



**Lancashire and  
South Cumbria**  
Health and Care Partnership

# EDUCATION AND CAREER GUIDE



## BECOME A REGISTERED NURSE

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## IN SOCIAL CARE

Lancashire and South Cumbria

2022



In collaboration with:



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## INTRODUCTION

This guide has been designed to provide you with a range of information to inspire you about becoming a Registered Nurse in Social Care. Whether you are a student with a dream, a health and care employee with an aspiration to change direction in your career journey or a person who is now considering a career.



*“Every day makes a difference”*

We hope this education and career guide inspires and motivates you to proactively plan your next career move to becoming a registered nurse.

The guide is divided into four sections, focusing on the audience, education, career pathways and Social Care. As development of this resource progresses, it will also be available as a digital tool that provides resources to easily navigate through the education and career pipeline to become a registered nurse, material links will also provide a good source of information.

*See how you can build your skills and career.*





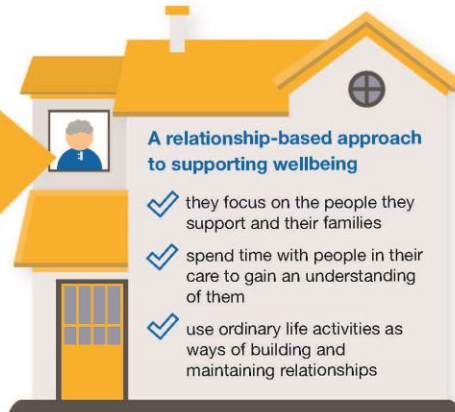
# Registered nurses:

Recognising the responsibilities and contribution of registered nurses within social care

## Contribution to health and social care agendas

The adult social care sector workforce includes employment of **41,000**<sup>1</sup> registered nurses and makes a big contribution to

- ✓ hospital admission avoidance
- ✓ early discharge
- ✓ managing long term and enduring conditions
- ✓ prevention
- ✓ re-ablement
- ✓ health and wellbeing.



### Professional autonomy

Drawing on their professional nursing knowledge to make complex decisions, in line with The Code (NMC, 2018).

### Leading and enabling others



Operating within a complex regulatory and organisational landscape



### A multi-faceted role

- Managing complex health issues
- Day-to-day management
- Leadership responsibility
- Systems to provide integrated care

### At the frontline of health and social care boundaries



Registered nurses in social care build relationships with:

- ✓ GPs
- ✓ hospital clinicians
- ✓ physiotherapists
- ✓ occupational therapists
- ✓ social workers
- ✓ housing providers.

### Philosophy of care

Embodying the capabilities and cultures of both health and social care professions and employing their nursing knowledge and skills within a social model of care.

Social care

Health care

To see the full document go to

[www.skillsforcare.org.uk/registerednursesinsocialcare](http://www.skillsforcare.org.uk/registerednursesinsocialcare).

<sup>1</sup> Overview of the size and structure of the adult social care sector and workforce in England, as at 2019



Skills for Care, West Gate  
6 Grace Street, Leeds, LS1 2RP | T: 0113 245 1716  
[skillsforcare.org.uk](http://skillsforcare.org.uk)

We need you now.

They need you always.

Working in adult social care, you will make a real difference to people's lives every day.



## Section 1 – Who is this guide for?

This guide has been developed for anyone who either has an aspiration to work in health and care, wants a change of direction or looking for the next career opportunity to make a difference to people's lives.

Working as a Registered Nurse in Social Care can be rewarding and this guide will provide information regarding qualification requirements and stepping stones into education programme, direct career routes into nursing and transitional career opportunities to attract and grow our future workforce.

### Registered Nurse in Social Care

#### Inspire

We hope this education and career guide inspires and motivates you to proactively plan your next career move to becoming a registered nurse.

#### Attract

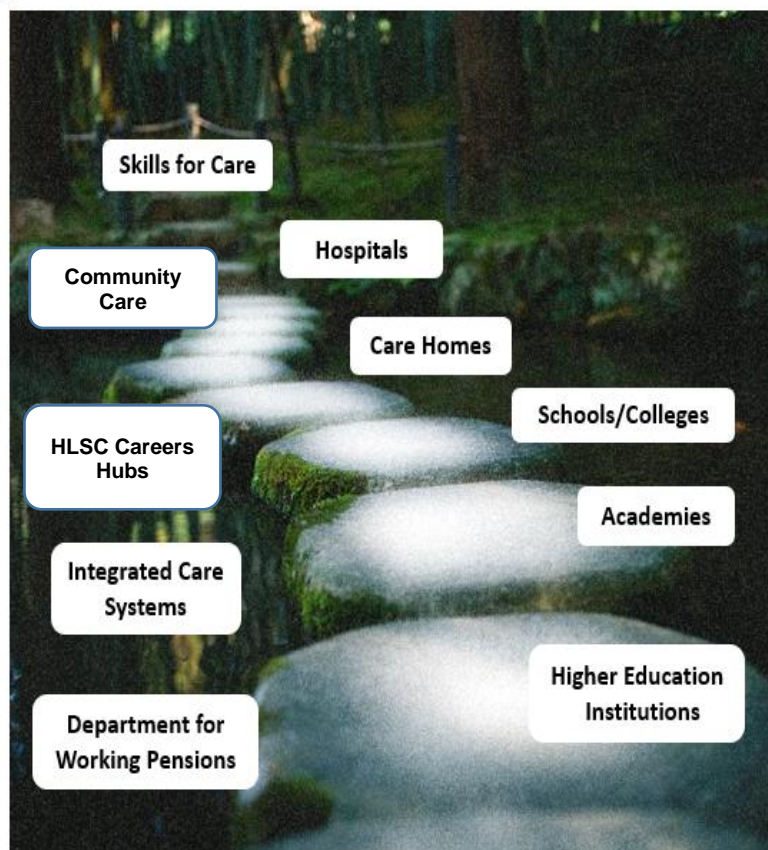
Whether you are a student with a dream, a health and care employee with an aspiration to change direction in your career journey or a person who is now considering a career.

#### Train

See how you can build your skills and career.

#### Remain

Working in adult social care, you will make a real difference to people's lives every day.



**If you are a kind, compassionate person who would like to make a difference to people's lives, then social care could be the right career for you.**

**Take the [adult social care quiz here!](#)**

## I AM AT SCHOOL

When you leave school, whether you're aged 16+ or 18+, you're looking at a range of choices. You are probably wondering what comes next after GCSEs, or what to do after A-levels.

You might be exploring further education, like a degree. You might also want to find a job. But where to start? If you're thinking about a career in social care, you'll want to learn about the professional qualifications you can work towards to help you provide the best care possible for the people you're looking after.

In this guide, we will explore:

- What qualification levels are available?
- What jobs can you get within social care?
- How to gain health and social care qualifications through an apprenticeship.

## I AM AT COLLEGE

- To start your career in adult social care all you need is the right values, rather than lots of qualifications. You can still then develop your skills with on-the-job training or formal education. And, if you want to progress to new roles, there are always opportunities to take on more responsibilities.

## LOOKING FOR A CAREER CHANGE

**If you already work in social care and are looking to develop in your career in care, or if you would like to start working in care:**

- There are many different ways to get started in social care, there are some roles that you can apply for that do not require previous experience or qualifications, others may require you to complete an apprenticeship or a degree.
- You might be already qualified and looking to return to practice, a graduate looking for post-graduate schemes or working in another area and looking to move to the social care sector. [Transition to Care Home Nursing – The Queen's Nursing Institute \(qni.org.uk\)](#)
- This guide will explain the different routes to help you find the one that is right for you.  
[Explore job roles in adult social care](#)

## Higher Education Institutes



Faculty of Nursing

<https://www.cumbria.ac.uk/campaigns/nursing/>



Faculty of Health and Care

<https://www.uclan.ac.uk/faculties/health-and-care>



Faculty of Health, Social Care and Medicine

<https://www.edgehill.ac.uk/health/>



[Undergraduate & Postgraduate Courses | University of Bolton](#)

## Care Providers

There are approximately 580 care homes and 280 care in the home providers in Lancashire and South Cumbria, many of which employ registered nurses.

