



**Northumbria
University**
NEWCASTLE

WORKFORCE DEVELOPMENT FOR HEALTH

CONTINUING WORKFORCE DEVELOPMENT

CONTENTS.

At Northumbria University we have 8,200 healthcare students and have expertise in delivering pre and post-registration training and education aligned to Professional Statutory Regulatory Body (PSRB) requirements.

A flexible and responsive provision for Continuing Workforce Development (CWD) and Higher and Degree Apprenticeships has created a strong reputation, locally, nationally, and internationally for developing the workforce within healthcare.

Our academic staff have a breadth and depth of knowledge and expertise across several different disciplines and can work alongside practice providers and commissioners to support the academic and professional development of staff.

If you would like to find out more about any of our workforce development programmes or learn how we can work with your organisation to develop your employees, visit our website to complete our form and a member of our team will be in touch.

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PROFESSIONAL PRACTICE IN HEALTH FRAMEWORK.

Our Professional Practice in Health framework provides learners with a structured approach to continuing workforce development allowing professionals looking to develop their practice to undertake accredited modules and work towards a degree, masters, graduate certificate or post-graduate certificate over an extended period. The modules included within the framework can also be undertaken as single modules on request, please contact the team for more information.

Delivered part-time in an online and blended format, the programme accommodates working professionals, allowing them to study at their own pace and apply newly acquired insights directly to their practice.

For employers and stakeholders, this translates into a highly skilled, safe, and adaptable workforce prepared to tackle today's healthcare challenges. With streamlined processes that support module and programme delivery, reaching a broader audience of potential students, the programme's impact is amplified and contributes to the goals of emerging NHS workforce plans and Northumbria University's Strategy 2030.

Professional Practice in Health Modules:

- **Management of acute and chronic neurological conditions (L6/L7)**
- **Respiratory disorders (L6/L7)**
- **Cardiac health in contemporary clinical practice (L6/L7)**
- **Prevention and management of diabetes in adults (L6/L7)**
- **Non-medical prescribing (L6/L7)**
- **History taking and clinical skills in contemporary health care settings (L6/L7)**
- **Children and young people recognition and emergency care in critical illness (L6/L7)**
- **Managing pain and symptoms in advanced disease (L6/L7)**
- **Promoting sexual health in healthcare practice (L6/L7)**
- **Supporting survivors of sexual violence/abuse (L6/L7)**
- **Enhanced phases of peri-operative practice (L6/L7)**
- **Application of public health principles in professional practice (L6/L7)**
- **Advanced clinical assessment skills when working with babies, children and young people (L6/L7)**
- **Foundations in healthcare education (L6/L7)**
- **Managing strategic thinking in healthcare (L6/L7)**
- **Leadership, management and decision making in healthcare (L6/L7)**
- **Leading quality and service improvement in healthcare (L6/L7)**
- **Understanding and development of evidence for practice (L6)**
- **Improving outcomes in healthcare (L6)**
- **Critical evaluation in contemporary practice (L7)**
- **Research approaches and methods in healthcare practice (L7)**
- **Enhancing practice through research and improvement (L7)**



BSc Programmes:

The BSc (Hons) award is designed for students who wish to consolidate their practice and evidence their professional development beyond Diploma in HE level and to progress their career or underpin their health and social practice role.

- BSc Professional Practice in Health
- BSc Professional Practice in Health (Leadership and Management)
- Advanced Diploma BSc Top Up

MSc Programmes.

The MSc award is designed for students who are already in possession of an Honours degree in a health and social practice related subject and wish to study at Master's level (level 7).

- MSc Professional Practice in Health
- MSc Professional Practice in Health (Leadership and Management)
- MSc Professional Practice in Health - Year 3 Direct Entry (Dissertation)

Graduate/Postgraduate Certificate Programme:

Our graduate certificate (level 6) and post graduate certificate (level 7) allow students to undertake single modules within our Professional Practice in Health framework to a maximum of 60 credits where the certificate will be awarded. Students can exit at any time and can utilise any credit gained towards further study, subject to our recognised previous learning (RPL) policy.

