

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	Andrea Palamountain
Organisation Name	Specialist Care Team
Name of the apprenticeship programme/s your Organisation Supports	Adult Care Worker - Level 2 Lead Adult Care Worker - Level 3 Lead Practitioner in Adult Care - Level 4 Leader in Adult Care - Level 5
How many Apprentices does your Organisation support	6
Name of the Training Provider	Impact Futures
What motivated your organisation to implement an apprenticeship program?	
We have had various requests from our staff team who want to progress and do more continuing professional development. Plus we require our managers to have specific qualifications or be working towards them.	
What is your Apprentice/s current role and their main responsibilities?	
Our apprentices vary from Support Workers who provide help and support to our services users either in homecare or supported living. Other apprentices are care managers who want to obtain a higher qualification.	
How did Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team support you and the apprentice/s?	
Because this is the first time we have had apprenticeships they held our hand every step of the way and supported us.	

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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 and we were successful. Lancashire and South Cumbria Social Care Training Hub Apprenticeship Team supported us throughout this process.

What specific challenges did you face when implementing the apprentice program, and how did you overcome them?

I don't think we had any specific problems. The main issue was getting expression of interest forms completed by our staff and getting the evidence of their qualifications.

What were the learning points?

We now know the process and will feel more comfortable doing this again.

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

It educates our existing staff and shows that the company is supporting them to obtain further qualifications.

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

Definitely

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?

Definitely. They were extremely helpful. There is always someone to contact and someone that can help you.

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

We want to try and obtain further funding for more of our staff to undertake apprenticeships.

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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 Andrea Palamountain Signed A Palamountain Date 18/07/2023