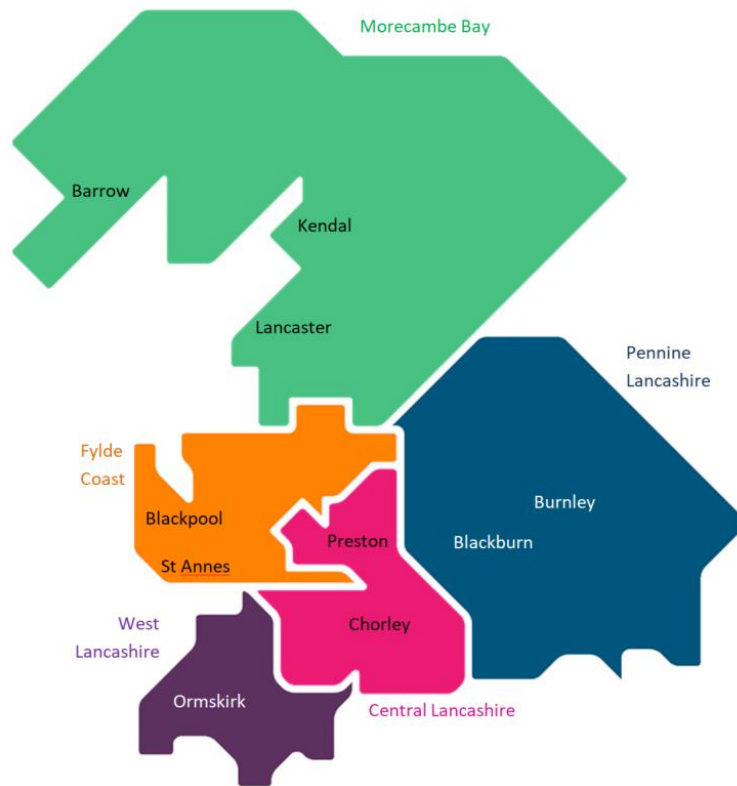
If you work in Adult Social Care and / or provide Social Care services to adults, these free resources will enable you to make the most of your own local recruitment activities by using [materials and information](#) from the national campaign.

## The 6 'C's of Social Care



## Lancashire and South Cumbria

The map below shows the Lancashire and South Cumbria area:



## Health and Care Employees

No matter what role you start in or where you are in your career path, there are always opportunities to develop and progress in social care.

If you are already working within health and care and looking to build on your existing skills, this guide outlines the various development opportunities and progression routes available within the adult social care sector.

[How can I progress in my career? CLICK ME](#)



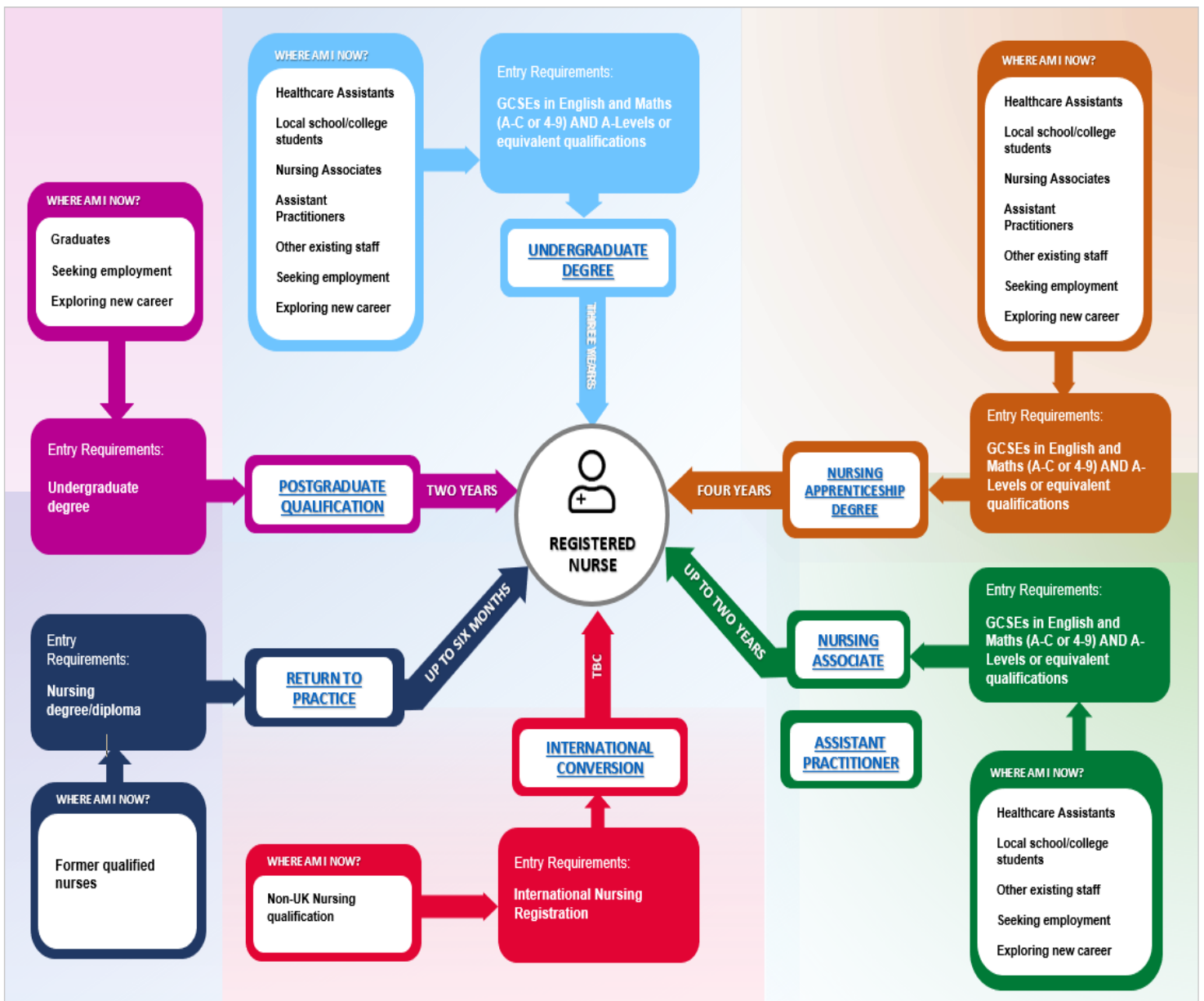




## Section 2 – Who can I talk to and where do I look?

### Where does the Career Pipeline Start and End?

There is a way into nursing for everyone whether you already have formal qualifications or not.



To become a Registered Nurse, you will need to complete a nursing degree and there are many different routes you can take to access this degree.

NB If you do not currently have the entry requirements, your local college can help with gaining qualifications in maths and English at GCSE or functional skills level.

## Digital Technology

Digital Social Care is run by Social Care providers for Social Care providers. Digital Social Care is a dedicated space to provide advice and support to the sector on technology and data protection, [working in partnership](#) with NHS Digital to support the digital journey of social care providers.

We believe that digital innovation gives us the opportunity to:

- Improve the quality of care
- Be transparent and accountable
- Support individuals to remain independent for longer
- Improve the quality and efficiency of information sharing between Health and Social Care.

Found out more at digital social care <https://www.digitalsocialcare.co.uk/about/>

## Lancashire and South Cumbria Health and Care Careers Hubs



The Lancashire and South Cumbria Health and Care Careers Hub provides support and information available to people looking for careers across the health and social care sector.

