

Using apprenticeships to support nursing careers in social care

Ros Heath – Director of Landermeads Nursing Home.

About Landermeads Nursing Home

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We also have a household for younger adults living with a learning disability and one for younger adults with complex needs including mental health and neurological conditions. We're one of a handful of homes in the UK accredited speci cally with the Huntington's Association.

How and why did you develop the nursing associate (NA) apprenticeship opportunity?

We've always been passionate about social care nursing and the importance of giving it the credibility it deserves. We knew we had support staff who would make excellent registered nurses (RN) but couldn't apply for a traditional approach for various reason, some being:



The nursing associate apprenticeship is a great investment for both me and my employer. It's equipped me with the essential skills and knowledge needed to provide high quality care and allows me to grow both professionally and personally. One of the most rewarding aspects of my role is being able to support our family members (residents) holistically, meeting both their emotional and clinical needs. Knowing that I can make a real difference in their wellbeing and quality of life gives me a sense of fulfilment. For my employer, it has meant building a skilled and compassionate workforce that enhances the care we deliver and strengthens our team's capabilities for the future.



Caroline Bowers, NA

How do you continue to offer career development to the nursing associate workforce?

Career progression from NA to RN has always been a challenge as the route has meant that, if this is to happen, we lose a NA for two years while they qualify as a RN and this is an expensive investment although a valuable one.

We have done this and moving forward we're going to work with the Open University as they offer an apprenticeship which requires only a day a week release and means that we keep them as part of the clinical team. In addition, two of our NAs have opted to follow a degree apprenticeship in leadership and this too uses a model which is only a day a week.

What do social care employers need to know about funding?

There is funding currently available from NHS England which doesn't cover the whole cost but makes a significant contribution. As we have a house for learning disabilities, we're able to access funding at a higher rate. Current support from NHS England is:

For each SNA, an employer will be eligible for a total funding sum of £8000 over two years (£4000 per year)

For SNA working at least 50% of their practice time with people who have a learning disability and/or autism, an employer will be eligible for a total funding sum of £15800.00 over two years (£7900.00 per year)

In addition to this the university fees can be paid through the levy scheme.



