

# Hosting Adult Social Care Nursing Student Placements What do you need to know

7<sup>th</sup> May 2024

University of Hertfordshire **UH**



# Agenda

10.00-10.05	<b>Introduction</b> (Webinar will be recorded and slides circulated)	Davinia Rodgers - Clinical Learning Environment Lead Hertfordshire and West Essex ICS  Peter Woolnough – Deputy Head of Education, Quality & Integration HCPA
10.05-10.30	<b>Increasing Nursing learners' capacity in social care</b>	Jodie McGarry - Senior Lecturer Nursing Practice Innovation & Expansion UoH  Sharmilla Guit - Senior Lecturer Practitioner/Placement Expansion ARU
10.30-10.40	<b>Hear from a Manager on their experience</b>	Lynn James-Wellings – Managing Director Care First 24
10.40-10.50	<b>Skills for Care</b>	Becci Metcalfe Locality Manager - (Eastern)
10.50-11.00	<b>Questions and Close</b>	Panel

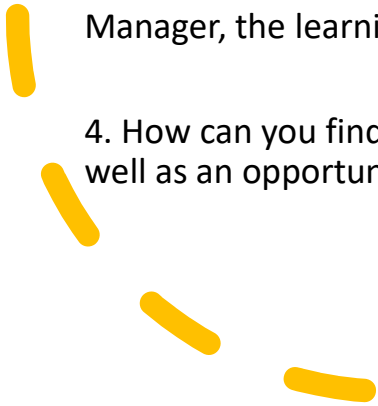



# Introduction

To expand the opportunities available for nursing students so that they can learn about the many benefits of a career in nursing in Adult Social Care.

The webinar will cover:

1. An introduction to pre-registered nursing placements in Adult Social Care. What are the different qualifications nursing students are undertaking, who is involved in organising placements, and what will you be signing up for?
2. The benefits of hosting a nursing placement in your organisation.
3. An overview of the key responsibilities of everyone involved in a nursing placement. What are the expectations of you the Manager, the learning provider as well as the nursing student?
4. How can you find out more about opportunities in your area to host a nursing placement? Key contacts and signposting, as well as an opportunity to ask our panel of experts any questions that you may have.





INCREASING  
NURSING LEARNERS  
CAPACITY IN  
SOCIAL CARE  
MAY 2024

# Who we are



Jodie McGarry  
Senior Lecturer Nursing Practice  
Innovation & Expansion  
University of Hertfordshire



Sharmilla Guit  
Senior Lecturer Practitioner  
Placement Expansion  
Anglia Ruskin University

University of  
Hertfordshire **UH**

  
**a.r.u.** | Anglia Ruskin  
University

- Data from Skills for Care shows that in 2022/23, there were an estimated 33,000 registered Nurse posts filled in the social care sector
- Same data shows the vacancy rate for registered nurses is also high at 11.4%
- Lived experience is critical to give an understanding of what it is to be a social care nurse
- Increasing placement opportunities for student nurses is crucial to meet ongoing demand and create the next generation of social care nurses.

# Healthcare students

## **Which healthcare students?**

- We are looking for placement provisions for the future adult, child, mental health, learning disabilities nurse, nurse associates and nursing apprentices

## **Type of Placement**

### **ARU**

For students on the BSC three - year programme there are two lengths of placement.

- The core (hub) placement is up to twelve weeks long. Students are assessed in a core placement by a qualified practitioner.
- The short (spoke) placement is up to four weeks and the students are not assessed

### **UH**

For learners on the BSC three - year programme and MSc two-year programme there are multiple lengths of placement.

- The placements vary in length between 5 -14 weeks and are all assessed.
- Second year BSc learners have opportunity to request a 4-week student led elective experience which is not assessed.

# Types of social care placement

Children's residential services

Community care across all fields of nursing

Day care services

Registered Nursing Home's across all fields of nursing

Care homes across all fields of nursing

Residential College for training and development of young people with learning disabilities

Schools for children and young people with complex needs





# Implications for learning

- Social care is uniquely positioned to deliver Person-centred care delivered in a home environment
- Enhancing students' knowledge and understanding from the two disciplines holistic care and the nature of care delivery in a non-acute environment
- Extra support and interactions for residents, families and carers
- Opportunity to work closely with the MDT and develop clinical expertise
- Management in a community setting where nurses and allied health professionals are autonomous



# Student learning

NMC 2018 states that nursing homes offer an excellent environment for student nurses to develop their learning and gain experience.