The Hub works with schools, colleges, education and training providers, and employment support organisations to provide programmes and highlight opportunities in Health and Social Care.

The Careers platform can be found at [www.NHScareersnw.co.uk](http://www.NHScareersnw.co.uk) and [www.NHScareersnw.com](http://www.NHScareersnw.com) You can also find upcoming programmes and vacancies here



## Funding and Investment Opportunities

### Apprenticeships

An apprenticeship is a way for individuals to earn while they learn, gaining valuable skills and knowledge in a specific job role. An employer will recruit or identify a member of staff to be an apprentice. At least 20% of the apprentice's time must be dedicated to learning time, which could include college attendance, shadowing, mentoring, and industry visits, all of which must be directly relevant to the apprenticeship. Anyone over the age of 16 with no upper age limit. They can support new recruits to the workplace and can be used to develop talent from among current employees.

#### The benefits of apprenticeships include:

- Becoming part of a motivated, skilled, and qualified workforce
- Increased work satisfaction
- Earn while you learn!





## Things to consider:

- Your contract of employment must be in place long enough for you to complete your apprenticeship
- Employers must pay you apprentice's wages and provide support for the you to learn and develop.
- If you are pre level 2 please contact your local college who can support with pre-entry requirements including maths and English
- Entry requirements may differ for each University please check with your preferred organisation

There are various levels of apprenticeships available.

Name	Level	Equivalent Educational Level	Example Pathways	Typical durations
Intermediate	2	5 GCSE passes	Health & social care apprentice	12-18 months
Advanced	3	3 A Levels	Health & social care apprentice	18 – 24 months
Higher	4 and 5	Foundation degree and above	Assistant Practitioner Nursing Associate	18 months to 3 years
Degree	6 and 7	Bachelor's or master's degree	Registered Nurse apprentice	24 months to 4 years

The Workforce Development Fund (WDF) is funding from the Department of Health and Social Care (DHSC) disseminated by Skills for Care. It can provide a contribution towards the cost of additional staffing and other associated costs related to the training.

This funding allows employers to claim back money towards the costs of workers completing a broad range of adult social care qualifications and learning programmes, details of how to apply can be found [here](#).

## Nursing Bursary

Nursing students receive a payment of £5,000 a year to help eligible undergraduate and postgraduate student nurses fund their studies. Best of all, it will not need to be repaid.



Find out more about with these [annual payments](#) and the other [financial support](#) available.

## Social Care Specific Induction

Induction training will cover all the organisations' key policies and procedures that relate to service user's care, welfare, protection and safety and all those that relate to staff Health & Safety as required by the National Standards and Regulations, in addition to ensuring you have all you need to know to carry out your role, for example:

- Your role
- Personal development
- Communications
- Safeguarding
- Duty of care
- Person-centred support



If you are a kind, compassionate person who would like to make a difference to people's lives, then social care could be the right career for you. Each care worker in every setting will need to undertake an induction in social care, this is the [guide](#) to mandatory training you will need.

The Royal College of Nursing has produced an [online resource](#) which allows you to follow a resident's care home journey through from pre-admission to end of life. You can simply access individual sections to meet your learning needs and seek clinical inspiration.

**CLICK ME**

[Nursing in Social Care video](#)



## Principles of Preceptorships

The Nursing and Midwifery Council defines preceptorship as:

**“...a period to guide and support all newly qualified practitioners to make the transition from student to develop their practice further”.**

It is a structured period of transition where the newly qualified practitioner is supported by a more experienced preceptor to develop confidence, refine skills knowledge and behaviour. This is the time that organisational beliefs and values are instilled, and the practitioner receives their mandatory training. The period of transition is usually between 4-6 months but may be longer or shorter depending on the needs of the organisation and/or the individual.

### Objectives

- to welcome and integrate the newly qualified nurse into the team
- to help the nurse to grow in confidence
- to develop them into becoming an accountable, independent, knowledgeable, and skilled practitioner

### Benefits

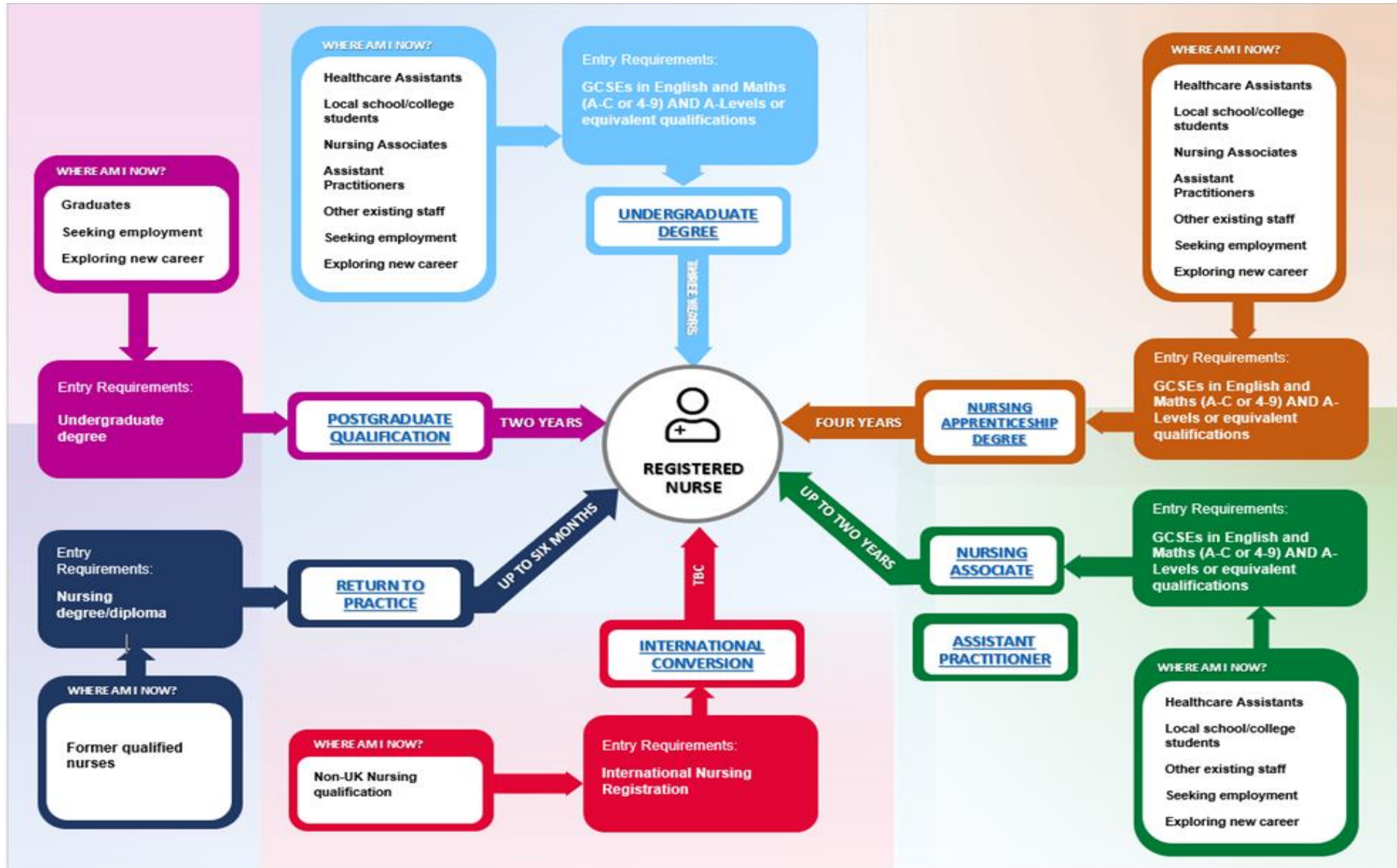
- enhance patient care and staff retention
- improved recruitment
- reduced sickness absence
- more confident and skilled staff
- increased staff satisfaction and morale



The preceptorship period provides the basis for the beginning of a lifelong journey of reflection and the ability to self-identify continuing professional development needs as the nurse embarks on their career and prepares for revalidation.

