

Annex 18

SBC – Providing Solutions for Employers



Working to provide providing solutions for employers

SBC Training developed an integrated approach to identifying a pipeline into the nursing profession. Working with Robert Jones & Agnes Hunt NHS Foundation Trust a recruitment drive for new entrants to join a Level 2 Health Care Assistant Apprenticeship.

Successful completion will allow them to progress onto a Level 3 Senior Health Care Support Apprenticeship with the aspiration that a proportion of the cohort will then progress onto the Trainee Nurse Associate Apprenticeship and therefore bolster our medical staffing. This initiative is an example of employers and providers working collaboratively.



We are proud to say that the first cohort have just completed their training and are undergoing their independent end point assessment.

The outline model, has now been duplicated and we have reached an agreement with Coverage Care to deliver a similar programme, with similar aspirations for progression. Coverage Care operates across 12 locations throughout Shropshire offering care predominantly for older people requiring nursing, residential or respite care or those living with frailty or dementia.

Why is this of importance? The very limited funding that is made available for the delivery of training in social care means that without the support and collaboration between provider and employer this type of training offer is unlikely to happen. There are significant risks on behalf of the provider; related to potential for failure (in a sector that is used to failure to complete the apprenticeship) and the employer (with high recruitment churn), so the 2 examples show good faith in the relationships that are in place to deliver these plans.

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