Learning opportunities

- Understanding the individual needs of clients and planning care
- Communication skills
- Undertaking and recording clinical observations
- Understanding drug administration
- Assessment tools e.g. waterlow, wound, risk, etc
- Teamwork



# Student feedback



## **ARU:**

- The support I received from nurses and carers were great.
- I was feeling anxious when I had my induction, but the manager helped me understand the patient's needs.  
I was impressed with the excellent care given to patients.
- I was inspired to work in a nursing home.
- I did not realise how much I could learn in a nursing home.
- I have asked to return for my last placement.
- They made me feel welcome and part of the team.
- My last day was emotional.

## Learner Feedback

### o MH learner:

- o *“The staff truly care about the residents”*
- o *“learned about wound care and feel confident”*
- o *“Talking therapy in Dementia care”*

### Adult learner:

*“Gained skills in writing care plans, wound care management, pre-admission assessments”*

*“I was able to practice more clinical skills”*

*“I enjoyed working with different teams and felt welcomed”*

### LD learner:

***“Complex physical and mental health issues, falls prevention, person centred care.”***

***“Seeing how views were gathered from every member of the team, including residents”***

**University of Hertfordshire UH**



# Benefits for the placement provider

The proportion of the worldwide population aged over 65 years old is projected to triple by 2050 (United Nations 2019). This will increase the need for qualified nurses in social care.

Benefits of hosting students:

- Attract staff with the right values to aid recruitment.
- Receive staff training on supporting students on placement.
- Receive a tariff payment for each placement you provide.
- Be supported by the university.
- Enable your nurses to evidence continuing professional development and address the Nursing and Midwifery Council (NMC) Standards (2018).
- Celebrate the success achieved through collaborative working
- Develop skills in supervising and assessing students
- Enable your nurses to evidence Continuing Professional Development



## Roles and Responsibilities of the placement provider

- Implementation of the practice learning framework to ensure that student learning and development is in line with the NMC education standards.
- Provide students with an effective orientation and induction to the practice area, including policies on sickness, uniform etc.,
- Give constructive feedback
- Recognise students cannot be counted as part of the workforce
- Students receive an initial, midway point and final interview and assessments



# Roles and responsibilities of the university

- Working in close collaboration with placement provider
- Ensuring that students complete theoretical learning and attend simulation
- Ensuring that educational audits are undertaken
- Ensuring that there is support in place for the placement provider which includes SSSA support



# Challenges

- Workforce Shortages
- Lack of confidence and knowledge
- Standards for Student Supervision and Assessment





# Addressing the Challenges – SSSA.

- **Standards for Student Supervision and Assessment (SSSA,(NMC, 2018))**

<https://www.nmc.org.uk/standards-for-education-and-training/standards-for-student-supervision-and-assessment/>

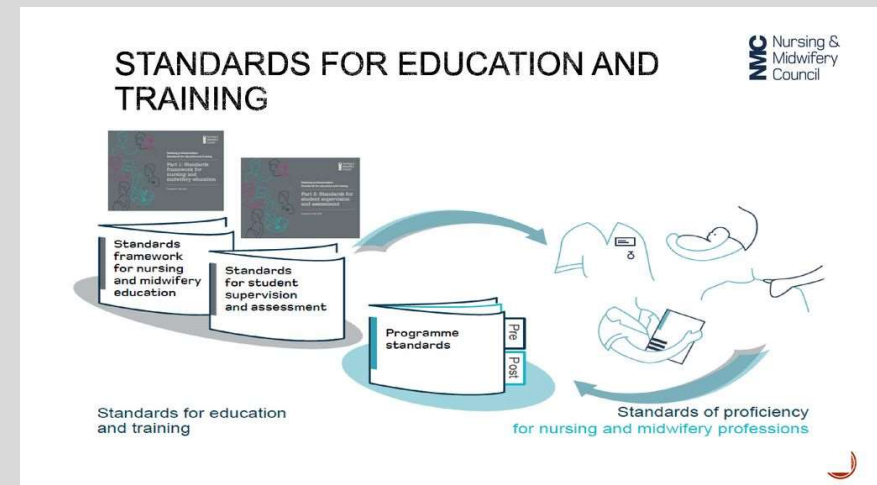
<https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/future-nurse-proficiencies.pdf>

- Primary challenge for Social care is the presence of a registered Nurse act as Practice Assessor.
- Long Arm Practice Assessor models being piloted at different Universities
- Practice Supervisor must be a registered Health & Social care professionals:
  - NMC
  - GMC
  - HCPC
  - Social Work England
- Whole host of other roles who can support
- student learning in an informal capacity in practice

We also consider **Registered Care Home Managers** as suitable for being practice supervisors, as they are registered with the Care Quality Commission (CQC) in England, the Northern Ireland Social Care Council (NISCC), the Scottish Social Services Council (SSSC) or Social Care Wales (SCW) and follow a process to register as an individual rather than as an organisation.

