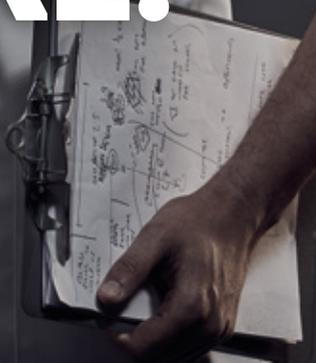




UNIVERSITY
OF HULL

NURSE
ASSOCIATE
DEGREE
APPRENTICESHIPS

**READY
WHEN
YOU
ARE.**



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**READY TO TAKE
YOUR CARE
CAREER TO THE
NEXT LEVEL?**

**WE
ARE.**

Nurse Associate

Occupational Profile: Nursing Associates deliver effective, safe and responsive care across a wide range of health and care settings. They work under the leadership of a Registered Nurse within defined parameters, in line with an agreed plan. Nursing Associates will have a breadth of knowledge and flexible skills in a range of settings, covering pre-life to end of life. A Nursing Associate Apprentice must meet the 15 standards as set out in the Care Certificate prior to taking their End Point Assessment.

Responsibilities and duty of the role: Nursing Associates deliver high quality person-centred care. Taking account of the perspectives and pathways of individuals, their families and/or carers they'll provide holistic and person-centred care, from initial assessment to evaluation of care.

Apprenticeships combine full-time work with accompanying skills development programmes, designed by employers within the sector. They allow the apprentice to gain the technical knowledge and real, practical experience required for their future career, and are delivered through a mix of learning methods. On completion of this programme, apprentices will have gained valuable experience training within their relevant area, and the competence to undertake their duties with confidence.

The specifics

Duration: Typically 28 months

Level: 5

Underpinning qualification:

Foundation Degree in Health and Social Care (Nursing Associate)

What it means for your organisation

- > Degree Apprenticeships aren't just beneficial for employees - they mean great things for employers too.
- > They'll increase the company skillset.
- > Apprentices will bring their newfound knowledge back to their colleagues, keeping organisations at the top of their game.
- > They attract the best new talent.
- > New recruits will be drawn to an organisation that cares about their progression. For hardworking, motivated individuals, the opportunity to learn while working will be a big benefit.
- > They boost morale, motivation and productivity.
- > Because employees feel valued when they know they're being invested in - and are more likely to stay where they are, and keep giving back.

HOW IS IT DELIVERED?

This programme includes campus-based classes, on the job training, portfolio building and self-directed study. Apprentices will also need to work flexibly in order to keep up with requirements for independent study and research.

How is it assessed?

To complete the course, apprentices will take an End Point Assessment with an external organisation. This assessment will take a number of things into account, including observation and professional discussion. Apprentices must also produce a portfolio of evidence, and will be able to demonstrate that they can meet all 15 standards set out by the Care Quality Commission and the 8 domains within the Nursing Associate Apprenticeship standards.



WHAT DOES IT INVOLVE?

A typical suite of modules could include:

Certificate Stage (Level 4)

- > Study Skills in Health and Social Care (Core)
- > Key Skills for Non-Registered Practitioners (Core)
- > Effective Communication (Core)
- > Science and Systems (Core)
- > Medicines Management (Core)
- > Evidencing Personal and Professional Development (Core)

Diploma Stage (level 5)

- > Evidence-Based Practice (Core)
- > The Context of Nursing Associate Practice (Core)
- > Ensuring Quality in Healthcare (Core)
- > Mentoring, Teaching and Assessing in Practice (Core)
- > Evidencing Values-Based Care and Conduct (Core)
- > Team Leading Practice (Core)





WHAT ARE THE OUTCOMES?

By the end of the programme, apprentices will be able to demonstrate expertly identified knowledge, skills, values and behaviours, as outlined in the Apprenticeship Standard.

Domain	You will be able to:	You will know and understand:
1: Professional values and parameters of practice	Apply and promote safe and effective practice that places the individual and/or family/ carer at the centre of care, in a manner that promotes individual wellbeing and self-care	How to exercise personal responsibility and work independently within defined parameters of practice, legislation and local policies
	Display a personal commitment to professional standards and ethical practice, operating within national and local ethical, legal and governance requirements	The limits of the role and when to escalate concerns and seek support
	Act as a role model for others acting with probity and personal integrity in all aspects of practice, be truthful and admit to and learn from errors	The responsibilities and professional values of a Nursing Associate and the nursing profession
		The importance of personal health, resilience and wellbeing on personal performance and judgement
2: Person-centred approaches to care	Deliver holistic, person-centred nursing care	The principles of nursing practice in the assessment, planning, delivery and evaluation of care
	Engage actively with individuals, their families and/or carers by establishing their needs, wishes, preferences and choices and incorporate these into care planning	The principles of person-centred care including consent
	Ensure the rights of individuals are upheld and facilitate the resolution of any conflict arising; act independently and in partnership with others to ensure that the rights of individuals are not overlooked or compromised; and resolve conflict in situations where there may be refusal of care by individuals or their families	How to safely adapt care or support plans to reflect changing need(s)
		How to manage appropriate relationships with individuals and carers
		How person-centred care enables individuals to be equal partners in their care

