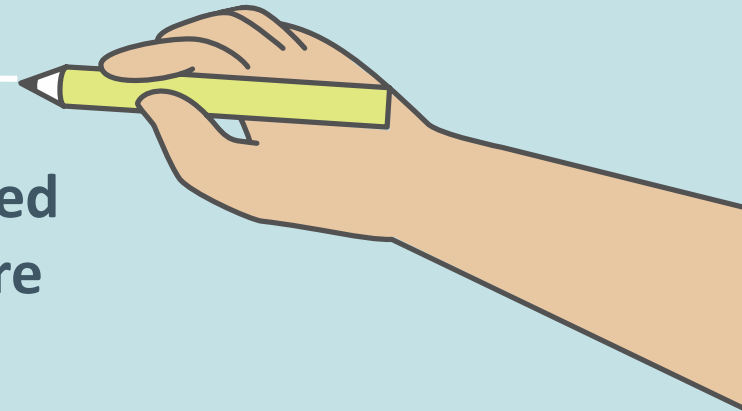


EDUCATION AND CAREER GUIDE

Become a Registered
Nurse in Social Care



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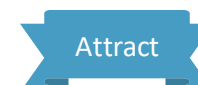
SECTION 1 – WHO IS THIS GUIDE FOR?

This guide has been designed to provide you with a range of information to inspire you about becoming a registered nurse in social care. Whether you are a student with a dream, a health and care employee with an aspiration to change direction in your career journey or a person who is considering a new career.

Working as a Registered Nurse in Social Care can be rewarding and this guide will provide information regarding qualification requirements and stepping stones into education programme, direct career routes into nursing and transitional career opportunities to attract and grow our future workforce.

If you are a kind, compassionate person who would like to make a difference to people's lives, then social care could be the right career for you.

The guide is divided into four sections, focusing on the **audience**, **education**, **career pathways** and **social care**.



SECTION 1 – WHO IS THIS GUIDE FOR?



Schools and Higher Education Institutes

I am at school...

When you leave school, whether you're aged 16+ or 18+, you're looking at a range of choices. You are probably wondering what comes next after GCSEs, or what to do after A-levels.

If you're thinking about a career in social care, you'll want to learn about the professional qualifications you can work towards to help you provide the best care possible for the people you're looking after.

In this guide, we will explore:

- What qualification levels are available
- What jobs can you get within social care
- How to gain health and social care qualifications through an apprenticeship.

I am at college...

To start your career in adult social care all you need is the right values, rather than lots of qualifications.

You can still then develop your skills with on-the-job training or formal education. And, if you want to progress to new roles, there are always opportunities to take on more responsibilities.



Links to Higher Education Institutions in Greater Manchester, click the logos to find out more

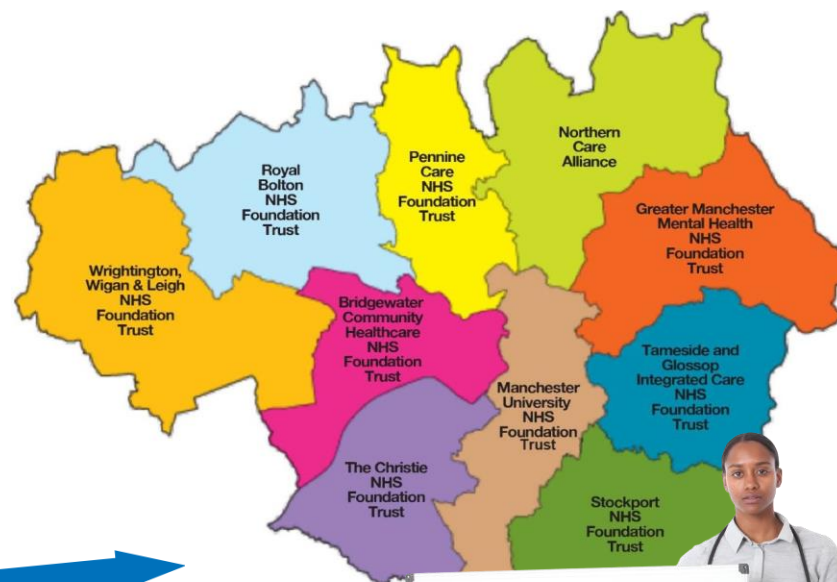


SECTION 1 – WHO IS THIS GUIDE FOR?