## Section 3 – Navigate me to becoming a registered nurse

To become a registered nurse, you will need to complete a nursing degree and there are many different routes you can take to access this degree.





## Section 3 - Routes into Social Care

### Undergraduate Degree

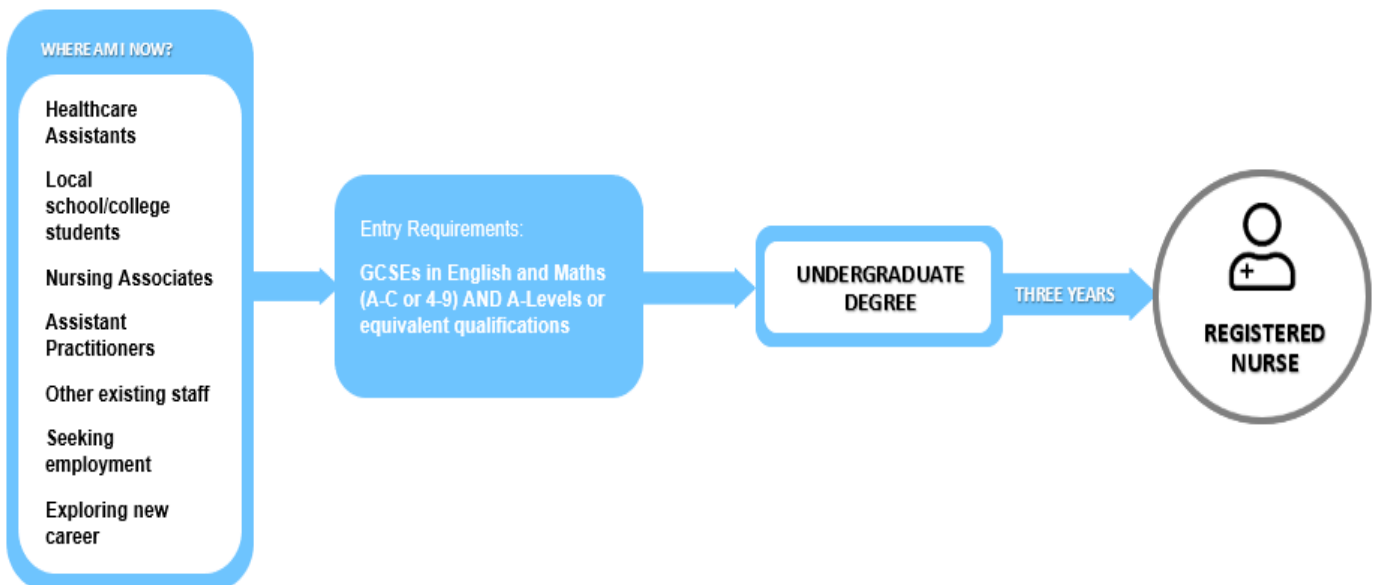
Most people become a nurse by studying a degree in nursing. Nursing degrees are not all about having your nose in a book as there is also lots of practical hands-on experience with patients in hospital and community settings.

You will need to decide which of the four field of nursing you want to study:

- Adult nursing
- Children's nursing
- Learning disability nursing
- Mental health nursing

Entry requirements for nursing degree courses vary because each university has its own entry criteria, but you are likely to need at least two (usually three) A-levels or equivalent qualifications at level 3, plus GCSEs including English, Maths, and a science.

Many universities offer degrees in nursing. You can find a list of courses by using our [Course Finder](#).



## Nursing Apprenticeship Degree

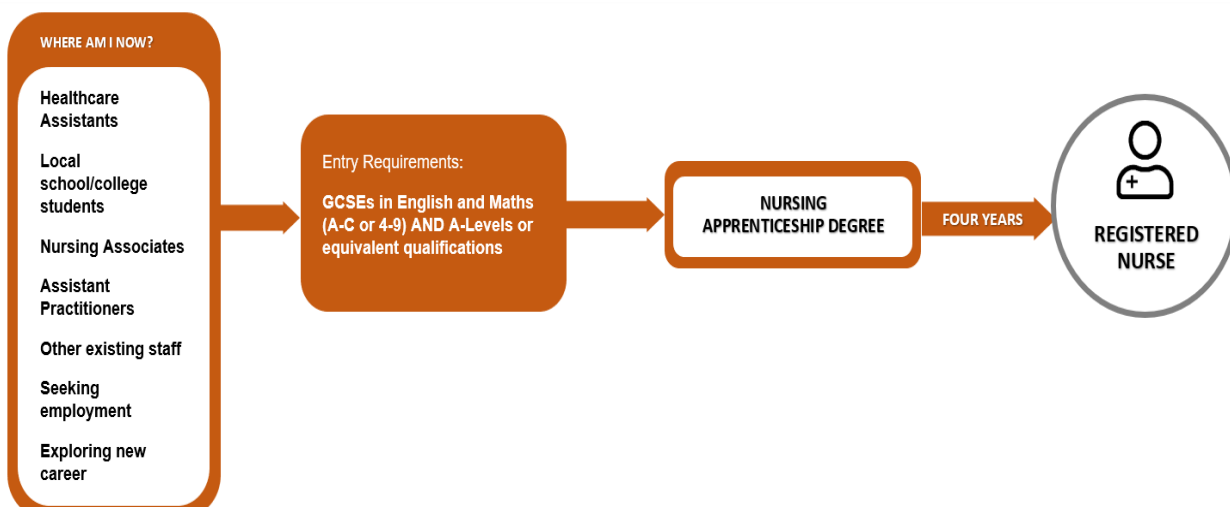
Nursing degree apprenticeships offer a more flexible way to become a nurse that do not require full-time study at university, although as a nursing degree apprentice you will still need to undertake academic study at degree level.

You will need to be employed as a nursing degree apprentice and your employer will then release you to study at university on a part-time basis. You will also go to range of practice placement settings to get experience of working with patients and clients.

Most nursing degree apprenticeships will take four years however if you already have prior learning and experience, the nursing degree apprenticeship may take you less than four years to complete.

You will often need a level 3 qualification to start a nursing degree apprenticeship, however this is for the University to stipulate so it is worth checking with your chosen University beforehand. If you already have a level 5 qualification as a nursing associate or assistant practitioner this will reduce the length of the apprenticeship, sometimes to two years. This route is often referred to as a 'top up' registered nurse degree (RNDA) apprenticeship.

Vacancies for nursing degree apprenticeships are advertised on the [NHS Jobs website](#) and the Government [Find an apprenticeship website](#). You should speak to your employer if you are working in social care.



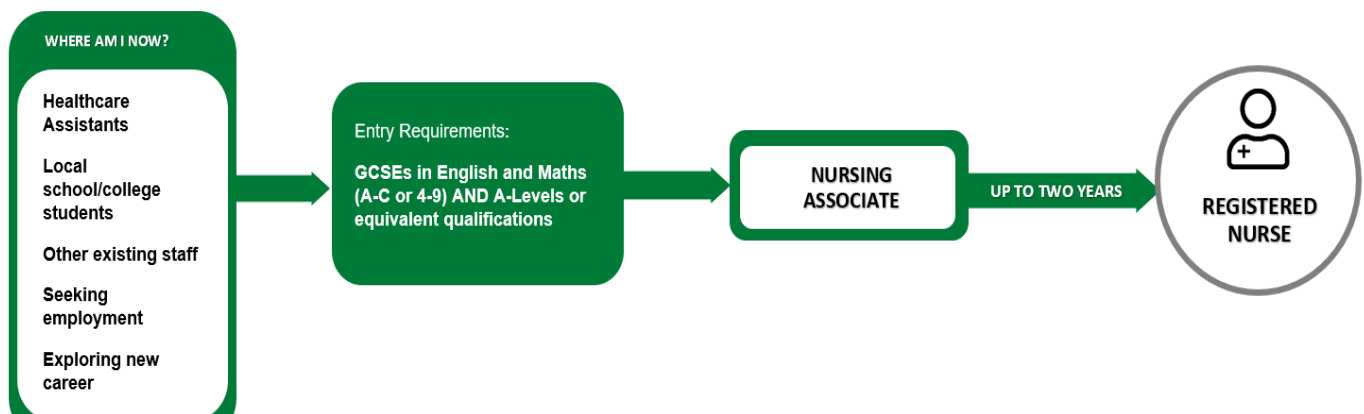
## Nursing Associate

It opens a career in nursing to people from all backgrounds and offers the opportunity to progress training to become a registered nurse. Trainee roles are often available in a variety of health and care settings. This means that nursing associates have wider opportunities and more flexibility to move between acute, social and community and primary care.