- Graduate Certificate Professional Practice in Health
- Postgraduate Certificate Professional Practice in Health

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SHORT COURSES.

Northumbria University also offers a range non-accredited educational opportunities suitable for primary and secondary care workplaces across the North East of England.

All educational provision is clinically led using the experience and skills of expert practitioners in topic fields. We are working collaboratively with our local healthcare providers in order to support workforce development, providing an integral role in responding to the changing demands of primary care, enabling healthcare professionals to deliver the best possible care for patients. Courses can be self-funded or funded via an employer.

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Our Courses:

- **CNO002 Discovering a Nursing Career in General Practice Non-Accredited - Full Module**
- **Core Immunisation Training**
- **Cervical Cytology Sample Taker Training**
- **Ear Care**
- **B12 Administration**
- **Interpreting Blood Results**
- **Non Medical Prescribing Update Masterclass**
- **Wound Care Management**
- **Treatment Room Skills for HCAs**
- **Musculoskeletal Upper Body**
- **Musculoskeletal Lower Body**
- **Phlebotomy**
- **Learning Disability**
- **Initiating Contraception**
- **Diabetes and Footcare**
- **Menopause Management**
- **Immunisation Update**

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ACCREDITED PRIMARY CARE MODULES.

Career Start / Fundamental Pathway for Practice Nurses Programme Level 6

The Career Start / Fundamental Pathway for Practice Nurses is a programme of three accredited modules, including the Context of Nursing in General Practice, Preventative Interventions in General Practice Nursing and Monitoring and Management of Long Term Conditions. It also includes national cervical screening training and national core immunisation training if required.

Accredited awards include;

- Advanced Diploma (for Diploma qualified applicants)
- Graduate Diploma (for Degree qualified applicants)

CNO002 Discovering a Nursing Career in General Practice Level 6 and Level 7

This fully online module is for those who are considering a future career in Primary Care/ General Practice Nursing, and is aimed at supporting students pre-employment from any field of nursing. Anyone in England can apply to Northumbria University to undertake this module.

The module is designed for trainee nurse associates, registered nurse associates, student nurses (years 2 & 3) or registered nurses. It can be studied at three levels: non-accredited, level 6 or level 7. This module is open to all, however the funded places are only available for those who reside in England.





BESPOKE CONTINUING WORKFORCE DEVELOPMENT.

Bespoke programmes can be developed and delivered in partnership with providers and commissioners to meet specific needs of the workforce. Our CWD provision can be accredited or non-accredited, for example a series of masterclasses. Recently, masterclasses have been provided to develop the workforce in general practice, haematology, and cancer care. In developing the workforce, we can carefully plan and co-produce curricula in partnership with providers and commissioners to meet specific requirements. This may include an academic award, for example, an Advanced Diploma in Positive Behavioural Support or an e-learning module to support staff wanting to develop a career in general practice.

CWD activity not only meets the needs of providers and commissioners, but also helps to sustain a viable and capable workforce, bringing mutual benefit to the employer and those in receipt of the service provided.

If you would like to discuss your ideas please contact us. The Heads of Subject within the Department of Nursing Midwifery and Health will be delighted to meet with you, explore possibilities and guide where necessary.

LEVEL 6

- **Advanced Diploma Adult Critical Care Nursing**
- **Advanced Diploma Specialist Neonatal Practice**
- **Community Practitioner Prescribing for Nurses and Midwives (V150)**
- **Return to Practice - Nursing**
- **Non-Medical Prescribing (V300) - Recognition of Prior Learning**

This course offers those with current V100/V150 qualifications undertaken within five years to study to become V300 independent and supplementary prescribers. This module recognises the V100/V150 qualification and knowledge already in place.

