



DAVE

Introduce Dave – HOS – - role

Intro - Helen Hare – Project Manager for the RCN Prince of Wales Nursing Cadet Scheme. My role is to work operationally, identify partners and create successful cadet cohorts. I have been working on the scheme since it started and my background is on youth employability and project management.

Thank you for inviting us to speak today.

We shall start with an overview of the scheme, brief history, how it works, and how it's delivered

Then we'll share how we work with our partners and conclude with some outcomes of the scheme.

Scheme History



- 2019 Wales Launch with pilot
- 2020 All Wales offer
- 2021 England Launch with pilot
- 2022 Wider England rollout
- 2022 Scotland pilots
- 2024 to date approaching 1000 cadets nationwide
- **2024 Sourcing a Youth Partner for North Cumbria.**

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Firstly Lets hear from some Army Cadet Force nursing cadets, who sum up the scheme beautifully in this video.

Note that it refers to our Chief Exec & General Secretary who has since changed and the then Prince of Wales, now King Charles

Play Video

We not only work with ACF cadets, but with other uniformed organisations, such as St John Ambulance, and The Scouting Association.

More recently we are piloting with educational providers such as FE's (as you know we are working with Merthyr College currently) and Combined Cadet Force Schools who have sixth form provision.

The delivery options are flexible, from one week intensive learning to a few hour a week, that can be face or face or online.

Regardless of who we work with, we generally operate in school term times with the work experience element out of term time.

The Scheme overview

- 16 to 25-year-olds
- 40 hours of blended learning
- 20 hours observational placements
- Uniform & welcome pack
- Travel expenses for Placements
- Careers & What's next for career pathways
- Cadet Alumni



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There are 40 hours of learning that can be face to face or online. Workbooks can be hard copy or electronic depending on what suits.

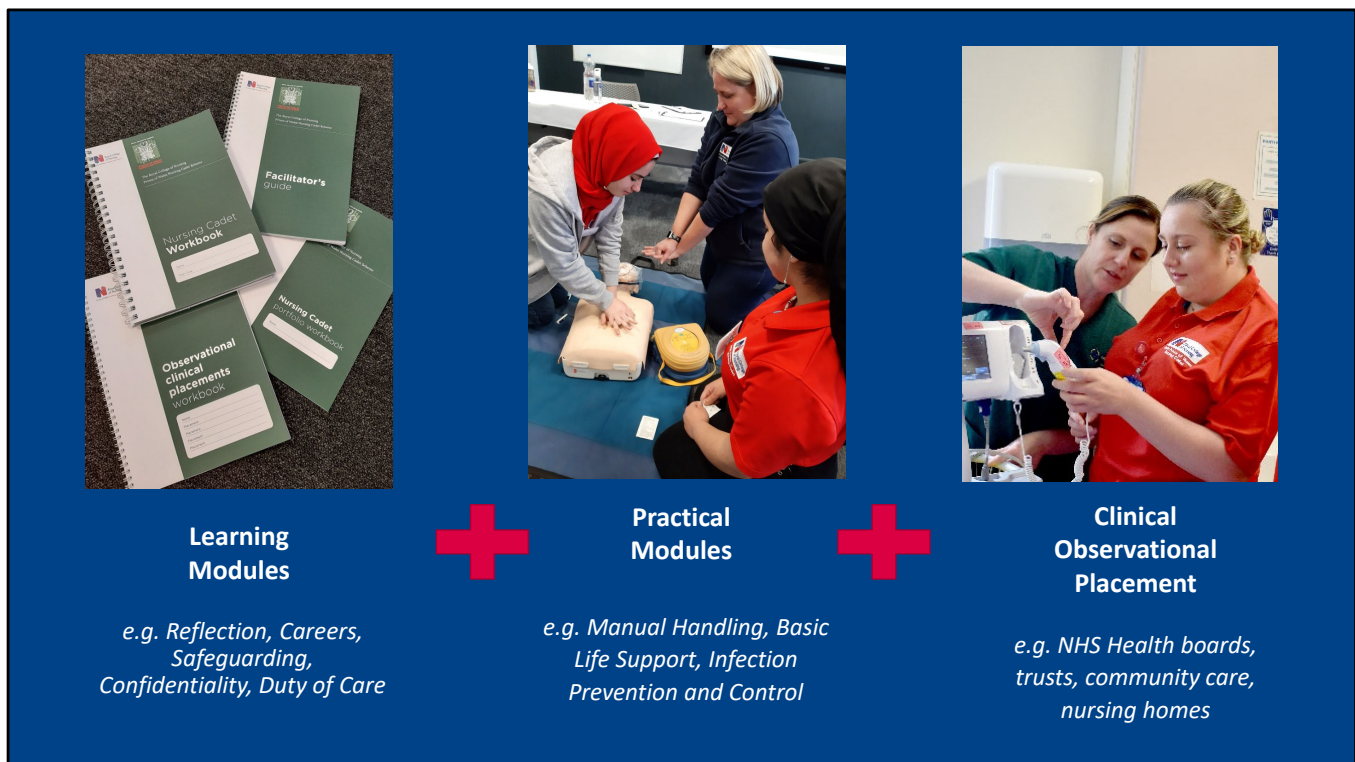
As a result the young person will gain ideas for careers and be fully armed with all the information they need for their future pathways.

