

Welcome

Virtual Employer event: 13.1.21

Registered Nursing Degree Apprenticeship (RNDA) & Nursing Associate to RNDA 2021 cohorts

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The University of Wolverhampton has grown its work based learning of Higher and Degree Apprenticeships with growth at more than 250% since they were introduced three years ago.

The University now offers 15 Higher and Degree Apprenticeships and works with over 350 employers and local authorities



Degree apprenticeships

- *Bring a number of benefits for employers, prospective apprentices, and universities:*
- Employers develop experienced staff and attract new talent in a work-based environment.
- Training costs, including provision of the degree apprenticeship, is co-funded by government.
- The apprentice will be employed and paid a wage throughout and will gain a university qualification.
- A degree apprenticeship combines academic study with work-based activities, adding value to the learning experience by providing opportunities for apprentices to evidence theory to Social Work practice.
- Throughout the apprenticeship, the apprentice will receive support from a network of professionals at the university and in the workplace.



Apprenticeship Hub

- **Working with employers** – Discussing your wider apprenticeship needs and supporting with advice and guidance.
- **Apprenticeship Offer** -Currently offering over 15 Higher/Degree apprenticeship programmes, with over 800 apprentices now studying at the University.
- **Account Management** - ERN/ONA and eligibility checks
- **Service Apprenticeship vacancies for employers**
- **Providing Contact** - between central services, faculty academics and support staff for Apprenticeships
- **Procurement** – Tender Opportunities
- **Online application process** – KSB and BKSB (Maths and English)
- **Contracting with employers** –contract, commitment statement and apprenticeship agreement

What is an Apprenticeship?



- Job with Training (skills development programme)– employed day one
- Tripartite Agreement
- New Recruits or existing staff
- Minimum of 12 months duration (skills and knowledge gap)
- ANMW for 16-18 year olds or 19+ for first year - £4.15 per hour (April 2020) r
- Min of 20% off the job training
- Min of 30 hours per week
- All ages

- ESFA are the funding body – University are on Register of Approved Training Providers (RoATP)
- Tripartite agreement – employer, apprentice and training provider (the University)
- *University contracts with the employer
- *No cost can be passed to apprentice
- *Apprentice has to be in a full time job (30 hours or more) and the job has to relate to the Apprenticeship being undertaken
- *Apprenticeships have an independent end point assessment that test the competency of an individual to carry out the job for which they have been trained (knowledge, skills and behaviours)
- It is not just about achievement of the qualification
- *Requirement to undertake an initial assessment to determine any RPL skills and qualifications
- Skills Coach

**ESFA requirement*



Contracting Documentation

- **Contract, Commitment Statement and Apprenticeship Agreement** – all signed before enrolment (same dates) and start of Apprenticeship
- **Contract** between UoW and the employer setting out the terms, apprentice details, start and end date, programme details and cost of apprenticeship. Signed by employer and UoW
- **Commitment Statement (Individual Learning Plan)** – signed by UoW, apprentice & employer (and EPAO) – individuals programme details incl. modules, how 20% off the job is to be achieved – becomes a live document
- **Apprenticeship Agreement** – signed by employer and apprentice, statutory requirement – sets out programme - forms part of the individual employment arrangements between the apprentice and the employer
- **E-signatures Introduced** – All of the above are now issued using e-signature software – easier and quicker process

