



MEN WHO CARE

WHY CARING FOR THE ELDERLY IS NOT JUST A WOMENS JOB.

Kingdom Homes Ltd celebrates its male carers.

In an industry predominately thought of as female based, we celebrate four men making a difference to our residents.



Men who have chosen a career in caring for the elderly

From Work Academy to Home Manager

Why I chose an apprenticeship in care.

Learn more about our:

Modern Apprenticeships.

Kingdom Homes Work Academy

Kingdom Homes Ltd

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From Work Academy to Home Manager: Andrew Heath



Andrew Heath gained a place on the Kingdom Homes Work Academy programme in July 2012. His background was project management within the construction industry.

“I was unemployed from the construction industry and looking for a new challenge. I had friends who worked in the care industry and suggested I gave it a try.”

Andrew completed the six week training programme, which is designed to give people an opportunity to see what is involved in caring for the elderly.

“After a week in the training centre, I was placed with an established team within Preston House, Glenrothes. They were very supportive and had detailed knowledge of what their roles involved. I found this very reassuring.”

The work academy programme offers everyone who completes it an interview for a permanent position with Kingdom Homes. Andrew was offered a care assistants position in Preston House and he has gone from strength to strength.

“Because of the type of person I am, I could identify a career path for myself. Kingdom Homes allowed me to achieve that. Their training division, Kingdom Training supported my development with their focus, based on the needs of the business”.

Andrew has now achieved the position of Home Manager after a spell as Deputy Manager and is now working towards his goal of gaining his SVQ4 in Social Services Healthcare / Management.



Making the transition from construction to care has had its challenges, but Andrew is enjoying his new career.

“In a mixed working environment, you develop your negotiation skills, but it is very rewarding”.

When asked what he would say to other men considering a career in care, Andrew says: ***“go for it”.***

Why I have chosen a career in caring for the elderly: Lee Simpson



Lee Simpson joined the Kingdom Homes Work Academy after being unemployed for six months. Previously he had been employed in an auction room. When asked why he decided to come into care, Lee said:

“After the loss of a family member and on the recommendation of a friend, I decided to give care a try”.

Lee completed the six week programme and in April 2015 was offered a Care Assistant position in Preston House, Glenrothes.

“The work academy programme gave me training before I started in the home and during my time spent in the home. I really enjoyed it, which surprised me. I felt supported throughout and it really gave me confidence”.

Lee has continued to grow in his new career and is enjoying every moment.

“I enjoy all aspects of my role, I feel I am achieving something by supporting the residents”.

Lee's colleagues too have recognised the difference he is making to the residents, by voting him Preston employee of the year in 2016.

“That award really made me feel I had come into the right job”.



Gaining his SVQ2 in Social Services Healthcare in 2016 means Lee is now a registered Care Assistant.

“I felt fully support throughout my SVQ and achieving it means I meet my registration requirements. It was my first achievement since leaving school”.

When asked how he would encourage more men to make the move into care Lee said:

“The residents make every day different, there is nothing to fear. It can be challenging at times, but there are lots of good things about caring for the elderly. Once in the role you won't want to leave”.

Why I chose an apprenticeship in care: Cameron Gibson



Cameron Gibson started his Modern Apprenticeship with Kingdom Homes in 2016. Coming straight from leaving school, he knew what he wanted to do.

“Because elderly people give me so much as I was growing up, I wanted to give something back”.

When asked what it was he enjoyed most about his apprenticeship, he said:

“making friendships with the residents and being trusted by families to look after their loved ones”.

As part of his apprenticeship, Cameron is working towards his Social Services and Healthcare SVQ. He is being supported through this with his assessor from Kingdom Training.

“By attending training courses and working through my SVQ helps give me greater knowledge of care itself and will open up more opportunities for me in the future”.

Cameron’s advice to young men thinking about a career in care is:

“go ahead, it’s not all about personal care, it’s about making resident’s stay more comfortable and being an extra friend”.

Looking to the future, Cameron would like to become a palliative care nurse and sees his apprenticeship as the stepping stone to achieving that aim.

Why I chose an apprenticeship in care: Aaron Nelson



Aaron Nelson was working in a garage before joining Kingdom Homes apprenticeship programme in 2016.

“Coming into care was something I always wanted to do”, Aaron told us, “I love caring for people”.

When asked what he liked most about his role, Aaron said, ***“helping people out, making sure they are all right”.***

Aaron’s apprenticeship will see him achieving his Social Services & Healthcare SVQ2, which he finds very rewarding. ***“It shows I am making progress and heading towards something great”.***

Aaron sees his immediate career as a carer, but would like to eventually train to become a nurse.

In relation to encouraging more men to join the care industry, Aaron suggests:

“just go for it, because I didn’t feel that I could do it, but I am doing it now”.

**Learn more about our:
Modern Apprenticeships.**

The Kingdom Homes Apprenticeship programme lasts for 12 months.

Funded as part of the Scottish Governments Modern Apprenticeship programme, which is managed by Skills Development Scotland.

During that 12 months you will undertake full training in all aspects of a Care Assistant. On completion, you will have achieved your Social Services & Healthcare SVQ3, as well as exceeding the requirements for registration as a Care Assistant with the Social Services Sector Council (SSSC).

The programme starts with attending a weeks induction at our Kingdom Training, training centre understanding the basic skills required before working in a care home, which includes:

- Health & Safety
- Fire Safety
- Manual Handling
- Safeguarding
- Personal Care
- Infection Control

You will receive further training throughout your apprenticeship in the following specialised areas:

- Medication
- Palliative Care
- First Aid
- Care Planning & Personal Planning
- Dementia Awareness

You will spend quality time working with experienced colleagues, delivering the highest level of care to our residents, building your skills and gaining confidence.

On the successful completion of your apprenticeship, you will be offered the opportunity to apply for any care positions that exist within Kingdom Homes.

Entry Requirements:

No formal qualifications are required, although you will be expected to have/meet the core skills requirement for a level 3 Modern Apprenticeship.

Entry is by interview, conducted by the manager of the placement home.

**Learn more about our:
Work Academy.**

Kingdom Homes Work Academy is a six week programme run in partnership with the DWP and the Scottish Governments Employability Fund, managed by Skills Development Scotland.

The programme is designed to offer unemployed people the opportunity to experience caring for the elderly in a real working environment. The programme runs every four weeks (except December).

Week 1

Is spent in our Kingdom Training, training centre in Kirkcaldy, where you will learn the basics in

- Health & Safety
- Fire Safety
- Manual Handling
- Safeguarding
- Personal Care
- Infection Control

Week2 – 6

Are spent in one of our homes, working with experienced teams to deliver the best level of care to our residents. Learning the role, gaining confidence and preparing yourself for a career in care.

On successful completion of the programme, you will be invited to attend an interview for any positions available within Kingdom Homes Ltd, with a view to becoming a full time member of the team.

For more information contact:

- Your local DWP advisor
- Vanessa Brewer: Kingdom Training 01592 659819 or email: Training.Assessor3@kingdomhomesltd.co.uk
- Gary Logan: Kingdom Training 01592 659816 or email: gary.logan@kingdomhomesltd.co.uk



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