

Lancashire & South Cumbria Social Care Training Hub

Employer Case Study

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Thank you for agreeing to participate in this case study, the idea of this case study is to showcase Social Care Apprenticeship programme/s your organisation supports to other partnership organisations and in addition we would like to take this opportunity to encourage you to share your thoughts and experiences on how Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team supported and provided guidance through your apprenticeship journey.

By spreading the word about apprenticeship programmes and Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team, we can collectively work towards strengthening the quality of care and promote as a valuable resource for enhancing professional development and fostering a skilled workforce in the social care sector.

Name	Roxanne Kelley
Organisation Name	Alexandra Nursing home
Name of the apprenticeship programme/s your Organisation Supports	Advance practitioner and nursing degree
How many Apprentices does your Organisation support	3
Name of the Training Provider	University of Lancashire
What motivated your organisation to implement an apprenticeship program? There is a big shortage of registered nurses and as a company we really wanted to grow our own nurses. We also saw it as a massive opportunity for retaining the good staff that we currently have as it is so difficult to recruit within our sector.	
What is your Apprentice/s current role and their main responsibilities? Our current apprentices work clinically alongside the nurses we currently have within the home. They support with administering medications, completing care plans, risk assessments for the residents and ensuring the residents receive the correct care.	
How did Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team support you and the apprentice/s? Dawn supported with how the apprenticeship worked and what is expected from the company to support the apprentices. Dawn also helped massively with the funding and managed to secure funding for all our apprentices, without the funding we would have struggled to get the apprentices started.	
Did your organisation apply for a Levy transfer or any other funding? Were you successful in being gifted? Did Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team support you with the process? Yes we were gifted a levy transfer and Dawn supported with this transfer and securing the funding.	
What specific challenges did you face when implementing the apprentice program, and how did you overcome them?	

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We didn't really face any challenges, the only one we faced was a leaver prior to the apprentice commencing. This was more frustration on my side, as we had everything set up.

What were the learning points?

I don't think there is anything further we could have put in place as they went through an interview process before we accepted anyone onto the apprentice programme and the member of staff was a long standing member of staff. It was unfortunate that she had personal things going and didn't feel she could balance the apprenticeship alongside.

From an organisation view what are the benefits for supporting apprenticeship programmes?

The biggest benefit is that we are growing our own nurses and supporting the healthcare system. Also from retention/attracting new employees, it shows we are investing in our workforce.

Would you recommend apprenticeship programme/s to other care providers ion the care sector?

Yes absolutely, before we started the programme I wanted to make sure we had the right nurses in place to support the apprentices in the programme I think this is vital to it be successful.

Based on your experience, would you recommend the Social Care Training Hub Apprenticeship Team to other organisations in the social care sector? If so, what are the key reasons for your recommendation?

Yes I would recommend without the hub, I wouldn't have understood the funding correctly and I wouldn't have understood how to get the process started with our apprenticeship provider.

What is your organisation next steps and sustainability in relation to apprenticeship programmes?

Our next steps at the moment are to concentrate on the apprentices we have and ensure they have the correct support they require. We will definitely be looking at adding more apprentices for the next year intake.

If you are happy for us to do so, we would like to share your case study and any photos provided on our website and social media platforms. What might will your case study story be used for?

Presentations: Internal and external presentations

Websites: Website and intranet

Social media: Social media pages [All social media platforms of Lancashire and South Cumbria and those of the wider Lancashire and South Cumbria NHS Social media pages]

Publications: Leaflets, posters, newsletters, and other marketing materials

Print and online media: National, regional, and local papers; magazines and news sites

Television and radio: National and regional television; national, regional, and local radio

I hereby consent to give my permission to use the information I have provided for the purposes outlined above

Please sign and date this form

Print Roxanne Kelley _____ Signed __ R Kelley _____ Date 07/06/2023