# Addressing the challenges – SSSA contd...

- Ongoing training provided by UH & ARU on a Monthly basis on how to apply the standards and use electronic Practice Assessment Document
- Online training modules to train Practice Assessors & Practice Supervisors
- Bespoke training to new areas



## Expansion within Nursing Home sector

- Five -step approach utilized effectively in Nursing to expand the placement circuit
  - Scope
  - Identify
  - Select
  - Recruit
  - Train

# Support available from the HEI



## University of Hertfordshire

- Link Lecturing Teams – duty inbox allocated
- Emergency out of hours telephone number
- Practice Placement Office
- Academic Assessor – each part
- Personal Tutor – whole 3 years
- Monthly SSSA online training
- Practice Partner meetings



training

## Anglia Ruskin University

- Education champion mailbox
- Practice team
- Academic assessor
- Placement tutor
- Personal tutor
- Monthly SSSA online
- Practice partners updates with the Director of Practice
- Practice Partners update file on ARU portal

# Further information

- University of Hertfordshire
  - Jodie McGarry [j.mcgarry2@herts.ac.uk](mailto:j.mcgarry2@herts.ac.uk)
  
- Anglia Ruskin University
  - Sharmilla Guit [Sharmilla.guit@aru.ac.uk](mailto:Sharmilla.guit@aru.ac.uk)



# References

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# Care First 24 Ltd



Care First 24

Lynn James - Wellings  
Managing Director

# About Care First 24



Care First 24 are a domiciliary and complex care provider in the community, we are registered with the Care Quality Commission (CQC) for Treatment of disease, disorder or injury (TDDI) and Personal Care.

We care for a wide range of people requiring a service including Adults and Children. We provide care for a people with many different support needs including Learning disability, Autism, Mental Health and physical disabilities. Many of the people who use our service have highly complex needs.

To provide the care we have teams of highly qualified nurses and skilled care staff, who manage the clients care holistically. We are very proud of our care staff, they have exceptional skills and knowledge, and understand the needs of the people using the service.

Our care teams are supported by our office staff, who ensure the smooth running of the organisation, including recruitment, compliance, training, quality assurance, rosters, and the overall smooth running of the service.







# Our Ethos and Core Values

## OUR ETHOS: CARE FIRST always

### Core Values:

- Person-Centred Care
- **Professional Culture**
- **People & workforce development**
- Prevention, protection, promotion of safe Care
- Promoting people's safety
- Professional Leadership and integration
- Promote wellbeing
- Protecting the environment

# In the beginning



We identified that there was a real need for good staff in the social care sector to advance their roles .

When nurses complete their training in universities currently there is a lack of social care placements hence, they might have very little knowledge of social care or complex care in the community.



So, alongside our staffs training requirements we decided to offer placements to student nurses.

This required us to become approved by the NMC to offer placements and ensure all our nursing staff inhouse had the practice superior and assessor qualification.

# Pros and cons



## **Pros:**

Helps with recruitment and retention

Gives care staff a clear pathway to progress in healthcare for students.

Supports the organisation to provide quality care to the people using the service.

You can gain well trained associates /nurses that understand the sectors requirements

## **Cons:**

You do need to ensure you have the time and resources to provide the support to students

Supporting students' needs coordination

# Top tips



Be clear about expectations from the beginning; the support you will provide, the expectations on the student and service.

Prepare in advance for students' arrival.

Training to support students and time to learn needs timetabling and sticking too.

Peer support is vital.

Offer learning opportunities throughout the placement, to complement their role and the learning on the course.

Ensure ongoing support for all those involved.

Thank you  
Happy to answer questions at the end of this webinar





Video

[Welcoming nursing students to your social care setting \(youtube.com\)](#)



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# Skills for Care

Becci Metcalfe

Eastern Region Locality  
Managers



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WeAreSocialCareNursing

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# Skills for Care

Skills for Care is England's strategic workforce development and planning body for adult social care.

We work with employers, government, and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support now and in the future.