This is through a careers module that they complete about a third of their way through. After this, we ask them to complete a placement form. This allows us broker the best clinical experience for them with a local Health Partner.

The work experience is a 20 hour observational clinical placement and will be as near to where they live as possible – it is generally towards the end of their learning experience as by that time they are more placement ready.

At the end, on submission of their work books and completion of placement, They young person gains a completion certificate, an alumni PIN and the chance to join in the Alumni activities there after.

In Wales each cadet is entitled to a guaranteed interview for a bank HCSW role, or apprenticeship route in the Health Board where they live. Cadets are also able to gain UCAS credits by attending an online “countdown to numeracy” short course run in partnership with Wrexham Glyndwr University.



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Scheme is made up of three parts – theoretical and practical learning, and clinical observational placements.

There are 20 Bite-sized learning modules, featuring a mix of practical and theoretical learning.

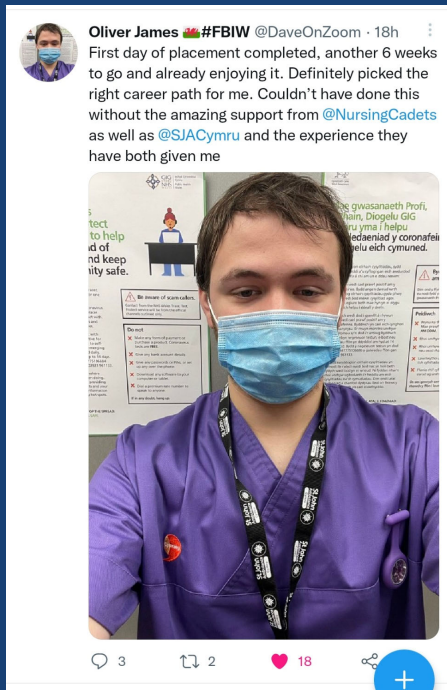
Examples of these modules include how to reflect, exploring careers, patient confidentiality and duty of care. The practical elements help with gaining hands on experiences with topics such as manual handling and basic life support.

Towards the tail-end of your journey, they take part in a clinical observation work placement. In their work placement workbook there is space for the health partner to sign which allows the young person to claim travel expenses.

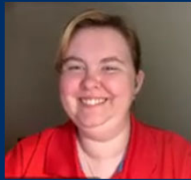
Most placements are in pairs, they could be 3 long days or 5 hours over 4 days depending on the host, where they go and the transport links. We also may stagger placements, to alleviate pressure on our NHS colleagues. Placements are sourced and approved by the RCN to be ready for the cadet at an agreed time.