A nursing associate is not a registered nurse, but with further training, it can be possible to top up your training to become one. More information about this role can be found [here](#).

To begin your training as a nursing associate, you will need GCSEs grade 9 to 4 (A to C) in Maths and English, or Functional Skills Level 2 in Maths and English. Further information about functional Skills learning can be found [here](#). Some employers will also ask for a level 3 qualification. You will also need to show that you can study for a foundation degree level and complete the Nursing Associate Apprenticeship programme.

Trainee nursing associate apprenticeship places are usually advertised on the [NHS JOBS](#) website but some places are available through direct application to universities. This direct application route will need to be funded by the student. You should speak to your employer if you are working in social care.

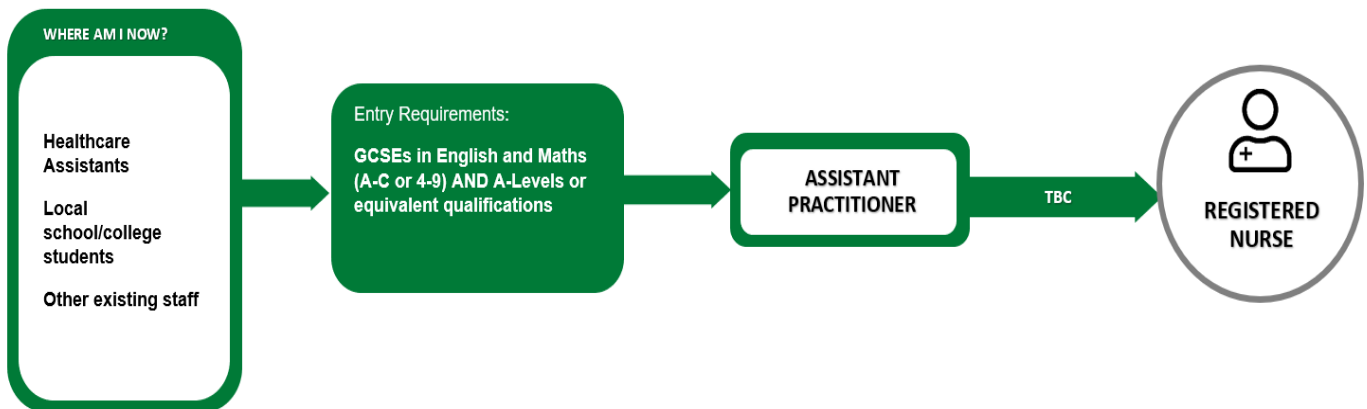


## Assistant Practitioner

Assistant practitioners are experienced staff working in support roles, alongside qualified healthcare professionals. Although they are not registered practitioners, they have a high level of skill through their experience and training.

To train as an assistant practitioner, you have to be working in a health or social care setting, often in a clinical support role such as healthcare assistant, dietetic assistant or occupational therapy assistant. You should speak to your employer if you are working in social care.

As well as healthcare experience, trainee assistant practitioners have a healthcare qualification, usually at level 3, such as the NCFE CACHE Diploma in Healthcare Support. More information can be found [here](#).





## International Conversion

This section is for nurses that have obtained their nursing qualification outside of the UK and wish to join the UK Nursing & Midwifery Council (NMC) register.

### Nurses trained outside the UK and EEA:

- Can apply to be on the NMC Register, providing you meet its standards. The NMC will compare the training you have completed in your country with that required in the UK. Registration with the NMC does not provide the right to work in the UK.
- The requirements for registration are different for nurses who trained in the UK and EEA to those who trained outside the UK and EEA.

### Process for nurses educated outside the EEA to become registered:

Since October 2014, the only route to registration for all nurses trained outside the UK and EEA with the NMC is through a 2-part application process.

- **Part one** – a computer based multiple-choice examination which will be accessible in many countries around the world for applicants to access in their home countries.
- **Part two** – a practical clinical examination which will always be held in the UK.

This process does not require applicants to complete a period of supervised practice. [For further information about the application process and the test of competence please visit the NMC website](#)

EEA nationals who have trained outside the EEA will not be eligible for automatic recognition of their qualification under the EU Directives as they have not trained within an EU member state. [Further information is available from the NMC website.](#)

Overseas-trained nurses holding EC Treaty Rights who have had their qualification recognised in another EU member state and have practised in the EU/EEA for three years, will continue to be processed through the EU route.

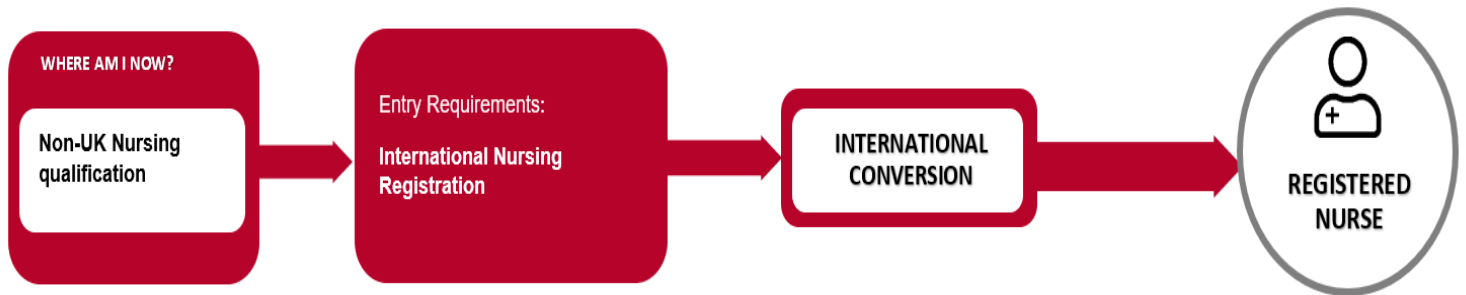
## Nurses trained in the EEA

Nurses who trained in the EEA must also meet the standards of the NMC before they can be considered for registration. The NMC will compare the training in your country with that required in the UK.

[Read more information about EEA registration on the NMC website.](#)

Nurses who trained in the EEA who are not EEA nationals may be required to undertake one or both parts of the application process above.

