



Fennies Nurseries

Sarah Fenn founded Fennies Under 5s Day Nurseries with the opening of one site back in 1992. Fennies now comprises 8 nurseries with plans on expanding further.

Part of their strategic plan is to ensure that all staff have achieved, or are working towards, a relevant childcare qualification and continual professional development.

Fennies started working with Hawk Training in July 2009 to recruit for for 10 positions. They introduced a 3 year apprenticeship programme within the local community of Croydon and Bromley.

Since 2009, Hawk Training has supported 85 Fennies employees as either recruited apprentices or existing staff.



**Success Story:
Fennies Nurseries**

“The Apprenticeship scheme has created a talent pool of staff, trained to our standards, utilising the apprenticeship framework as a foundation for learning.”

To find out more or to get involved, please contact Hawk Training on 0203 664 7258

www.hawktraining.com





**Success
Story:
Fennies
Nurseries**



The apprentices have transferable skills and knowledge of policies, procedures and systems, enabling them to work effectively across all sites. This has reduced reliance on agency and temporary staff, and consequently costs, due to hiring a more adaptable workforce.

As a result of hiring apprentices, Fennies has been better able to recruit from the local community creating local jobs for 16 – 23 year olds in an area of high youth unemployment.

Apprentices are trained and moulded to become professional practitioners within the childcare industry. This in turn helps to provide a better service for the parents and children in Fennies nurseries.

During National Apprenticeship Week 2015, Fennies won the Mayor's Fund for London Award for 'Apprentice Employer of the Year'. Hawk Training is delighted with this recognition for Fennies Nurseries and we look forward to seeing what our partnership will bring for the future.



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