

The Trainee Becomes the Trainer

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When Chorley-based Mercia Woest joined Lancashire County Council, little did she think she'd be training her own apprentice within two years, using her experience to develop another person.

Having been through the learning experience first hand, experienced apprentices are ideally placed to guide and support new apprentices through the programme. The added responsibility of supporting a new apprentice brings with it the opportunity to develop communication and leadership skills.

Mercia Woest, 19, from Chorley, is currently undertaking an Advanced Apprenticeship in Business Administration with Lancashire County Council, and studies at Blackburn College.

Mercia believes training her own apprentice is beneficial to the both of them, "Since I started as an apprentice at the Council, I have been successful in gaining a promotion opportunity here as a Project Management Support Officer. I now have a lot more responsibility and work with a new Business Administration apprentice, setting her work and helping her with her studies. It's great to pass on what I have learnt and to see the new apprentice progress just like I did."

Liz Davis, Regional Director of Apprenticeships for the Learning and Skills Council (LSC) in the North West said, "There are more than 100 Apprenticeships available, ranging from

‘21st 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. From an employer’s perspective the ability to grow your own staff through Apprenticeships is extremely valuable, and Mercia is a glowing example of the benefits businesses can reap from investing in their young people.”

Mercia adds, “Apprenticeships are a great way for young people to get on in their careers and to gain qualifications. You can get a better understanding of job opportunities, plus earning and learning at the same time provides a nice balance.”

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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.

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