

Upskilling and enabling progression through the Nurse Associate Programme

Upskilling, learning and developing the people who work in the Excelcare family is something we not only encourage, but take pride in. Enabling people to fulfil their potential through knowledge and experience is not only beneficial to the person, but to the people they care for and their colleagues.

One of these key courses that people can choose to enrol in to achieve a qualification and support a long career in caring, is the Nurse Associate Programme. This programme bridges the gap between healthcare support workers and registered nurses, enabling people to deliver hands-on person-centred care. Successful completion of this course awards people with a Nursing Associate Foundation Degree, which usually involves two years of higher-level study. Once qualified, it provides a route for further training into a Registered Nurse Role.

Across Excelcare's London region, three team members have recently enrolled in the Nursing Associate Programme and are currently completing the course with help from their dedicated mentors within Excelcare.

In this case study, we will hear from each of these people, their thoughts on the course as well as some wise words from their mentors.

Nichole – Nursing Associate Trainee at Windmill Lodge Care Home

“My name is Nichole Endozo and I have been working for Excelcare for almost two years now. Working in the healthcare sector allowed me to fulfill my desire to help others and make a difference in people's lives. Working in this role has boosted my confidence and helped on my path of becoming a Nurse Associate.

“This programme has also been valuable in helping me to gain lots of experience and knowledge in order to fulfil my goal of becoming a Registered Nurse in the future.”



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Annisha – Nursing Associate Trainee at Limetree Care Home



"I decided to join the Nursing Associate Programme as I want to make a positive contribution to people's lives and deliver high-quality care within my workplace environment.

"Therefore, I want the care I provide to be in the best interest of the people who are in my care. My aim for the future is to one day qualify as a registered mental health nurse.

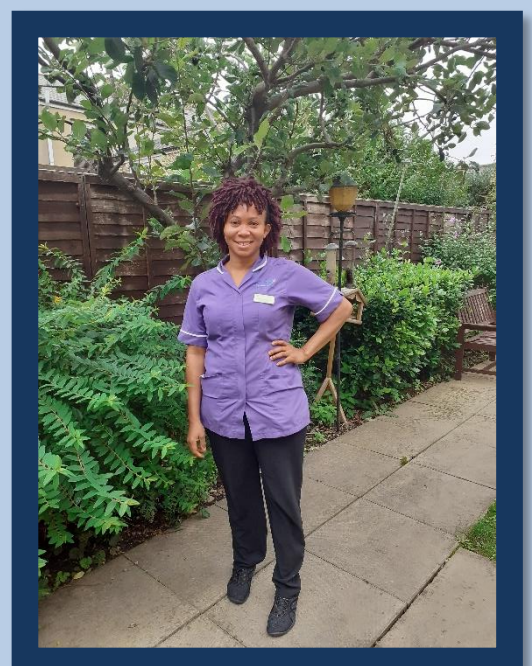
"I am finding my role in the Nursing Associate Programme inspirational as there is so much to learn and lots of areas to develop. Therefore, I am delighted to be selected for such an opportunity. "

Patience – Nursing Associate Trainee at Queens Oak Care Home

"I love nursing; I am totally dedicated to person-centred care and find this element of the role most rewarding. I am naturally a caring person and enjoy being in a role where I get the opportunity to make a difference in people's lives. There is great reward in providing care and support to people.

"I have a passion to continually learn and develop in this area of study and I am someone who can work well under pressure and respond positively. Therefore, I believe these qualities are beneficial for a career in nursing.

"I hope to be a Registered Nurse one day and look forward to starting this course."



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As well as learning materials and on the job training, these Nurse Associate trainees also have dedicated mentors who provide support, guidance and additional help. Here are a few words from Tanya and Charlotte, mentors to Excelcare's Nursing Associate Trainee's in London.

Charlotte – Regional Quality and Development Manager, London

"It's exciting to work for a company that is invested in the team members that work for them. I'm enjoying supporting team members that are considering the same career path that I have taken and it's a privilege to be able to guide and mentor them down this route. I remember myself the nerves that I had during the whole university process from interview to graduation and to be able to provide encouragement and support to team members that I have worked with is a pleasure. The Nurse Associate Programme is the perfect step between the care role and a registered nurse that provides team members with the opportunity to grow but also accountability that they might not have had in their previous position. "



Tanya – Regional Quality and Development Manager, London



"I am privileged to be supporting Patience on her journey to become a nurse and to facilitate the development of future generations of nurses.

"I have worked with Patience for a number of years and have watched her develop in her role as a senior carer. In my role as mentor, I support Patience with her learning and development and have the privilege and responsibility of helping Patience translate theory into practice and making what is learned in the classroom a reality. Part of my role is to assess and evaluate and provide constructive feedback. I do this by facilitating reflection on practice, performance and experiences and use opportunities in the workplace for learning."