That way when we recruit, we will have potential placement dates already in the diary so the young person knows what they are committing to.

Cadet Feedback



I highly recommend the Nursing Cadet scheme ... it gives a good foundation and really sets you aside from other applicants.



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To date 367 Nursing Cadets have participated in the Scheme. We see us reaching 500 cadets by March 2023 year.

Our first 16-year-old nursing cadet started work as Nursing Support Worker (NSW), going on to support one of the Welsh Nightingale Hospitals during Covid-19; we have seen another five cadets taking up Nursing Support Worker roles, six accepted this year onto pre-reg nursing courses, and several others onto paramedic sciences, cardiac physiology training programmes, pharmacy and mental health nursing.

There are some blogs on our website should you wish to read how the nursing cadet scheme, has allowed these young people, to gain an advantage, with their career paths. We also enabled two mature cadets to change their career pathways, and both are now working as hcsws. We have also seen several Army Cadets start sponsored medical roles within the Army.

On the screen you will see Oliver – he is a St John cadet - he was originally convinced he wanted to be a paramedic but openly lacked in confidence to do it.

The scheme allowed him to grow and develop so much so, he is now one of our cadet ambassadors, and regularly gives talks to our newer or would be cadets.

Delighted to say – he started his Adult Nursing Degree last year and has just gone on into

his second year.

Cadets also have the option of volunteering with us when they finish the scheme – this has surprisingly proved very popular.

We offer Members of the previous cohorts the chance to volunteer as ‘Nursing Cadet Ambassadors (like Oliver to help promote the scheme peer to peer) or as Facilitators’ providing mentorship and peer support to current cadets as they learn.

To support these cadets we working with Wrexham Glyndwr University to develop a facilitation course, this will allow nursing cadet facilitators to upskill, and gain UCAS points, which will support their further education.

Health Partner Feedback



Sandwell and West Birmingham
NHS Trust

K was confident and enthusiastic in the Medical Assessment Unit. She gained valuable experience in many basic nursing tasks, was cheerful and pleasant with everyone!

Northern Devon Healthcare
NHS Trust

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Feedback from placements has been excellent and cadets have been generally well received.

On the left here you see the cadets outside Sandwell hospital, as they completed their placements – this was reported in the Nursing Times and On the right is a quote from a member of staff, at the North Devon Healthcare trust regarding one of our cadets.

From a Wales perspective too – feedback suggests that our health partners are really enjoying having these young people in their teams and

as we said there is an all Wales commitment to offering placements.

This experience is the part of the scheme that is the main selling point for young people as it gives them valuable opportunity to see behind the scenes of care settings, have a taste of what it's like to work there and make those connections for future employment.



WHY?

- Confidence
- Fun!
- Meet new people
- Skills
- Career ready
- Contacts
- Volunteer

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WHY DO IT? – this is what WE have seen.....

- Young people grow in confidence and certainly have some fun along the way!
- It is an opportunity to meet new people and bring groups of young people together that may have not otherwise met.
- They will Gain new Skills and be more Career ready for the future
- There is the opportunity to make contacts for future work experience or employment
- They have the chance to Volunteer with the RCN – and give back by acting as an ambassador or facilitator

This scheme has been running in Wales a few years – from those first cadets we are starting to see them; take up health care apprenticeships, start work as Health Care Support Workers, apply and start Nursing and other related Medical degree's – we also have seen those NOT decide that the caring profession is for them as they feel they are suited to caring role, but have gone on to explore careers in the NHS.

We have our first Nurse graduate next year from Cardiff Uni as a mental health nurse.

But Whatever the pathway chosen they have a better understanding of the role of the Nursing and caring profession plus valuable work experience and something to talk about at an interview showing commitment to career development..



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