Healthcare Apprenticeships

NURSING ASSOCIATE (NMC 2018) APPRENTICESHIP

INFORMATION PACK

APPRENTICESHIP OVERVIEW

Nursing Associates work with healthcare support workers and registered nurses to deliver care for patients and the public. They work across all four fields of nursing: adult, children's, mental health, and learning disability.

Nursing Associates contribute to the promotion of health, health protection and the prevention of ill health.

STANDARD 🔗 **EPA**

Healthcare Apprenticeships

LEVEL 5

DURATION 24 MONTHS

REFERENCE ST0827

ENTRY REQUIREMENTS AND QUALIFICATIONS

Entry requirements

The Nursing and Midwifery Council (NMC) stipulate selection, admission and progression requirements for entry to approved nursing associate programmes. The requirements can be seen here.

Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment.
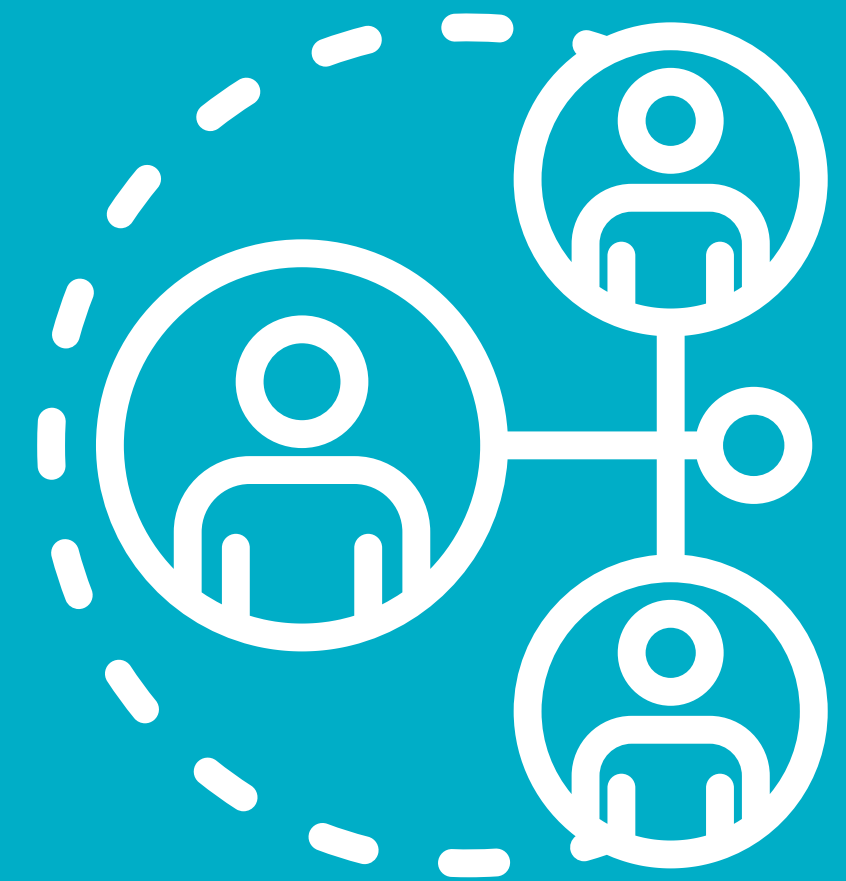
Qualifications

Apprentices will be required to complete a Foundation Degree approved by the Nursing and Midwifery Council in line with the requirements specified in the Nursing Associates Programme Standards (NMC 2018) which includes the mandatory protected learning time and a minimum 460 hours of external practice placements.

All apprentices must also pass the apprenticeship end-point assessment.
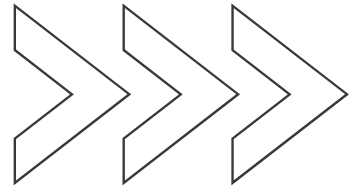
REGULATOR AND PROFESSIONAL BODIES

Nursing Associate is a profession regulated by the Nursing and Midwifery Council (NMC). The NMC sets out the standards of proficiency which every Nursing Associate must meet in order to become registered.

Once registered, Nursing Associates must continue to meet the standards of proficiency that are relevant to their scope of practice – the areas of their profession in which they have the knowledge and skills to practise safely and effectively.

On successful completion of an approved programme, apprentices are eligible to apply to the NMC for registration as a Nursing Associate, which is a requirement to practice under the protected title of Nursing Associate.

Nursing Associates may become a member of a professional body like the Royal College of Nursing.

