

# Opportunities and challenges within nursing

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# Context: Our apprenticeship cohorts

- **Nursing Associate Level 5**
- December 2018 x 106 students
- July 2019 x 17 students
- October 2019 x 56 students
- December 2019 x 31 students
- March 2020 being recruited to 100+
- 2 apprenticeship standards
- **BSc Nursing Level 6**
- May 2019 x 28 students
- Next cohort to be confirmed
- 2 apprenticeship standards



# So over 300 students and 20 employers...



# Opportunities

- Nursing associate is a new role within nursing
- Positive contribution to the nursing workforce with a clearly defined role to complement others
- National drive from DHSC, managed by Health Education England (HEE)
- Local contracting with our employer partnership
- Widening participation within HE to those who would not otherwise be able to attend
- Social mobility and 'fit' with Middlesex University strategy
- Continuation of our successful WBL and partnership working

# Opportunities for the apprentices

- University attendance on a block release basis
- Hub and spoke model
- Foundation Degree (Sci) Nursing Associate
- NMC registration as a NA
- Apprenticeship completion
- Band 4 position and renumeration
- Potential for progression to the BSc Nursing using RPL

# Challenges: external factors

- Challenging national, capital and local recruitment targets
- Public sector tender and procurement rules
- Multiple stakeholders:
  - Nursing and Midwifery Council
  - Student experience
  - ESFA
  - Ofsted
  - University regulations
  - Contract with employer partnership
  - Teaching and learning developments



# Challenges: internal factors

- Institutional readiness
- 'Agility' of services
- Lack of fit with the standard calendar
- Resource management:
  - rooms and staff
  - Tri-partite reviews
  - TNA forums
- Complexity of 6 cohorts
- 2 programmes, 4 standards, different EPAs
- Tri-partite reviews
- Development of new processes.....



# Moving forwards

- 2 programme leaders
- Additional administrative support.....
- Increased confidence
- Managing employer expectations
- Realistic cohort pattern favourable for employers, applicants and the HEI





# Questions

