

Alder Hey Children's NHS Foundation Trust Apprenticeships



We talk to Emma Palmer, Vocational Training Lead in Alder Hey Children's NHS Foundation Trust about how apprenticeships support the work of the Trust and the Children's Hospital. We ask Vicky Matthews, Pathway Co-Ordinator Burns & Plastics about her apprenticeship experience. The Regional Burns and Paediatric Plastic Surgery Service at Alder Hey provides a service to the whole of Merseyside and Cheshire as well as North Wales and the Isle of Man. One of the three areas in Alder Hey's Critical Care Unit the burns unit complements the Intensive Care Unit and the High Dependency Unit. Plastic surgery helps treat injured children those with conditions like cysts and soft tissue injuries from trauma that need reconstruction.

The Employer Perspective: Emma Palmer, Vocational Training Lead

Q. How has your organisation benefitted from recruiting apprentices?

Emma: Apprenticeships support the Trust with workforce planning, which also up-skill our talent workforce. We are continuing to work alongside divisional leads to identify future gaps and up-skill staff. This is allowing staff to learn new skills and applying these skills to their role, which has allowed them to develop and progress within the Trust, resulting in positive outcomes for apprentices.



Emma Palmer

Q. What advice would you give to potential apprentices wanting to join your business?

Emma: As a leader in child health care and research, Alder Hey Children's NHS Foundation Trust provides care for more than 275,000 children and young people, making us one of the biggest and business children's hospitals in Europe. Alder Hey NHS Foundation Trust is a great place to work and has many different work opportunities for both clinical and non-clinical roles. Join NHS jobs and look out for apprenticeship positions being advertised.

Q. What advice would you give to other businesses who are thinking about recruiting apprentices?

Emma: Recruiting an apprentice brings many benefits to both the organisation and the apprentice themselves. It helps you grow and develop an individual, which also allows them to secure a better career and improve their job prospects. Apprentices are able to work while training in their chosen profession, gaining practical skills and experience.



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The Apprentice Perspective:

Vicky Matthews: Pathway Co-Ordinator Burns & Plastics



Q. How did you find out about your apprenticeship?

“ I had requested more information on apprenticeships for the past couple of years after identifying in my annual PDR that I would like to push and stretch myself and my career. After completing a secondment in an Operational Managers role, I chose to do the Team Leading Apprenticeship as this is part of the Team Leading Pathway which can enable me to progress eventually onto a Degree / Masters in Management which is something I am striving to complete. **”**



Alder Hey's Critical Care Unit

Q. What's being an Apprentice like?

“ Being an apprentice is great! I feel like I am being stretched, challenged and gaining more knowledge about what makes a great leader. I feel the opportunities of being able to attend courses and study have enabled me to obtain some of the attributes and qualities a good leader needs to possess.

Improvements are a big part of learning and progression, the only aspect I can think of that could have improved my journey was more support at the start of my apprenticeship. This was no fault of the current tutor, but due to a change in tutor and unforeseen circumstances. **”**

Q. What advice would you give to someone who is thinking about becoming an apprentice?

“ The best piece of advice I could give someone is to go into an apprenticeship with an open mind and dedication. To succeed, you need to be in the positive frame of mind that you will to succeed. Things will be difficult, and at times you will think that achieving isn't possible, but there is no such word as Can't! **”**



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