

THINK APPRENTICE'S ARE PART-TIMERS?

Think again. They have to spend 20% of their time on active learning but that doesn't mean it can't be useful to you.

NG Bailey, the UK's leading independent engineering, IT and facilities services business is no stranger to the concept of 'train and retain'. By offering CMI apprenticeships for the likes of Labour Co-Ordinator Oana Apostol, they're investing in growth from within.

"We're definitely seeing the positive outputs now because of CMI [management apprenticeships]," says Lee Taylor, NG Bailey's Regional Director of London Engineering and Rail, who champions apprenticeships and encouraged Oana to embark on the CMI Level 3 qualification.

"Apprenticeships allow us to breed our company values from day one," Lee highlights, *"So it's not by accident that NG Bailey provides leadership opportunities for its apprentices. We recognise that part of being a good manager is allowing training opportunities for your people."*

"The structure of CMI apprenticeships is all about being flexible. The 20% active learning requirement allows Oana to be exposed to experiences she wouldn't be in her day-to-day role, like shadowing other teams or taking on new projects."

Apprentice Oana says: *"Nobody teaches you how to manage people, and I always wanted something to back me up. Since starting the Level 3 qualification my director has really seen a change in me. I've gone from shying away from difficult conversations to being confident. I used to not want to speak up, now I am giving presentations in front of 200 people, and that's thanks to the skills I've learned on my apprenticeship."*

Lee adds: *"There are no downsides to offering apprenticeships and the levy funding is going to massively help our industry move forward."*

The Level 3 Team Leader/ Supervisor apprenticeship is designed for frontline or junior managers with responsibility for supporting, managing and developing team members and projects.



Oana Apostol
Level 3 Management Apprentice
NG Bailey

“ You have one to one conversations, or you shadow another colleague... [Anything that] develops me as a future manager. ”

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 managers.org.uk/NGBaileyGrows

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#ManagementApprentice