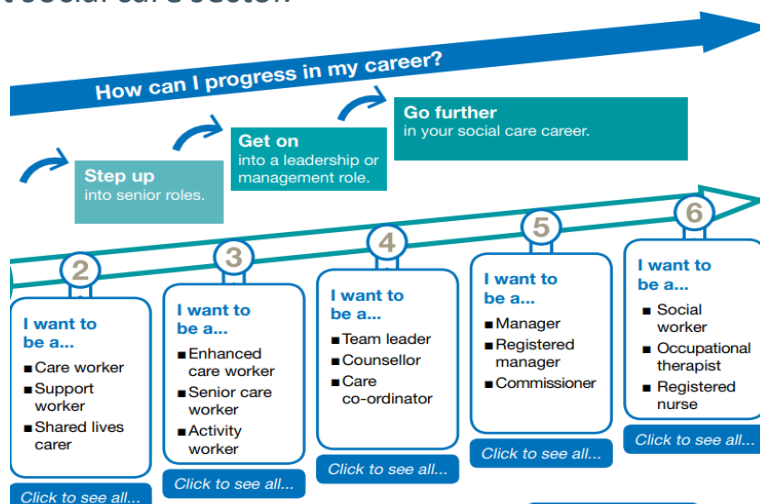
Care in Greater Manchester

No matter what role you start in or where you are in your career path, there are always opportunities to develop and progress in social care.

If you are already working within health and care and looking to build on your existing skills, this guide outlines the various development opportunities and progression routes available within the adult social care sector.



Click here to get started



THERE ARE 555 RESIDENTIAL CARE HOMES IN GREATER MANCHESTER FOOTPRINT



SECTION 2 - EDUCATION

Funding and Investment Opportunities

An apprenticeship is a way for individuals to earn while they learn, gaining valuable skills and knowledge in a specific job role. An employer will recruit or identify a member of staff to be an apprentice.

The benefits of apprenticeships include:

- Becoming part of a motivated, skilled, and qualified workforce
- Increased work satisfaction
- Earn while you learn!

Things to consider:

- Your contract of employment must be in place long enough for you to complete your apprenticeship
- Employers must pay you apprentice's wages and provide support for the you to learn and develop.

Find out more on the [NHS Health Careers website](#) and on the [Skills for Care website](#)



Nursing Bursary

Nursing students receive a payment of £5,000 a year to help eligible undergraduate and postgraduate student nurses fund their studies. Best of all, it will not need to be repaid.

Find out more about with these [annual payments](#) and the other [financial support](#) available.

SECTION 2 - EDUCATION

Social Care Induction

Each care worker in every setting will need to undertake an induction in social care.

Induction training will cover all the organisations' key policies and procedures that relate to service user's care, welfare, protection and safety and all those that relate to staff Health & Safety as required by the National Standards and Regulations, in addition to ensuring you have all you need to know to carry out your role.



Principles of Preceptorships

Preceptorship is a structured period of transition where the newly qualified practitioner is supported by a more experienced preceptor to develop confidence, refine skills knowledge and behaviour.

Objectives

- to welcome and integrate the newly qualified nurse into the team
- to help the nurse to grow in confidence
- to develop them into becoming an accountable, independent, knowledgeable, and skilled practitioner

SECTION 3



UNDERGRADUATE
DEGREE

A thumbnail image showing a group of students in a classroom setting, with a hand cursor icon in the bottom right corner.



OVERVIEW

A thumbnail image showing a colorful flowchart or diagram, with a hand cursor icon in the bottom right corner.



POSTGRADUATE
QUALIFICATION

A thumbnail image showing a close-up of papers or documents, with a hand cursor icon in the bottom right corner.



NURSING
ASSOCIATE

A thumbnail image showing a nursing student in a white coat, with a hand cursor icon in the bottom right corner.



CAREER PATHWAYS

A central thumbnail image with a light background, featuring a hand cursor icon in the bottom right corner.

Routes Into Nursing



NURSING
APPRENTICESHIP
DEGREE

A thumbnail image showing a group of people in a classroom or meeting, with a hand cursor icon in the bottom right corner.



RETURN TO
PRACTICE

A thumbnail image showing a person in a white coat sitting at a desk with a laptop, with a hand cursor icon in the bottom right corner.