Domain	You will be able to:	You will know and understand:
3: Delivering nursing care	Deliver planned interventions under direction of Registered Nurse without direct supervision, delivering care, at times, independently in line with an agreed and defined plan of care	The appropriate diagnostic, decision making and problem solving skills needed to support the Registered Nurse or other appropriate healthcare professional
	Support healthcare professionals to assess, plan, deliver and evaluate care	The structures and functions of the human body
	Recognise and act upon including escalating where necessary, in a timely manner, early signs and/or deterioration using appropriate physiological or psychological assessments and observations	Common physical, mental health and learning disability conditions
	Safely administer medication	Infection prevention and control
	Safely use invasive and non-invasive procedures, medical devices, and therapeutic, technological and pharmacological interventions	The principles and practice of medicine management including: - the management of adverse drug events, adverse drug reactions, prescribing and administration errors and the potential repercussions for individuals, their families/carers, teams, departments and organisations - the statutory requirements in relation to mental health, mental capacity, children/ young people and medicines, national service frameworks and other guidance
	Work safely and learn from the assessment and evaluation of health and safety related incidents, raise health risks for discussion with individuals and undertake brief interventions (including key messages for major lifestyle risk factors) and assess evidence of effective interventions	
		Concepts of behaviour change in health promotion, including wellbeing and addressing health inequalities the strengths and weaknesses of the nursing interventions required to deliver high-quality, person-centred care
4: Communication and interpersonal skills	Communicate complex, sensitive information effectively and improve communication using a range of strategies with regard to person-centred care, duty of care, candour, equality and diversity to reduce conflict and complaints	How to communicate with individuals, considering a wide range of options and channels focusing on delivering and improving health and care services
	Handle information and data in line with national and local policies and legislation	The legislative, policy and local requirements and ways of working with information and data in relation to accuracy of recording, reporting, secure storage and confidentiality

Domain	You will be able to:	You will know and understand:
5: Team-working and leadership	To lead peers and others where appropriate	The supervisory and leadership opportunities and roles for a Nursing Associate
	Use reflection to improve personal performance	The principles of working with others to deliver and improve services
	Work effectively with others in teams and/or networks to deliver and improve services	Quality and service improvement, including the focus on unwarranted variation as a way of ensuring the right care in the right place at the right time
	Contribute to planning, management and optimisation of resources to improve services and promote equity in access to services	Health and social care leadership frameworks
	Contribute to and support quality improvement and productivity initiatives within the workplace	
	Assess and manage risk to individuals	
6: Duty of care, candour, equality and diversity	Safeguard and protect vulnerable adults and children	The legislation and principles underpinning safeguarding, duty of care, equality and diversity and the need for candour and the ways in which you are able to avoid acts or omissions which can reasonably be foreseen as likely to cause harm
	Manage tensions and conflicts between an individual's rights and a duty of care	The ways in which individuals can contribute to their own health and well-being and the importance in encouraging and empowering people to share in and shape decisions
	Demonstrate the ability to treat all individuals, carers and colleagues with dignity and respect for their diversity, beliefs, culture, needs, values, privacy and preferences	
	Demonstrate respect, kindness, openness, compassion and empathy for all individuals, carers and colleagues within the workplace and wider organisation	

Domain	You will be able to:	You will know and understand:
7: Supporting learning and assessment in practice	Act as a role model in terms of ongoing learning and development of professional knowledge, skills and capabilities	The importance of Continuing Professional Development (CPD) to ensure that professional knowledge and skills are kept up to date
	Demonstrate the skills required for career-long CPD	The educational theories that underpin learning and teaching in the clinical environment including health promotion and its impact on individuals
	Promote and actively support, leading where appropriate, training, teaching, learning, supervision and assessment within the workplace	A knowledge of teaching, learning and assessment in the design and delivery of peer learning
	Contribute to the education and promotion of health and wellbeing in individuals, their families and/or carers	
8: Research, development and innovation	Apply critical analytical skills in a research/audit/service improvement context, working within an ethical framework	The role of research, innovation and audit in improving the quality of patient safety and nursing care
	Contribute effectively to evidence-based audit procedures, research, development and innovation in the delivery of health and care	Methods of research and audit in their area of work and how these are used to interpret and apply new knowledge in health and social care
	Adhere to all ethical, legal, governance and quality assurance frameworks that pertain to research, development and innovation	The role of statutory and advisory regulatory bodies and the concept of evidence-based practice and how these support service improvement





WHAT ARE THE ENTRY REQUIREMENTS?

Alongside general entry requirements, applicants must also have:

- > GCSE Maths and English at Grade C or 4 or above (or appropriate Level 2 Literacy or Numeracy qualifications)
- > Have a named mentor for the duration of the programme
- > Have a written letter of recommendation and support from the employer, outlining the apprentice's suitability for the apprenticeship
- > Currently be employed in a healthcare setting
- > Have a values-based interview with the faculty and employer to assess suitability
- > Provide evidence of previous study

APPRENTICE SUPPORT

Combining study with full-time work can be challenging.

At the University of Hull, we understand that apprentices may need more support, and we do all we can to help. That's why all Nurse Associate apprentices are assigned a named academic support tutor, who will provide mentoring and portfolio support, work place progression reviews and end of year progression reviews. We also request that all apprentices have a named employer mentor during their time on the course, to provide guidance and support in the workplace. And because we understand that mature apprentices' needs are different to those of a traditional undergraduate, we also offer access to a Mature Student Adviser for apprentices aged 21 and over.

Apprentices at the University of Hull also have full access to;

- > The Student Wellbeing, Learning and Welfare Support Team
- > The Skills Team (Brynmor Jones Library)
- > AskHU (Student services centre)
- > The Faculty Student Hub
- > The Apprenticeship Team



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Contact us

Employees:

Contact your HR Manager
to discuss your options

Employers:

Contact our Apprenticeships team,
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or 01482 466373