



**Healthcare**

**Apprenticeships**

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## LEVEL 5 NURSING ASSOCIATE (NMC 2018) APPRENTICESHIP STANDARD:

<https://haso.skillsforhealth.org.uk/standards/#standard-13234>

## WHAT IS YOUR CURRENT ROLE?

I currently work as a student nursing apprentice within the Acute Medical Unit, it is an exceptionally busy department. We frequently take patients from Accident and Emergency and I work in all areas of the department, supporting colleagues to deliver the best care to patients and their families.

## WHAT APPRENTICESHIP ARE YOU STUDYING AND WHAT DOES THE STUDY INVOLVE?

Level 5 Nursing Associate (NMC 2018) Apprenticeship standard.

The role of the nursing associate enables me to study and progress in my nursing career, I work clinically in the acute medical unit at North Bristol NHS Trust alongside studying at the University of the West of England. The apprenticeship is 2 years and I study a variety of modules which mirror the requirements in the NMC Standards of Proficiency for Nursing Associates and the Nursing Associate apprenticeship standards. I can develop my clinical skills in the workplace at the same time as learning the theory at university. I work with all members of the multi-disciplinary team as the nursing associate role helps to bridge the gap between healthcare support workers and registered nurse colleagues.

Nursing Associates are a relatively new role within the NHS that bridges the gap between healthcare assistants and registered nurses. The role of the Nursing Associate is very flexible and convenient for many healthcare settings, and the apprenticeship model of the programme allows students to study and progress within their career in healthcare without leaving work and losing income for a number of years. Once qualified, Nursing Associates become part of the NMC registry. The study is planned throughout two years in which different modules corresponding to the Standards of Proficiency for Nursing Associates are explored. This programme provides a unique chance to develop your skills and competencies in the workplace while learning at university.



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## WHY DID YOU WANT TO DO THE APPRENTICESHIP?

Working in healthcare is my second career. I previously worked as a Secondary School Teacher and have experienced being a student full-time. At this stage in my life, I did not want to return to being a full-time student and the apprenticeship route offered me a career opportunity to learn and grow professionally whilst maintaining my financial status.

Healthcare is the second career I have committed myself to in my professional history. Having been through full-time studying in the past and wanting to maintain clinical skills and financial status, this apprenticeship felt like a good opportunity to learn and grow professionally.

## HOW DID YOU GET INTO YOUR CURRENT ROLE?

I worked as a health care support worker for 18 months in the acute medical unit at North Bristol NHS Trust before I applied for the student nurse apprenticeship.

I applied to a position for this apprentice role within NBT after 18 months as a HCA. I went through a selection process including group and individual interviews and having been successful I was able to start my course and new position only a few weeks later.

## WHAT DO YOU WANT TO DO ONCE YOU COMPLETE YOUR APPRENTICESHIP?

Once I complete my nursing associate apprenticeship, I want to consolidate my learning in clinical practice before applying to undertake the registered degree nursing apprenticeship as I aspire to being a registered nurse.

I would like to consolidate my practice as a Nursing Associate and then continue to progress in the nursing career to become a Registered Nurse.



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## WHAT HAS BEEN YOUR PROUDEST ACHIEVEMENT ON YOUR APPRENTICESHIP TO DATE?

Reflecting on my proudest achievement as an apprentice; there are many that have made me proud. However, two stand out.

Firstly, after seven months on the course, I noticed my work colleagues trusted and respected me in my new role enabling me to care for some patients with indirect supervision.

Secondly, I was nominated by the Clinical Education Team for the National Rising Star award. At the time I was feeling quite overwhelmed with the programme, but this nomination gave me the strength and motivation to continue with my apprenticeship journey.

There have been many milestones that have made me proud, but I will always remember two. The first time I looked after four patients with minimal supervision from a registered member of staff, which happened about seven months after starting the course. Second was the decision of the education team in the Trust to nominate me to the National Rising Star Award. This happened at the end of my first year, when I was feeling a little overwhelmed, and it gave me the strength and motivation I needed to keep going.

## WHAT WOULD YOU SAY TO SOMEONE CONSIDERING AN APPRENTICESHIP?

Plan regarding placements, annual leave, assignments... as time management is the key to success on this programme. Become familiar with the NMC Code of Practice and Standards of Competency for Nursing Associates as these guides will help you with expectations and requirements of the role.

It can be daunting to study and work at the same time, but it can be done and the difference you can make is enormous! Above all, enjoy the ride!