**Apprentice Talent Profiles**

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

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| ***Details/date:*** | *27/02/2019* |

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| ***Where are you based?*** | *I am based at Fen House but I usually work from Beech House.* |
| ***Tell us a bit about your current role*** | *My current role is an administration apprentice for the LCHS estates team, the estates team maintain the premises that LCHS own/lease. This can start from the cutting of hedges and bushes in the car park to sorting out a little bit of carpet that could be ripped up. We don’t do the work ourselves but when there is a problem we can get contractors to go and complete the works for us. Along with helping with this I sometimes have my own little projects with colleagues in different roles for my development and help with the financial invoices that come through on the systems.* |
| ***How long have you been with the Trust?*** | *I haven’t been in the trust long as I started my apprenticeship in early July of 2018.* |
| ***Looking at your own training and development, could you tell us more about the early stages of your career?*** | *The early stages of my career seem to be going well; I can see this as when I joined there wasn’t a lot I knew about in my role. Now I can explain what I need to do in response too different queries and my development has been very good since joining the NHS in all departments.* |
| ***Are you currently undertaking any study?*** | *I am not currently undertaking any study but am looking at courses to be booked onto.* |
| ***Has the apprenticeship help support you on your pathway?*** | *It’s helped me massively on my pathway because as I said earlier I joined with pretty much a blank mind. Now I am half way through my apprenticeship and I am finding a lot of things easier and my knowledge is a lot bigger than it ever was.* |
| ***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?*** | *This process works well for me because I can get my jobs done day to day but also complete my apprenticeship work in time, this is because my colleagues know that I have this protected time and leave me to it. It usually works that I have a set time every day where I will do my off the job work, this is usually where I get my research/work done for my apprenticeship to try and get it completed. This time makes sure that you aren’t always under pressure trying to do everything and you can rely on this time to complete it.* |
| ***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?*** | *If I was in a role with the NHS and then got offered an apprenticeship I would definitely take it. This is because with the way it works it does give you the time where you can complete the work for the apprenticeship. This therefore means you will be able to get the development and the time to complete it. Therefore in my eyes it is a win-win if you were to take the apprenticeship.* |