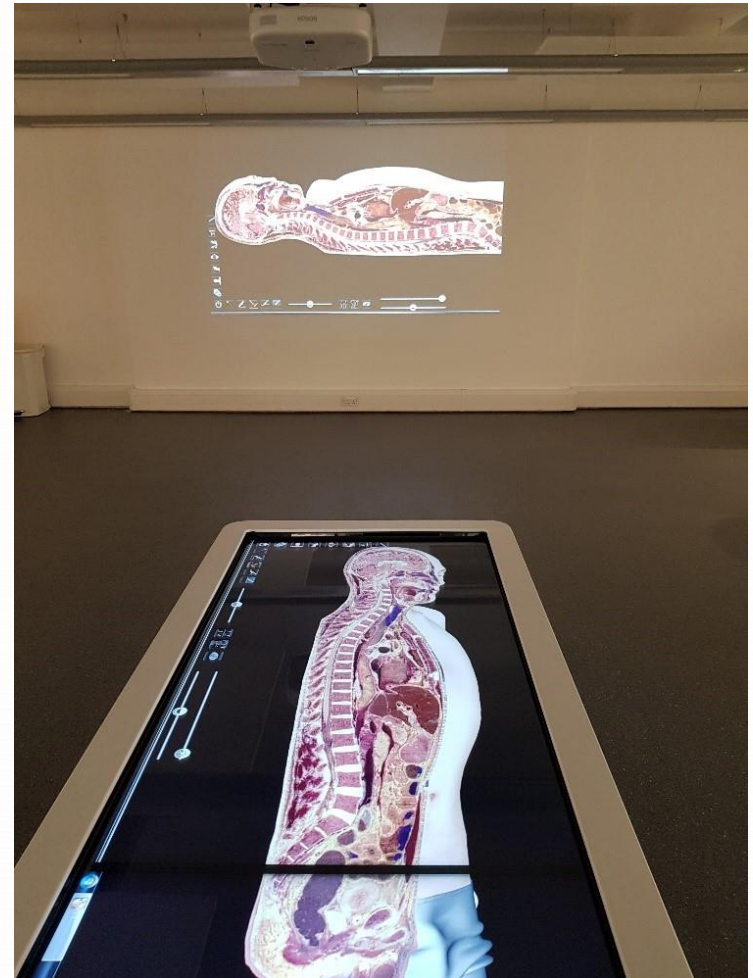


£4.8m investment in health education facilities & simulation suites in 2020





Anatomage tables





ALISON HAY & SARAH SHERWIN



NDA routes

- NDA (3 year programme) + 3 month End Point Assessment*
- NDA (24 month shortened programme for Assistant Practitioners – ***RPL Required**) + 3 month End Point Assessment*
- NDA (18 month shortened programme for Registered Nurse Associate - ***RPL Required**) + 3 month End Point Assessment*



**EPA currently under review by the Institute for Apprenticeships*



Pre Registration Courses

Wolverhampton City Campus:

- NDA & BNurs Adult Nursing
- NDA & BNurs Mental Health Nursing

Walsall Campus:

- NDA & BNurs Adult Nursing
- NDA & BNurs Children's Nursing
- NDA & BNurs Learning Disability Nursing (September only)

Burton Campus:

- NDA & BNurs Adult Nursing
- NDA & BNurs Children's Nursing

Telford Campus:

- NDA & BNurs Adult Nursing
- NDA & BNurs Mental Health Nursing*





What, When and Where?

Nursing Degree Apprenticeship:

- March and September (LD available Sept only)

Registered Nurse Associate to NDA (Shortened)

- May 2021 (Bespoke) RPL Board January
- January 2022 and September onwards

Assistant Practitioner to NDA (Shortened)

- RPL Board May 2021 and commence year 2 in September 2021
- April 2022 and September 2022



Entry Requirements

GCSEs at grade C+/ 4 in an English-based subject and Maths or equivalent qualifications (e.g. Key Skills Level 2/ Learn Direct Level 2/ Functional Skills Level 2). **NB. ESFA do not accept HE access as equivalent to Maths and English**

PLUS EITHER:

- 112 UCAS points
- A Levels - grades BBC
- BTEC L3 Extended Diploma or OCR Cambridge L3 Technical Extended Diploma - grades DMM
- CACHE Level 3 Extended Diploma at a B grade
- Access to HE Diploma Full award (60 credits) of which a minimum of 45 must be at Level 3 with at least 24 of these Level 3 credits at Merit or Distinction.
- Undergraduate or Postgraduate degrees
- Foundation degrees /HND/ HNC

