

Dorset Police Winfrith, Dorset

The head of recruitment for Dorset Police is praising Weymouth College for helping the force find apprentices who could be among its future leaders.

Nicola Anderson says the force's experience of arranging apprenticeships through the college has been so positive that it has just taken on an extra apprentice and another will join in the next few months.

"We've taken on several apprentices across the organisation and many of them now have full and part-time jobs here," she says. "Two members of my team started work for Dorset Police through the apprenticeship scheme and both now have permanent jobs here on the HR Helpdesk. We have also received particularly positive feedback in relation to some of our apprentices and the professional service that they have provided via the helpdesk function. Many of our apprentices are on the first steps of their career and may one day become leaders within the organisation."

Nicola says the apprenticeships benefit the young people themselves as well as the police force, as they give the apprentices valuable experience in the workplace and the chance to achieve a qualification while they support the force in delivering its service to the public.

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"The opportunity to work for Dorset Police via the apprenticeships offered by the college has provided each apprentice with the experience and evidence that apprentices will be able to use in future job applications. In return for them carrying out their apprenticeship, we provide opportunities for

development and job application and interview advice to help them apply for jobs either within our organisation or outside it."

She says the college come in regularly to check on the apprentices' progress and their action plans help the apprentices gather evidence for their NVQ assessment and focus on their development in the workplace.

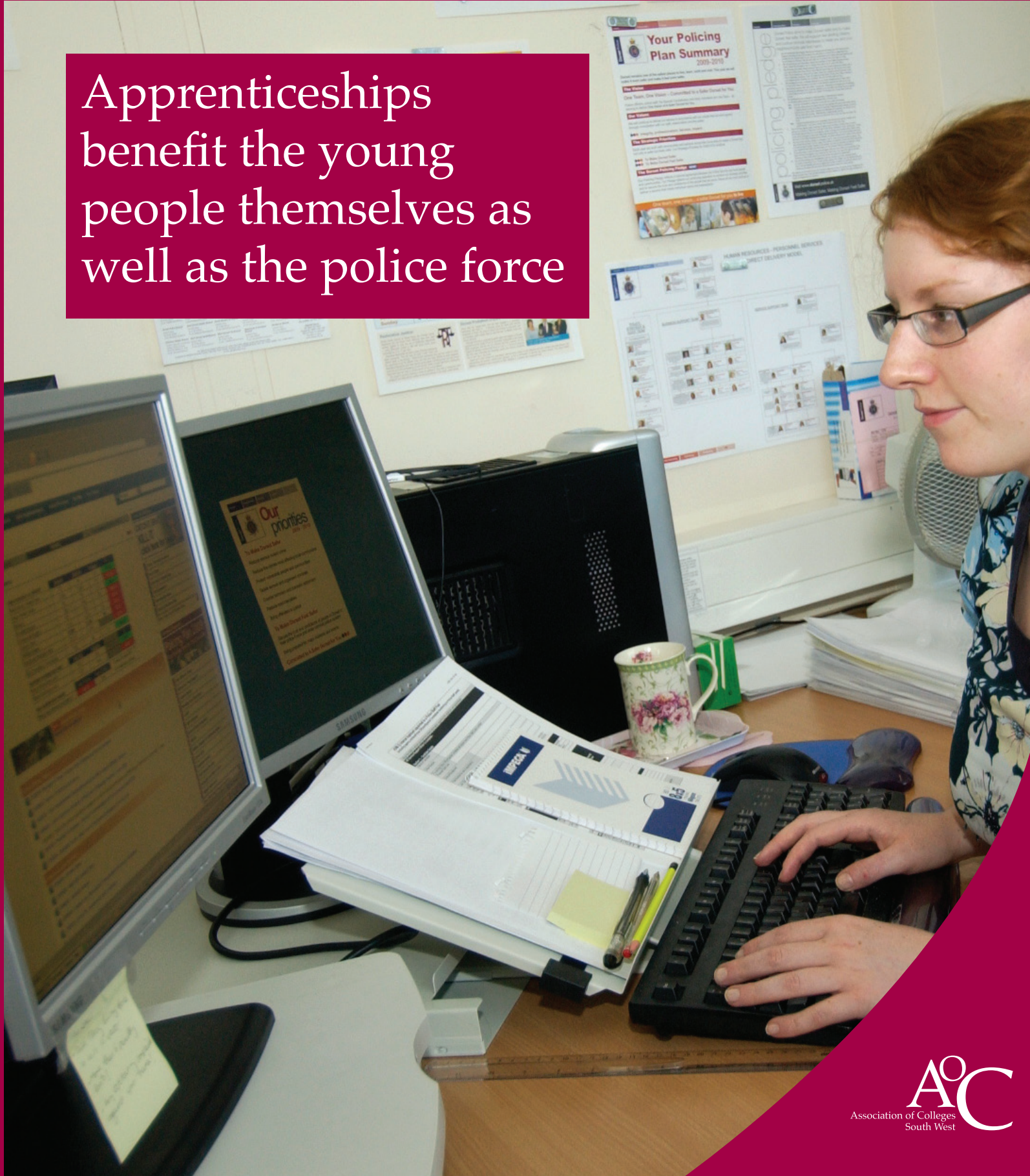
"The college are always there if we or the apprentices require support," she says. "The new apprenticeship-matching service has proved to be a particularly good way of recruiting for apprentices. We could advertise for new apprentices ourselves and then find a college provider, but the matching service is an efficient and effective way of recruiting.

"Apprenticeships also provide Dorset Police with the opportunity to achieve a more diverse workforce and develop young people into employment. I would recommend the Weymouth College apprenticeship scheme to other employers in Dorset."

The force's apprentices spend 30 hours a week in the workplace and half a day at college, and the apprenticeships can take between six to 18 months to complete.

The majority of apprentices have gained employment with Dorset Police through the scheme, clearly demonstrating that apprenticeships offered by the college are a benefit to both the individual and the organisation.

Weymouth College has an outstanding success rate for apprentices and covers more than 200 work placements in a variety of industries in the local area.



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