

## Notes from Workshop 3 – First Steps to a Career in Care

### Chaired by Lesley Dunbar, SWAPEast

#### Summary points

- More needs to be done for promotion of RPL
- There needs to be more recognition of work-based learning,
- There needs to be more partnership work to help with the first and second points
- There should also be something in place to ensure admissions at FE/HEI institutions are guiding and supporting students to ensure that they are accepted using RPL as well as formal qualifications.
- There needs to be more clarity in the admissions process
- There needs to be quality assurance and key stakeholders need to sit down around the table to discuss these issues
- SQA needs to be on board to support tutors and enable them to follow RPL

Presentations by Annemarie Rennie and RPL project development NES  
Lorraine Malcolm Open University

The presentations instigated good talking points for the workshop. These were the main points discussed

Ensure that recognition and application of RPL is applied consistently across all HEIS to support access and entry to UG Nursing and Midwifery degrees. Consider a national progression route for all Nursing and Midwifery support workers. SQA must be at the table when discussing RPL. Also need to think about how College, Universities and health boards work together on implementing these policies.

NHS Boards and other employers in the health care sector should consider opening access to SWAP routes to nursing to support workers (in addition to the current HNC route). Recognising the importance of diverse routes and that support workers may be on very different education journeys.

Consideration should be given to extending the approach set out by the Scottish Government funded OU project, to help increase development opportunities for support workers in the health and social care sector

Review and consider additional targeted support for students undertaking the OU programme, with a particular focus on students from remote and rural areas.

Extend existing routes into nursing for support workers using RPL.