ASSISTANT
PRACTITIONER

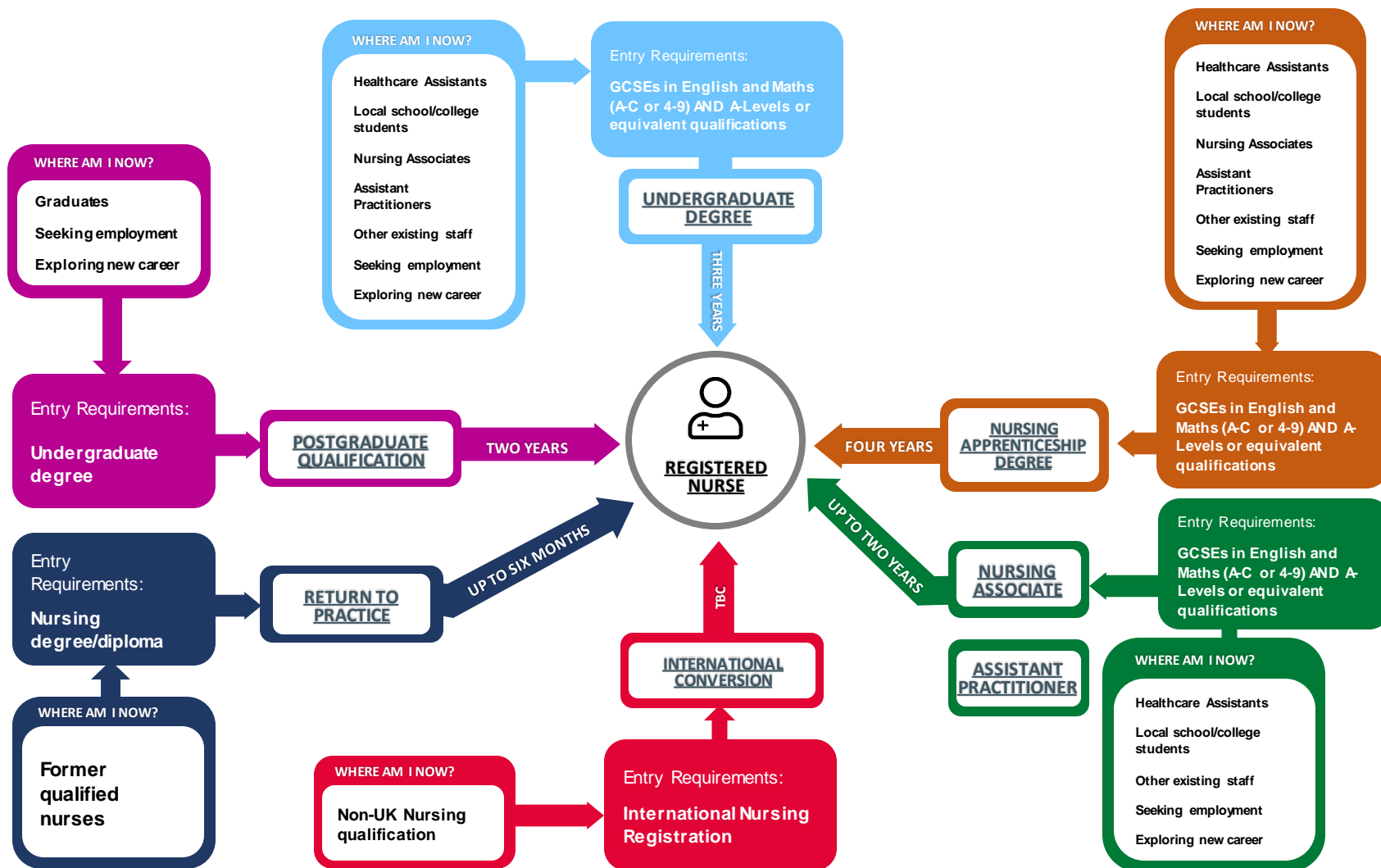
A thumbnail image showing a person in green scrubs standing in a clinical setting, with a hand cursor icon in the bottom right corner.



