

Wirral Hospice St. John's Apprenticeships



Wirral Hospice
St John's

We talk to Mikaela Lawler, Learning & Development Administrator at Wirral Hospice St. John's and Thomas Dyke, Finance Apprentice, about what apprenticeships bring to their business and the apprenticeship experience.

The Employer Perspective: Mikaela Lawler, Learning & Development Administrator

Q. How has your organisation benefitted from recruiting apprentices?

Mikaela: Recruiting young local talent has helped grow the skill base of our workforce and provided much needed opportunities for young people to begin an exciting new career in the health and social care sector. So far, we have four apprentices based in Fundraising, Workforce and Finance, our latest recruit is our first Trainee Nurse Associate. One of the key elements of our Workforce Strategy is investing in the Hospices ability to grow and develop its' workforce of the future. By offering Apprenticeships it will help future proof our workforce and allow us to provide development pathways with genuine opportunities for them to progress their careers within the Hospice. This will help grow their skills and retain them as team members, helping us to continue to provide the best quality care to our patients.



Mikaela Lawler

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

Mikaela: Our advice is, give us a go. We have taster placement opportunities so you can see what post fits you, your skills and abilities. We are a diverse charity in terms of employment with a range of posts that make up our workforce. As a person seeking to start a career, you will be able to view the opportunities we have available and how we can support you to make those first few vital scary steps. As a group of employees of the hospice, we are friendly and close, almost a family. We work tirelessly to help the people of Wirral and their families as they face some of the most challenging times. Our doctors, nurses, trainee Nurse Associates, Health Care Assistants and Allied Health Professionals are at the forefront of that vital care. Our fundraisers raise the money to make this possible. Our Facilities team look after maintenance to ensure the premises are safe. Our Housekeeping & Catering teams ensure the cleanliness of our surroundings and provide nutritious meals for patients, visitors and staff. Finally, our range of administrative roles look after workforce, our dedicated volunteers, finance and quality.

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

Mikaela: Employing apprentices is a fantastic way to address any skills gaps and plan for the future of your workforce as team members start reaching the latter stages of their careers. This enables continued service delivery. You can inject some much-needed young talent into your teams. Apprentices have so many skills and new ideas they can bring to your business. They provide new outlooks and ways of thinking. You can develop them to have the skills your business needs to meet challenges with new technologies and nurture them to embody the values that are at the heart of your business. Employing apprentices is a win, win situation. They are getting the development and support they need to start a new career and your business will development a skill set that enables it to adapt to new technologies and future challenges.

The Apprentice Perspective:



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Thomas Dyke, Finance Apprentice

Q. How did you find out about your apprenticeship?

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I found out about apprenticeships through high school. I chose this route because it seemed like the best thing to do for finding a future career. I was debating attending university, but considering this apprenticeship allows me to get all my training and get paid to learn with a job at the end of it, it was clear this was the better path to take.

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Thomas Dyke

Q. What's being an Apprentice like?

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I really enjoy it just because it feels like I'm really going somewhere with my career. Getting a really good qualification and then having the safety of a permanent job really sets me up for my future life. It gives me the opportunity to expand where I can go after my apprenticeship too and take my qualifications and skills further. I don't think there could be a way it could be improved at this moment in time.

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

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I would recommend to get into an apprenticeship as soon as you can. I really wish I got in when I left school. By now I could have completed my apprenticeship and be going even further.

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