LEVEL 7

- **Postgraduate Certificate Adult Critical Care Nursing**
- **Postgraduate Certificate - Specialist Neonatal Practice**
- **Postgraduate Certificate - Eye Movement Desensitisation and Reprocessing**
- **Community Practitioner Prescribing for Nurses and Midwives (V150)**
- **Non-Medical Prescribing (V300) - Recognition of Prior Learning**

This course offers those with current V100/V150 qualifications undertaken within five years to study to become V300 independent and supplementary prescribers.

OTHER EXAMPLES OF OUR BESPOKE CONTINUING WORKFORCE DEVELOPMENT.

- Master's in Research (MReS)
- Public Involvement and Co-production Cert HE

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MODERN UNIVERSITY OF THE YEAR, 2025



93%
**OF UK GRADUATES
ARE IN
EMPLOYMENT OR
FURTHER STUDY.**

72%
**OF UK GRADUATES IN FULL-
TIME EMPLOYMENT AGREED
WITH THE STATEMENT 'I AM
UTILISING WHAT I LEARNT
DURING MY STUDIES IN MY
CURRENT ACTIVITY'**

**WE PUT MORE GRADUATES INTO HIGHLY
SKILLED JOBS IN THE NORTH EAST THAN
ANY OTHER UNIVERSITY.**

*Statistics from Graduate Outcomes Survey 2021/22 Leavers

DEGREE APPRENTICESHIPS

HIGHER AND DEGREE APPRENTICESHIPS.

Higher and Degree Apprenticeships are an alternative route to attaining a full undergraduate or postgraduate degree qualification by offering learners the best of both worlds through combining university study with workplace learning.

- **Occupational Therapist Degree Apprenticeship | Occupational Therapy BSc (Hons)**
- **Operating Department Practitioner Degree Apprenticeship | Operating Department Practice BSc (Hons)**
- **Specialist Community Public Health Nursing (Health Visiting) Higher Apprenticeship**
- **Specialist Community Public Health Nursing (School Nursing) Higher Apprenticeship**
- **Advanced Clinical Practitioner Degree Apprenticeship**

With pathways:

- *Advanced Critical Care Practitioner*
Emergency Care
Primary Care
Sexual Health
Acute Medicine
Older People
- **Higher Apprenticeship in Community Specialist Practitioner**

With pathways:

- *Adult Social Care Nursing*
Community Children's Nursing
District Nursing
General Practice Nursing



NURSING ASSOCIATE DEGREE APPRENTICESHIP

Do you currently work in health and social care? Do you want to progress in your career? Or are you an employer looking to advance your employees?

At Northumbria University our Nursing Associate Apprenticeship provides a structured work-based route into nursing allowing students to earn while they learn.

Delivered through 50% practical learning and 50% classroom based teaching, students will get hands on experience of working as a nursing associate while gaining theoretical insight into the role from experts in their field.

Upon completion of the course, learners can apply for professional registration with the NMC and potentially even progress onto our Registered Nurse Degree Apprenticeship.

**STUDENT
NURSING TIMES
APPRENTICESHIP
PROVIDER OF THE
YEAR
2024**



REGISTERED NURSE DEGREE APPRENTICESHIP

Our Registered Nurse (Adult) Degree Apprenticeship is designed for those wishing to enhance their prospects through a work-based learning programme.

This 18-month full-time route sees apprentices join our Nursing Science (Adult) BSc programme partway through year two to complete the remaining year two and three modules.

Through a concept-based curriculum where learning will reflect real-life experiences, apprentices will be introduced to the key concepts of nursing, which are supported by the Nursing and Midwifery Council's (NMC) 'Future Nurse' standards. The programme will prepare apprentices to become a Registered Nurse who is capable to prioritise people, practice effectively and promote professionalism.