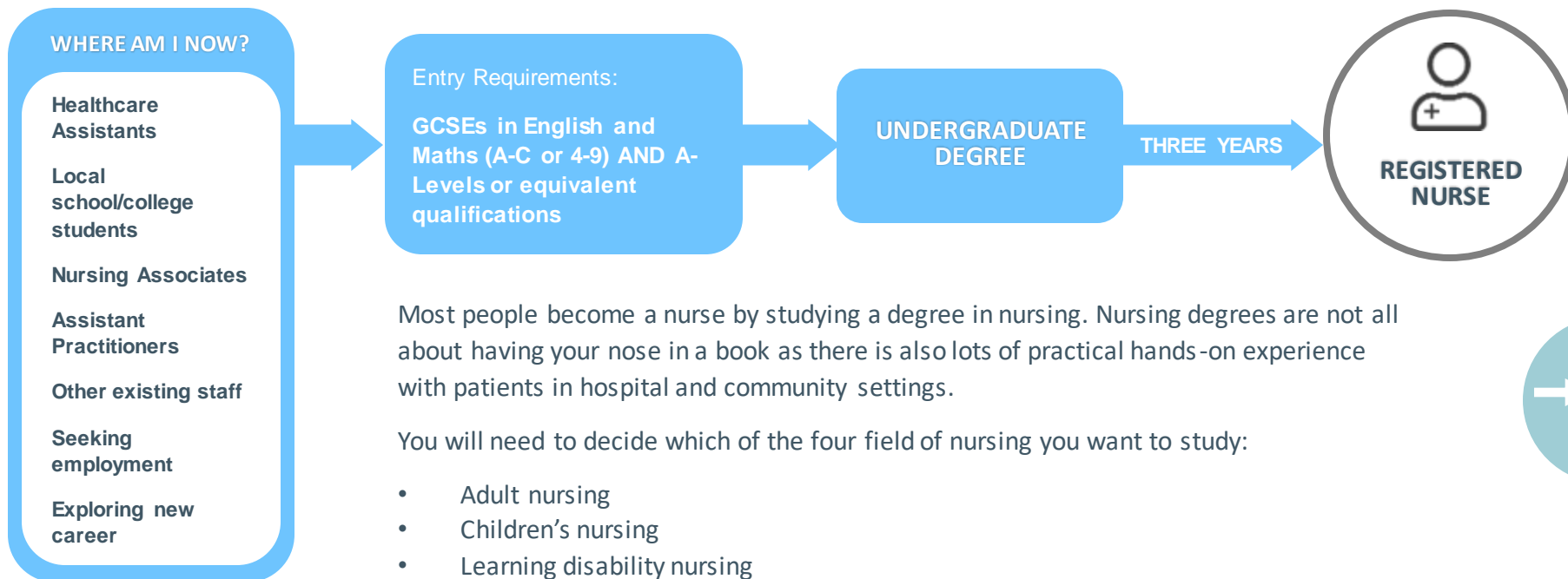
INTERNATIONAL
CONVERSION

A thumbnail image showing two people in a clinical setting, with a hand cursor icon in the bottom right corner.

CAREER PATHWAY OVERVIEW



UNDERGRADUATE DEGREE



Most people become a nurse by studying a degree in nursing. Nursing degrees are not all about having your nose in a book as there is also lots of practical hands-on experience with patients in hospital and community settings.

You will need to decide which of the four field of nursing you want to study:

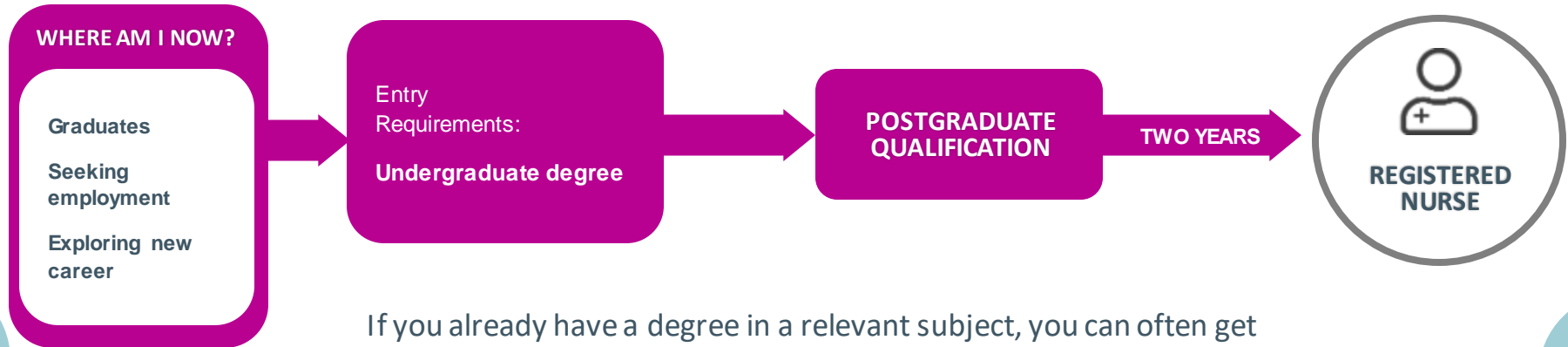
- Adult nursing
- Children’s nursing
- Learning disability nursing
- Mental health nursing

Entry requirements for nursing degree courses vary because each university has its own entry criteria, but you are likely to need at least two (usually three) A-levels or equivalent qualifications at level 3, plus GCSEs including English, math, and a science.

Many universities offer degrees in nursing. You can find a list of courses by using our [Course Finder](#).



