



England

Apprenticeships in Mental Health Nursing Showcase Webinar

16th August 2023 1:00pm-2:30pm

MS Teams



Housekeeping

- Please introduce yourself in the chatbox.
- Please remain on mute during the presentations.
- We will have opportunities for Q&A at points during the webinar.
- During the Q&A please use the 'raise hand' function.
- Please add questions and comments into the chatbox at any time.
- Slides will be shared following the webinar to those who attended



Webinar Team

Jean Hayles, Deputy Regional Head of Nursing, Midwifery and Public Health,
NHS England

Natalie Bradley, Apprenticeships Relationship Manager, National Talent for
Care Team, NHS England

Mersey Care NHS Foundation Trust

Lancashire and South Cumbria Foundation Trust

Agenda

Item		Time	Presenter
1	Welcome and introduction	1:00	Jean Hayles
2	Best practice case study – Mersey Care NHS FT	1:15	Jenny Hurst, Jane Woods, Zachary Fudge
3	Grow your own mental health workforce	1:35	Natalie Bradley
4	Best practice case study – Lancashire and South Cumbria NHS FT	1:55	Carol Snape, Sarah Rampley, Grace Wild
5	Final comments and questions	2:25	ALL
6	Close	2:30	

NHS Long Term Workforce plan: Nursing & Midwifery

Presented by:

Jean Hayles, Deputy Regional Head of Nursing,
Midwifery & Public Health



Context and Background

- Published July 2023 to ensure that the NHS has the workforce it needs for the future.
- Highlights the need for an increased sustainable supply of healthcare professionals to deliver high quality healthcare for all.
- Increasing global shortages of healthcare professionals indicating the need to reduce reliance on international recruitment to meet workforce vacancies.





Train

Expansion of training starts for nursing and midwifery

- . By 2031/32 (based on 2021-22 baseline):
 - Increase adult nursing starts by 92%
 - Increase mental health nursing starts by 92%
 - Increase learning disability nursing starts by 105%
 - Maintain children's nursing starts at current levels
 - Increase health visiting programme starts by 74%
 - Increase school nursing programme starts by 98%
 - Increase district nursing programme starts by 152%
 - Increase midwifery programme starts by 13%

NW potential additional starts per year (15% of national increases)

	2022	2025	2026	2027	2028	2031
Adult (inc dual)	3340	+244	+228	+379	+363	+1509
LD (inc dual)	136	+13	+5	+8	+12	+44
MH (inc dual)	1107	+111	+56	+76	+85	+466
NA	605	+99	+83	+68	+50	+525
Midwifery	477	+74	0	0	0	0
Health Visiting	76	+9	0	+6	-10	+81
District Nursing	82	+20	0	+18	+6	+118
School Nursing	30	+5	0	+5	+4	+32



Train

Apprenticeship expansion

- 20% of Registered Nurses qualifying via apprenticeship route (9% currently)
 - Adult nursing: 30%
 - Mental Health nursing: 30%
 - Learning Disability Nursing: 42%
- 5% of Registered Midwives qualifying via apprenticeship route (<1% currently)



Retain

Embedding the right culture and improving retention

- Reduce the overall leaver rate
- Implement & embed local and system retention improvement plans, designed to make the People Promise a reality for NHS staff.
- Improve flexible retirement opportunities.
- Boost the flexibilities offered to staff to work in ways that suit them and work for patients.
- Commitment to CPD for nurses, midwives, nursing associates and AHPs.
- Development of clear career pathways for health care support workers, including via the apprenticeship route.



Reform

Working differently

- Shift skills and capacity into community
- Digital and technological innovations
- Bringing people into the workforce more efficiently
 - Qualification at the end of 3rd academic year
 - Potential to reduce placement hours for pre-registration nursing
 - Maximise recognition of prior learning



Reform

Educating and Training the workforce differently

- Development of enhanced specialist knowledge to respond to population health needs
- Improving student and learner experience and reducing attrition
- Widening participation to ensure representativeness of the workforce
- More diverse and integrated clinical placements
- Addressing geographical inequality
- Supporting development of educators and supervisors
- Optimising multi-disciplinary teams
- Upskilling the current workforce

Mersey Care NHS Foundation Trust

Jenny Hurst :- Deputy Director of Nursing
16th August June 2023

Grow Your Own Staff

Mersey Care recognises the need to invest, value current staff to develop and become an employer of Choice

- MCFT have embarked over the last couple of years in the concept of growing your own staff to support the reduction of available registered staff , particularly Mental Health and Learning Disability nurses
- The Trust has taken full advantage of all the offers of finance support from HEE through the apprenticeship levy to enable us to grow our own staff

Grow Your Own Staff

MCFT have developed clear career pathway from HCA to Nurse Consultant

Career Opportunity for Internal and External Staff Development

- HCA Apprenticeship (supporting care certificate)
- Nurse Associate Training
- Registered Nurse Apprenticeship Degree
- Train Advanced Clinical Practitioner

Grow Your Own Staff

MCFT agreed :-

- HCA Apprenticeship (brings in staff who want to come into caring profession with no previous experience)
- 2 Cohorts of 20 staff for the TNA training program (now over 120 qualified associate nurses)
- Registered Nurse Degree Top-Up Program and Nurse Associates: - agreed to fund 2 cohorts of 20 staff to complete the 18-month course
- International Recruitment:

Grow Your Own Staff

- Developed Preceptorship Model – 12-month preceptorship course developed for all new qualified Associate Nurses , Registered Nurses and AHPs
- Develop Home Trust with University Collaborative: 1st community pilot completed with the first 10 students for community.
- Developing Home Trust For Mental Health Trust
- Developing Advanced Clinician

Grow Your Own Staff

Any Questions?