Routes:

- Registered Nurse Degree Apprenticeship | Nursing Science/
Registered Nurse (Adult) BSc (Hons)
- Registered Nurse Degree Apprenticeship | Nursing Science/
Registered Nurse (Child) BSc (Hons)

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LEADERSHIP AND MANAGEMENT

LEADERSHIP AND MANAGEMENT.

In a workplace that is continuously evolving, ensuring that human resource talent is utilised in the best way is a constant challenge. Investing in leadership development to deliver organisational and productivity gains is central to achieving strategic/long term goals. Northumbria University has extensive experience of delivering impactful work-based learning.

Collaborating with organisations and learners from across sectors for a number of years, it brings experience of designing and delivering innovative and carefully focused leadership and management programmes.

- **Chartered Manager | Business Leadership and Management Practice, BA (Hons)**
- **Project Management Degree Apprenticeship | Project Management, BSc (Hons)**
- **Senior Leader Higher Apprenticeship**
- **Senior People Professional Higher Apprenticeship**
- **Help To Grow: Management**
- **MBA (Master of Business Administration) and MPA (Master of Public Administration)**

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LEADING POSITIVE BEHAVIOURAL SUPPORT IN ORGANISATIONS.

The Advanced Diploma in Leading Positive Behavioural Support (PBS) in organisations, develops knowledge, understanding and competence in using PBS. It also enables the facilitation of practice-based learning, competency assessment and ongoing supervision of others within their own organisation providing support to those with learning disability and/or autism with or at risk of behaviours that challenge.

The programme is provided at 2 levels to offer flexibility to those who lead or manage staff, who may have differing academic profiles and entry levels. At each level, the student will engage with, critically analyse, and evaluate the theory of PBS as an approach. Students will understand and apply the core concepts in practice, critically reflecting on their own practice and that of others in contributing to functional behaviour assessment, and the factors that may influence behaviour. Students will collect and synthesise data, drawing conclusions regarding behaviour (formulation) and develop, implement, and critically evaluate behaviour support plans. Students will develop expert knowledge in PBS and be assessed in theory and in practice

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PRINCIPLES AND PRACTICE OF RESTORATIVE JUST AND LEARNING CULTURE.

Newcastle Business School, Northumbria University and Mersey Care NHS Foundation Trust are proud to present our programmes on the principles and practices of Restorative Just and Learning Culture.

Just cultures that are restorative as opposed to retributive are becoming increasingly recognised for their contribution in dealing with adverse events and significant incidents, managing employee relations, developing high performing teams, and enabling the delivery of safe and continuous care.

It is estimated that over 6,000 workers are currently suspended in the public sector at a cost upwards of £50 million. This can be as a result of workplace stress, bullying or harassment that are dealt with in retributive rather than restorative ways which sadly can result in people ending their own lives or suffering long term health and wellbeing issues. Restorative Just Culture practices recognise the important role played by dealing with adverse events and incidents by asking, who is impacted; what do they need; and whose obligation is it to meet those needs? Asking those questions provides an opportunity for lessons to be learned which in turn can positively impact patient safety and staff wellbeing.

- **Principles and Practice of Restorative Just and Learning Culture - 4 Day Programme**
- **Restorative Just and Learning Culture for Executives and Non Executive Directors - 2 Hour Session**
- **Restorative Just and Learning Culture - People Processes - Masterclass**
- **Restorative Just and Learning Culture - Masterclass**
- **Restorative Just and Learning Culture - From Business Case to Implementation**

The success of restorative responses hinges on getting the community involved in collaboratively resolving those questions and arriving at a solution that is respectful to all parties, such as, patients, families, caregivers, organisational representatives, regulators and legal and union representatives. It considers accountability in a forward-looking (rather than punitive, backwards-looking) manner, asking who needs to do what now, given their role and the expectations that come with it.



Mersey Care
NHS Foundation Trust

Community and Mental Health Services

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NMC COMPETENCE TEST CENTRE

Northumbria University in partnership with Newcastle Upon Tyne Hospitals NHS Foundation Trust and Newcastle City Council has been awarded a contract to become one of five national NMC Competence Test Centres.