POSTGRADUATE QUALIFICATION

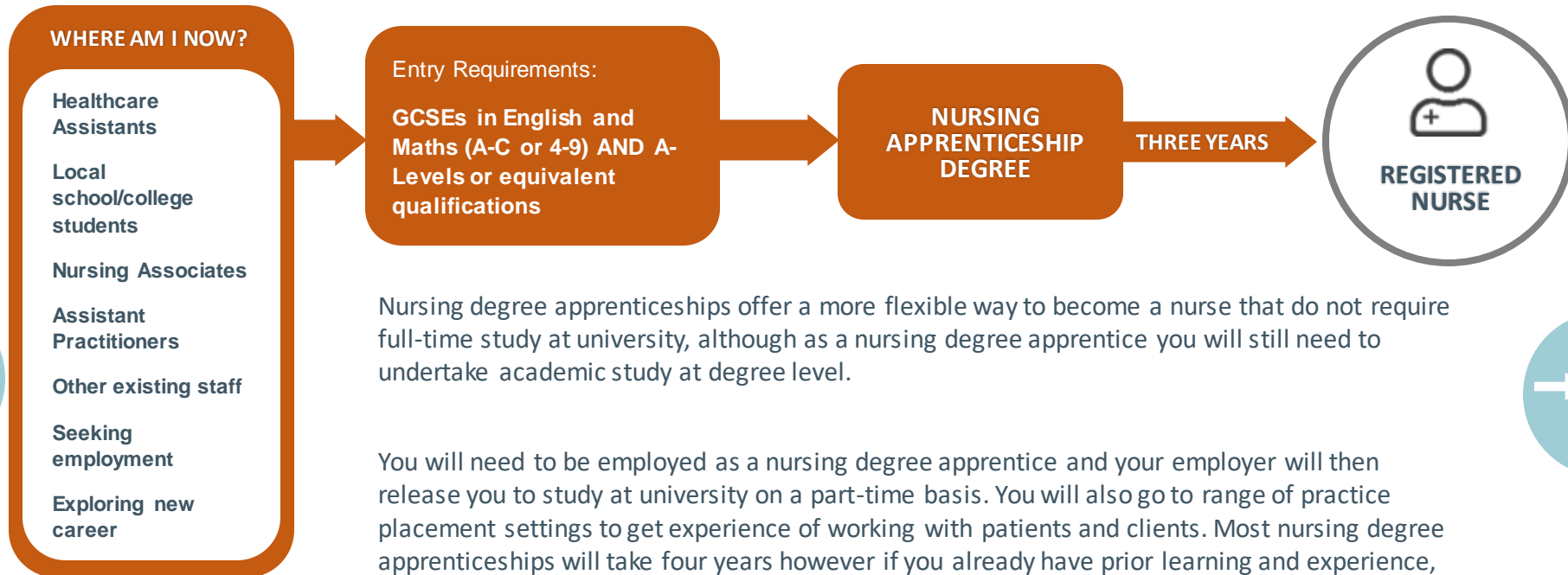


If you already have a degree in a relevant subject, you can often get recognition for this (a process called Accreditation of Prior Experiential Learning - APEL), enabling you to do a postgraduate course in two rather than three years.

You can also find these courses using our [Course Finder](#).



NURSING DEGREE APPRENTICESHIP



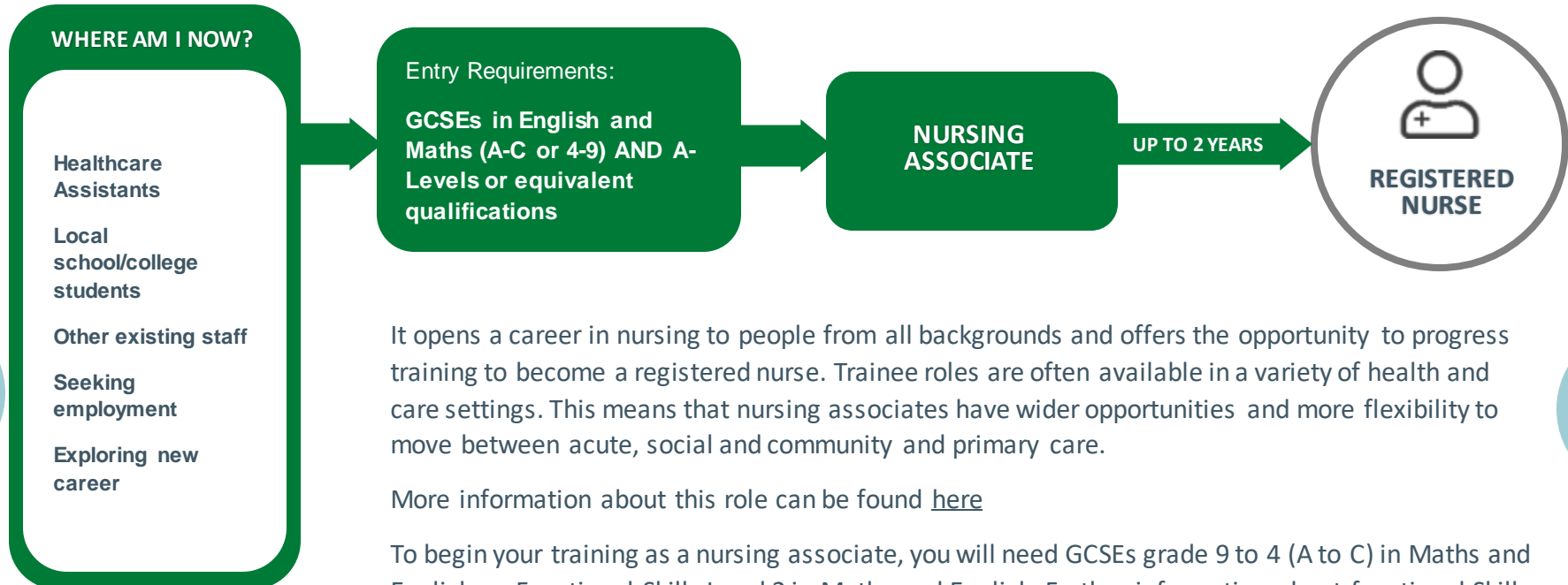
Nursing degree apprenticeships offer a more flexible way to become a nurse that do not require full-time study at university, although as a nursing degree apprentice you will still need to undertake academic study at degree level.

