

Trainee nursing associates (TNAs): An exploratory study of an emerging role

Steve Robertson
on behalf of the SRA



Special thanks to Dr Rachel King

Background to NA role



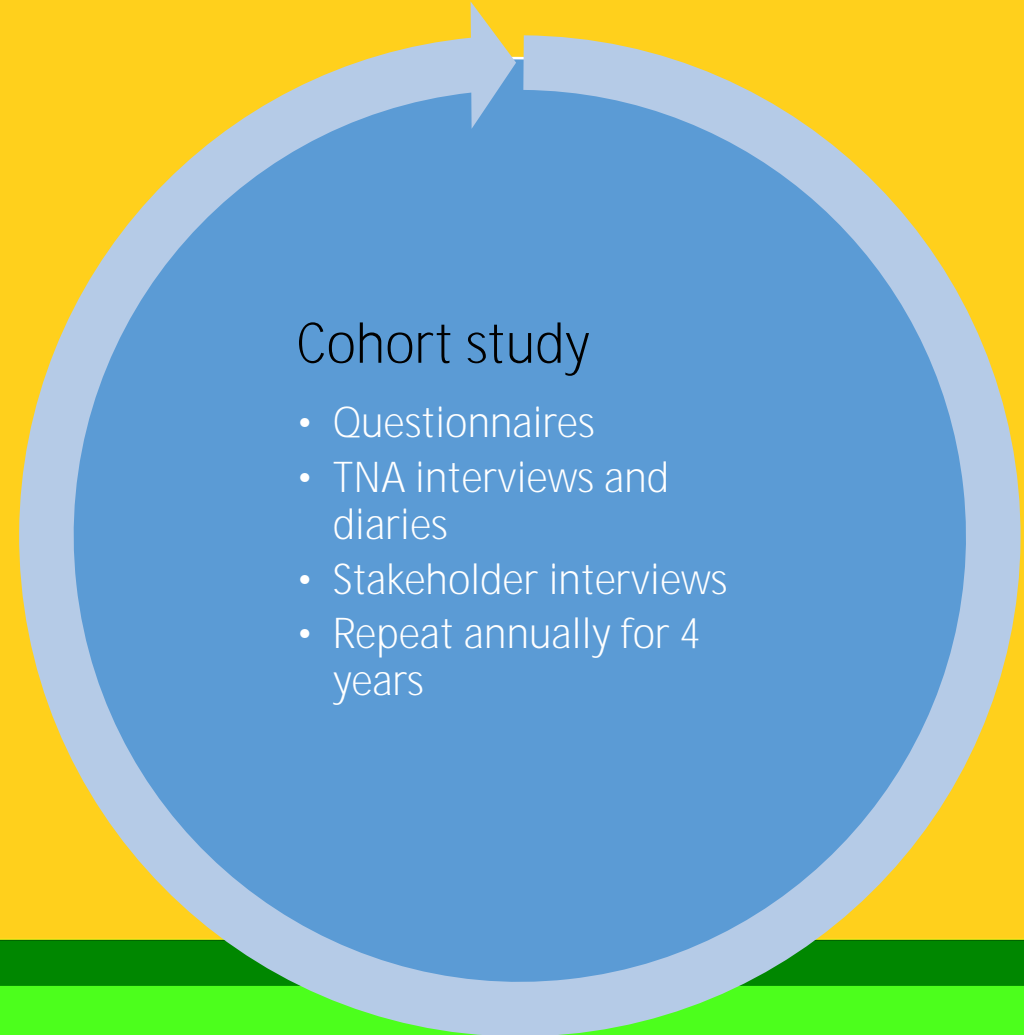
Examine participants' career aspirations

Observe career trajectories

Describe systems of clinical support

Evaluate well-being

Explore workplace identity issues



Focus Groups: 15 participants



Generate and test ideas
recommend future changes

Breen, R.L. (2006) A Practical Guide to Focus-Group Research. *Journal of Geography in Higher Education* 30(3): 463-475

April 2017 cohort

June 2018 cohort

FG 1
(n=3)

FG 3
(n=9)

FG 2
(n=3)



Small number but still dynamics

Longhurst R (1996) Refocusing groups: pregnant women's geographical experiences of Hamilton, New Zealand/Aotearoa. *Area* 28(2): 143-149

Average length of discussions: 52 minutes



Learning disabilities



Surgery

Gender

6 male 9 female

Experience in healthcare

6 months - 20 years

Key Drivers:

Affordable, local, career development

"I've been stuck in a dead-end job for years. I got a bit fed up just doing my bit and then seeing the nurses struggle, I wanted to be able to do more to support them." (FG 1, Carl)

New knowledge & opportunities

"I've been stuck in a dead-end job for years. I got a bit fed up just doing my bit and then seeing the nurses struggle, I wanted to be able to do more to support them." (FG 2, Julie)

Pragmatic concerns:

Placement issues

Role ambiguity:

h *uV*° (FG 1, Scott)

@ *trying* *A*

Support solutions:

@

(FG 2, James)

*They choose to get to know us
i not just teaching you
they get to*

Career Development

Two-thirds intended to go on to do RN training

TNA growth is facilitated by:

Affordable local training: crucial in developing enthusiastic, motivated previously unregistered healthcare workers

Role clarity and support networks: key to successful mentoring and utilisation of TNAs

A clear pathway for career progression: enables TNAs to achieve their aspirations of becoming registered nurses

Cohort established

Recruited: 126

Completed: 99

Qualitative progress establishing sub-cohort (approx. 30)

Stakeholder work under der i r8W*ñBT4x. Tf1 0 x.7£Ton

Questions?



With thanks to the rest of the SRA team: Rachel King, Michaela Senek, Emily Wood, Beth Taylor, Jane Seymour, Peter Allmark, Angela Tod, Tony Ryan