

How you can grow your own talent with an apprentice

West Berkshire Training Consortium can help your firm recruit and train the best talent

AS an employer, how many times have you wished you could recruit people who work and think like you do?

That understand your business and customers like you do?

That produce work to the same standards as you and are as hungry for success as you?

Unless you are recruiting from a competitor, then it's unlikely you can fulfil this brief.

Training is the answer, but can you afford to recruit and train at the same time?

This is where recruiting an apprentice could be the perfect solution, allowing you to grow your own talent by training someone new to the business who could become your next fully trained team member.

Local training provider West Berkshire Training Consortium (WBTC) has supported hundreds of local employers to find the right apprentice and build strength and depth in their workforce.

WBTC interim executive director Claire Richards outlines how easy it is to recruit

“WBTC training programmes can be aligned with the employer's requirements and sequenced according to the employer's needs

an apprentice and how they support employers and apprentices alike throughout the process and term of the apprenticeship.

She said: “It's easy to get started – one of our team will liaise with the employer to take all the details of the role and will match this to a relevant apprenticeship standard.

“We will upload the vacancy on to the government website and will actively promote the role in the community to find the right apprentice.

“Once we have found the right person for you – we will then take you through the onboarding process and link you with a training consultant to



WBTC interim executive director Claire Roberts

manage the formal training side of the apprenticeship.

“This helps to structure the training and make sure the apprentice is learning what you need on the job and as well

and sequenced according to the employer's needs.”

She concluded: “Apprentices are a much more affordable way of growing a business, but don't forget apprenticeships can also be offered to existing staff as part of their further development programme or progression opportunities.”

More and more people are turning to apprenticeships as a viable alternative to further study or university, preferring to learn on the job and gain the industry skills needed for their long-term success.

This is a peek time for candidates looking for alternative opportunities and considering their future.

WBTC offers a number of interesting guides to employers on their website and are happy to arrange one-to-one meetings to discuss employers' specific needs and requirements.

To find out more and arrange an initial conversation contact either rachel@wbtc-uk.com (senior business development consultant) or karen@wbtc-uk.com (levy client relationship manager).

“WBTC training programmes can be aligned with the employer's requirements

Better future for freight

A STRATEGY that tackles issues such as lorry parking and driver welfare facilities and decarbonisation of the freight sector in the South East of England has been published.

Approved by the sub-national transport bodies board, the strategy from Transport for the South East highlights the importance of the freight sector to the region.

It sets out the challenges faced to enable the industry to keep up with the growing population and economy in a sustainable manner.

In 2021, the number of UK premises for transport and storage, including haulage and warehousing, grew by 88 per cent, a reflection of the demand for online shopping and home deliveries.

With population and employment forecast to grow in the region in the decades ahead, demand for goods and services will continue to rise.

The strategy recognises that to meet this demand the South East needs investment in strategic transport and logistics networks that are supported by the planning system, to allow an increase in the provision of logistics land as well as better freight and logistics planning.

It also acknowledges the opportunity to harness new technology that would help meet the growing demand and reduce the negative impacts on carbon emissions.

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Lee and Bradley Rankin were presented with their awards by Thatcham Research

Awards time for Thatcham Research

THE ABP British Bodyshop Awards took place last month, giving companies an industry platform to recognise and celebrate the fantastic work of bodyshops and individuals throughout the year.

As a diamond partner, Thatcham Research presented two awards on the evening – Apprentice of the Year and Apprentice Mentor of the Year.

The awards celebrate apprentices who display commitment and dedication to their work, as well as honouring the mentors whose guidance and experience plays such a huge role in the success of apprentices.

The 2022 winner of the Apprentice of the Year award is Bradley Rankin of FMG Gloucester.

Mr Rankin was nominated

for being an enthusiastic and skilful apprentice with exceptional attention to detail.

Lee Rankin, also of FMG Gloucester was crowned Apprentice Mentor of the Year 2022.

Mr Rankin a highly-skilled technician who takes great pride in his work.

He has been an excellent mentor for Bradley, giving praise, encouragement and clear direction when required.

In addition to being an outstanding mentor to FMG apprentices, Lee takes a personal pride in his achievements with Bradley, as the pair are father and son. They have been working together since 2018 and are a formidable team in the workplace.

Dean Lander, head of repair sector services at Thatcham Research, said: “It is fantastic

to hear of Bradley and Lee's achievements and even more impressive that these skills must run in the family.

“Nevertheless, Bradley is a hugely competent apprentice, and any business will be lucky to employ such a brilliant young talent. He is sure to succeed in any future endeavour he chooses. It's also clear that Lee is a confident, encouraging and knowledgeable mentor who would be a great asset to any apprentice's learning.”

Thatcham Research, based in Colthrop Way, is the independent voice of automotive safety, security and repair, advising motorists, insurers and vehicle manufacturers to help reduce accident frequency, severity and costs and to realise the vision of ‘safer cars, fewer crashes’, while driving standards in vehicle security.