Need to be employed a minimum of 37.5 hours per week and undergo a values based recruitment interview process



JACKIE MITCHELL



Recruitment timelines

- March 2021 cohort **Nursing Degree Apprenticeship 3 year programme**. Tripartite interviews to be completed by 5th Feb 2021. Start date: 29th March 2021.
- September 2021 cohort **Nursing Degree Apprenticeship 3 year programme**. Tripartite interviews to be completed by 16th July. Start date: 13th September 2021.
- **Qualified Nursing Associate/ Assistant Practitioner to Nursing Degree Apprenticeship cohort**. Tripartite interviews to be completed by 12th march 2021. Start date: 10th May 2021.

The RNDA campaign includes an 'em' with the apprenticeship:

HEE Funding Incentive

the costs associated



The funding package is £8,300 per apprentice per year for both new and existing apprentices.



The funding package 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; apprenticeship training and assessment fees are paid for through the apprenticeship levy.



Employers can also benefit from a new short-term payment announced by the Department of Education in July 2020. They can receive £2,000 for each new apprentice they employ, aged under 25, and £1,500 for each new apprentice aged 25 and over (until 31

March 2021

[web link to funding details](#)



(RNDA) Cost Calculator



Welcome to the Registered Nurse Degree Apprenticeship (RNDA) Cost Calculator.

www.rnda.cost.com



1. First Stage

2. Second Stage

3. Third Stage

4. Statistics Result

General Information

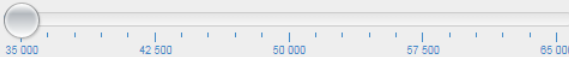
(*) Mandatory

How many nursing vacancies do you have (WTE)? *

What is the average cost to fill each vacancy with agency staff (WTE)? *

£35 000

£65 000



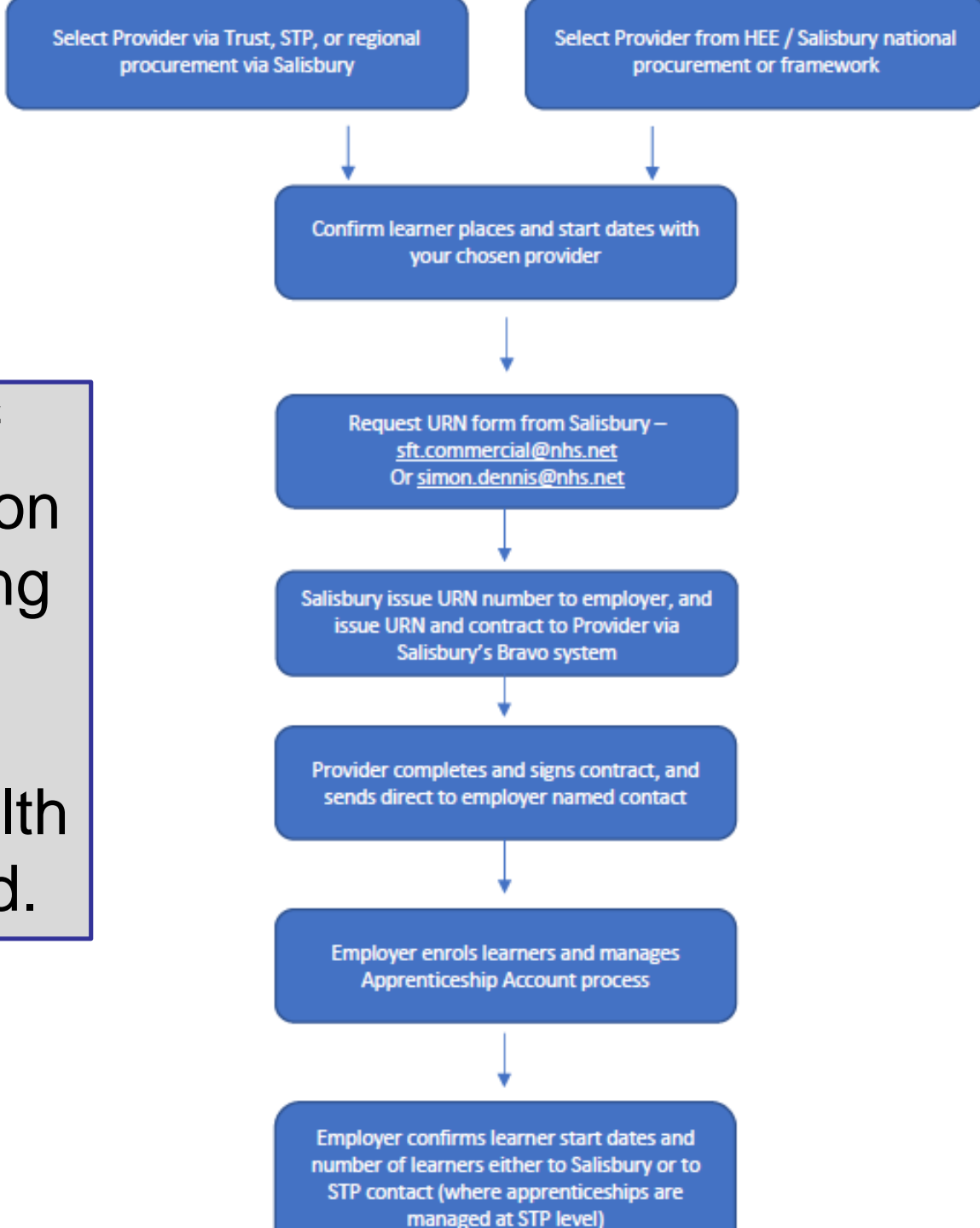
What salary are you intending on paying your apprentices? *

