

Workforce Development Innovation Fund 2019-20

Priority 1: to test an approach to develop capacity for Registered Nurses to support and supervise pre-registration nursing associates and return to practice nurses, within an ethical and safe learning culture.

(Please note we will accept partnership applications only for this priority.)

Projects that can demonstrate outcomes to support the workforce planning and future deployment of nursing associates will be prioritised.

The success of developing the nursing associate role in social care depends on effective work-based learning and staff having the right skills to support and supervise trainee nursing associates.

Bids under this priority must be led by a Social Care employer or recognised Social Care membership organisation, such as a Care Association or similar. It must be demonstrated that the funding will be used for the development of the regulated nursing workforce in social care/ environment to support Pre-registration nursing associates.

It is likely that this activity will also enhance support being offered to Return to Practice students, Pre-Registration student nurses.

Your project should be able to demonstrate aspects that are sustainable and transferable within the sector.

Your project must include as required measurable outcomes:

- An approach to undertaking educational audit and developing plans to create a learning culture
- Registered Nurses own professional development in relation to supervising and supporting learning for pre-registration nursing associates

In addition to the two required outcomes, your project should have at least one measurable outcome that is **project specific**. The list below are suggestions as examples of what you may wish to include:

- Registered Nurses own professional development – in relation to clinical skills
- Cross organisational roles to support work-based learning

- Detailed workforce planning in relation to new nursing roles and support for learning
- An organisational commitment to an ethical and safe learning environment with measurable actions/outcomes
- A place based/neighbourhood approach to learning (multi partnership)

You should think creatively about what would produce sustainable learning environments.

You will need to include how your project will be evaluated and what you see as the resultant “product” that can be shared within the sector.

Supporting information for priority 1

You must demonstrate that your project is adding to what is already in place and is not simply a reworking of existing provision.

Your project should demonstrate impact on more than one organisation. Your partnership may include partners from other sectors for example health, local authority or education; however, the measurable outcomes and benefits must relate to the social care workforce. Partners from other sectors may be involved, for example, in the delivery of learning, planning tools, cross organisational approaches, audit tools etc.

Educational institutions and learning providers who offer training for Registered Nurses and Nursing Associates, have to demonstrate to the Nursing and Midwifery Council (NMC) that placement environments, including for employed learners undertaking an Apprenticeship, are suitable and meet the NMC requirements. You may find it useful to review the Standards for student supervision and assessment (NMC, 2018) www.nmc.org.uk/globalassets/sitedocuments/education-standards/student-supervision-assessment.pdf. We do not expect bids to demonstrate all aspects of the NMC standards, this is included for information.