Introduce Zachary Fudge

Nursing Associate/ Registered Nurse Degree Apprentice (RNDA) Zachary Fudge

Career Pathway

- Agency receptionist – Band 2 Nursing Assistant –
- 2018 TNA – COVID – NA - RNDA



Mersey Care
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Community and Mental Health Services

I passionately believe.....

When I got my first job as a receptionist the agency asked me very tentatively whether I minded working with 'people with mental health'. Even back then, I remember thinking that mental health was a constant across humanity as opposed to something that a select few people 'had' or suffered with. Since then, conversations have begun to change, people appear to be more open about their own experiences and personal struggles and there is a wider acceptance of issues and feelings that humans have.

Put simply I passionately believe that our actions today towards people have a profound impact on people's attitudes and beliefs tomorrow. We are facing unprecedented challenges across all of nursing which looks set to continue, but those who have a passion in their chosen field have an opportunity to set tomorrow's standards, help to train tomorrow's nurses and pass the torch to the next generation's carers.

My role

My role at present is as a Registered Nurse Degree Apprentice, which is important due to the current shortages we have at present across nursing. I'm glad to see that there is a clearer and more established route into nursing for people who have worked within the NHS for many years, and I believe it sends a very positive message to people of all ages that progression and the potential to make a difference exists.

What do you like most about your role?

Since becoming an apprentice I've realised just how much I've been able to absorb on the job for the past 8-9 years. Entering academia again has reinforced how much experience I have, whilst also underlining the need to keep an open mind and always keep up to date on best practices.

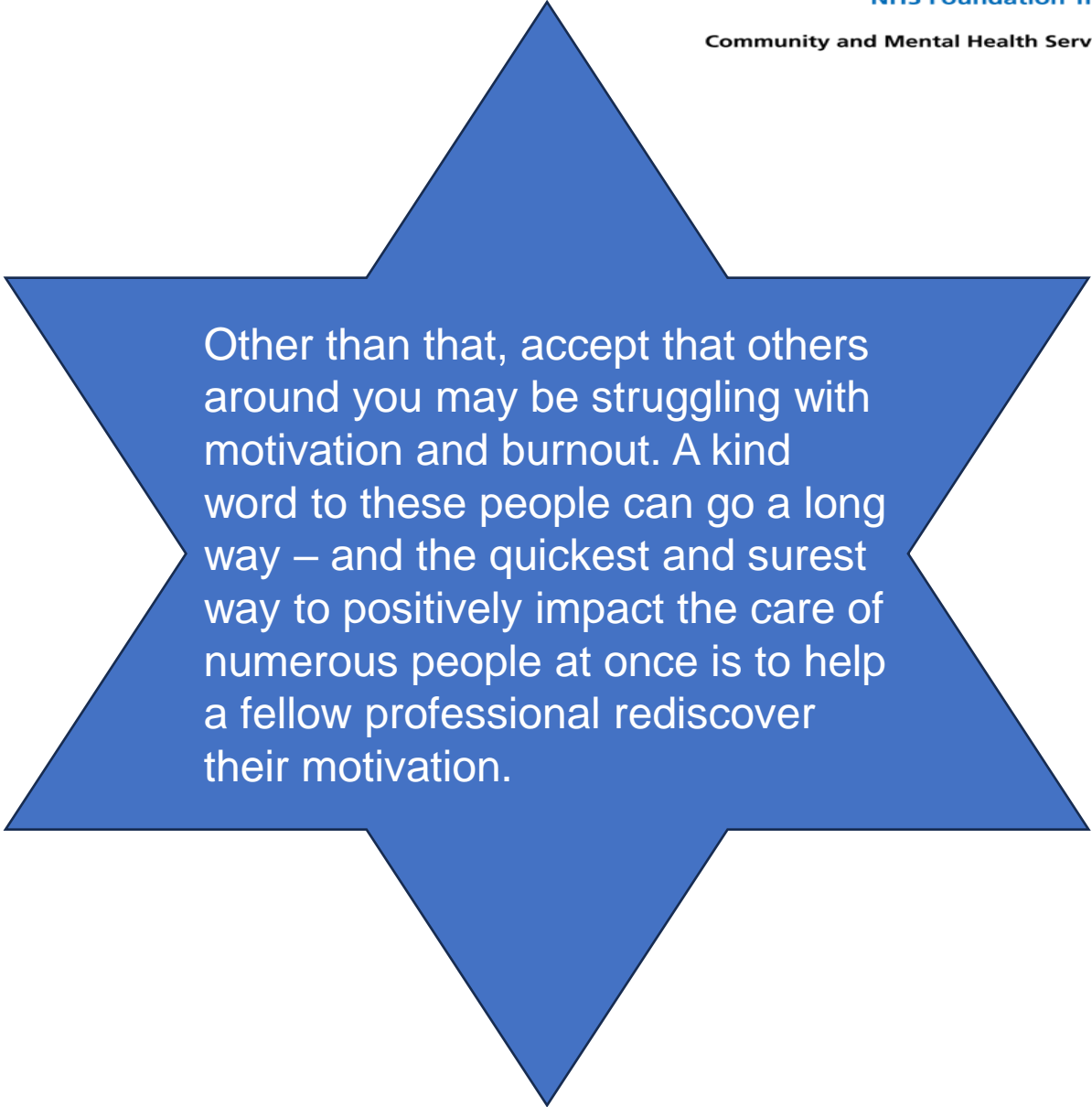
What have you achieved in your current role?

