

## The Trainee Becomes the Trainer

**Date of issue** 30 September 2008

**Publication number** NWR- 373

When Ulverston-based former apprentice Paul Bell set up his own electrical services company, 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 supporting a new apprentice brings with it the opportunity for experienced apprentices to develop their communication and leadership skills.

Paul Bell, aged 24, studied for his Electrical NVQ Levels 2 and 3, while working for Agrilek Ltd in Barrow-in-Furness. Paul now runs his own business, B & D Electrical Services, with fellow former apprentice Owen Doughty. Last year Paul decided to take on his own apprentice, Tom Harrison.

Paul believes training his own apprentice is beneficial to both himself and Tom, "Employing an apprentice has been great for us as Tom is keen to learn. We have been able to teach him in a way that suits the clients we work for and he is always bringing new ideas from his studies at college."

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 Paul is a glowing example of the benefits businesses can reap from investing in their young people."

Paul Bell's training provider, Rathbone, presented him with the Apprentice of the Year award when he was studying for his NVQ, and he was recently nominated for the Micro Business Employer of the Year in the Excellence in Cumbria awards, which is sponsored by the LSC.

Paul commented, "As an apprentice, and now an employer, I have found that you can learn much more about a job by actually doing it. You can read as many books as you like about a trade, but it's only when you put the theory into practice that you get a true understanding of the skills involved."

ENDS

**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:**

**For more information contact**

LSC website: [www.lsc.gov.uk](http://www.lsc.gov.uk)

**All media enquiries please contact:**

**LSC**

Luisa Pastore on 0161 261 0434, [luisa.pastore@lsc.gov.uk](mailto:luisa.pastore@lsc.gov.uk)

**The Write Angle** on 01772 250505

Stephanie Lord: [stephanie@writeanglepr.co.uk](mailto:stephanie@writeanglepr.co.uk)

Hollie Roberts: [hollie@writeanglepr.co.uk](mailto:hollie@writeanglepr.co.uk)