



Review of 2020

It has been a challenging year for all of us and we would like to thank all learners and employers for the support you have given. Learners have engaged in remote learning making time to meet trainers and progress in their qualifications. Employers have supported learners by providing witness testimony and invigilation of exams to enable learners to achieve their qualifications.

We are all looking forward to the festive holiday and hope for a brighter New Year.

We do not send out Christmas cards. We have made donations of £100 to Surviving Economic Abuse and Barnardos. This will be matched by CareTech Foundation giving both charities £200.

Note we close on 23 December until 4 January.



Hiring Apprentices

There are government incentives for hiring an apprentice. You could earn up to £2000.

For more information visit <https://www.apprenticeships.gov.uk/employers> or contact our Business Development Team 0151 336 6900

Funding for Adult Social Care Employers

Skills for Care can support care employers through the Workforce Development Fund. The funding can help support apprenticeships possibly by using funding to cover off the job training. For more information please contact our Business Development team on 0151 336 6900 or follow this link:

<https://www.skillsforcare.org.uk/Learning-development/Funding/Funding.aspx>

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Sharing is Good

Accessing funding can be difficult especially given the complexity of the system. This year we have been able to assist employers to access levy transfer funding. This is where a large employer has money in their levy pot to spend on apprenticeships and cannot spend it themselves. They can transfer it to another employer through the Digital Account System. The employer does not have to pay any contribution and gets fully funded apprenticeships. In Greater Manchester and Merseyside we have been able to work with levy employers and arrange funding transfers.

“Good afternoon Jules, I want to thank you for all the hard work and patience you have had with me to help me get set up with the Modern Apprenticeship training and funding. I could not have done this without your help and support. Independent Option would not be able to offer this kind of training to staff and in the past I have found it very hard to access funding, so your help and support has been very much appreciated.

Not only have you been helpful but your patience in guiding me through the process has been outstanding. I never thought we could get the amount of money that we have been offered. It's amazing!

So once again...thanks..I can't stop smiling today”
Christine Mc Partland Independent Options

Your Feedback

"I just wanted to write to you to express my gratitude to you for allowing me to continue with the course. You listened to me and you gave me an opportunity to complete my learning and I can't explain how happy I am with your organisation.

Dawn Gouldthorpe is my trainer and she is absolutely brilliant she has supported me thoroughly and helped me to learn and develop into a confident and excellent support worker and mentor, with her continued support and motivation I have excelled. “ Shazia

“Thanks DH Associates for supporting community's team of young adult apprentices in achieving their Business Admin Level 3 standard. I would like to thank Trainer, Vicky Lawrence for her steadfast commitment and support given in working with our apprentices.”

Tristan Community

Apprenticeships

The new standards for Leader in Adult Care Level 5 and Lead Practitioner Adult Care Level 4 were launched this year. This gives opportunities for staff to gain qualifications and for employers to succession plan. We have developed bespoke learning resources to support learners.

Children, Young Peoples and Families Practitioner (CYPF) and Manager standards are being delivered. Our first cohort of learners on level 4 are coming up to gateway. The Level 5 standard is being reviewed nationally and we are awaiting a new assessment plan. This is frustrating for managers on this standard as it delays preparation and progress to gateway. We will keep you informed of the outcome of the review.

Contact Business Development Team for more information.

End Point Assessment (EPA)

This year the first learners sat EPA. On achievement of their standard all learners now have to have independent EPA. This involves tests, professional discussion, competency based interview or project work depending on assessment plan for each standard.

We offer EPA through Prepare to Achieve, TQUK and City & Guilds. Prepare to Achieve were awarded Best health and social care EPA Organisation 2020 - England". Congratulations to Lee and Team.

We have had 11 learners achieve a distinction, 39 a merit and 36 a pass. Congratulations to all.

