Stafford and Rural Homes

Learning Academy

‘Investing in empowering and growing the influence of our people’
Stafford and Rural Homes (SARH) has a real passion and enthusiasm for our people. As a Times 100 BEST company we are recognised for being a values based organisation and this is something we extend to all who work for us and with us.

Stafford and Rural Homes
Chief Executive, Karen Armitage.
Stafford and Rural Homes (SARH)

Fully committed to working with young people and developing the future workforce of the local Stafford community.

SARH Learning Academy supports and develops people through offering:

- Work Experience
- Pre-apprenticeships (Construction Operatives Programme)
- Apprenticeships
- Graduate Placements and Internships

Meet Christy Maud, Christy joined SARH as an Apprentice in the Governance team in June 2013 and is now a SARH Community Involvement Worker.
SARH introduces Apprenticeship Academy

2014 sees the launch of the SARH Apprenticeship Academy

The Academy provides a structured 1 year programme that sees Apprentices follow a schedule of personal development in all the main departments of SARH. We wish to encourage those who may not know which career path to follow a way of finding out more about themselves and the job role which may suit them best.

Apprentices will be working toward a Level 2 Apprenticeship in their chosen area whilst becoming familiar with the Departmental Services, our policies and processes.

Following individual careers advice and guidance towards the end of the programme the SARH Academy Apprentice may choose a number of routes to take. This may include applying for roles within Stafford & Rural Homes or elsewhere or progressing into Further or Higher Education.
It is rewarding to see local people develop their employability skills and confidence during their time with SARH. Some of our Volunteers, Graduates and Apprentices have gone on to become permanent members of staff and continued their professional development and careers, with national qualifications within chosen vocational areas. Others have gone on to work for other locally based companies taking with them the valuable skills learned.

Jo Hough, Head of Organisational Development
Apprenticeships are a great way of gaining qualifications and workplace experience. As an employee, young people can earn as they learn and gain crucial life skills.

Apprenticeships can take between one and four years to complete depending on the level of Apprenticeship, the apprentice’s ability and the industry sector.

As an employee of the company, they attend work most of the time as training mainly takes place on the job but they also attend college or can be assessed online and at the workplace to enable them to obtain a vocational qualification.

Apprenticeships have proved very successful for SARH. We and other local employers now have a number of permanent employees who started out as apprentices with SARH.

Meet Martin Sawyer
Martin joined SARH in August 2012 as an Apprentice in the Governance team and is now a permanent member of staff. He has recently been promoted to Program Planner but also worked as a Technical Assistant within Housing Worx.
Meet Rebecca Husselbee
Rebecca joined SARH in March 2013 as an Apprentice in Business Administration. Rebecca gained her work experience in Organisational Development and is now a permanent member of staff working as a Technical Assistant within Housing Worx.

Meet Kieran Peake
Kieran joined SARH in 2011 as an apprentice in plumbing and has now successfully completed a Level 2 NVQ in Plumbing and is also an ambassador for SARH and recently represented SARH at a prestigious ‘Best’ awards event with our Chief Executive, Karen Armitage.
Through the Government’s Youth Contract Programme, SARH has welcomed 4 cohorts of unemployed young people between the ages of 16 – 24. Recruits are given the opportunity to gain vital work experience and skills to give them a greater chance of finding work in the future.

All were employed on a 6 month fixed term contract with SARH as Construction Operatives (Pre-Apprentices) and will gain practical experience in a range of repair and maintenance services working alongside skilled trade operatives. Matt Jenkins has since secured a permanent position with SARH.

Earlier recruits, Mark Edwards-Foster, Jacob Nicholls and John Wilkes have also secured permanent or Apprenticeship roles with us.

Jo Hough, Head of Organisational Development at Stafford and Rural Homes said, “Our partnership with the Shaw Trust is all about giving young people the chance to gain valuable skills and work experience which will see them in a much stronger position to secure a job, build a career for themselves and improve their future quality of life.”

To find out more about our opportunities for young people, please visit www.sarh.co.uk.
Meet the latest new recruits

Ashley Jones
Blake Jackson
Daniel Pointon
Javesh French
Matt Jenkins
Thomas Spink
Living Our Values Everyday

Communication
Approachable
Respect

Empowerment
Support
Work Experience

SARH is proud to work in partnership with local schools to offer work experience opportunities to students.

We understand that for many young people, the world of work is often a strange and confusing place and so work experience can really help to find out about different jobs and employment options.

Meet Jack Bradbury (Blythe High School)

“I worked with most of the team at SARH and I really enjoyed my work experience. It was good to see how everyone works in the office and the Housing Worx team (that install Kitchens and Bathrooms for SARH) made me feel really useful and I found I could pick things up easily”.

Stafford and Rural Homes is proud to work in partnership with local schools, offering work placements and supporting careers fairs.
If you are currently at University, an internship may be a great way to find out if a particular type of job is right for you. It will also give you a head start over less experienced applicants when applying for full time graduate jobs.

Student Internships and work placements or the more generic term work experience can be paid or un-paid and last for anything from 2 weeks to a year.

Meet Hannah Chapman

Hannah secured a paid placement with Stafford and Rural Homes and worked within the Organisational Team, HR Division whilst she worked towards and securing a HR Degree at Staffordshire University.

“Balancing my studies with a work placement was a stretch at times but I honestly believe my time with SARH has given me the edge I need in a very competitive jobs market. Having hands on experience of relating what I learnt in a classroom to my work at SARH made my degree some to life.”
Volunteering at SARH is an incredibly fulfilling and worthwhile experience. All our projects are established with the community, ensuring that the time our volunteers spend on projects will also benefit the community.

Volunteering can provide a healthy boost to your self-confidence, self-esteem, future job prospects, and life satisfaction. You are doing good for others and the community, which provides a natural sense of accomplishment. Your role as a volunteer can also give you a sense of pride and identity. And the better you feel about yourself, the more likely you are to have a positive view of your life and future goals.
If you interested in applying for any of the placements shown in this booklet please contact Stafford and Rural Homes free on 0800 111 4554 and ask to speak to the Human Resources Department.