You will need to be employed as a nursing degree apprentice and your employer will then release you to study at university on a part-time basis. You will also go to range of practice placement settings to get experience of working with patients and clients. Most nursing degree apprenticeships will take four years however if you already have prior learning and experience, the nursing degree apprenticeship may take you less than four years to complete.

You will typically need a level 3 qualification to start a nursing degree apprenticeship. If you already have a level 5 qualification as a nursing associate or assistant practitioner this will reduce the length of the apprenticeship, sometimes to two years. This route is often referred to as a 'top up' registered nurse degree (RNDA) apprenticeship. Vacancies for nursing degree apprenticeships are advertised on the [NHS Jobs website](#) and the Government [Find an apprenticeship website](#).



NURSING ASSOCIATE



It opens a career in nursing to people from all backgrounds and offers the opportunity to progress training to become a registered nurse. Trainee roles are often available in a variety of health and care settings. This means that nursing associates have wider opportunities and more flexibility to move between acute, social and community and primary care.

More information about this role can be found [here](#)

To begin your training as a nursing associate, you will need GCSEs grade 9 to 4 (A to C) in Maths and English, or Functional Skills Level 2 in Maths and English. Further information about functional Skills learning can be found [here](#). Some employers will also ask for a level 3 qualification. You will also need to show that you can study for a foundation degree level and complete the Nursing Associate Apprenticeship programme.

Trainee nursing associate apprenticeship places are usually advertised on the [NHS Jobs](#) website but some places are available through direct application to universities. This direct application route will need to be funded by the student.



ASSISTANT PRACTITIONER



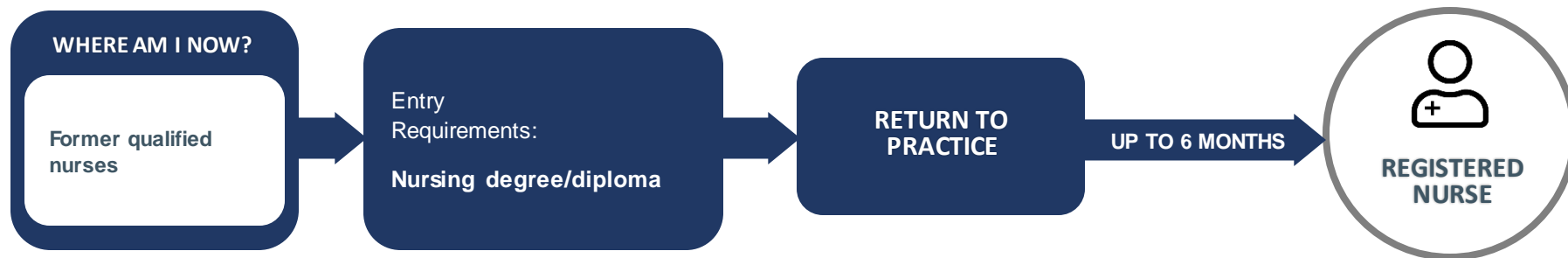
Assistant practitioners are experienced staff working in support roles, alongside qualified healthcare professionals. Although they are not registered practitioners, they have a high level of skill through their experience and training.

To train as an assistant practitioner, you have to be working in a health or social care setting, often in a clinical support role such as healthcare assistant, dietetic assistant or occupational therapy assistant.

