

Case Study:

NHS

Herefordshire



The added value of apprentices

NHS Herefordshire is enjoying the added value that apprentices bring. Aspiring nurses are benefiting from the increased range and flexibility of the national Apprenticeship framework preparing them for university life and progression into a successful career.

Qualifications

The programme leads to an NVQ Level 3 qualification, equivalent in status to two A levels, and is tailored to equip aspiring nurses with the full set of personal and professional skills they need to embark on a three-year university degree.

Flexible framework

With that objective in mind, a flexible framework has been designed in which, each week, apprentices spend two

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Helen Mapp, Training Manager



Left to right: apprentices Leanne Weaver, Kirsty Morgan; instructor Jo Davey (posing as patient); apprentices Charley Grove, Rose Dignan

days full-time at the training centre, two days gaining hands-on experience on busy medical wards and one day of private study, developing independent research skills.

Training Manager Helen Mapp said: "The aim is to get enthusiastic young people ready and equipped with the skills they need to go to university and then progress into rewarding nursing careers.

"We set up our training centre 15 years ago with the twin aims of developing the skills both of new recruits and also of existing staff with the motivation to progress within the service.

"To achieve that, we have adopted a flexible approach to developing training and to using the full range of sources of public funding support. That is why we are so enthusiastic about the way Apprenticeships are changing, with employers encouraged to say what skills their organisation needs and the training framework adapted to meet them.

"The aim is to tailor cadets (apprentices) to future service needs and their individual career aspirations. We need the best young people because our patients deserve the best possible care.

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Helen Mapp, Training Manager

"As an employer, we look at the job role and build training around that. And I invite feedback from managers so that we are always feeding the clinical requirements into the training. In healthcare, that's obviously crucial and we're about to enter an exciting and challenging new phase of delivery through the Patient Choice agenda. The content of the cadets framework is always evolving to reflect the practical reality.

"We're always looking for people we can move up through the ranks and we've got many people in quite senior positions that started in the NHS as apprentices. Most of our cadets are aged 16 to 19 but we also offer Advanced Apprenticeships for long-serving staff looking to progress to quite a skilled clinical level, for example as a physio or theatre assistant."

100 apprentices recruited

The successful cadets programme run by NHS Herefordshire has now reached recruited it's 100th trainee nurse, seven years after the launch of the programme.

The century was clocked up by 21 year old mum of two Leanne Weaver who plans to go on to university to take a midwifery degree and work nights as a domestic carer to support herself through her training.

Leanne Weaver added: "The cadets programme is giving me a great start to my career. I always wanted a job where I could help other people and, as a working mum, I can't think of a better way to use my skills than to support new mothers as a qualified midwife."