

Meet Adrian

Training manager, Augustinian Care



Adrian is a training manager at Augustinian Care. They have four nursing homes and support older people with dementia.

There are lots of people who work there including nurses, care assistants, management activity workers, domestic and kitchen workers. There's also a retirement village where domiciliary care workers support people to live in their own flat.

Adrian's responsible for training in the organisation and says that although the job is challenging, it's extremely rewarding.



What does Adrian do in his role?

Adrian's responsible for sourcing, arranging and facilitating training for all staff in the organisation.



This includes:

- arranging training sessions with outside training providers, for example around health and safety, safeguarding and dementia
- assessing what training and development staff need
- updating training presentations
- thinking of innovative ways to deliver training
- doing inductions with new staff, for example working with them to complete the Care Certificate
- assessing and verifying staff who are doing Level 2 and 3 Diploma's in Health and Social Care.

I've been so fortunate in meeting people with such different characteristics and personalities, which makes the role so enjoyable.

How did he get here?

Adrian's worked in social care and health for over 20 years now, in lots of different roles.

He first started working as a kitchen assistant whilst studying leisure and tourism at college. In this role he grew a real bond with the residents and took on additional responsibilities to assist one woman with MS at meal times.

When he was 18 Adrian asked to move into a care assistant position, where he later did a NVQ Level 2 and 3 in Care and went on to win a Care Choice national award for young care practitioner of the year.

Adrian swiftly moved into a senior care role and started assessing other care workers who were doing qualifications. In addition to his full time role, he acted as an assessor in other care organisations.

He then progressed into a role in the training department where he was involved with writing a new BTEC training programme and delivered parts of NVQ training. He also did qualifications himself including a Level 4 Award as an internal quality verifier, and a Level 4 NVQ in management. This role brought lots of opportunities including publishing a book called 'The handbook for care assistants' and delivering lectures in Prague as part of a European funded project.

From here, Adrian has worked in other training roles, and has been working with Augustinian Care for three years.

 **My current role enables me to train staff and assist in their personal development, which I really enjoy as you see people progress in their roles.** 

Adrian hopes to continue to progress in this role and will continue to develop himself by attending conferences and training. He says:

“Life is all about learning and it can be an enjoyable process.”

 **There's a lot to learn and a real sense of achievement to be gained in knowing that you've made an impact to someone's life.** 