As well as healthcare experience, trainee assistant practitioners have a healthcare qualification, usually at level 3, such as the NCFE CACHE Diploma in Healthcare Support. More information can be found [here](#).



RETURN TO PRACTICE



If you have already completed a nursing qualification but are no longer on the NMC register, there are a couple of ways you can return to practice

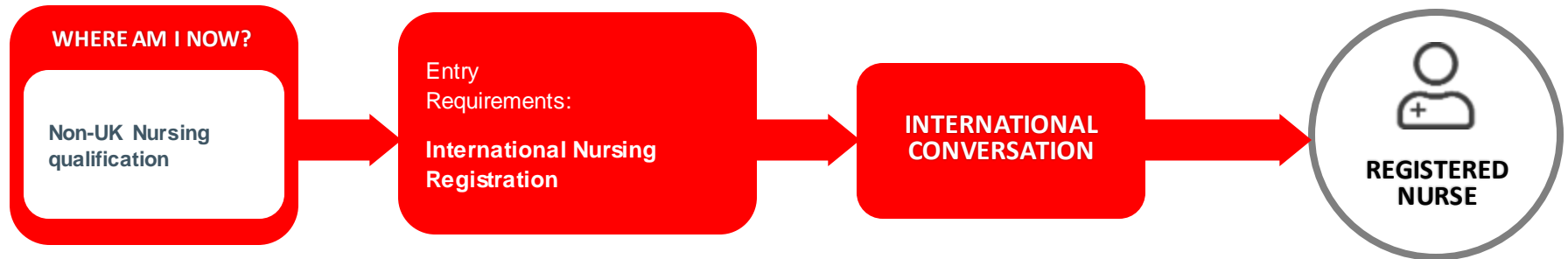
- you could do a return to practice course
- you could do a Nursing and Midwifery Council (NMC) Test of Competence (ToC)

Depending on how long you have been out of practice, the course can take between three and 12 months to complete.

By the end, you will have the skills and knowledge to be able to return with confidence. More information can be found [here](#)



INTERNATIONAL CONVERSION



PROCESS FOR NURSES EDUCATED OUTSIDE THE EEA TO BECOME REGISTERED

Nurses trained outside the UK and EEA:

- Can apply to be on the NMC Register, providing you meet its standards. The NMC will compare the training you have completed in your country with that required in the UK. Registration with the NMC does not provide the right to work in the UK.
- The requirements for registration are different for nurses who trained in the UK and EEA to those who trained outside the UK and EEA.

Nurses trained in the EEA

Nurses who trained in the EEA must also meet the standards of the NMC before they can be considered for registration.

The NMC will compare the training in your country with that required in the UK. [Read more information about EEA registration on the NMC website.](#) Nurses who trained in the EEA who are not EEA nationals may be required to undertake one or both parts of the application process above. **Nurses trained outside of the UK must also meet the English language standards set by the NMC details of which can be found [here](#).**



INTERNATIONAL CONVERSION

Process for nurses educated outside the EEA to become registered:

The only route to registration for all nurses trained outside the UK and EEA with the NMC is through a 2-part application process.



1

- a computer based multiple-choice examination which will be accessible in many countries around the world for applicants to access in their home countries.



2

- a practical clinical examination which will always be held in the UK.

[For further information about the application process and the test of competence please visit the NMC website](#)

EEA nationals who have trained outside the EEA will not be eligible for automatic recognition of their qualification under the EU Directives as they have not trained within an EU member state. [Further information is available from the NMC website.](#)

Overseas-trained nurses holding EC Treaty Rights who have had their qualification recognised in another EU member state and have practised in the EU/EEA for three years, will continue to be processed through the EU route.



OVERVIEW

SECTION 4 – WHAT IS SOCIAL CARE?

AN OVERVIEW OF SOCIAL CARE

The focus of social care is on maximising each person's opportunity to be independent and live in and contribute to their community. Social care professionals work holistically, frequently working with other services such as housing and the NHS to support vulnerable people.

Who uses social care?

There is no typical social care user. Social care services can support people with a wide range of needs. Some of those who use social care services include:

- People with a physical disability
- People who are older aged
- People with a learning disability, autistic people, or both
- People with a sensory impairment
- People with a mental health need
- People at risk



What activities and services are part of the social care sector?

- 'Care at Home' which is care provided in people's own homes, including shared accommodation often called 'Supported Living' and care provided in Extra Care retirement housing which may have an on-site care team.
- Residential care can be with or without nursing care. In residential care the accommodation and care are provided. If a care home provides nursing care, there will be a nursing team on site 24/7.
- Day time activities can be offered either building based or in the community. It involves a wide range of activities and opportunities for the person using the service. This can include supported employment, rehabilitation and reablement support, social activities and personal care.

