

Apprenticeship Case Studies – Appendix 4

Principal Engineer

After completing a 2 year apprenticeship in 2009, I climbed the career ladder rapidly. I am now a Principal Engineer and manage a team of engineers that look after approving and adopting new roads built by external developers. My overall experience of being an apprentice at the council was absolutely brilliant. It was by far the best decision I could have made and enabled me to progress quickly through my career. I would thoroughly recommend it!

Technical Highways Engineer and winner of Shining star award at the Oxfordshire Apprenticeship Awards

I completed my apprenticeship in 2015, after which I successfully applied for a position in the Road Agreements Team, progressing from technician to engineer. I've also continued to progress in my studies – completing both a BTEC and HNC, before starting a degree in Civil Engineering with The Open University in October 2018. (these quals weren't undertaken via the apprenticeship route as the standards were not available at that time – they are now part of the career pathway). The apprenticeship was the best choice for me as it provided a good balance of work and education that was manageable, challenging and, above all, interesting. If you're considering an apprenticeship at Oxfordshire County Council, go for it! It's a chance not many get and is worth every minute."

Superintendent Registrar Technical Specialist

I joined the council in 2008 and since then I have been able to grow in my roles starting in Business Administration, moving to a Deputy Registrars position and recently being promoted to Superintendent Registrar Technical Specialist. My apprenticeship gave me excellent grounding and experience within the office working environment. It allowed me to develop my IT and communication skills, whilst obtaining a workplace qualification. It's given me confidence and belief in my abilities and to progress in my career. I would highly recommend an apprenticeship to anybody wanting to earn whilst they learn.

Current role EET Tracking Manager This case study is taken from an application for an apprenticeship award (which the applicant won)

I started at the county council in late 2009, on a Level 3 IT user apprenticeship. Upon finishing this I was offered a second apprenticeship in Business Admin and completed both within 18 months. These apprenticeships helped me to secure a permanent role in the county council as an Information, Advice and Guidance Officer. I have since worked up to the role of EET Tracking Manager.

I am a great advocate for apprenticeships, I believe they are a great way of learning key skills that directly help you in your role. They show potential employers that you not only have the qualification, but also the key work experience that they are looking for. As such, in all of my work with young people and their families I promote and encourage apprenticeships as a great way to further your career.

All of the apprenticeships that I have studied have had a huge impact on my career. Not only have they helped me climb the career ladder but also become more effective in my work. I learnt skills 10 years ago that I still use to this day, ICT techniques that have become key to an effective yet lean service as we went through budget cuts. My current apprenticeship has given me management tools, that with a smaller team, has helped see Oxfordshire report some of its best ever figures as well as being crucial in my role as a trustee for a local charity.

At university I achieved a decent grade, but looking back I regret not pushing myself harder to achieve more. At times I struggled to see how what I was studying was relevant and as such, did not put in the effort I should have. With an apprenticeship I have never had this issue, I could relate my learning directly to my role and also see how it would benefit me in my future career.