

HUMAN RESOURCES PLACEMENT PROVIDES PRACTICAL EXPERIENCE IN THE BUSINESS OF CARING



BACKGROUND

Aperee, established in 2019, is a leading provider of excellence in the long term and respite residential care for older adults. Aperee offers a progressive and innovative approach to the delivery of care, supporting residents to maintain their independence in ways that they would do at home. The company has grown from two homes in early 2020 to the ten homes it now operates across Munster and Connacht with plans for further expansion in Munster in 2022, including a new, purpose-built 100 bed home in Glanmire.

THE NEED

Aperee wished to carry out a retention research project to identify the reasons for its high employee turnover, encompassing a detailed analysis of competition for staff across the 10 locations where Aperee homes are based. Having previously employed a School of Business student on MTU's placement programme, Aperee engaged MTU Bachelor of Business student Emily Murphy to carry out the retention project and assist with HR duties.



THE SOLUTION

Emily gathered and analysed data relating to location, age profile, cost of living, public transport and travel times, as well as the pay/benefits of unskilled or semi-skilled work available in each of Aperee's locations. She presented her research data in the form of detailed Excel spreadsheets, graphics and charts, giving Aperee a clearer understanding of the difficulties related to staff recruitment and retention.

Emily assisted in several fact-finding investigations and confidential minute taking at disciplinary hearings, creating and distributing pre-employment documentation packs, screening candidates and gathering references and related employment documentation. She also gained an insight into business innovation while working on the rollout of a new HR software package, Softworks, setting up payrolls, identifying data errors and gaps in staff files, reviewing staff clock-in times, and doing background work on the software.

BENEFITS OF THE ENGAGEMENT

Working for a company in such a highly competitive environment provided Emily with practical experience of the wide-ranging role of an HR professional on a day-to-day basis. The knowledge and support she received from the HR team on placement contributed to both her personal and professional development, confirming her wish to pursue a career in HR in the future.

From Aperee's perspective, Emily's work ethic, willingness to participate in all HR activities without reservation and make a meaningful contribution was a welcome and valuable asset to the busy HR team. Aperee are firm believers in educating and giving back and MTU's placement programme enables the company to give students the broadest experience possible. Aperee's HR team will welcome its third MTU placement student in January 2022.

According to Aileen Cotter, Placement Manager, Management & Enterprise Department, MTU: "The placement experience is invaluable for our interns. Developing and nurturing a lasting relationship with Aperee year on year indicates the true success of the placement process and how beneficial it is for all parties involved."

"Third year student placement is invaluable, the student brings fresh ideas based on academic research as well as their personal life experience and provides us with an opportunity to showcase our company and industry as a perspective future employer."

Theresa Connolly, Head of Human Resources, Aperee

Contact us to connect your Enterprise with MTU. Email us at extended.campusCork@mtu.ie to discuss a collaboration to suit your needs!