

Stakeholder Engagement Event

Registered Nursing Degree Apprenticeships

2020



Welcome and Housekeeping – Jane Hadfield

- Please turn your video off and mute your microphone to avoid any background noise or echo.
- We will be using the ‘chat’ function to take your questions for the Q+A session, so please do use this throughout the session, and any we don’t pickup in the meeting time, we will pickup afterwards.
- We are recording this meeting, for future reference.
- These slides and further information will be circulated after the meeting.

Introduction

Laura Roberts
Director of Skills Development & Participation
Health Education England

Background – Jane Hadfield

- Apprenticeships are a key part of Government policy and The NHS Long Term Plan in creating employment opportunities for future health and care workforce.
 - Health sector employers have engaged extensively in the development of apprenticeship standards of which the Registered Nurse Degree Apprenticeship (RNDA) was one of the first that employers developed.

The DHSC Target – Jane Hadfield

- In support of the 50k Registered Nurse Government Manifesto Commitment, the Apprenticeship workstream will increase the uptake of RNDAs by -
 - 2000 apprentice starts per year, with at least 1400 additional NMC registered and employed RNs (Full Time Equivalent) by the end of 2025 (ie. 1400 over and above the number DH had predicted before this initiative)
 - There are other workstreams supporting the programme including Nursing Associate ‘top up’ funding – watch this space for further announcements!
 - This funding is exclusively for the full RNDA programme, which runs typically over 4 years.

Registered Nurse Degree Apprentices qualify as Registered Nurses, with the Nursing and Midwifery Council.

- This is the same as other Registered Nurse training programmes.
- The Registered Nurse Degree Apprenticeship* is a 4-year programme, available in the 4 fields of adult, children, mental health and learning disability **in England*
- The Registered Nurse Apprenticeship requires the individual to be employed as an apprentice, with agreed supernumerary status, and usually 48 months on programme.
- There are currently around 1,000 Registered Nurse Degree Apprentices on programme.

Funding support – Jane Hadfield



Health Education England

- This RNDA apprenticeship campaign includes an ‘employer support package’ to support major area of concerns from employers – the costs associated with the apprenticeship
 - **The new funding is - £8,300 per apprentice per year for both new and existing apprentices.**
 - The funding supports employers with expenses such as staffing costs while apprentices are undertaking education and training.
 - Registered Nurse Degree Apprentices are employed and are paid a salary by their employer, and tuition are fees paid for through the apprenticeship levy.
- Employers can also benefit from a new payment announced last month by DfE of £2,000 for each new apprentice they employ, aged under 25, and £1,500 for each new apprentice aged 25 and over, (until 31 January 2021).

Spotlight on learning disability nursing - Ellie Gordon

- Learning Disability Nursing numbers are in decline from 18,546 on the NMC register in 2015 to 17,12 in 2019
 - The Long Term plan identifies clear ambitions for people with a Learning Disability and/or Autism to get better support.
 - Existing health inequalities mean people with a Learning Disability die at least 16 years earlier than their peers from preventable conditions – as outlined in the LEDER reviews.
- All England plan for Learning Disability Nursing is joint HEE&NHS E/I plan to increase Learning Disability nurse numbers.
- A core element is increasing the numbers of Learning Disability Nurse Degree Apprenticeships.
- To help do this - Learning Disability Nurse Degree Apprenticeship offer - **additional £3,900 per apprentice per year.**

Project Management – Jane Hadfield

- Managed and supported by the national Talent for Care Apprenticeship Team with Regional Relationship Managers coordinating employer plans and supporting the local implementation
- Payments will be -
 - made to employers via the HEE LDA process
 - agreed once apprentice starts are verified on the Education Skills Funding Agency: Individual Learner record (ESFA ILR).
 - made to employers once apprentices are started based on ESFA ILR
 - via two payments made in each academic year – payment one at the start of the programme, and the second will be in-year, adding up to £8300 per apprentice per year.

Procurement– Lucy Hunte

- Health Education England have worked with Salisbury NHSFT's Managed Procurement Service to develop a national Nursing & Midwifery framework for employers to source their educational provision for the RN Apprenticeship.
- No need for individual procurements by Trusts allowing faster access to provision
- Education providers can apply against a set of quality criteria including providing details of previous performance, regulatory compliance, and a focus on innovation in delivery methods and fully meeting the employer led nature of apprenticeships.

Procurement– Lucy Hunte

Employers will be able to :

- Select their provider for a direct award under the Nursing Framework, with the contracting process supported by the team at Salisbury
- If required, employers – or ICS/STPs/Regions – will be able to conduct a further competition using additional local criteria with the support of the 7 x HEE Apprenticeship Relationship Managers
- Ensure that the providers' programmes fully meet their needs including delivery locations and methods, and including support for placement coordination

Procurement and costing calculator – Lucy Hunte

- There is no cost to employer organisations to utilise the Framework - organisations requiring further information can contact simon.dennis@nhs.net
- HEE - Registered Nurse Apprenticeships Costing Calculator – coming soon!
- Employers can build case for return on investment by inputting apprentice salary costs v international recruitment spend v bank & agency etc.
- Support Business cases to Board

Skills for Life: Getting your apprentices ready - Kirsty Marsh Hyde

Supporting staff with numeracy, literacy, digital skills and other essential skills in preparation for onward progression and study.

<https://haso.skillsforhealth.org.uk/skills-for-life/>

- National roll out of -
 - commissioned support for self-directed study tools
 - numeracy-specific support for employers and Functional Skills Support e.g. BKSB offer for functional skills assessment
 - <https://www.bksb.co.uk/bksb-for-nhs/>
 - literacy-specific support for employers
 - support for progression and recognition of Level 3 equivalent qualifications
 - e.g. NARIC – National Agency for the Recognition of International Qualifications

Question and Answer session – all!

- See FAQ sheet - to follow

Next steps and closing

We will circulate an **expression of interest pack** after this meeting today.

- **Fill this in and send any questions, concerns, or information to Nursing Apprentice Project - nursingapprenticeproject@hee.nhs.uk**
- Link in with your HEE Talent for Care regional Relationship Manager who will provide specialist advice at system and organisational level such as -
 - Procurement support via the HEE facilitated national procurement exercise
 - Help with forecasting and business cases
 - Help with identifying your apprentices
 - Contact details here - <https://haso.skillsforhealth.org.uk/news/health-education-england-relationship-managers-meet-the-team/>