

## The Trainee Becomes the Trainer

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When Oldham-based apprentice Christopher Taylor joined David Luck Ltd, little did he think he'd be making the transformation from trainee to trainer within two years; using his experience to develop another apprentice.

Apprenticeships offer learners a unique combination of work-based learning and hands-on experience, and because apprentices have been there before they are ideally placed to guide and tutor new recruits through the programme. The added responsibility of training a new apprentice brings with it the opportunity for experienced apprentices to develop their communication and leadership skills. Christopher, aged 22, is currently undertaking his painting and decorating NVQ Level 2 with David Luck Ltd, and studies at The Oldham College.

Christopher works with apprentices starting out on the same path he chose. "Last year I was promoted to site foreman, which I am really proud of. My new role allows me to supervise staff and I am now working to train and develop other apprentices. It is great being able to offer an individual in a similar position to the one I was in when I started out the support they need to develop," he explained.

Denise Luck, Director of Dave Luck Ltd adds, "Christopher is such an asset to the company and has hit the ground running. The rest of the team has reacted very well to his promotion and he seems to have an excellent management style that has resulted in lower staff absenteeism."

Liz Davis, Regional Director of Apprenticeships for the Learning and Skills Council (LSC) in the North West, which funds Apprenticeships in the region said, "There are more than 100 Apprenticeships available, ranging from '21<sup>st</sup> century' careers like photo imaging, contact centres and information technology to traditional skills like plumbing and engineering. . Apprentices start learning the skills of their chosen career from day one and by the end of their Apprenticeship are both well-trained and have excellent on-the-job experience which puts them in a great position to pass on their knowledge to others. From an employer's perspective the ability to grow your own staff through Apprenticeships is extremely valuable, and Christopher is a glowing example of the benefits businesses can reap from investing in their young people."

Christopher was Apprentice of the Year at last year's Greater Manchester Learner Awards. He commented, "I wanted to do an Apprenticeship to make sure that I learnt my skills the correct way. The combination of studying for my NVQs and working at Dave Luck has allowed me move up quickly in my chosen career. As well as gaining my qualifications, I've been able to gain valuable on-site experience, take on more responsibility and improve my team work and leadership skills."

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**Learning and Skills Council:**

The LSC exists to make England better skilled and more competitive. We are responsible for ensuring the availability of high-quality education and training for everyone. We have a single goal: to improve the skills of England's young people and adults to world class standards. Our vision is that young people and adults in England have knowledge and skills matching the best in the world and are part of a truly competitive workforce. We work nationally, regionally and locally to deliver this ambition on behalf of learners and employers.

**FOR FURTHER INFORMATION:**

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