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**WeAreSocialCareNursing**



# Registered nurses



**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 34,000<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.

**Person-centred nursing practice**  
A relationship-based approach to supporting wellbeing  
✓ they focus on the people they support and their families  
✓ spend time with people in their care to gain an understanding of them  
✓ use ordinary life activities as ways of building and maintaining relationships

[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 2020-21

Skills for Care, West Gate | T: 0113 245 1716

- 33,000 are working in social care plus another 5,200 in other roles such as registered manager
- 44% of our registered nurses in the sector are from a Black, Asian, and minority ethnic background
- The average age of a nurse in social care is 49
- 15% are male and 85% female
- The average experience in the sector is 16.1 years
- The turnover rate for nursing sits at 32.6% which is the highest on record
- 64% of nursing roles recruited to come from within the sector

## Links

- [The state of the adult social care sector and workforce in England](#)
- [Registered nurses](#)

# Our current nursing priorities

- Raising the profile of nursing in adult social care
- Influencing the recruitment and retention opportunities for the sector
- Demonstrating the diversity of career opportunities in the sector for nursing
- Increasing nursing placement opportunities
- Optimising the opportunities for the nursing associate role

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**WeAreSocialCareNursing**

# Student placements



## Student nurse placements



# WeAreSocialCareNursing

# Deployment of nursing associates

- Guide to support the deployment
- Nursing associate forum
- Nursing associate Community of Practice
- Estimates around 750 qualified and working in the sector

[An employer's guide to the deployment of qualified registered nursing associates in social care settings](#)



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WeAreSocialCareNursing

# Social Care Nursing Careers



## Nursing careers in social care

Nursing careers in social care are not always visible so hearing peoples personal stories can help you explore your options. Whether you are a student, newly qualified nurse or nursing associate, or you're developing in your career and field of practice, there is something for everyone in social care.

- [Nursing careers in social care \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk)

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WeAreSocialCareNursing



# We Are Social Care Nursing



Share the opportunity to sign up for regular updates from nurses and nursing associates in the sector

## Nursing in social care



We know that nursing plays a vital role in the adult social care sector. We can support employers to recruit and develop the nursing workforce, and nurses to lead their service.

Skills for Care is the leading source of workforce intelligence for adult social care in England. We provide statistics and reports and share news that celebrates the contribution of nurses to the sector.

### Registered nurses

The adult social care workforce includes 34,000 registered nurses.

Recognising the responsibilities, role complexities, job opportunities and contribution of registered nurses within social care is essential.

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



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

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public

# Eastern Region Locality Managers:

Becci Metcalfe – Bedfordshire, Luton, Milton Keynes & Hertfordshire

[Becci.Metcalfe@skillsforcare.org.uk](mailto:Becci.Metcalfe@skillsforcare.org.uk)

Fran Simons - Norfolk

[Fran.Simons@skillsforcare.org.uk](mailto:Fran.Simons@skillsforcare.org.uk)

Emma White – Cambridgeshire, Peterborough & Suffolk

[Emma.White@skillsforcare.org.uk](mailto:Emma.White@skillsforcare.org.uk)

Sara Harris – Essex, Southend & Thurrock

[Sara.Harris@skillsforcare.org.uk](mailto:Sara.Harris@skillsforcare.org.uk)

# Key Contacts

- Jodie McGarry - Senior Lecturer - Nursing Practice Innovation & Expansion UoH - [j.mcgarry2@herts.ac.uk](mailto:j.mcgarry2@herts.ac.uk)
- Sharmilla Guit - Senior Lecturer Practitioner/Placement Expansion ARU - [sharmilla.guit@aru.ac.uk](mailto:sharmilla.guit@aru.ac.uk)
- Becci Metcalfe – Locality Manager (Eastern) - [becci.metcalfe@skillsforcare.org.uk](mailto:becci.metcalfe@skillsforcare.org.uk)
- Graham Duff – Strategic Lead Nurse, Adult Disability Service, Hertfordshire County Council - [graham.duff@hertfordshire.gov.uk](mailto:graham.duff@hertfordshire.gov.uk)
- Peter Woolnough - Deputy Head of Education, Quality & Integration HCPA - [peterwoolnough@hcpa.co.uk](mailto:peterwoolnough@hcpa.co.uk)
- Lynn James-Wellings – Managing Director - [lynn@carefirst24.co.uk](mailto:lynn@carefirst24.co.uk)
- Davinia Rodgers – Clinical Learning Environment Lead – [davinia.rodgers@nhs.net](mailto:davinia.rodgers@nhs.net)