

NHS YORKSHIRE & HUMBER

TRAINEESHIP CASE STUDY PROFILE

TRAINEE SUPPORT WORKER – KARINA NORTH



WORK PLACE ADDRESS

Foresight
60 Newmarket Street
Grimsby
DN32 7SF

ROLE

Trainee Support Worker

TRAINEESHIP

Quality placement, functional
skills, Employability skills

AGE

17 years

ENTRY Qualifications

Below level 3

BACKGROUND

After leaving education, Karina became despondent at not having sustainable paid employment. Wanting to fill her days with something more purposeful and career orientated she registered as a volunteer with Foresight; a local day service for people with learning disabilities. She found this work to be very rewarding and wanted to forge a career in this sector around support work.

Traineeship Programme

A Traineeship is designed as a stepping stone to an Apprenticeship or paid employment. For Karina her Traineeship consists of a 20 week placement of 16 hours weekly. She is also participating on mandatory courses and through regular reviews enhancing her employability skills. She has undergone an assessment to discover if her Maths and English require updating. However for Karina, this is not a necessary intervention at this time, as she already holds a level two qualification in these.

The Traineeship programme offers young people the opportunity to gain valuable work experience in a quality real life working environment. Whilst participating in learning 'hands on' skills within the sector of their choice, learners are able to update their knowledge of the job role itself.

This provides the strong foundational work ethic that many employers require and expect from employees today. Learners have the support of Traineeship providers to assist in becoming work ready.

Accredited learning is also on the agenda regarding Maths and English and the possibility to take certain modules from within QCF learning where appropriate. Work placement mandatory and statutory training will also be included to enhance the Traineeship.

Care Plus Employability Services

During a review with her advisor at Young People's Support Services (YPSS), it was agreed that Karina would be referred to Care Plus Employability Services to enable her to access one of the many initiatives that they offered. Karina was duly interviewed by the Employability Young Persons Support Officer and it was recognised that she fulfilled the

criteria to apply for a Traineeship; one of several initiative opportunities that Employability Services promote.

Karina's Role

Our learners at Foresight have the opportunity to participate in supporting adults with mild to moderate learning disabilities in a variety of settings. Being a day service provider for the local area, Foresight provides education, training and social events to promote inclusion and socialisation to its service users. Support workers are invited to assist in different classes or events where they can enable service users to participate in the groups and learning sessions. They can support on a one to one basis as well as within group environments.

For Karina this role therefore provided an environment to learn communication, interaction and enablement skills within this particular sector. This was the perfect opportunity for Karina to gain that valuable 'hands on' working experience to move her career forward.

Care Plus Group

CONTACT FOR FURTHER INFORMATION:

Care Plus Group
Employability Services
Port Offices
Cleethorpe Road
Grimsby
DN31 3LL

CPG.employabilityservices@nhs.net

Bespoke to Karina.....

The Traineeship structure is bespoke around the individual learner to meet their needs at this time. It can be from six weeks up to 20 weeks in duration and learners can participate on average from 16 to 30 hours weekly on their placement.

Employability Services work in partnership with training providers which are at least Ofsted 2 registered and who are eligible to register and deliver the Traineeship programme including the accredited functional skills.

Shortly after being referred, Karina was registered on to a Traineeship program with Employability Services, supporting her to enhance her quality placement. Karina is therefore participating 16 hours weekly on placement for 20 weeks. The Employability Young People's Support Officer is holding regular reviews with Karina and her placement provider to maintain a solid Individual Learning Plan is adhered to. This

allows for Karina's progress to be recorded and reviewed.

She is also receiving support with the implementation of Employability skills such as; timekeeping & attendance, dress code, respect and also valuable job search skills, CV building, application form filing and interview techniques.

Karina has also been registered onto Care Plus mandatory training including; Conflict Resolution, Moving & Handling, Equality & Diversity and Fire Health & Safety Awareness.



Karina's Future.....

The feedback from Karina's supervisor is that she is progressing well and engaging with all that's expected from her. She is demonstrating the use of many skills around assisting people with learning disabilities to engage with Foresight's activities.

Karina appreciates that the Traineeship is a stepping stone to an Apprenticeship or paid employment and she is working hard to make sure that she is ready for the next step in her career within the care sector. Karina eagerly accepts the challenge to prepare for future job interviews and sustainable paid employment.