

To:	Trust Board
From:	Anna Richards
Date:	27 July 2018
Essential Standards:	

Title:	ULHT innovation report – nursing cadet apprentices										
Author/Responsible Director	Anna Richards/ Jan Sobieraj										
Purpose of the Report:	To provide the Board with an update on innovation projects, service improvements and good news from across the organisation.										
The Report is provided to the Board for:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Decision</td> <td style="width: 5%;"></td> <td style="width: 50%; text-align: center;">Discussion</td> <td style="width: 5%;"></td> </tr> <tr> <td style="text-align: center;">Assurance</td> <td></td> <td style="text-align: center;">Information</td> <td style="text-align: center;">x</td> </tr> </table>			Decision		Discussion		Assurance		Information	x
Decision		Discussion									
Assurance		Information	x								
Summary/Key Points:	<ul style="list-style-type: none"> 										
Recommendations:	<ul style="list-style-type: none"> To note 										
Strategic Risk Register	Performance KPIs year to date										
Resource Implications (e.g. Financial, HR)											
Assurance Implications:											
Patient and Public Involvement (PPI) Implications.											
Equality Impact											
Information exempt from Disclosure											
Requirement for further review?											

Additional nursing cadet apprentice posts guiding applicants through new workforce development pathway

The Trust will be appointing a further 22 nursing cadet apprentices as part of the newly launched nursing workforce development pathway.

The pathway was launched by ULHT and the Lincolnshire Talent Academy last year, as an innovative new way of encouraging and nurturing new talent into the organisation in our bid to grow and expand on the quality of our workforce for the future.

In support of the Trust's developing 2021 and People strategy's and as part of our overarching bid to further drive recruitment and develop skills over the next few years, the posts are being advertised across our three main hospital sites.

Whilst employed by the Trust, the 13 month-long placements will see the cadets work across various wards and departments in order to gain a thorough understanding of the basics of care.

The programme will incorporate the healthcare support worker apprenticeship qualification and is the ideal entry platform onto the new development pathway which offers opportunities for work-based placements for those wishing to progress their career through to registered nurse status.

The nursing workforce development pathway

The new pathway guides employees through a seven-step career process, from nursing cadet, to eventual advanced clinical. After the initial 13 month fixed-term contract, individuals can progress into health care support worker roles, training towards a Level 3 apprenticeship standard, plus Care Certificate if not previously completed, for 18 months.

Next comes the 24-month training towards assistant practitioner role, before eventually moving through to nursing associate, then training for registered nursing roles.

Next steps

The new positions are currently out to advert on NHS Jobs with 10 nursing cadet posts at Lincoln, eight at Pilgrim and four at Grantham.

The closing date has also been extended to 26 August, after the GCSE and A Level results are released, allowing students to make an informed decision on whether to embark directly into an apprenticeship role with the Trust.

This most recent recruitment campaign follows last year's initial cohort of 14 at Pilgrim hospital – of which 90% of the current learners on the programme have already moved onto the second stage of the development pathway and are now employed in full-time health care support worker roles across the Trust.

For more information visit the NHS Jobs website here -

https://www.jobs.nhs.uk/xi/vacancy/99a15d02fdf43ced2de84dbdb5b4e32c/?vac_ref=915148232