**Cornwall Council Transcript:**

**01. Overview Video**

**Tracey Davey:** Within Cornwall Council, we offer services to children and their families and adults within Cornwall. Across the country, nationally we're all experiencing a social work recruitment crisis and the rurality of Cornwall is an additional factor to think about. In some of the London boroughs, for example, you get a lot of movement of staff from different boroughs throughout their social work career. In Cornwall we don't have that. So, we've had a Social Work traineeship since 2012. That's really helped to recruit and retain our staff.

**Herbi Williams:** The Open University offer four programmes. Two at Level Six and two at Level Seven. We offer a BA in Social Work and that's also an apprenticeship, as well. And a Postgraduate Diploma which is, also, now being delivered as an apprenticeship from 2025. When people train as social workers they'll have a Module Tutor for the academic work and they'll have a Practice Tutor who is supporting them through their practical element of assessment. And the employer will arrange those placements for them. So, it's a collaborative approach.

**Tracey Davey:** There is only one university that's close to us and, so, that is an additional challenge for people, particularly who live further down in the county. And, so, The Open University offers a real opportunity to study and train and be employed.

**Matthew Williams:** Living in Cornwall can be really difficult with travelling so, actually, having a lot of learning online cuts out a lot of travel time.

**Herbi Williams:** People that come on to our social work programmes have very varied backgrounds.

**Tracey Davey:** We've got trainee social workers who are very early in their career. We've also got people at a much later stage in life who've decided, actually it's never too late. What we're looking for is empathy. Compassion. Real listening skills. Somebody that you would welcome into your home and talk about things that you feel safe to talk to them about. There have been well over 100 trainees that have been through the traineeship and stayed with us. And we've also managed to attract more men who are now successfully working as social workers within the Council.

**Lloyd Everington:** If employers support career development then that promotes staff retention. For me, when I finished my apprenticeship there wasn't really much consideration to work outside of Cornwall Council. I felt like I need to give back as much as I can because I'm really grateful.

**Tracey Davey:** People welcome them because they bring a richness, in the sense of all their learning that they're gaining from the course and from their Practice Educator support. They bring new tools, new up-to-date research, new views about national policy and development. All that new passion. And, particularly, when you've got practitioners that have been here for a long time, like I have, is that, actually, it can challenge some of your views. Things change over time and it's refreshing for people to go, "Well, why have you always done it like that?" "Have you thought about doing it like this?" So, it brings us a new challenge as well.