Training Provider

All providers who want to deliver apprenticeship training must be on the Apprenticeship Provider and Assessment Register (APAR). Employers must choose a provider from the Register.

Providers must meet a clear set of criteria in order to be included on the Register. These include financial health, capacity/capability and quality criteria. If a provider does not meet these criteria they will not be included on the Register.

🔗 <u>Click here</u> for a list of registered providers for the Nursing Associate (NMC 2018) apprenticeship.

Employers can also apply to the APAR to become an employer provider, find out more 🔗 <u>here.</u>
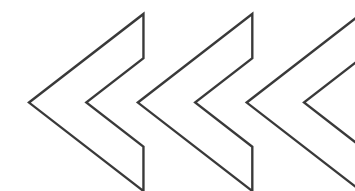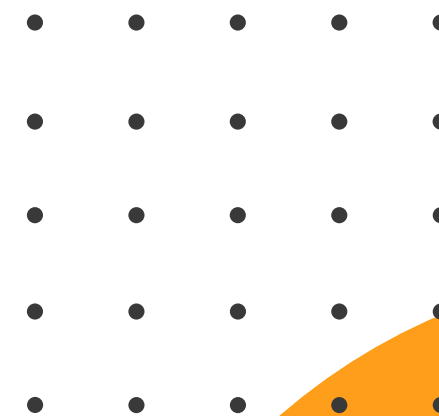
End point assessment

As part of their apprenticeship, apprentices will have to complete-end point assessment.

The end-point assessment organisation will assess the apprentice in line with the Nursing Associate End-point Assessment Plan. This ensures that all apprentices are assessed holistically to a consistent standard at the end of their apprenticeship.

Organisations offering end-point assessment will need to be registered on the Apprenticeship Provider and Assessment Register (APAR).

🔗Click here for a list of EPAOs registered for the Nursing Associate apprenticeship.

APPLYING AND PROGRESSION ROUTES

Candidates interested in applying for the Nursing Associate apprenticeship should visit NHS Jobs, Find an Apprenticeship website and the Find apprenticeship training for your apprentice website. It may also be worth contacting training providers directly to make enquiries about the apprenticeships they offer.

Nursing Associate apprentices may earn more than the minimum apprenticeship wage. Pay is determined locally so whilst it may be higher, it cannot be lower than this amount. Click here for more information on apprentice pay.

Once qualified Nursing Associates will typically earn between £19k - £23k. Qualified Nursing Associates can also go on to train as a Registered Nurse by putting their training towards a shortened Nursing Degree or Registered Nurse Degree Apprenticeship (RNDA). The Nursing Associate training may shorten a Registered Nurse Degree Apprenticeship to 2 years.

Case studies and resources

> "To anyone considering the course who is coming from a background of a healthcare assistant I would highly recommend it as a way to learn more and at a steady pace."

Toby Gallagher - Nursing Associate Apprentice
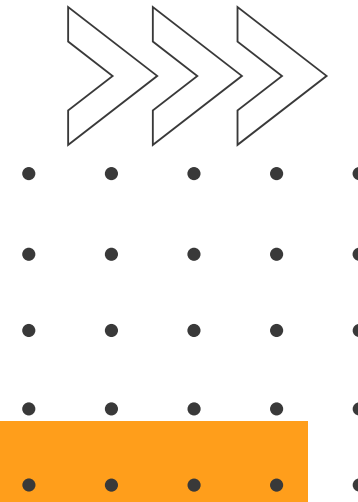
More case studies

The HASO website has tools designed to help employers embed their apprenticeships, see resources below:

Long-Term Workforce Plan Hub - Designed to support employers through the process, end to end, from setting out employers organisational strategy right through to when the apprentices are in the workplace.

Pathways tool - The pathways tool can be used to view different roles and how to move from one apprenticeship occupation to another.

Costing Calculator tool - The calculator tool can be used to work out the potential cost of delivering apprenticeships.

ABOUT HASO

NHS England (formerly Health Education England) sponsors the Healthcare Apprenticeship Standards Online (HASO) website. The website is hosted by Skills for Health and provides the health sector in England with a wide range of apprenticeship resources to train staff in clinical and non-clinical roles.

Apprenticeship standards are developed by employer-led Trailblazer groups in line with policy outlined by the Institute for Apprenticeships and Technical Education. NHS England (formerly Health Education England) sponsors Skills for Health to facilitate a range of these employer groups. This standard was developed by a trailblazer group sponsored by NHS England (formerly Health Education England) and facilitated by Skills for Health.

Skills for Health is facilitating the development of several other apprenticeship standards for use in the health sector.