KEY ROLES



Registered Nurse

If a care provider is registered to provide nursing care a Registered Nurse will lead the delivery of that care. The registered nurse uses their knowledge and experience to ensure that the person's health as well as other needs are supported. A nurse working in social care will develop close working relationships with a range of other health and care professionals. They may also have other management responsibilities which may include being the registered manager who ensures that the service meets CQC standards, runs efficiently and provides leadership to the team. Registered Nurses may progress onto practice education and clinical leadership roles.

[More information](#)



Nursing Associate

This is a new role to support the delivery of nursing care in a wide range of settings. A Nursing Associate has completed a foundation degree either as a stand-alone course or as part of an apprenticeship. The Nursing Associate role offers a development opportunity for HCA/Support Workers who want to progress their career into nursing. A Nursing Associate registers with the NMC and is recognised as an accountable professional. Once you have completed your Nursing Associate qualification you can progress to a Registered Nurse by undertaking a shorter Registered Nurse course or apprenticeship.

[More information](#)



Direct care worker

Working in either a care home or in people's own homes. These roles tend to involve working shifts and can involve lone working in the case of home care. There are opportunities to progress to senior care, care coordinator or management roles by undertaking a wide range of qualifications including certificate and diploma courses in Adult Care. Care workers wishing to undertake degree level qualifications can access support with digital and study skills from a number of providers including the Open University.

<https://www.open.edu/openlearn/skills-for-study>

[More information](#)

KEY ROLES



Social Worker

A regulated role registered with Social Work England. To become a social worker, you will need to undertake a degree level course (this may be part of an apprenticeship). Most adult social work roles are within local authority assessment or safeguarding teams. Social workers may specialise in areas such as adult safeguarding, child and family or mental health often working alongside nurses in neighbourhood teams.

[More information](#)

Occupational Therapist

OTs support people to maintain or improve their independence. They may work with people who have a wide range of conditions and disabilities. To become an OT, you will need to complete a degree level qualification and be registered with the professional body.

[More information](#)

Registered Manager

Responsible for the safety and quality of services registered with the CQC. This role involves managing people and being responsible for a service. A registered Manager may also be a practicing nurse and clinical lead. Registered Managers normally need a Level 5 qualification in the Leadership and Management of Adult Care or equivalent.

[More information](#)

Senior Manager/Clinical Leader

Within social care there are many opportunities for the right person to progress to a senior role within their organisation. Senior managers may have operational responsibility for a group of services or if they are qualified nurses specialise in clinical leadership.

WHAT IS IT LIKE TO WORK IN SOCIAL CARE?

Key non-clinical skills you will need in a social care nursing role are:

- Team working – in social care services you will work as part of a team to deliver quality care.
- Working with other professionals – you will often take a leading role in coordinating multi-disciplinary working
- Critical Thinking – you will need to assess situations and make decisions based on a clear rational and evidence base
- Leading for safety and quality – you will be a role model and leader to ensure services are safe and effective and meet the requirements set by CQC. You will support a process of continuous improvement
- Communication and managing relationships – you will be responsible for communication and developing relationships both within your organization and with the wider community
- Research – you will find the best solutions to problems and seek out opportunities to improve

Follow the links to read case studies and watch clips around working as a nurse in social care



Watch this short skills for care [video](#) 'ten myths about being a nurse in adult social care' to find out more about what it is like to work in a social care setting



A local video produced by the Tameside team around the person-centred care and support trailblazer in home care – which gives an overview of the difference it makes to peoples' lives.



QNI video on [personalised care](#)

ACKNOWLEDGEMENTS

Thank you and good luck

Thank you for taking the time to read this Education and Career Guide.

We wish you all the best for your career in Nursing in Social Care. Please remember to refer back to this guide as and when you need it.

To read the full guide which contains further resources and background to a career in social care, please [click here](#).

This guide was created by a small group of professionals from across Health and Care in the North West. Colleagues came together and formed a task and finish group developing a vision to educate and promote the career opportunities to any individual wishing to progress a career in social care as a registered nurse.





Contact us

If you have any queries about these guidelines, contact the GMHSC communications team: gm.hsccomms@nhs.net

www.gmhsc.org.uk
[@GM_HSC](https://twitter.com/GM_HSC)

Skills for Care Contact us

0113 241 1275 or email

Email: information.team@skillsforcare.org.uk
www.skillsforcare.org.uk

GM Workforce Future Centre Contact us

Email: gm.workforce@nhs.net
www.gmworkforcefutures.org.uk