"During Covid 19 pandemic, DHA have continued to adapt their ways of working, ensuring that they can support our members of staff during this period. DHA have continued to deliver fantastic teaching ensuring that staff are continuing to learn and work towards their goals. Thank you"
Elaine Community Supported Living

Safeguarding Training

Trainers had some excellent updates this year on Safeguarding
Thanks to

Helen Gordos – Tactical Advisor for exploitation, human trafficking & modern day slavery.
National Crime Agency

Dr. Nicola Sharp- Jeffs
OBE – Surviving Economic Abuse Training

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Functional Skills

Some learners had centred based grades this summer based on their progress. Currently Ofqual are looking at options for functional skills. It is likely that awarding bodies will be able to offer exams in learners` worksites or own homes with remote invigilation. Centre based grades are also being considered. We will keep learners and employers informed of the outcome of consultation

New Staff

Welcome to Amy Johnson and Jenny Mullin who joined the Child Care Trainers Team. Also to Nicola Donaldson who has joined our Management Information and Admin Team.

Covid 19

We are due to come out of lockdown. Since March 2020 we have been working closely with employers and learners to ensure we can continue to support learners in the workplace and they make progress towards their learning

goals. All our staff follow our company guidelines for Covid 19 and take precautions when visiting employer`s premises.

The majority of learners prefer face to face learning and where possible we will try to deliver face to face learning.

Please keep Michelle and Jules, Business Development, informed on access to your work place. Thanks to employers who have made a room available for trainers to meet with learners.

Smart Assessor

We launched our new e-portfolio system in March 2020 just before the first lockdown. This has transformed our delivery. The e portfolio enables learners to have access to learning resources 24/7. All our bespoke resources have been developed and are on the e portfolio. Trainers can use virtual classrooms to deliver learning to individuals or groups.

Our next step is to move all starts to the e portfolio and give employers access to enable e signatures on key documents and enable employers to monitor learner progress.

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Learner of the Month - 2020

January - Agnita Hodge - Care Tech

March - Lyn Fenwick - New Era Development

May - Hannah Brindley - Care Tech

July - Gemma Sefton - Cambian

September - Aisha Oyewo - Future Directions

November - Alba Diaz - Cambian

February - Lyn Stanley - Borough Care

April - Michelle Woodcock - Care Tech

June - Sarah Hutchinson - Cambian

August - Hollie Ormsby - Cambian

October - Fortunate Tekende - Praxis Care

December - Victoria Carter - Tru Rehab

Trainers can nominate a learner for Learner of the Month and we would like to congratulate all our learners nominated this year. We then choose the Learner of the Year who receives a £50 voucher.



Michelle Woodcock, Learner of the Year.

Michelle entered the social care sector in 2016, she joined us at the very start of our new complex services being opened in line with The Transforming Care Agenda. Michelle was a key worker for an individual who had been in a locked hospital environment for 27 years. Weekly Michelle would drive for 2 hours each way to build a relationship and Michelle and this service user are now amongst the Northwest's greatest achievements.

Michelle is a sponge and takes her development extremely seriously; she encourages her teams to take advantage of every learning opportunity possible. She was the most proactive of my team in having her team take advantage of the lead to succeed programme. Her biggest tool in selling this was her fast track story of her own development from Support Worker to Service Manager in 4 years, with a promotion every 12 months. She was a driving force in the Outstanding rating for the Complete Care and Enablement DCA, the inspector described her passion and was blown away with how she encouraged her team to push boundaries.

Michelle not only completed her level 5 and used this to improve her practice but she also managed to push herself to do so in record time through the Covid-19 pandemic.

The success of her development is truly a social care success story; she was awarded a Frontline Leader Award at 2019 Northwest Great British Care Awards and was Highly Commended by the National Judges. Her team has four finalist for 2020. To manage Michelle is an absolute privilege and I am even more excited for the years to come and her further development. Also a thank you to Jackie her tutor at DHA for her support.

Jo Withington, Area Manager, Caretech.