So far, I think the transition back into being a student is an achievement! But I would say that this opportunity for myself and hundreds of others who took my route into nursing through sheer perseverance is a fine achievement.

Advice to others.....

What advice would you offer apprentices wanting to develop a career in mental health care?

- Decide what your standards are. Keep an open mind with your colleagues and learn what you can from them but remember that your practice is your own, and you should always ask yourself “am I happy with this outcome? Does it match my standards”?

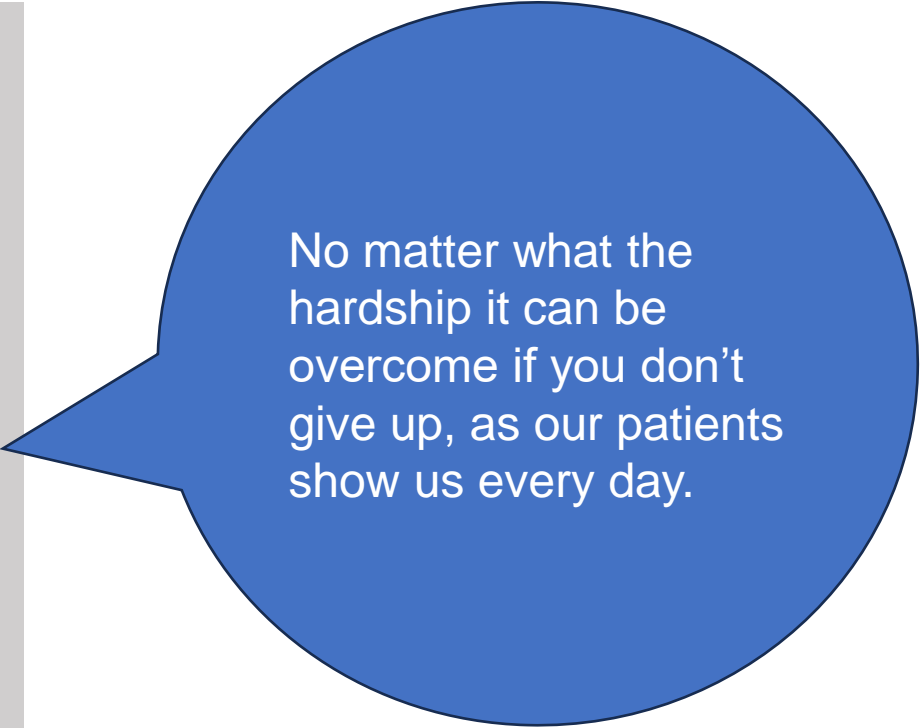


Other than that, accept that others around you may be struggling with motivation and burnout. A kind word to these people can go a long way – and the quickest and surest way to positively impact the care of numerous people at once is to help a fellow professional rediscover their motivation.

Favourite quote.....

- What is your favourite quote and how does this relate to you as a mental health practitioner?

**“Fall seven times,
Rise again eight”
Japanese proverb.**



No matter what the hardship it can be overcome if you don't give up, as our patients show us every day.

Questions?



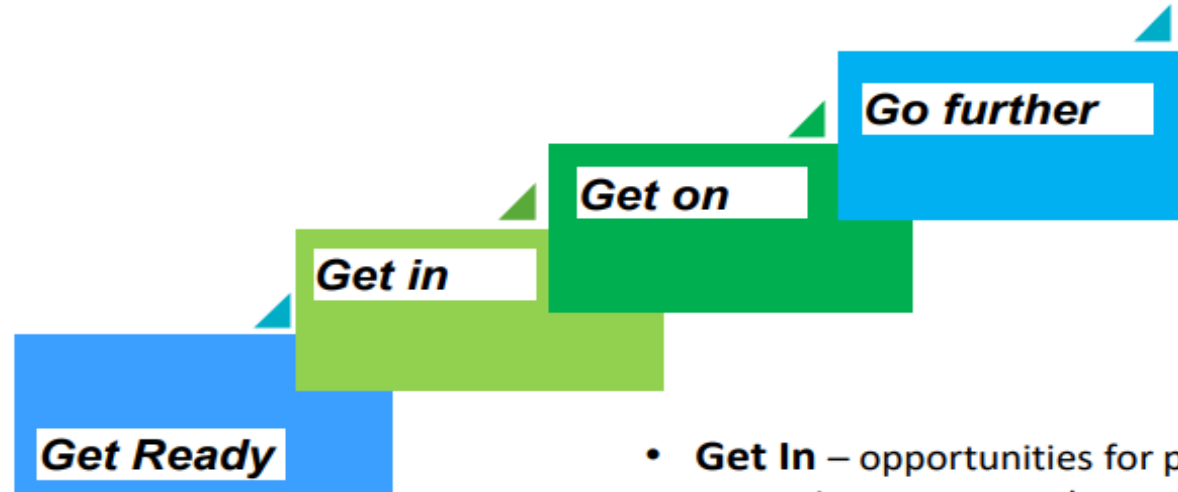
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Community and Mental Health Services

