



Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board



Ceri Hill, Medical Education Manager

As a Medical Education Department committed to delivering high quality undergraduate and postgraduate medical education we felt that the UHB Apprenticeship Scheme would be a fantastic opportunity to work with young people interested in starting a career within the NHS and to ultimately enable us to grow our own talent! Emma Bendle, Apprenticeship and Widening Access Co-Ordinator for the UHB supported us step by step through the local application process and by utilising long standing vacancy factors we created 2 Business Administration Apprentice roles that were tailored to suit the specific roles required within the Department.

Our 2 Apprentices have brought youthful talent and energy to a well-established Team and helped us to re-evaluate the skill mix within our structure, which has in turn enabled us to further expand our workforce. The Apprenticeship Scheme allows on the job training and 'real' experience whilst also supporting and encouraging self-development in a structured way. Both Apprentices considered their roles to be a career choice and to obtain a recognised NVQ Level 2 in Business Administration within the 12 month period is testimony to their desire to succeed. As a Department we were able to ensure we developed the skills and behaviours required in line with UHB core values and to train our own talented, engaged workforce. Following the 12 month Scheme both Apprentices have secured substantive posts with the UHB, and as a Manager it has been a truly rewarding experience to watch them develop and grow into confident, capable and committed members of the Team. I would have no hesitation in continuing to look at innovative ways of introducing Apprentice roles as a way of further developing and enhancing Team structures and creating a committed workforce.