Please Choose..

3 year full apprenticeship - external staff bottom B2

	In job - productive time as HCSW (0%)	Supernumera ry (100%)	HEE Top Up	Fee cost 27K (from levy)	Backfill (100%) based on top B3	Total cost to trust
Annual Y1	£0	£22,326	£8,300	£9,000	£22,326	£14,026
Annual Y2	£0	£22,326	£8,300	£9,000	£22,326	£14,026
Annual Y3	£0	£23,978	£8,300	£9,000	£22,326	£15,678
Total	£0	£68,630	£24,900	£27,000	£66,979	£43,730

The University of
Wolverhampton is on
the National Nursing
& Midwifery
Apprenticeship
Framework for Health
Education England.



Employer requirements & considerations



- **The employer must be able to provide the apprentice with a Practice Supervisor (PS) and Practice Assessor (PA)** during the programme i.e.: a Registered Nurse / Registered Professional (*PS & PA cannot be the same person*)
- **The employer must be able to assure supernumerary status for the duration of the programme to meet NMC requirements**; this will be reflected in the tripartite Commitment Statement signed by the apprentice, the employer and the University that outlines the requirements of:
 - **Supernumerary status**
 - **Occupational health requirement/vaccinations**
 - **Enhanced DBS Clearance**
 - **Theory hours / practice hours**
 - **Placement requirements / placement journey**
- Introductory/induction days
- Good Health/Good Character/ DBS; the apprentice must complete an annual declaration (*Misconduct / Fitness for practice is addressed by contract of employment and the University Fitness for Practice panel*)
- Line manager / employer name required for quarterly skills coach progress review meetings
- Apprentice to take annual leave during university holiday periods /non teaching weeks where possible - negotiated with employer
- Apprentices will be provided with support for additional learning needs / diagnostic assessment and/or reasonable adjustments in theory and practice settings
- Employer is responsible for providing a uniform; University will provide name badge.
- Travel expenses as per contract of employment
- Variation / Apprentice / training contracts; employer responsibility

Key contacts:



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