**Nurses trained outside of the UK must also meet the English language standards set by the NMC details of which can be found [here](#).**

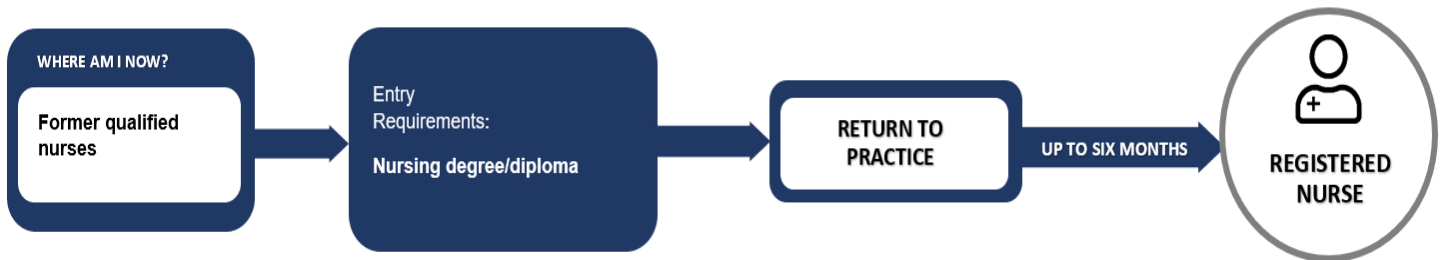


## Return to Practice

If you have already completed a nursing qualification but are no longer on the NMC register, there are a couple of ways you can return to practice.

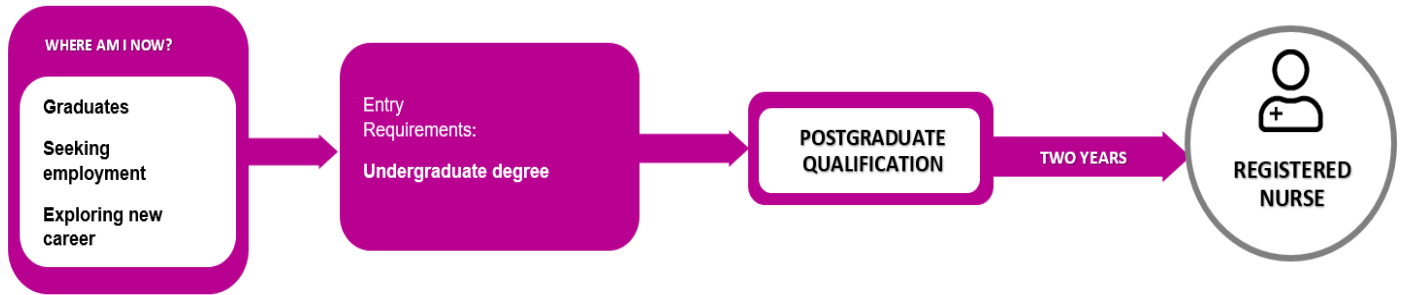
- you could do a return to practice course
- you could do a Nursing and Midwifery Council (NMC) Test of Competence (ToC)

Depending on how long you have been out of practice, the course can take between three and 12 months to complete. By the end, you will have the skills and knowledge to be able to return with confidence. More information can be found [here](#).



## Postgraduate Qualification

If you already have a degree in a relevant subject, you can often get recognition for this (a process called Accreditation of Prior Experiential Learning - APEL), enabling you to do a postgraduate course in two rather than three years. You can also find these courses using our [Course Finder](#).





## SECTION 4 – WHAT IS SOCIAL CARE?

### An overview of Social Care

The focus of Social Care is on maximising each person's opportunity to be independent and live in and contribute to their community. We base our approach on working with individuals to find the best solutions to problems and uphold and respect their human rights.

Social Care providers often work with people for long periods allowing them to build strong and supportive relationships. Social Care professionals work holistically, frequently working with other services such as housing and the NHS to support vulnerable people.

### Who uses social care?

There is no typical social care user. Social Care services can support people with a wide range of needs. Some of those who use Social Care services include:

- People with a physical disability
- People who are older aged
- People with a learning disability, autistic people, or both
- People with a sensory impairment
- People with a mental health need
- People at risk.

### What activities and services are part of the social care sector?

The main services that Social Care providers offer is generally divided into the following groups:

- 'Care at Home' which is care provided in people's own homes, including shared accommodation often called 'Supported Living' and care provided in Extra Care retirement housing which may have an on-site care team.
- Residential care can be with or without nursing care. In residential care the accommodation and care are provided. If a care home provides nursing care, there will be a nursing team on site 24/7.

- Day time activities can be offered either building based or in the community. It involves a wide range of activities and opportunities for the person using the service. This can include supported employment, rehabilitation and reablement support, social activities and personal care.

## What jobs are available in the Social Care sector?

There are about 1.5 million people working in Adult Social Care in England. The range of job roles is very wide, offering opportunities to work in a many different settings, including administration, management, support and ancillary staff roles such as cleaning and maintenance.

### Some key roles are:

#### Registered Nurse

If a care provider is registered with CQC to provide nursing care a Registered Nurse will lead the delivery of that care. The registered nurse uses their knowledge and experience to ensure that the person's health as well as other needs are supported. A nurse working in social care will develop close working relationships with a range of other health and care professionals, which may include GPs, specialist nurses, occupational therapists, and social workers. They may also have other management and leadership responsibilities which may include being the registered manager who ensures that the service meets CQC standards, runs efficiently and provides leadership to the team. Registered Nurses may progress onto practice education and clinical leadership roles.

#### Nursing Associate

This is new role to support the delivery of nursing care in a wide range of settings. A Nursing Associate has completed a foundation degree either as a stand-alone course or as part of an apprenticeship. The Nursing Associate role offers a development opportunity for HCA/Support Workers who want to progress their career into nursing. A Nursing Associate registers with the NMC and is recognised as an accountable professional. Once you have completed your Nursing Associate qualification you can progress to a Registered Nurse by undertaking a shorter Registered Nurse course or apprenticeship.

## Direct care worker

working in either a care home or in peoples own homes. These roles tend to involve working shifts and can involve lone working in the case of home care. There are opportunities to progress to senior care, care coordinator or management roles by undertaking a wide range of qualifications including certificate and diploma courses in Adult Care. Care workers wishing to undertake degree level qualifications can access support with digital and study skills from a number of providers including the Open University. <https://www.open.edu/openlearn/skills-for-study>

## Registered Manager

responsible for the safety and quality of services registered with the CQC. This role involves managing people and being responsible for a service. A registered Manager may also be a practicing nurse and clinical lead. Registered Managers normally need a Level 5 qualification in the Leadership and Management of Adult Care or equivalent.

## Social Worker

a regulated role registered with Social Work England. To become a social worker, you will need to undertake a degree level course (this may be part of an apprenticeship). The majority of adult social work roles are within local authority assessment or safeguarding teams. Social workers may specialise in areas such as adult safeguarding, child and family or mental health often working alongside nurses in neighbourhood teams.

## Occupational Therapist

OTs support people to maintain or improve their independence. They may work with people who have a wide range of conditions and disabilities. To become an OT, you will need to complete a degree level qualification and be registered with the professional body.

## Senior Manager/Clinical Leader

within social care there are many opportunities for the right person to progress to a senior role within their organisation. Senior managers may have operational responsibility for a group of services or if they are qualified nurses specialise in clinical leadership.

## Who provides social care?

There are about 18,200 organisations providing social care in England. The majority of social care services are provided by the independent sector. The independent sector includes a wide range of local and national organisations in a wide range of settings. The sector includes many charitable or not-for-profit organisations as well as organisations run for a profit.

All providers who offer personal care either in a residential establishment or to people in their own homes must be registered with the Care Quality Commission. In addition to traditional care sector services, there are a growing number of people who use a personal health budget to employ their own care and support workers often referred to as Personal Assistants.

## What is the legal framework to support social care?

The main legislation covering social care is the Care Act (2014) which sets out the duties of local authorities with regard to state funded care and adult safeguarding. The Care Act (2014) is a very important piece of legislation as it sets out the principles behind adult social care, who is entitled to funding, how they access care and how they should be protected. This act helped change the emphasis of social to personalisation and prevention.

**Information on the Care Act (2014) can be found here;**

<https://www.gov.uk/government/publications/care-act-2014-part-1-factsheets/care-act-factsheets>

The Health and Social Care Acts of 2008 and 2012 established the Care Quality Commission as the regulator of adult social care provision with powers to inspect registered providers and take enforcement action where necessary.