Grow your own mental health workforce

Natalie Bradley – Apprenticeship Relationship Manager –
NHS England – North West

Talent For Care



- **Get In** – opportunities for people to start their career in a support role
- **Get On** – support people to be the best they can be in the job they do, including occupational competence
- **Go Further** – provide opportunities for career progression, including into registered professions



Apprenticeship Basics

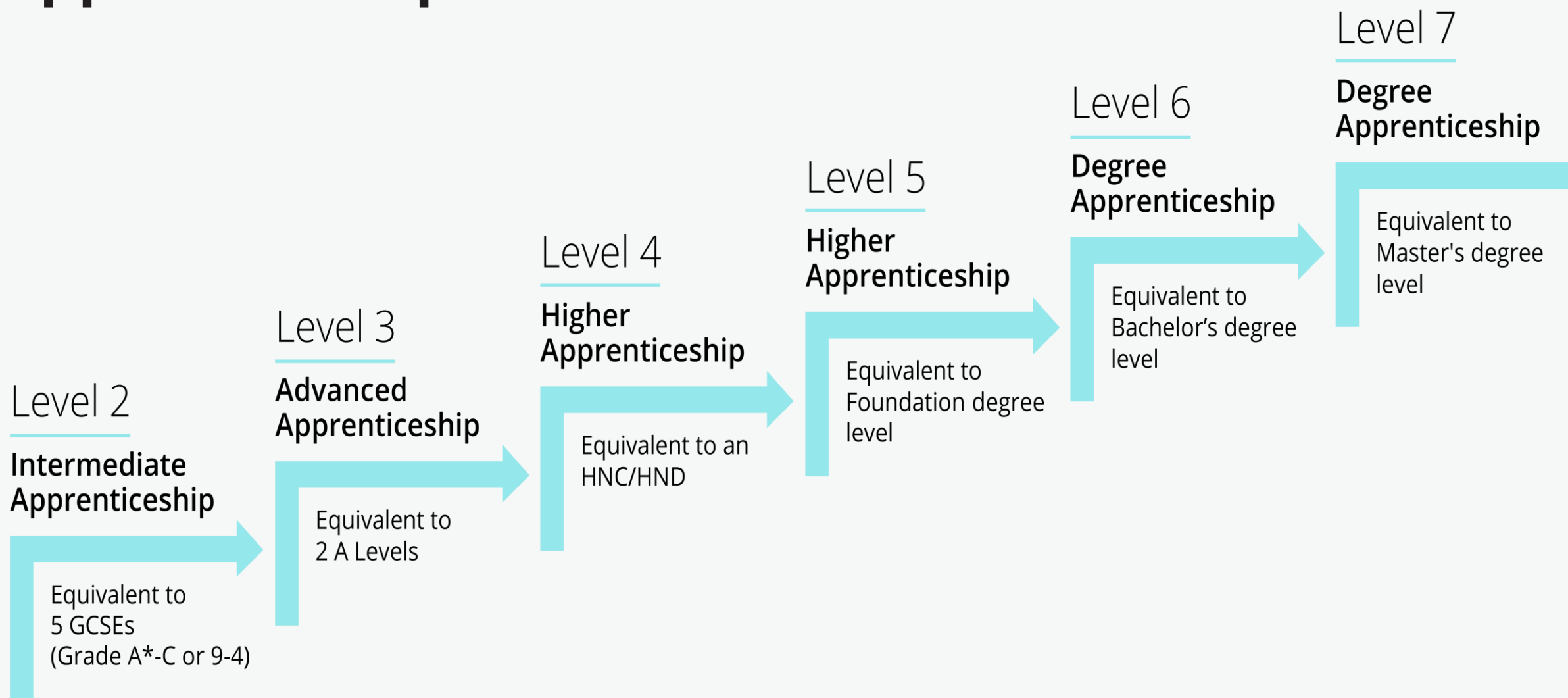
- Apprenticeship Levy was introduced in 2017 to fund the provision of apprenticeship training
- All large employers in scope and pay apprenticeship levy
- Levy funds 100% of education costs for the apprentice (but not salary)
- Unlike a typical training course or degree, apprenticeships combine on-the-job training at an employer's site with off-the-job training provided by a training organisation or university
- Leads to a nationally recognised qualification – apprentices are employed in a real job whilst training
- In the NHS we use apprenticeships to develop the skills and knowledge of both new and existing employees



Apprenticeships in mental health context

- Workforce Challenges – importance of a robust mental health workforce
- Growing demand for mental health services
- Ageing population
- Demand for more innovation in service delivery and skills
- Maturing workforce presenting short/medium/long term skill shortages
- Other than apprenticeships there is reduced, little or no funding for education and training
- Shortage of qualified professionals
- Decline in enrolments onto L2, L3 and L5 apprenticeships in the last 3 years
- Sustainability and retention of workforce supply
- Role of apprenticeships in bridging the gap


Apprenticeship Levels



Funding an apprenticeship

There are three ways to access funding to pay for apprenticeship training, this funding does not cover salary costs you will have to fund the apprentice's salary.

