

## **Quotes from Apprentices & Managers**

### **Andrew- Transport & Countryside – Team Leader- ILM Level 3**

Although there is a lot of work required, the ILM apprenticeship has been a great experience that I would recommend to others.

My philosophy is that you should learn something new every week at work or in your personal life to ensure you continually develop and improve.

The great Henry Ford said 'Anyone who stops learning becomes old, whether at 20 or 80. Anyone who keeps learning stays young'.

### **Rachel- Sensory Needs Team- Rehabilitation Worker Level 5**

Being on the apprenticeship has been amazing, having the course itself funded by the levy has been more helpful than you could ever imagine, and has opened doors for me that I never would have been able to do myself. The support that I have had from my manager and her manager have been second to none, and the support from my co-workers has also been phenomenal. Being on the apprenticeship has allowed me the opportunity to work closely with people in my team and given me a much greater understanding of their methods and ways of working. It has definitely been worth all the work that has been needed this year and I have thoroughly enjoyed meeting new people and making friendships that I know will both last, and help my professional career and support networks for the future.

### **Sue – Manager in ASC**

The introduction of the Apprenticeship training programme, facilitated by the levy fund, has been extremely beneficial to Responsive Care Providers. The programme has enabled our frontline practitioners to engage in learning programmes that enhance our services and improves the client experience. The value of well trained staff cannot be underestimated and the opportunities now available to undertake qualifications in this field of work, together with the promotion of our core values will, we hope, support our goal of being the employer of choice in West Berkshire.

### **Abi- Manager & Apprentice- Human Resources- Senior Leader Degree Apprenticeship- Level 7**

Within HR we have always looked to support an apprentice. Several of our existing HR team started as an apprentice, including Faye, Lucinda and Amie. It is a real pleasure to see someone start in the team with very little knowledge or experience and gradually grow in confidence and ability into a fully-fledged member of the team. It is also a really good experience for an existing team member to mentor and support an apprentice to get their first experience of line management (particularly if the apprentice is new to the world of work too).

I am now in year 2 of my apprenticeship. The programme has already impacted on my thinking and performance, I am thinking more strategically and have been able to question, consider and understand more about why and how we do things. Meeting

others on the programme who have similar and different experiences gives me a wider perspective. I am really looking forward to completing my dissertation/project this year.

(see attached photo- I hate my corporate one but if you think this one is not suitable then you can use my corporate one!)

### **Faye – Human Resources- Business Administration Level 3**

Completing an apprenticeship is a great way to build knowledge and develop skills that support you to succeed in your role.

### **Irina- Payroll- Payroll Administrator Level 3**

When I started my apprenticeship in Payroll I had no experience. It was quite hard at the beginning because I wanted to do more but I couldn't. It took me a while to understand the terminology and what I was supposed to do. Now my job is much easier, I can understand what my colleagues are talking about it and I feel great.

I really love my job and it is amazing how confident I feel now about payroll compared with a year ago when I had just started my apprenticeship. I have learned so much and this was possible only with help from my colleagues, they offered me support every day. Thank you WBC for this opportunity!

### **Donna – Education- Senior Leader Degree Apprenticeship- Level 7**

I have just started the MSc Public Management and Leadership Programme. The programme is already challenging my thinking around public services and leadership. I am particularly enjoying the opportunities to interact with fellow students across the country and hear about their experiences.

(Donna has given permission to use her corporate photo)

### **Susanna- Education- Team Leader- ILM Level 3**

The training sessions completed during the apprenticeship have given me a great opportunity to reflect on the way that I manage both myself and my team.

### **Vicky- ASC- Occupational Therapy- Level 6**

I'm in my second year of a four year apprenticeship and I've found that learning on the job has been the absolute best way for me to gain new skills for my current role and for the future. Its hard work, but I could never have afforded to be a fulltime student again. This way I can work as well as study, and at the end I'll have a professional qualification that will hopefully benefit WBC as well as me. I'm incredibly grateful to my managers and my colleagues, all of whom have been so supportive of my learning.

**Alison- Education- Accounts Level 4**

Enriching as you meet people with similar interests but who work in very diverse fields. Opportunity for career diversification and progression. Gained valuable experience of working with other professionals and their working practices.

**Rachel Brickman- People Directorate- Director Support- Chartered Managers Degree Level 6**

Doing the apprenticeship has allowed me to set aside time to carry out an in depth research project and has helped me to understand the way business works more clearly.