

bild

**Qualifications and
Apprenticeships**

Building Careers

in Care

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Good support comes from the heart.

At BILD, we champion the rights of some of the most powerless people in society. Our vision is a society where everyone can enjoy the same rights and opportunities.

Since 1971 we have been working to develop workforce skills and promote the person-centred cultures where people's needs are both understood and met.

We use evidence, expertise and experience to find and enable both short and long-term solutions that bring about lasting change. Improvements in quality of life are the focal outcomes at the heart of every service.

Our new apprenticeships are not just training programmes. We have worked alongside people with learning disabilities, and their families and carers, to find out what really good support both looks like and feels like. We have developed a learning and professional development curriculum that both challenges and nurtures your workforce. Our programmes aim higher than just meeting standards.

Why

choose

BILD?

We champion rights

Championing human rights is at the heart of all of our work. We enable, support and empower people to live the life they choose.

We build positive impact together

We measure our success by the positive impact we have on people's lives. By sharing skills and knowledge, tackling difficult issues and building effective and trusting relationships.

We find and enable solutions

We work to understand people's needs and priorities to get the best outcomes for them. We work across systems to bring about lasting change.

Our values are the foundation of our work, they guide us in everything we do.

We balance evidence, expertise and experience

Our approach is underpinned by a rigorous evidence base and expertise. We use our experience to support you to translate policy into person-centred practices that make a real difference.

Through our apprenticeships, we are offering a unique approach to training and development. We have developed programmes that will stretch and challenge, and are focused on putting the essential values into action. Our apprenticeships promote rights-based approaches like inclusion, engagement, enablement and empowerment, and prompt staff to think about what they can do to turn ideas into actions.

Our apprenticeships will give your workforce a qualification, but more importantly it will give them an understanding of exactly what they need to do to support people to live the best life they can in their own communities.

Why **do you need** apprentices?



89% of employers report that apprenticeships helped their business improve the quality of their product or service.

The starting point for our apprenticeship programme was to ask people with learning disabilities what they look for in their support staff. We also asked families and researchers what skills and knowledge they thought was essential to ensure workers promote real choice in their daily practice, and work respectfully and inclusively.

A high-quality service needs high-quality staff that are enabled and motivated to develop both personally and professionally. Real person-centred support comes from the heart, but needs a framework in which best

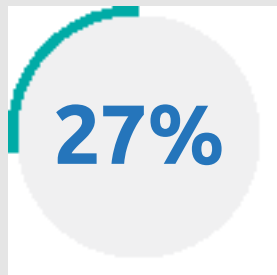
practice can be understood and delivered. By sending staff on this learning journey, you are giving them a clear message that they are the most valuable assets that your organisation has. It is clear recognition of the important job they do and the differences that they can make every day.

Our apprenticeships are not 'one size fits all', we tailor our programme to the unique needs of your organisation and the unique needs of the people it supports, and offers a mix of learning activities.

Who

is this programme for?

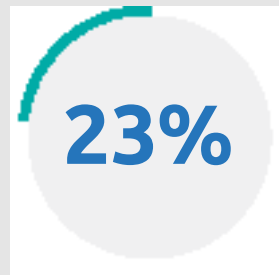
Of people starting a social care apprenticeship in 2015/16:



were aged
under 25



were aged
25 – 44



were aged
45+

This programme is suitable for a wide range of people who work in social care supporting people with learning disabilities. Typical job roles include senior support workers, team leaders, community support workers and family support workers.

To be eligible, all candidates will need to reach level 2 in Maths and English before the end point assessment of their apprenticeship and should have already completed their Care Certificate.

The programme includes face-to-face and online learning, and each candidate will have a tutor assigned to them to support them during the course. By the end of the Apprenticeship, candidates will have a complete online portfolio.

Successful candidates will also achieve a Level 3 Diploma in Adult Care before completing their apprenticeship.

How can you

find out

more?

To find out how we can help you develop your workforce to have a positive impact on the lives of people with learning disabilities, contact us at

apprenticeships@bild.org.uk