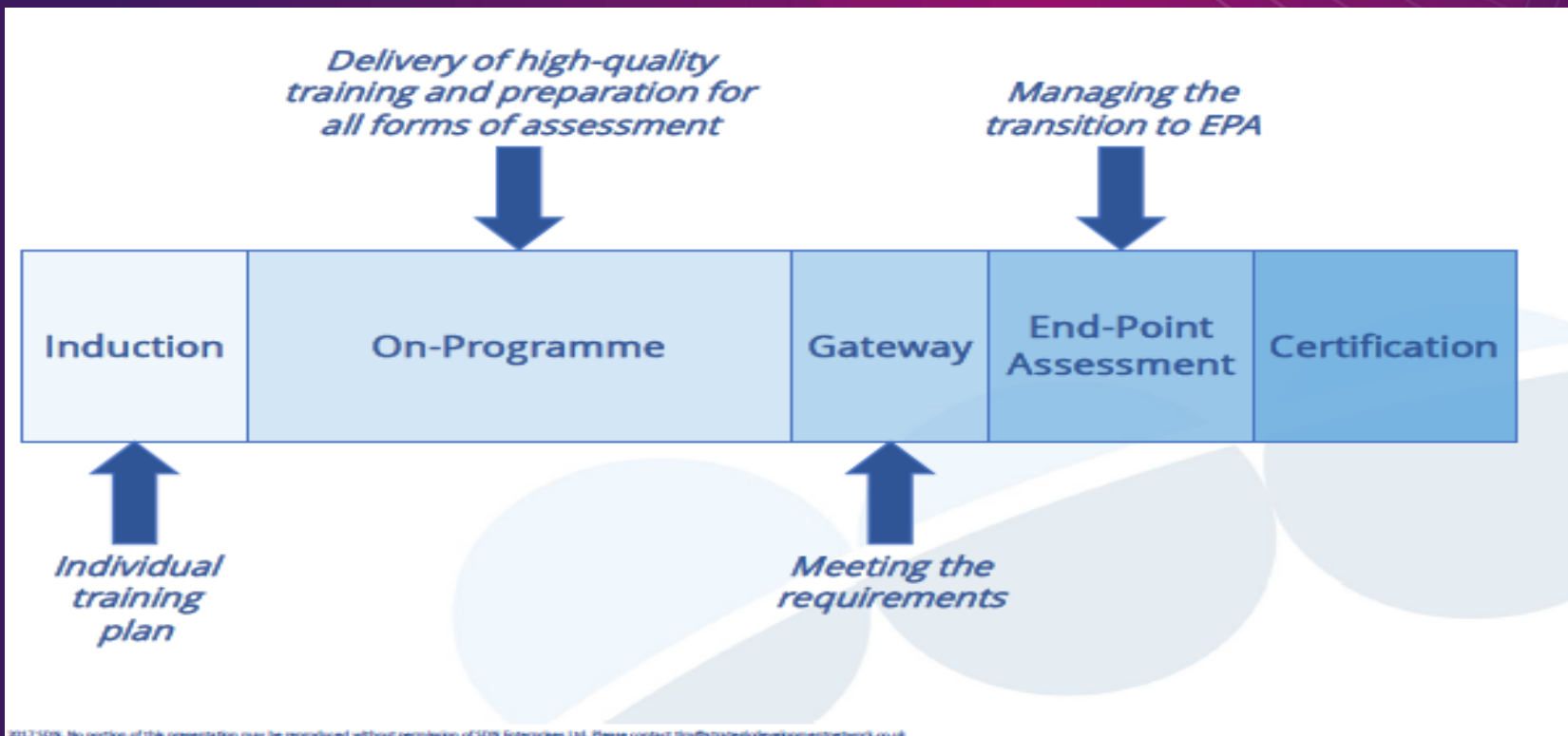
Year 2 – Diploma Level 5

Team Leading in Practice	Evidence based Practice	Mentoring, Teaching & Assessing in Practice
Evidencing Values Based Care and Conduct	Individual Approaches to Health & Well Being	Ensuring Quality in Health Care
Degree Apprentice Adult Nursing 4	Degree Apprentice Adult Nursing 5	Degree Apprentice Adult Nursing 6

End Point Assessment

- A observation in practice including question an answer session
- A professional discussion

Higher Apprenticeship Award Structure (aligned to the Standard/Assessment plan:



Practice Assessment

The Practice Assessment Record (PAR) will focus on practice learning outcome and will be incorporated with in the apprenticeship pebblepad document.

