

Employer Engagement Statement

The UHL Apprenticeship and Development Centre places employer engagement at the heart of its planning and delivery. The work of the Centre supports person-centred care where health and social care professionals work collaboratively with people who use services. Person-centred care supports people to develop the knowledge, skills and confidence they need to more effectively manage and make informed decisions about their own health and health care. To do this it is important that the Centre takes an active part in developing a workforce with behaviours, skills and competencies that support and drive person-centred approaches to wellbeing, prevention, care and support. Being person-centred is about focusing care on the needs of individual; this is true in both learning and healthcare. Engagement with employers can be evidenced in a variety of ways

- i. Manager Apprenticeship Workshops – this short session for line managers has been recorded to ensure you can watch it at your convenience. It covers all aspects of Apprenticeships; including supporting new learners, management of apprentices and commitment to learning required. These are interactive and encourage the asking of questions where managers are unsure
- ii. 8-12 week learner reviews carried out with the learner, manager and facilitator to discuss learner progress and any issues or concerns raised by any party
- iii. Regular 1:1, tutorials and small group meetings with a combination of learner and / or line manager. Specific employer engagement meetings where new and specific programmes are being set up to ensure it fully meets employer and area requirements, establish any cross over or mapping of teaching from employer and alignment of learning objectives to employer need. This supports wider NHS long Term Workforce Plan initiatives to address the current shortage of roles across the NHS.
- iv. The Centre Education Manager has monthly Meetings with the educators for learners from outside Trusts, namely LPT and Loros. The progression of all learners on programme is discussed and any concerns dealt with
- v. Employer surveys; requesting employer feedback during the programme at regular intervals to support discussions at Programme Board and at the end of programme to review impact of learning on employer
- vi. A range of managers are invited to become involved with Programme Boards to support progression of learning and continuous improvement of apprenticeship education programme
- vii. An employer engagement session is run face to face annually by the Centre
- viii. Managers are welcome to attend the Manager Forum each team where supporting progression and apprentices is a key theme
- ix. There is a Manager handbook available to support managers understand the components of their apprentices learning journey
- x. Managers are invited to celebrate achievements of their colleagues at events e.g. graduation.