**Apprentice Talent Profiles**

***Where could your talent take you?***

|  |  |  |
| --- | --- | --- |
| ***Name:*** | ***Deborah Kingston*** | ***Photo*** |
| ***Job:*** | *Senior HCSW* |
| ***Email:*** |  |
| ***Details/date:*** | *26/02/2019* |

|  |  |
| --- | --- |
| ***Where are you based?*** | *Fen House* |
| ***Tell us a bit about your current role*** | *I am currently in a Band three position in a Community Nursing Team. I work in a variety of areas, providing clinical services to patients who are unable to access normal GP services.* |
| ***How long have you been with the Trust?*** | *Almost Five years* |
| ***Looking at your own training and development, could you tell us more about the early stages of your career?*** | *I have been supported from my start within the Rehab team, in a Band two position, to my current position in a clinical team. Training needs have been identified by myself and I have been supported to apply for training to support my development.* |
| ***Are you currently undertaking any study?*** | *I am currently studying for a Foundation Degree in Health and Social Care to allow me to progress to a Band Four position.* |
| ***Has the apprenticeship help support you on your pathway?*** | *Because I have already studied at a higher level but in a different field, I found it difficult to gain founding to pursue a higher level of qualification in Healthcare. The apprenticeship has allowed me to study whilst also continuing to work.* |
| ***The apprenticeship programme offers blended learning, consisting of on and off-the-job training. This enables the learner to understand and apply their learning within the context of their day to day role.******How does the process work for you?*** | *It can be difficult to manage time for study as you need to be motivated to do this for yourself, in your own time and often at the end of a long day of work. However if it is something that you are prepared for and understand, then it can be easier to cope with. Building the study into your routine is a must.* |
| ***Talent Academy:****Government reforms brought in over the last 3 years have transformed the whole apprenticeship offer. The biggest change being the inclusion of degree and professional qualifications. As a result, the apprenticeship programme can now support individuals with their own career progression, offering development and qualifications from Level 2 through to a Masters.*  |
| ***In view of the reforms and new opportunities, would you consider an apprenticeship for your ongoing professional development?*** | *I am always keen to study at any level, so that it can extend my knowledge and understanding. There is also the added bonus that it can help with career progression.* |