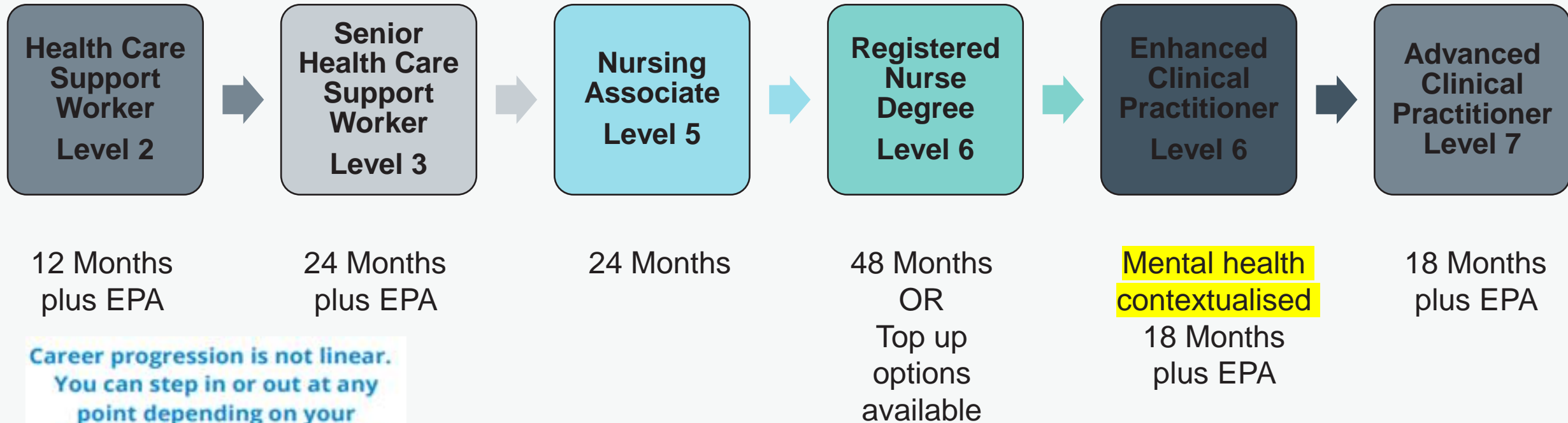
- 1. Apprenticeship Levy.** Employers with a pay bill over £3 million each year, pay the apprenticeship levy. Levy paying employers can spend their apprenticeship levy funding on apprenticeship training.
- 2. Reserve government co-investment.** If you don't pay the apprenticeship levy you can reserve funding, where the government pays 95% of the training costs and the employer pays the remaining 5%.
- 3. Levy Transfers.** Levy paying employers can transfer some of their annual levy to other employers. These transfers cover 100% of the training costs of the apprenticeship (you still need to cover salary).



How can apprenticeships help support the Mental health workforce?

- Apprenticeships form part of a whole system approach to workforce, they support key drivers such as:
 - **Retention of existing staff and attracting new talent**
 - **Supporting new roles and skills**
 - **Whole system organisation development**
 - **Support an increase in staff in post across the key professions**
 - **Upskilling to increase workforce capacity**
 - **Creating new routes into the mental health workforce**

Career development Pathway



Career progression is not linear. You can step in or out at any point depending on your experience, career goals. You must check that you meet the entry requirements for the apprenticeship you select.

APPRENTICESHIP STANDARDS IN LEADERSHIP AND MANAGEMENT

Career progression is not linear. You can step in or out at any point depending on your experience, career goals. You must check that you meet the entry requirements for the apprenticeship you select.



Often people will already be a support worker, working in a corporate function or hold professional registration and be working as a clinician before doing one of these apprenticeships.

You may also be interested in HR and people management, business or other corporate functions, research, enhanced clinical practice, advanced clinical practice, mentoring or teaching apprenticeships.

- ✓ An apprenticeship combines practical training in a job with study
- ✓ Apprentices are employed and receive a salary
- ✓ Full-time apprentices are entitled to a minimum of 6 hours per week 'off the job' training time as part of their job.*
- ✓ If not already achieved apprentices will undertake maths and English qualifications
- ✓ A qualification taken during an apprenticeship is equal to the same qualification taken elsewhere
- ✓ Depending on the apprenticeship, upon successful completion, apprentices may be eligible to apply for professional registration

*The off the job minimum requirement for a part-time apprentice remains unchanged at 20% of their normal working hours. The new 'off the job' hours policy change only applies to new starts from 1 August 2022.



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Growing your own workforce

Growing your own workforce supports the creation of a sustainable pipeline of talent and ensures staff in-post have the right knowledge, skills and behaviours for their role

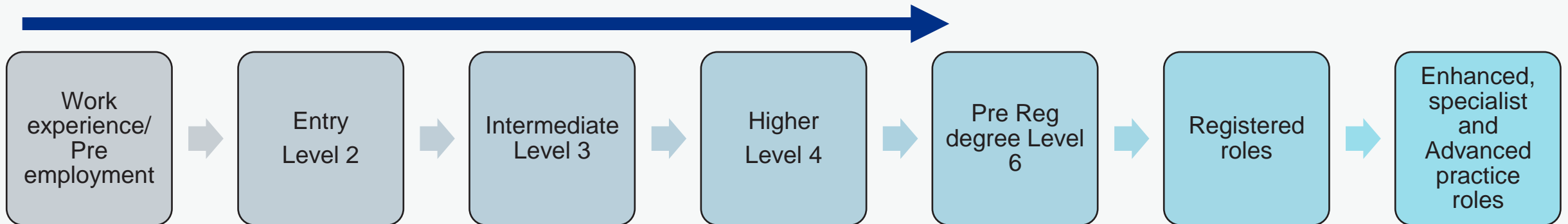
The benefits of GYO workforce strategies:

- Creates a stable workforce
- Supports a more diverse workforce, better reflecting local populations
- Reduces turnover
- Improves job satisfaction and morale
- Reduces recruitment costs
- Builds workforce capacity
- Supports community wealth (through local employment) and helps reduce health inequalities
- Builds collaboration with local skills systems, which will lever expertise and resources
- Creates pipelines into registered professions
- Improves services' user experience.

