

# Case study:

## Magdalen Close Den Bateman - Registered Manager



### What is the nature of your business?

Magdalen Close provides residential care services for adults with learning disabilities.

### How has the recruitment of apprentices benefited your business?

The apprentices have provided us with a different perspective on things, which makes you stop and think. Both of them exceeded my expectations so the new apprentices we have recently appointed have a lot to live up to.

### How have your apprentices developed since starting their Apprenticeships with you?

From day one both of them have shown a commitment to their roles and the sector as they attended in house training days prior to their start date. They have been offered full time positions as they proved themselves and they have both done their generation proud. They were eager to learn, met deadlines and worked to a high standard. I am amazed and impressed.

### Is there any advice you would give other employers who are considering the recruitment of an apprentice?

I would say to someone considering recruiting apprentices to give it a go and, once they have selected the right candidates, be committed to supporting the apprentices through mentoring and training to becoming the excellent carers they can potentially be.

### Do you consider that apprentice recruitment should be a part of the normal staff recruitment within your organisation?

Recruitment of apprentices needs to be in addition to any normal staff recruitment as the apprentices need to be provided with good mentors and supervision while they are learning a role. I had initial reservations about employing apprentices...but no more....I will continue to hire apprentices for as long as I am able to.

**Magdalen Close received funding from Essex County Council through the Essex Apprentice Wage Subsidy scheme. For further information please contact Tom Bendy on 01245 433075  
tom.bendy@essex.gov.uk**

Further details can be found at:  
[www.essex.gov.uk/essexapprentice](http://www.essex.gov.uk/essexapprentice)  
or call 01245 433071



Essex County Council