<https://www.cqc.org.uk/>

The key piece of legislation in relation to children and young people is the Children Act (2004) which includes provisions on how young people move from children's services to adult social care.

*Working in Social Care is rewarding.*



### Person and Community Centred Approaches

Social care values are demonstrated using Person and Community Centred Approaches:

QNI video on **personalised care**

<https://www.qni.org.uk/nursing-in-the-community/personalised-care/>

You may also hear the term **Asset Based or Strengths Based Approach** which describes how social care and other professionals work with the individual based on building and supporting their abilities and strengths.

<https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Managing-a-service/Community-Asset-and-strength-based-approaches.aspx>

## Case Studies

The cases studies included within this guide have been created by people who:

- Showcase their career journey experience
- Enjoy working in Social Care
- Identify what education or training you might need to help you understand how you might develop a career in adult social care nursing.

Read about **two experiences** from nurses who are working in social care published by Skills for Care.

<https://www.skillsforcare.org.uk/Documents/Learning-and-development/Regulated-professionals/Working-as-a-registered-nurse-in-social-care.pdf>

<https://www.skillsforcare.org.uk/Documents/Learning-and-development/Regulated-professionals/Working-as-a-clinical-manager-in-social-care.pdf>

## Transferrable Skills

As a Nurse or Nursing Associate you will have completed a rigorous course of training involving both academic and clinical skills to meet the NMC standards. This will give you a strong basis on which to build your career in adult social care.

Key non-clinical skills you will need in a social care nursing role are:

- **Team working** – in social care services you will work as part of a team to deliver quality care.
- **Working with other professionals** – you will often take a leading role in coordinating multi-disciplinary working
- **Critical Thinking** – you will need to assess situations and make decisions based on a clear rational and evidence base
- **Leading for safety and quality** – you will be a role model and leader to ensure services are safe and effective and meet the requirements set by CQC. You will support a process of continuous improvement



- **Communication and managing relationships** – you will be responsible for communication and developing relationships both within your organization and with the wider community
- **Research** – you will find the best solutions to problems and seek out opportunities to improve.

For further information on the skills needed for nurses new to working in care homes read the QNI standards.

<https://www.qni.org.uk/wp-content/uploads/2021/01/Standards-of-Education-and-Practice-for-Nurses-New-to-Care-Home-Nursing-2021.pdf>

### Day in the Life









Watch this short skills for care video ‘ten myths about being a nurse in adult social care’ to find out more about what it is like to work in a social care setting. <https://vimeo.com/335849465>

Watch a film by Health Education England on Nursing in Social Care below. <https://www.youtube.com/watch?v=VG7btk6R3fl>

In Lancashire and South Cumbria we have regular participation from our care ambassadors who share their experiences of care on our twitter feed:

### [@hlsc\\_socialcare](https://twitter.com/hlsc_socialcare)

Please view some of these ‘Care Chronicles’ by clicking the links below:

 <p><a href="#">Michelle talks about her Assistant Practitioner progression.</a></p>	 <p><a href="#">Emily introduces a student at Risedale</a></p>	 <p><a href="#">Faye talks about her involvement in DST meetings</a></p>	 <p><a href="#">Luke shares his experience of undertaking training in neurological illnesses</a></p>
 <p><a href="#">Rebecca details the extensive competencies in Social Care</a></p>	 <p><a href="#">Emily talks about End of Life training in Social Care</a></p>	 <p><a href="#">Caroline on the importance of CPD for her Senior Team</a></p>	 <p><a href="#">Abbie on the learning as a student nurse in Social Care</a></p>

Lancashire and South Cumbria gratefully acknowledge the work that Greater Manchester have done to compile this document, and thank all of those who were involved in the group that contributed to its content. We would also like to acknowledge that Greater Manchester have made this available to share across Lancashire and South Cumbria.



## Appendix

The guides below were produced collaboratively with University of Central Lancashire and the University of Cumbria, for use by Social Care providers:

- 1) Assistant Practitioner – Appendix 1
- 2) Trainee Nursing Associate Apprenticeship - Appendix 2
- 3) Registered Nursing Degree Apprenticeship – University of Cumbria – Appendix 3
- 4) Registered Nursing Degree Apprenticeship – University of Central Lancashire – Appendix 4



## Guidance to Social Care Providers for accessing the: Assistant Practitioner Apprenticeship

This course is offered by the universities below and further details can be found by clicking on their logo



### Required Academic Qualifications

A qualification in English and Maths to GCSE levels A to C or Functional Skills Level 2

### Required Employment Status

The employee must be working at least 30 hours a week to qualify for the Apprenticeship, 7 hours of which will be spent at University.

### Employers Responsibilities

All apprentices must be interviewed, assessed and offered a position by an employer before being admitted to the apprenticeship.

### Application Process

Employee is interviewed by employer and if successful, a joint application is submitted

Contact: [ali.nishards@cumbria.ac.uk](mailto:ali.nishards@cumbria.ac.uk)

### University Time

The apprentice will be expected to spend one day a week studying. This will be a blended learning approach with some online and some face to face learning.

### Placements & Competencies

There is no requirement for external placement and the competencies which the apprentice completes can be decided between the employer and employee. However, there is a group of Core Skills which need to be met.



University of  
Central Lancashire  
UCLan

### Required Academic Qualifications

- UCAS Tariff Points: 72 - 80
- BTEC: Merit, Pass, Pass
- Access to Higher Education Diploma: 72 - 80 points
- GCSE Maths and English at grade C or FS2 or KS3

### Required Employment Status

The employee must be working at least 30 hours a week to qualify for the Apprenticeship, 7 hours of which will be spent at University.

### Employers Responsibilities

All apprentices must be interviewed, assessed and offered a position by an employer before being admitted to the apprenticeship.

### Application Process

The employer submits an expression of interest to UCLAN on behalf of the employee. Once reviewed by UCLAN, the employee then completes their own application. The University will then interview the applicant.

Contact: Joanne Misell [jmisell@uclan.ac.uk](mailto:jmisell@uclan.ac.uk)

### University Time

The apprentice will be expected to spend one day a week at University. At time of publishing, some learning is taking place online due to the Covid-19 pandemic.

### Placements & Competencies

There is no requirement for external placements and the competencies which the apprentice completes can be decided between the employer and employee. However, there is a group of Core Skills which need to be met.

For both University of Cumbria and University of Central Lancashire:

Course Length - 24 months

Enrolment months - March and September

Fees - £15,000

Levy paying employers with sufficient funds in their digital accounts - 100% funding.

Non Levy payers - 95% ESFA funding, 5% Employer co-funding.

For Levy Transfer queries from large employers, contact HEE: [LevyTransfer.nw@hee.nhs.uk](mailto:LevyTransfer.nw@hee.nhs.uk)





## Guidance for Social Care Providers to accessing the: Trainee Nursing Associate Apprenticeship

This course is offered by the universities below and further details can be found by clicking on their logo



### Required Academic Qualifications

A qualification in English and Maths to GCSE levels A to C or Functional Skills Level 2. Evidence of study at NVQ level 3 or equivalent portfolio of evidence (as determined by the programme)

### Required Employment Status

The minimum duration periods for an apprenticeship set in each Apprenticeship Standard is based on an apprentice working a minimum of 30 hours per week.

### Employers Responsibilities

The employer must provide a registered nurse as an assessor. If the employer is new to delivering the course, the employer needs to be validated. This process takes 2-10 weeks.

### Application Process

All apprentices must be interviewed, assessed and offered a position by an employer before being admitted to the apprenticeship programme. Although the University may receive direct enquires and filter these before passing to prospective employers, apprentices must apply via an employer. Employers must register the applicant with the University's APTEM system.