Growing your own workforce

- Ensure a proportion of the apprenticeship levy is allocated to support the MH workforce
- Ensure there are clear progression pathways through apprenticeships for staff
- Apprenticeships are just one way to support staff development and 'growing your own'

External qualifications – e.g. A Levels, T Levels, Foundation Degree, BTEC and Higher

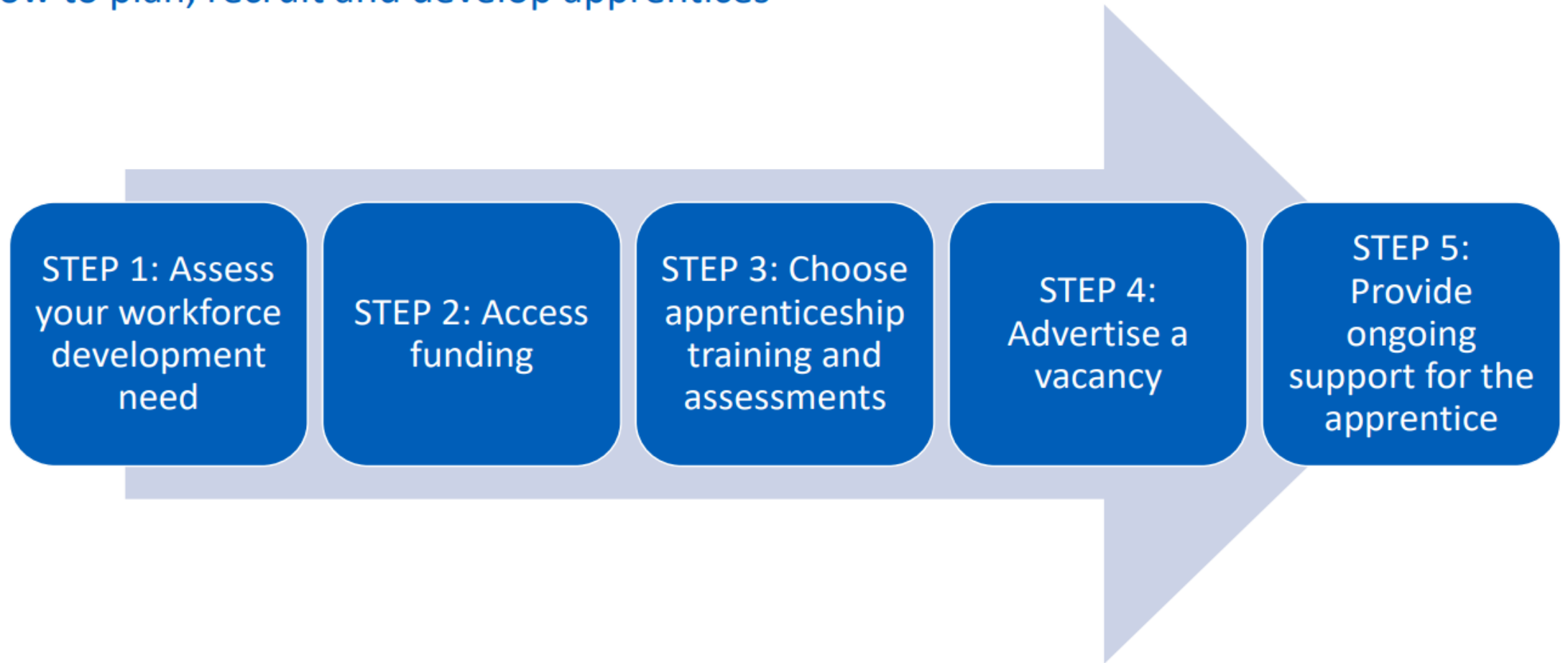


Career engagement and employability programmes

In work learning- Levels 2,3,4,5,6,7 apprenticeships


The Business case for apprenticeships

How to plan, recruit and develop apprentices




The Business case for apprenticeships

What about salary?



EXISTING STAFF

You might already employ them! Apprenticeships can be used to develop and upskill existing staff too, in which case you will already be funding their salary whilst they train




EXISTING VACANCY

Consider employing an apprentice into an existing vacancy within your team. While they are training pay them a training rate, for example Annex 21 or a band below their qualifying band. Utilise the remaining vacancy salary costs for backfill.



PERMANENT APPRENTICESHIP VACANCY

Consider making the business case to hold a permanent apprenticeship vacancy within your team structure that is supernumerary to establishment.



LONG-TERM SAVING

Calculate your agency costs and staff turnover. Do you always struggle to recruit staff who stay long term? Would short term salary costs of training someone via the apprenticeship provide a long-term saving?





