

## The Trainee Becomes the Trainer

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When Liverpool-based former apprentice, Kate Giblin, decided to open her own salon in Mossley Hill, little did she think she'd be making the transformation from trainee to trainer within two years, using her 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.

Kate Giblin, aged 24, studied for Level 1, 2 and 3 NVQs in Beauty Therapy with training provider Michael John of Liverpool while working in a salon in 2002. In 2006 Kate started her own salon, Blush, in Mossley Hill, and employed her first apprentice, 19 year old Nicola Kirrane.

Kate believes training her own apprentice is beneficial to both herself and Nicola, "Employing an apprentice has been great for me as Nicola is keen to learn. I specifically chose to employ an apprentice as I wanted someone else to experience the great opportunities that I gained from the programme."

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

Kate commented, “As an apprentice, and now an employer, I have found that you can learn much more about a job by actually doing it. I have really enjoyed passing on my skills and ways of working to Nicola and I am really pleased to see her progress. I think Apprenticeships are a great way to learn; gaining the hands on experience is invaluable.”

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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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