

Kids Planet Day Nurseries Apprenticeships



We talk to Gill Mason, Head of Training and Education at Kids Planet Day Nurseries and Hannah Dedenczuk, Nursery Apprentice, about what apprenticeships bring to their business and the apprenticeship experience.

The Employer Perspective: Gill Mason, Head of Training & Education

Q. How has your organisation benefitted from recruiting apprentices?

Gill: It has supported our ambitions to provide outstanding childcare by ensuring we recruit and retain talented people across the NW and Midlands. It has also boosted our retention as staff see a clear career pathway both in terms of qualifications and higher level positions. We have been able to build on our talented workforce by providing opportunities to progress to higher levels with increased pay. Also, to move around settings to mentor and buddy other new recruits. Satisfaction and attendance levels have all increased too. By offering our own in house training we have been able to make it bespoke and relevant to Kids Planet. Our apprenticeship offer has cut recruitment costs. It has also enabled senior staff to delegate roles, freeing them up to enhance our offer to parents such as running baby massage classes.



Gill Mason

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

Gill: Find out about what the job entails. Go onto our website and read about our journey, ethos and values. Think about what the role might cover, what skills you can bring along. Come along and spend some time to gain work experience to see if childcare is for you. Speak to our staff and ask them about the role, their stories and career opportunities at Kids Planet.

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

Gill: Do it! Ensure you have a mentor in the workplace who understands Apprenticeships and can support apprentices throughout their journey, especially if they are new to the sector. Celebrate their achievements and make sure they know they are a valuable asset to the business. Be kind and recognise that for some it may be their first real job.

The Apprentice Perspective:

Hannah Dedenczuk, Nursery Apprentice



Q. How did you find out about your apprenticeship?

“

I was taking a fast track to apprenticeships course, where I learnt about them, what would happen, where and how to get one. Through the course, I found the national apprenticeship website and decided that rather than just getting a job I would get one that would enable me to learn and develop skills (new and old) at the same time. I understand that colleges and universities are not for everyone. Each person learns differently and an environment where you can actively apply what you learn was what I thought was best for me.

”



Hannah Dedenczuk

Q. What's being an Apprentice like?

“

It can be challenging because you are constantly on the go. Every single day is different and a new opportunity to learn. It is an incredibly humbling and rewarding environment. You are able to apply what you learn in course work to your day to day job and vice versa. You learn every aspect of the job giving a deeper sense of knowledge and understanding of the job.

”

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

“ Say yes. Take every opportunity, no matter how big or small. Do things out of your comfort zone. When you open your mind and yourself to new opportunities you learn and grow. Not only personally, but professionally as well. If you want an industry career, I would highly recommend becoming an apprentice. ”