Get in touch

Natalie.bradley@HEE.nhs.uk

Useful links:

HASO - [Standards - HASO \(skillsforhealth.org.uk\)](https://skillsforhealth.org.uk/standards)

Job Families - [Job Families - HASO \(skillsforhealth.org.uk\)](https://skillsforhealth.org.uk/job-families)

Institute for apprenticeships - [Apprenticeship search / Institute for Apprenticeships and Technical Education](https://www.institute-for-apprenticeships.org.uk/apprenticeship-search)

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Showcasing Mental Health Apprenticeships

Carol Snape
Senior Nurse Manager Practice Education
Carol.Snape2@lscft.nhs.uk

and

Sarah Rampley
Professional Registration Apprenticeship Lead
Sarah.Rampley@lscft.nhs.uk

A logo with the text 'We are LSCft' inside a rounded rectangle, which is itself enclosed within a larger, hand-drawn style frame of overlapping blue and purple lines.

**We are
LSCft**

About the Trust

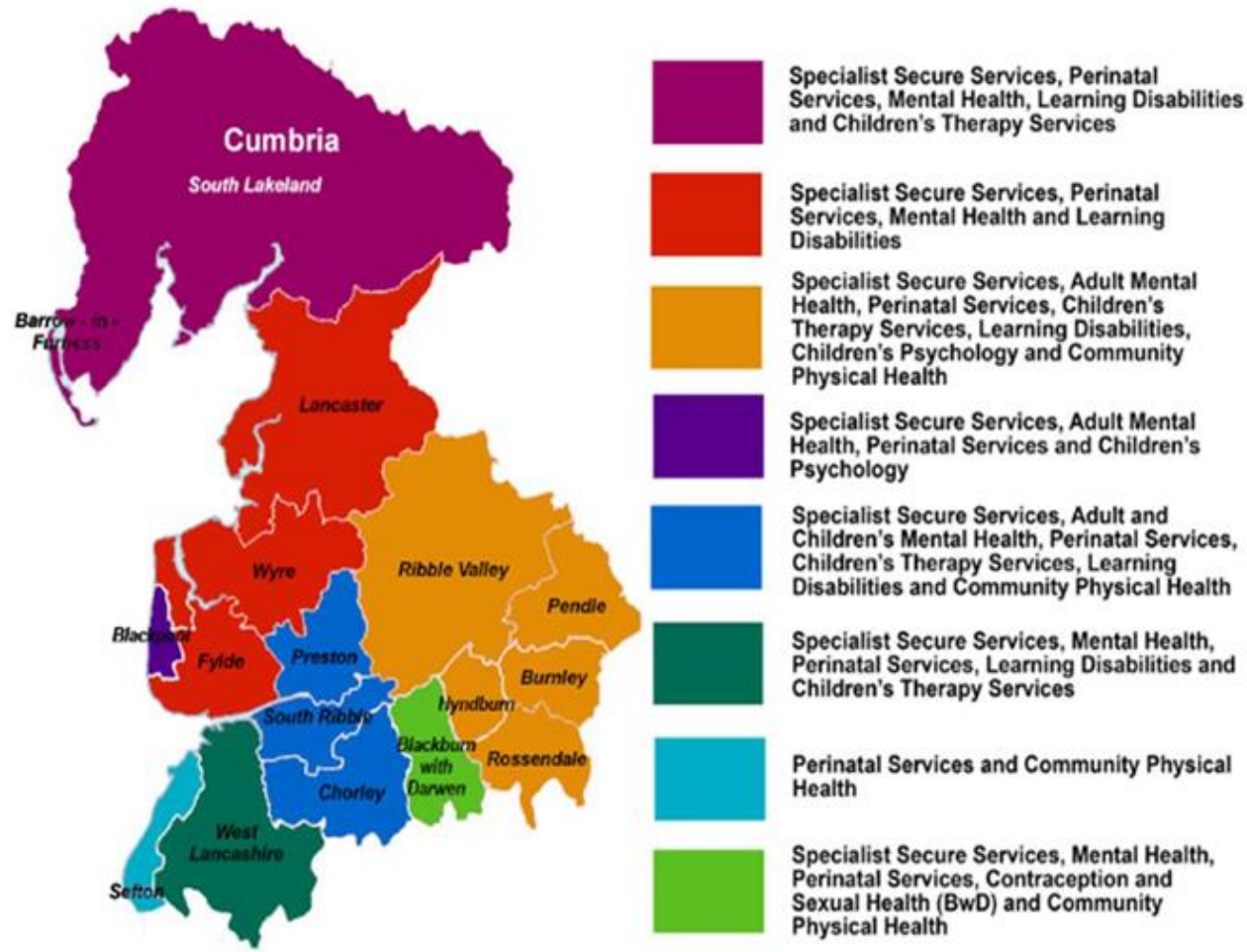
Lancashire and south Cumbria NHS Foundation Trust provides health and wellbeing services for a population of around 1.8 million people.

The services provided include community nursing, health visiting and a range of therapy services. Wellbeing services provided include smoking cessation and healthy lifestyle services.

The Trust specialises in secure, perinatal, inpatient and community mental health services, including services for children and young people and patients with learning disabilities.



**Lancashire &
South Cumbria**
HS Foundation Trust



In the beginning...

Why?

