

**Project Name: Bridging programme for Herefordshire PCT Cadet Nurses to Higher Education Nursing programmes**

**Amendment History:**

Version No.	Date	Reason for Amendment
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**Name of Project Manager & Contact Details**      Liz Davies-Ward HW LLN

**Document Distribution**

<i>Name</i>	<i>Location</i>	<i>Responsibility</i>	<i>Action/Information</i>
Debbie Lambert	LLN	Manager of the LLN	For information
Geoffrey Elliott	UW	Members of the Steering Group	To approve the proposal
Chris Morecroft	WCT		
Ian Peake	HCT		
Mike Rookes	OU		
Gail Rothnie	UoB		
Donna Obrey	LLN	Project Officer for the LLN	To track and monitor project

**Background**

Herefordshire Primary Care Trust has strong history of training cadet nurses at level 3 who progress onto the nursing programme at University of Worcester. Many of these students do very well in higher education (HE) yet there have been recent concerns about the attrition rates of this group of student on UW programmes.

The trust also believes that their students could be better prepared for HE if they were given the opportunity to learn about some of the key skills required to survive the first year.

This has led to discussions about the development of a bridging programme which provides students with advanced knowledge and understanding about the expectations of studying at a higher level.

The project aims to develop a bridging programme to enable Herefordshire Primary Care Trust (PCT) cadet students to progress seamlessly onto the University of Worcester nursing programme or to the range of Foundation Degree programmes currently available.

The programme could also extend to the PCTs NVQ 3 & 4 Health and Social care students who may wish to develop their study skills alongside their NVQ. This may be especially relevant to students who may wish to progress onto a Foundation Degree.

## **Objectives of the Project**

The project has the following objectives:

- To develop a Bridging programme to include a range of study skills
- To review APL opportunities onto level Diploma in HE Nursing/ Foundation Degree
- To improve attrition rates of vocational students on degree/FD programmes
- To produce an evaluation of the project

## **Project Approach**

The programme will be designed and developed in partnership with staff at the PCT and will include a range of practical and theoretical activities. The primary focus will be on removing some of the anxieties students have about progressing into Higher education. The programme will also provide students with some of the academic skills required to survive the first year.

Proposed content:

- Reading for meaning
- Referencing for academic purposes
- Introduction to technology to support learning
- Constructing an essay
- Applying for University (online applications)
- Shadowing a student for the day

The programme will include a one day visit to the university where students will become familiar with aspects of the learning technology. It is envisaged that the students will have the opportunity to 'shadow' a nurse student for an afternoon and take part in lecture or practical learning session.

## **Scope:**

### **A Key Products from the project**

- A bespoke bridging programme to support the progression of vocational students onto Higher education programmes at the University of Worcester

### **B Out of Scope**

- The delivery of the bridging programme by staff within the Institute of Health, Society and Development (IHSD)

## **Constraints**

- A lack of resources both physical and material

## **Initial Project Case**

The bridging programme will be designed to support the transition of level 3 cadet nurses onto higher education programmes in health and social care. The content of the programme is driven by the needs of the employer.

The programme will provide students with some of the study skills required at level 4. Students will visit the University and 'shadow' an existing nursing student. They will also be introduced to some of the technology which will become essential to their learning experience.

### **Benefits of the Project**

An opportunity to better prepare cadets for higher education  
Improve attrition rates of cadet students on Nursing programmes  
Increase number of cadets applying for higher level programmes in Health and social care including Nursing and Allied health professions  
Widening access to Higher education for non-traditional learners  
This is the first time the LLN has been involved in working with apprentices and provides the opportunity to ensure students of this nature are more prepared for higher education.

### **Key Assumptions**

- Cadet nurses wish to progress to higher education programmes
- Availability of staff at the University to support programme

### **Timescale**

Sept- Nov 2009- Design of bridging programme in consultation with staff from Herefordshire PCT

Nov 2009- Jan 2010- Programme delivery

### **Costs**

£2,500 will support the release of IHSD staff to develop bridging programme and pay travel expenses

12 days @ £175 per hr to release IHSD staff to develop programme  
£400 travel expenses

### **How will the project be evaluated?**

- Feedback from staff and students
- Improved retention
- Increase in applications to health and social care programmes

### **How will the project be sustained?**

- Ongoing discussions with Strategic Health Authority to support programme through Joint Investment Framework (JIF) monies (Health)
- Ongoing discussions with the Association of Care Trainers (ACT) to support programme through Training Strategy Implementation Funding (TSI) (Social care)

### **Implications for Equality & Diversity**

- The programme will give vocational students an increased awareness of life in HE before they apply for their course. The study skills element of the programme will give them a taste of what is expected of them at a level 4 and 5.

## Initial Risk Log

The following table summarises the risks that have been identified that may prevent the project being completed to the required quality, budget and timescale. The probability and impact of each risk has been graded as low, medium or high to indicate the relative importance attached to each element of risk.

<b>Risks</b>	<b>Probability</b>	<b>Impact</b>	<b>Containment Plan</b>
Lack of available staff to develop programme	low	low	Identify additional staff
Lack of available staff to deliver programme from IHSD	low	high	Use of LLN staff to deliver programme in Hereford
Unable to sustain project	low	high	Work towards securing funding from external sources

## Project Team

Patrice Armstrong

Sally Armstrong

Sharon Hempton-Smith

Liz Davies-Ward

University of Worcester

Hereford Primary Care Trust

Hereford Primary Care Trust

Lifelong Learning Network for Herefordshire & Worcestershire