Contact: [julle.mullinga@cumbria.ac.uk](mailto:julle.mullinga@cumbria.ac.uk)

### University Time

1,150 hours over two years, split into week-long blocks but also 1 day a week for self-study. The self-study can be undertaken in blocks as negotiated with employer.

### Placements & Competencies

1,150 hours over two years, approximately 50% of this time can be undertaken with their own employer. All competencies need to be met. The University will assist in the sourcing of placements and placements can be undertaken flexibly, in respect of blocks or a number of days per week. Placements are undertaken in a range of settings to gain a breadth of experience and follow the hub and spoke model.

### Required Academic Qualifications

Grade C (equivalent) or above in English & Maths GCSE AND a minimum of 48 UCAS points from relevant qualifications.

Or the following will be considered:

Existing healthcare experience OR  
Relevant NVQ qualification OR  
Other practice based portfolios, for example Care Certificate.

### Required Employment Status

The minimum duration periods for an apprenticeship set in each Apprenticeship Standard is based on an apprentice working a minimum of 30 hours per week.

### Employers Responsibilities

The employer must provide a registered nurse as an assessor. If the employer is new to delivering the course, the employer needs to be validated. This process takes 2-10 weeks.

### Application Process

The employer submits an expression of interest to UCLan on behalf of the employee. Once reviewed by UCLan, the employee then completes their own application. If successful, UCLan will then interview the applicant.

Contact: Kirstie Harrison [kharrison9@uclan.ac.uk](mailto:kharrison9@uclan.ac.uk)

### University Time

1,200 hours over two years, 600 hours of University time per year. Learners are in University one day a week, although some weeks this may increase to a maximum of four days; two year planner is available in advance.

### Placements & Competencies

1,200 hours over two years, 600 hours per year. Placements are arranged by the employer. 50% of placement time can be undertaken with their own employer. External placements can be undertaken in blocks but must be released for their University time each week.

University of Cumbria and University of Central Lancashire

Course Length - 24 months

Enrolment months - March and September

Fees - £15,000

Levy paying employers with sufficient funds in their digital accounts - 100% funding.

Non Levy payers - 95% ESFA funding, 5% Employer co-funding.

For Levy Transfer queries from large employers, contact HEE: [LevyTransfer.nw@hee.nhs.uk](mailto:LevyTransfer.nw@hee.nhs.uk)

£4,000 per year is available from Health Education England to support the apprenticeship. This increases to £7,900 per year for those undertaking a Learning Disability pathway. \*\*As of time of publishing





Guidance for Social Care Providers to accessing the:

## Registered Nurse Degree Apprenticeship

### Required Academic Qualifications

96-120 UCAS Points: Access UCAS calculator to check qualifications (equivalent qualifications considered)

Maths and English GCSE Grade C or above, or equivalent.

Current DBS and Occupational Health clearance following interview

### Required Employment Status

The minimum duration periods for an apprenticeship set in each Apprenticeship Standard is based on an apprentice working a minimum of 37.5 hours per week, this includes one day a week in University.

### Employers Responsibilities

The employer must provide access to a Registered Nurse as a Practice Assessor, with experience in the same field of Practice. The Supervisor can be any Registered Healthcare Professional. The employer must also meet the apprenticeship standards requirements which includes 12-week reviews of learner progress. If the employer is new to delivering the course, the employer needs to be validated and approved the Nursing & Midwifery Council.

### Application Process

The employer submits an expression of interest to the University of Cumbria (UoC) on behalf of the employee. The employee then completes their own application. If successful, UoC will then interview the applicant and review qualifications.

Contact: Ann Hollings-Tennant [ann.hollings-tennant@cumbria.ac.uk](mailto:ann.hollings-tennant@cumbria.ac.uk) or [Apprenticeships@cumbria.ac.uk](mailto:Apprenticeships@cumbria.ac.uk)

### University Time

The four year course is split into 3 Parts across the programme. Where a learner begins their training on the course pathway is outlined below. Learners are in University one day a week, although some weeks this may increase.

#### Option 1

Meets academic qualifications but no clinical practice undertaken.

Full 4 year course - Start at Part 1

Course Length:  
4 years

2,300 clinical hours over 4 years

#### Option 2

Assistant Practitioner course undertaken.

Start at beginning of Part 2

Course Length:  
Dependent on experience;  
24 to 36 months

Clinical hours dependent on experience and course length

#### Option 3

Assistant Practitioner or Nursing Associate course undertaken, including medication management. Start part way through Part 2

Course Length:  
Dependent on experience;  
18 to 36 months

Clinical hours dependent on experience and course length

The employer is responsible for sourcing placements and placements can be undertaken flexibly, in respect of blocks or a number of days per week. Placements will follow the 'At Home', 'Close to Home' and 'In Hospital' model.

Enrolment months - March and September (this is flexible)

Fees - £27,000 for 4 year course (approximately pro-rated for Option 2 and Option 3)

Levy paying employers with sufficient funds in their digital accounts - 100% funding.

Non Levy payers - 95% ESFA funding, 5% Employer co-funding.

For Levy Transfer queries from large employers, contact HEE: [LevyTransfer.nw@hee.nhs.uk](mailto:LevyTransfer.nw@hee.nhs.uk)





Guidance for Social Care Providers to accessing the:  
**Registered Nurse Degree Apprenticeship**

**Required Academic Qualifications & Checks**

96 UCAS Points: Access UCAS calculator to check qualifications [click here](#)



Maths and English GCSE Grade C or above, or equivalent.

Current DBS and Occupational Health clearance

**Required Employment Status**

The minimum duration periods for an apprenticeship set in each Apprenticeship Standard is based on an apprentice working a minimum of 37.5 hours per week, this includes one day a week in University.

**Employers Responsibilities**

The employer must provide access to Registered Nurse as an Assessor. The Supervisor can be any registered professional who is up to date with the NMC Standards. <https://bit.ly/3tdKGIH> The employer must also meet the apprenticeship standards requirements which includes 12-week reviews of learner progress. If the employer is new to delivering the course, the employer needs to be validated. This process takes 2-10 weeks.

**Application Process**

The employer submits an expression of interest to UCLan on behalf of the employee. Once reviewed by UCLan, the employee then completes their own application. If successful, UCLan will then interview the applicant.

Contact: Wendy Sinclair [wsinclair@uclan.ac.uk](mailto:w Sinclair@uclan.ac.uk) or [uclanapprenticeships@uclan.ac.uk](mailto:uclanapprenticeships@uclan.ac.uk)

**University Time**

The four year course is split into 3 Parts across the programme. Where a learner begins their training on the course pathway is outlined below. Learners are in University one day a week, although some weeks this may increase to a maximum of two days; all planners are available in advance. There is an expectation for independent learning of 7 hours per week in Parts 1 & 2 and 9 hours per week in Part 3.

Option 1	Option 2	Option 3
Meets academic qualifications but no clinical practice undertaken.	Assistant Practitioner course undertaken but not medication management.	Assistant Practitioner or Nursing Associate course undertaken, including medication management.
Full 4 year course - Start at Part 1	Start at beginning of Part 2	Start part way through Part 2
Course Length: 4 years	Course Length: 2 Years and 40 weeks	Course Length: 2 Years
2,300 clinical hours over 4 years	1,575 clinical hours over course	1,200 hours clinical hours over course

The employer is responsible for sourcing placements and placements can be undertaken flexibly, in respect of blocks or a number of days per week. Placements will follow the 'At Home', 'Close to Home' and 'In Hospital' model.

Enrolment months - March and September

Fees - £27,000 for 4 year course (approximately pro-rated for Option 2 and Option 3)

Levy paying employers with sufficient funds in their digital accounts - 100% funding.

Non Levy payers - 95% ESFA funding, 5% Employer co-funding.

For Levy Transfer queries from large employers, contact HEE: [LevyTransfer.nw@hee.nhs.uk](mailto:LevyTransfer.nw@hee.nhs.uk)