



Meet one of our Line Managers who is supporting an Apprentice

We are introducing to you Helen Blackburn, Medical Education Services Manager at Alder Hey Children's NHS Foundation Trust.

Following discussions during an appraisal review with a team member we decided that some form of development would be required to support them in their career development. We explored some internal options and approached the Apprenticeship Team for advice. They provided information relating to the different standards that were available.

1

**How did you
Find out about this
apprenticeship
standard?**

2

**Did you understand
the apprenticeship
route?**

I was aware of the apprentice route through a colleague who had recruited a member of her team through the programme. This works well as it gives the apprentice time away from their role, equivalent to one day each week, to allow them write assignments or develop opportunities to shadow teams, increase knowledge or meet with apprenticeship colleagues.

3

We have been exceptionally lucky, we agreed from the outset of the apprenticeship that a designated day would be allocated. This is flexible but works well for all of the team.

What challenges have you faced?

4

What difference do you believe the apprentice's new knowledge, skills and behaviours will make to your team/department?

I am pleased to say that although the apprenticeship is still on-going there has been considerable developments, they are able to demonstrate in practice the theory that underpins the management skills that they have learnt. They are more confident and able to explain the rationale for decisions and understand the importance of their role within the wider context of the team.

5

I would whole heartedly endorse the apprenticeship programme for staff who have considerable experience within their current role as it is a perfect way to develop new skills and knowledge. For staff with less practical experience, it would be an ideal route to learn with the support of manager and colleagues.

I intend to utilise the apprenticeship programme for another team member as the experience has been very positive.

What advice would you give to other managers who maybe considering taking on an apprentice?