

# DEVELOPING NURSE APPRENTICESHIPS WITHIN LONDON – COMPLEXITIES AND SOLUTIONS

Dr Sinead Mehigan – Head of Department, Adult, Child and  
Midwifery

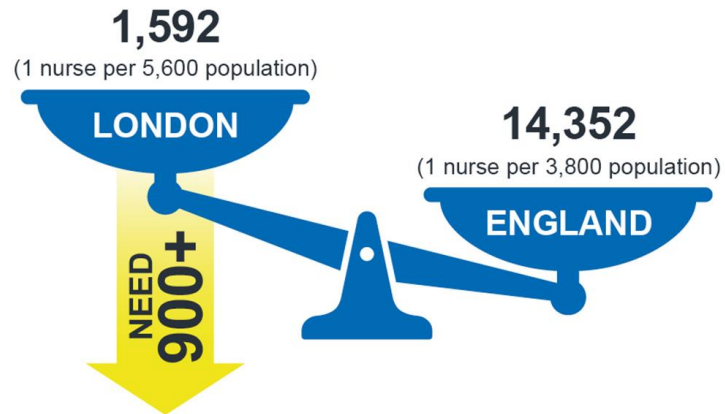
Marion Taylor – Director of Programmes, Associate Professor

## KEY ISSUES

- Context – nursing within London
- Nursing roles and new roles
- Our position of strength within this context
- Developing nursing apprenticeship programmes
- The capital complexities
- The challenges for HEIs
- Working towards solutions

# NURSING IN LONDON

## NUMBERS OF PRIMARY CARE NURSES IN LONDON\*



CAPITAL nurse

\*compared to the rest of England

As of March 2017

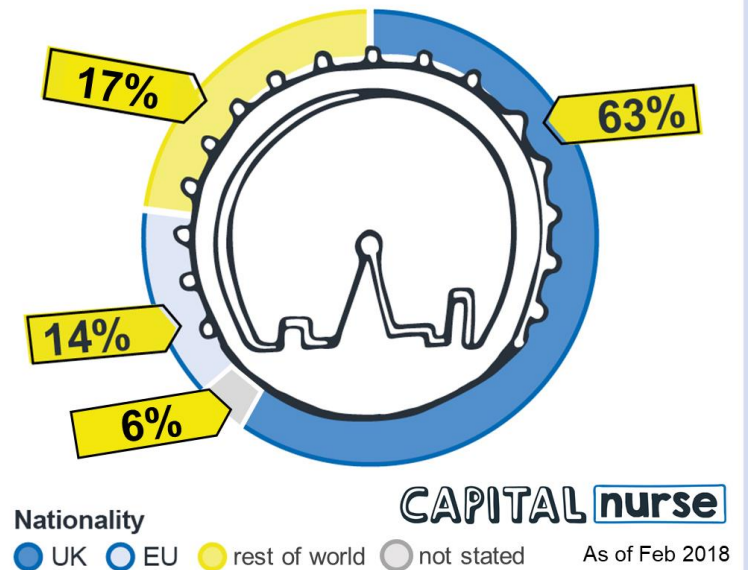
## NUMBERS OF NURSES IN THE NHS IN LONDON



CAPITAL nurse

As of Feb 2018 FTE

## PROPORTION OF OVERSEAS NURSES IN LONDON



## DISCUSSION POINT

- How does this reflect your own professional workforce requirements?
- Is it likely to improve?
- Or worsen?
- What is impacting upon this?

# NURSING ROLES AND NEW ROLES

- Registered Nurse – completed a BSc (Hons) Nursing or PG Dip
- *Apprenticeship programme – Nurse Degree Apprentice*
- Nursing Associate – completed a Dip HE Nursing Associate
- *Apprenticeship programme – Nurse Associate Apprentice*
- This builds on a HEE funded pilot across England which commenced January 2017

## OUR POSITION OF STRENGTH WITHIN THIS CONTEXT

- Strong experience of employment based programmes
- Dip HE Assistant practitioner programme since 2011
- Strong partnership with local employers
- BSc APL route for HEE funded Dip HE AP students and overseas nurses since 2015
- Increasing in numbers and employing organisations for this 18 month route

# DEVELOPING NURSING APPRENTICESHIP PROGRAMMES

- Building on previous programmes and expertise so *known programmes becoming apprenticeships*
- Working with employers at programme development stage
- PSRB involvement – Nursing and Midwifery Council
- Validation and approval processes
- Different delivery patterns but *the same programme*
- Staff development, engagement and roles

# COMPLEXITY IN NUMBERS

- 11 HEIs offering pre-registration nursing programmes
- 5 Sustainability and Transformation Partnerships
- 32 CCGs
- 9 Mental Health Trusts
- 39 Acute Care Trusts



## DISCUSSION POINT

- So tender and procurement within nursing in London is complex and highly competitive...
- How does this reflect within your own field of practice?

# CHALLENGES



## DISCUSSION POINT

- We are in a season of 'moving goalposts'...in the fog..
- What challenges has this presented your own institutions?

# THE CHALLENGES FOR UNIVERSITIES

- Planning and management of resources as required in organisational processes – rooms, staff, assessment boards – in an unknown / changing situation
- Managing tender and procurement timeframes
- Tender and procurement expertise
- Managing public sector requirements
- Institutional readiness

# WORKING TOWARDS SOLUTIONS

- Working with people...within processes
- Senior support
- Developing expertise requires investment
- Developing flexibility within large organisational processes
- Focussing on the programme and the students