Apprenticeships offer employers the opportunity to:

- Develop the existing support workforce
- Attract new people currently
 underrepresented in the workforce
- Increase staff retention by offering structured career progression
- Maximise use of the apprenticeship levy
- Support widening participation initiatives.

Apprenticeships offer employees the opportunity to:

- Pursue a professional qualification while working
- Have their experience and skills recognised
- Achieve a degree-level qualification
- Directly connect practice and academic learning.



Website:	wels.open.ac.uk/swfe
Email:	hwsc-swfe@open.ac.uk
Twitter:	@OU_swfe

Social Work Degree Apprenticeships

he Oper

Promoting diversity in the workforce; guidance for employers

This guidance has been produced by The Open University (OU) as part of a research project funded by the Office for Students to promote diversity within the new social work degree apprenticeship.



Who is the social work apprenticeship for?

Unqualified staff in the current workforce and local community who want to become social workers.

How can diversity of social work apprentices be promoted?

These suggestions for best practice came out of our focus group discussions with a wide range of staff across the UK.

Conversations in the community to encourage local applicants:

- Building on existing community contacts
- Working with local trade unions to publicise these opportunities e.g. via Trades Councils
- Enhancing the recruitment strategy to widen the pool of applicants
- Engaging with social care and voluntary organisations to encourage staff and services users to apply.



More information and resources for Employers and Apprentices can be found at

http://wels.open.ac.uk/collaborations/ partnerships-employers/social-work-foreveryone

Communication in the workplace - talking openly and publicising:

- The availability of apprenticeships
- Practical information on how to apply
- Publicity and workplace conversations that specifically encourage applications from underrepresented groups
- The positive impact of the social work apprenticeship on workforce planning
- The academic and other support provided
- How trade unions can promote the scheme to members
- The flexibility and accessibility offered by this training route
- The career pathways available after qualifying.