All new nurses in the UK – whether they have been recruited from overseas or have taken a significant break from their nursing career – must complete an Observed Structured Clinical Examination (OSCE) as part of their 'NMC Test of Competence' before they can be registered to practice. Northumbria University together with partners work in close collaboration with the Nursing and Midwifery Council (NMC) to support the NHS, private and third sector organisations in expanding the nursing workforce in the UK.

The NMC Test of Competence enables professionals to demonstrate to assessors that they have the skills and knowledge to care for people safely and effectively.

Northumbria University became fully operational in March 2022 and has been receiving international nurses and nurses returning from a career break to sit their NMC Test of Competence.

As an organisation if you are planning for your current or future staff to undertake the NMC Test of Competence, please scan the QR code to discover more and contact us.



WHY NORTHUMBRIA?

Why choose Northumbria University as your test centre?

A quality academic track-record – Northumbria University is well-established with highly rated NMC and HCPC approved programmes, with an excellent award-winning reputation for providing innovative, flexible and wide-ranging professional learning and development opportunities for those working in health and social care.

We put the candidate at the heart of our approach – we have invested heavily in a brand-new Competence Test Centre which has been designed with the candidate experience firmly at heart. Our team are experts in their field – by using their diverse range of experience, we help develop the next generation of caring, compassionate and competent health professionals who place the patient at the centre of decision making by promoting dignity, care, and compassion.

We are situated in a great city with convenient transport links – Newcastle is consistently ranked as one of the best cities to visit in the UK. Beyond the Test of Competence itself, we invite you to experience the famous Geordie spirit in a city bursting with activity and a range of places to stay. It is quick and easy to get to Newcastle – with an international airport, fast and frequent rail connections, an international ferry terminal and a number of major road routes including the A1, the North-East is probably closer than you think.

We work in partnership every step of the way – At Northumbria we firmly believe in partnerships, and seek to work in close collaboration with all our partners. We are keen to work with your organisation to understand your needs, your strategy and your requirements not just in terms of the Test of Competence but in terms of preparation, managing bookings, logistics and follow up.

Get in touch...

Having been awarded a contract to become one of five national NMC Competence Test Centres, in partnership with the Newcastle Upon Tyne Hospitals NHS Foundation Trust, we here at Northumbria University have been operational for just over two years and expanded the Test Centre in July 2023 from 15 OSCE bays to 30 OSCE bays, making Northumbria the largest Competence Test Centre in the UK.

With our multi-million pound investment in our bespoke NMC Competence Test Centre now complete and open for business, we are incredibly excited to invite you to visit us, discuss your needs and provide us with important feedback on how we can tailor our service to meet your needs.

Commercial Business Manager: Jacqui Clark

Mobile: 07925 035718

Email: jacqui.clark@northumbria.ac.uk

For general enquiries, please contact us via:

CTCGeneralEnquiries@Northumbria.ac.uk

0191 3002441

For Trust-specific enquiries, please email us on:

CTCTrustEnquiries@Northumbria.ac.uk

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GET IN TOUCH.

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CONTACT US

northumbria.ac.uk/business-services/wfd-contact-us/



WORKING WELL IN HEALTHCARE - EVENT SERIES

Fostering collaboration across the healthcare industry to tackle some of the most pressing workforce challenges.

Through our free-to-attend Working Well in Healthcare series, we aim to create an invaluable space for the healthcare industry to collaborate, learn, and drive positive change. The series brings together industry leaders, practitioners, educators, and policymakers to explore practical solutions to workforce challenges, share best practices, and shape the future of healthcare education and development. Each event is designed to inspire fresh thinking, share cutting-edge research, and build a more resilient and capable healthcare workforce for the future.

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northumbria.ac.uk/health-and-social-care