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Jane Nash

HR Director



Jane



Apprentice employer Jane, explains her decision on becoming an employer provider and recruiting young Support Workers...

What do Care Through The Millennium do?

Care Through The Millennium (CTTM) provides specialist care and rehabilitation services for adults with learning disabilities, autism, mental health conditions and complex needs.

What was the previous situation?

We have facilitated apprenticeships in the past in partnership with Birmingham City Council and Bournville College. They were very successful however we saw an opportunity for more control and ownership over the training provided.

What is the scope of the early talent programme?

Our apprentices are completing the Adult Care Worker (level 2) apprenticeship which runs for just over 12 months. They learn on the job, also completing the Care Certificate, Maths and English qualifications, and the level 2 Diploma in Health & Social Care. We ensure that our apprentices are placed at services with a supportive team that match their experience and background.

What were the key factors in deciding to run a programme targeting young people?

We firmly believe that young people from the age of 16 should be given the opportunity to start a career in care and envisage them as our future Managers. CTTM had the resources and expertise to design a programme purely tailored to develop young people.

How is your early talent programme different to frontline Support Worker roles?

Our apprentices are additional employees and are not included in the care hours we provide. They have the opportunity to learn on the job with the support of an experienced staff and management team. In addition they attend taught sessions regularly to enhance their knowledge.

What has been the biggest challenge with implementing an early talent programme?

The restrictions placed on their working hours because of their age. Some of the apprentices are disappointed that they are not able to work the longer shifts.

How did you find the process with becoming a training provider?

It's a detailed process but it was the right decision for us. We get the standard of quality we want from our apprentices because our training reflects the individual needs of our organisation and the people we support.

What results have you seen from your early talent programme?

Our 6 apprentices joined in October 2018 and have progressed extremely well. They have grown in confidence and are valuable members of the team. We have received such positive feedback from their Managers who are proud that they are part of their progress and can see how far they have come.

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“ We firmly believe that young people should be given the opportunity to start a career in care and envisage them as our future Managers ”



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Libby

Apprentice Support Worker



Libby
←

Libby, sixteen, joined CTTM as an Apprentice Support Worker in 2018. We spoke to Libby about her journey so far...

What motivated you to apply for the apprenticeship programme with CTTM?

I knew I wanted to work in care after completing a GCSE in health and social care at school. I wanted to gain experience in a hands on role and meet different people. CTTM stood out because they explained how I could progress and offered great training.

What have you been doing since joining CTTM?

I have completed many courses since joining including DoLS, equality and diversity, infection control and adult safeguarding. I get to do many of the tasks other Support Workers do on a day to day basis and have lots of interaction with service users.

What does your learning journey look like?

The apprenticeship takes just over a year to complete and I carry out all training on site with CTTM.

What do you enjoy most about your role?

I love the atmosphere at the home and seeing service users progress and lead fulfilling lives. The team here are very supportive and the different courses are fantastic.

Is there anything you find challenging?

Sometimes the training can be challenging if I don't have the background knowledge, but I take notes away from the classroom to look over in my own time which really helps. The trainers are really helpful and approachable.

What does the future look like for you?

I would love to continue working at CTTM when I complete my course. I would like to study for a mental health nursing qualification and become a Manager in the future. Any role that still allows me to be hands on would be great!

What do friends and family say about your career choice?

My family are very proud, but some of my friends are surprised that I've chosen to work in care and think it could be boring or challenging. I tell my friends that it is just not the reality!

Would you recommend other young people to work in health and social care and what can employers do to encourage more to apply?

I would definitely recommend a career in health and social care to young people. It's hands on, varied, and you can progress. Other employers should involve more young people, and explain the rewarding elements of care such as the support available and transferable skills you can learn.

“ Libby is fantastic; even her Mum has said how much she has grown in confidence since joining. We forget she is 16! ”
Elle - Libby's Manager

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