- Lord Willis – Shaping of Care reforms (2015)
- Recruitment to University Bsc MH programmes
- Geographical challenges – Trust footprint
- Talent pool and career progression
- Apprenticeship Levy

Next steps

- Driven by Senior Exec Team – 1st Cohort
- Working with key stakeholders
- Supporting and encouraging other partners to embed TNA's
- Buy in from Board – Business Plans.
- Clear financial planning – impact and managing the use of funding
- Planned for practice programme requirements
- Memorandum of Understanding



Growth of our apprenticeship pathway

- Moving the partnership monitoring from HEE to NMC validation
- Workforce planning – Mental Health trajectory for Inpatient and opening up to community MH teams, Learning Disability services and physical health teams
- Identifying the finance for posts and the qualified guaranteed offer
- Awareness sessions, interview & application preparation
- Recruitment and apprenticeship team
- Streamlining interview process
- Senior Leadership involvement and buy in
- Requested feedback
- Moving onto Registered Nurse Apprenticeship

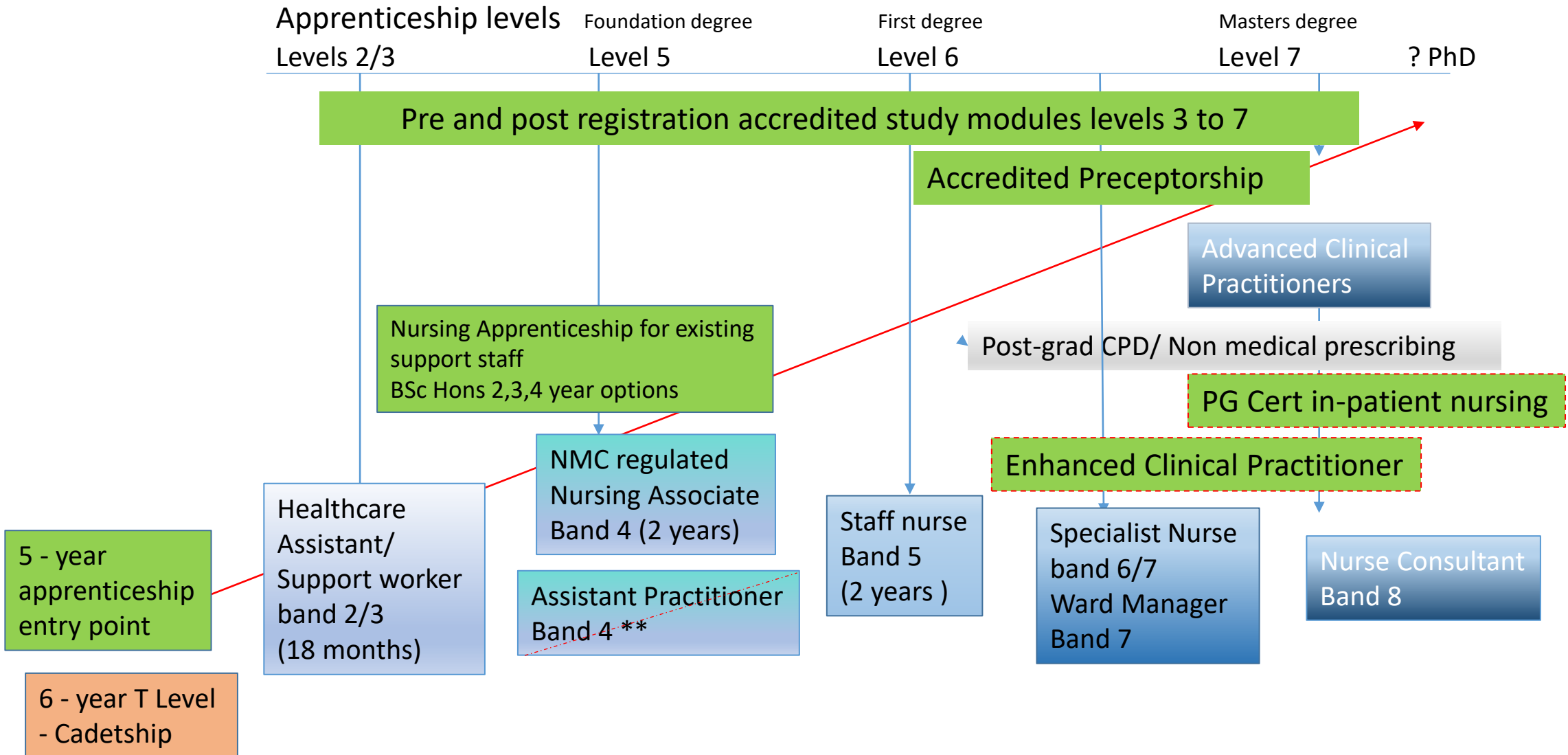


Qualified Nursing Associate roles in MH

- Preceptorship
- Policy and procedure changes for the new role
- Sharing and education around new Job Description – fitting into various services
- Working with Registered Nurses
- Embed Practice Supervisor and Practice Assessor training
- Option to stay in NA post / move through clinical development pathway
- Nursing Associate – Continued Professional Development offer



Nursing Career Pathway 2023



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My Nursing Career Pathway

Grace Wild – Case Study

Mental Health Registered Nurse Apprentice

A small logo with the text 'We are LSCft' inside a rounded rectangle, framed by overlapping blue and purple lines.

**We are
LSCft**

Grace Wild



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**We are
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Challenges & Lessons Learnt

- Placements for ours and other providers needing LD or MH exposure
- Break in Learnings
- Tripartite Reviews (12 weekly)
- Failing learners
- Awareness that students are subject to work place policies, University policies, Ofsted & apprenticeship standards.
- Students understanding that they are on a professional programme.

Couple of ideas to take away.....

- Develop a close relationship with Senior Leadership Team, Recruitment, Finance, Partner Organisations and University providers.
- Recognise the worth of the apprentices / roles within your organisation
- Supply the appropriate support





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Thank you and any questions??



Thank You



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