

MODERN APPRENTICES IN NHSSCOTLAND

CASE STUDY

NADINE DUNCAN

Modern Apprenticeship (MA) in Care (Level 2)

NHS Tayside

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Q: BEFORE THE MODERN APPRENTICESHIP (MA) PROGRAMME

I went to university after 6th year at school to study Business Economics & European Studies. However, after a year, I realised that I couldn’t see my future in this area. I had started to think about a career in care when my grandparents moved into a sheltered housing unit. This brought me into contact with lots of people who were working in this environment and I decided that I would like to be able to give other people the type of care my grandparents were receiving.

Q: TELL US ABOUT WHY YOU APPLIED TO BE A MODERN APPRENTICE IN NHSSCOTLAND

I applied for a college course (HNC Health & Social Care) and the MA programme around the same time, and was offered both. But the MA programme offered the opportunity to start working immediately, and to give me real experience. My time at university made me realise that I needed to be sure that care was what I wanted to do

before deciding on this as a career. I didn’t want to simply jump back into studying something if I wasn’t sure that this was what I wanted to do.

Q: WHAT DID YOU DO IN YOUR MA PROGRAMME?

I started as part of a group of 5 apprentices. After doing initial induction, we started on a phased approach to placements. This meant one or two days in the workplace, then the rest of the time either studying on our own or working with our manager to cover all of our mandatory training before starting to work full time. Each placement was for 10 weeks, and they were designed to give us an introduction to lots of different areas of the service. Importantly, our placements crossed over between health and social care. This meant we learned very early on about integration. Having experienced both I was able to understand how health and social care should work together for the whole care process.

Q: WHEN DID YOU FINISH – AND WHAT HAVE YOU DONE SINCE THEN?

I'll complete the placements in September 2014. Once I've completed the MA programme, I have a guaranteed interview for a healthcare support worker post. At this point, I'd really like to have a post in a therapy area. This is because, further down the line, I'd like to apply to university to study occupational therapy.

Q: WHAT WAS THE BEST THING ABOUT THE MA PROGRAMME?

Before I started my apprenticeship, I thought I wanted to do nursing. However, after being exposed to different areas I've realised I'm more interested in the therapy side and would like to be an occupational therapist (OT). Without the apprenticeship, I don't think I would have had the opportunity to find out what OTs do. The MA programme has opened my eyes to other possibilities and helped me make my mind up about what I really want to do. After testing the waters, I feel a lot more secure about what I want to do in my career, and I have real-life experience to base my decision on.

Q: WHAT WOULD YOU CHANGE?

When I started, MAs in Care were really new and not many people knew about them. That's a pity. But now, people are beginning to talk about them more. This means young people will have other options instead of just going straight to university. Although I had the opportunity to continue at university, the MA programme has given me real opportunities to do real-life work. It means that I won't spend years studying without being sure that health is where I want to work.

I think it's important that more people find out about what Modern Apprenticeships have to offer to young people and to the NHS.

Q: AND THE FUTURE?

I definitely want to stay in the NHS and I want to be a qualified occupational therapist. The NHS has been a really important part of my life and has given me a great opportunity. I'd like to stay in the service and help apprentices of the future, sharing my experiences with new people coming in.

Thanks to Nadine and all her colleagues for enabling this study to be written up and shared.

Nadine has almost completed her 2-year Modern Apprenticeship Programme.

DETAILS:

Modern Apprenticeship (MA) in Care (level 2)

Nadine's placements included:

- Community Nursing
- Medicine for the Elderly
- Palliative Care
- Day Care Unit & Residential Unit (Social Services)
- AHP Services (Mental Health Setting & Rehabilitation)

MORE INFORMATION ON MODERN APPRENTICESHIPS

NES has published two guides to help staff in NHSScotland make best use of MAs

- 'Working to Learn and Learning to Work: An introduction to MAs'
- 'Moving Forward With Modern Apprenticeships: a step-by-step guide to setting up MA programmes in NHS Scotland'.

Pdfs of both guides can be downloaded from:- <http://www.vqfinder.nes.scot.nhs.uk/news/moving-forward-with-modern-apprenticeships.aspx>

Hard copies can be ordered by emailing educational.services@nes.scot.nhs.uk

MORE ABOUT THIS PROGRAMME

This case study illustrates some of the work undertaken by NHS Tayside, part funded over a two-year programme by the Scottish Government Health and Social Care Department and delivered in partnership with Dundee and Angus College. This programme aims to provide opportunities for apprentices to develop knowledge and skills needed for support roles across health and social care services. For more information about NHS Tayside's work in this area, contact Caroline Hay, HR Lead - Workforce Planning Services, Tel: 01382 424125 or Email: caroline.hay@nhs.net

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