

CASE STUDY

Sophie went to Brockenhurst College to complete her A-levels in Business, Psychology and Dance. After finishing college Sophie was offered a place at university, however, as she was not sure what she wanted to do she decided to defer her place for a year and try to jump start a career instead. Sophie found it very challenge to get a job as she had limited experience. This is when Sophie found the Dorset Healthcare apprentice vacancy on NHS jobs and after applying was offered the position in May 2010.

Sophie began shadowing other members of the service and gradually built up her knowledge, experience and confidence. After a few months, Sophie was given a new training programme roll-out to co-ordinate. Shortly followed by the administration and reporting of mandatory training requirements for the organisation. Sophie was closely supported by her line manager, her mentor and all staff within the L&D service.

Sophie has achieved a lot over the last 5 years since completing her apprenticeship. Including a further qualification in Business Management, the equivalent of a degree. She has developed as a person due to the opportunities her apprenticeship provided. She is a role model to others as she has progressed through the service and worked her way up over the last 5 years, making a difference to the service as well as the whole organisation. Sophie hired her own apprentice in 2014, Fern Fletcher who she managed and mentored, this gave Sophie a great understanding of both sides of the apprenticeship programme.

Sophie is currently an L&D Project Reporting Officer and oversees a variety of Learning and Development activities. Including, Reporting, Project work, System development, Apprenticeships and mentors new apprentices through an apprentice support group set up by Sophie in 2014.



Sophie Hill, Learning and
Development Apprentice –
2010/11

“Even though it was an initial drop in salary, it was a step in the right direction for my career and it was the best decision I have ever made!”



“I have a real passion for apprenticeships as it was the right path for me and I am so happy to have the opportunity to support and promote apprenticeships to get managers involved”.