

More about the Nursing Associate programme

The Nursing Associate Apprenticeship is a balance of theory and practice delivered through practice-based and tutor-supported learning. Nursing associates will have a breadth of knowledge and a flexible, transferable skill set to serve local health populations covering pre-conception to end-of-life, across a range of settings.

Because apprentices study flexibly alongside work, they will put their newly acquired knowledge and skills into practice immediately, for the positive benefit of patients and service users.

Who is it for?

The Nursing Associate programme is suitable for the development of existing health care support workers who have demonstrated the capabilities and commitment to develop towards a nursing role.

The Health Education England (HEE) framework requires that apprentices demonstrate the ability to work at Level 2 English and maths (or equivalent) at point of entry, or achieve them during the first year of the apprenticeship.

By the end of the first year, apprentices must also have gained, or be demonstrating, the skills and competencies of the Care Certificate.

What topics does the Apprenticeship cover?

Nursing associate apprentices work under the supervision of a registered nurse and will learn and work in various aspects of the nursing process, taking account of the perspectives and pathways of individuals, their families and/or carers, providing holistic and person-centred care to individuals and supporting the registered nurse in the assessment, planning, delivery and evaluation of care.

With the focus on person and family-centred care, apprentices develop and demonstrate effective interpersonal skills that meet service users' needs for and rights to dignity and privacy in a compassionate and caring manner.

Apprentices also explore:

- Professional values and parameters of practice
- Person-centred approaches to care and the promotion of healthy lifestyles
- Delivering nursing care
- Communication and interpersonal skills
- Team working and leadership
- Duty of care, candour, equality and diversity
- Supporting learning and assessment in practice
- Research, development and innovation.

Qualification achieved

Foundation Degree in Nursing Associate Practice. This is a Level 5 qualification.

Programme structure

The Apprenticeship is delivered over approximately 2 years 4 months, including preparation for the end-point assessment.

Practice learning must take place in each of three types of settings: in hospital, close to home and at home. The apprentice's workplace is the primary setting for practice learning. In addition they must undertake a substantive placement of at least 300 hours in each of the other two types of settings, totalling 675 hours of practice away from their primary setting.

Apprentices must complete 3000 hours in total, including:

- 675 hours of substantive practice placements
- 600 hours 'off the job' learning (20% time each week for the duration of the apprenticeship, excluding leave)

To complete the programme, apprentices will be required to undertake an end-point assessment after successful completion of all other elements of the apprenticeship and we will support apprentices to be ready for this.

What support will you receive?

Locally-based practice tutors support apprentices and supervisors throughout the practice-based learning. Apprentices are also supported by expert academic module tutors, who deliver all of the necessary theoretical knowledge.