All will require elements to be completed by you as the mentor.

Placement model: HUB and spoke

This model is for both programmes:

HUB- is the base placement e.g. your practice area where the student will spend 3 days.

Spoke placement an alternative practice areas for one day per week.

One day per week at the university.

Mentorship roles and Responsibilities

- Organising and coordinating learning activities in practice.
- Managing and support the student with any issues regarding poor practice.
- Supervising learning situations and providing constructive feedback on the individual's achievements.
- Setting and monitoring achievement of realistic learning objectives.
- Assessing total performance – including skills, attitudes and behaviors.
- Providing sign off information and activity relating to the Apprenticeship award on PebblePad and the practice assessment documentation.
- Management of student's who are accountable to both the University and employer..
- Update and maintain status on NMC mentor register.
- Assist and ensure protected learning time in practice and support the end point assessment.

Delegation and accountability to apprenticeship Associate Practitioners

Registered nurses have a duty of care and a legal liability to their patients. When delegating an activity, for example to an Degree Nurse/Nursing Associate you must ensure that it has been appropriately delegated.

The NMC (2015) code states registrants must be accountable for their decisions to delegate tasks and duties to other people.

It also says you must:

- only delegate tasks and duties that are within the other person's competence (this will be aligned to your Organisation's local competency protocols)

- make sure that everyone they delegate tasks to is adequately supervised and supported

- confirm that the outcome of any task they have delegated to someone else meets the required standard.

Principles of delegation

Delegation must always be in the best interest of the patient and not performed simply to save time or money.

The Degree Nurse/Nursing Associate must have been suitably trained to perform the intervention.

Full records of training given, including dates, should be kept.

Evidence that Degree Nurse/Nursing Associate competence has been assessed should be recorded, preferably against recognized standards such as NMC and Apprenticeship

There should be clear guidelines and protocols in place so that the support worker is not required to make a stand alone clinical judgement (local and national competency protocols).

Your Responsibility for supporting an Associate Practitioner/ apprenticeship in practice

Knowledge of the curriculum

Knowledge of the practice standards

Understand of the learning outcomes and documentation.

Creating time for interviews, discussion and completion of the document.

Dealing with negative attitudes of other colleagues

Support ,guidance and direction with escalating concerns and application of policy and processes.

Sign off/action planning for activity and information on PebblePad to support the Apprenticeship award .

Sign off and complete all practice assessment documentation.

What may be the Challenges?

The student and mentors relationship when supporting and continuously assessing a student for two/three years.

Ensuring against Halo (positive bias) and Horn effect (negative bias)

Challenging bad practice

Raising and escalating concerns

Supporting a failing member of staff/student

Interpretation of requirements for the Apprenticeship award.

Further Challenges

Supporting the student to maintain supernumerary status.

Maintain and ensuring protected learning time for the whole programme including the end point assessment.

Maintain professional boundaries

Where will the support for my role come from?

The University-regular meetings

The students Academic Support Tutor and programme leader

Individual module leaders

Students, colleagues and other practice supporters.

Your Organisation – Apprenticeship programmes are employer led and therefore you will have a lead contact within your own organisation.

Contact details:

For Degree Nurse Apprenticeship Assistant programme information visit:

<http://www2.hull.ac.uk/fhsc/courses/apprenticeshipinhealthap.aspx>

Jayne Taghzouit (Programme Director) :

Tel: 01482 464605 or email: J. Taghzouit@hull.ac.uk

For Apprenticeship Nursing Associate programme information:

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