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APPRENTICE



B&T  
GROUP

## WHICH APPRENTICESHIP ARE YOU DOING?

HR Consultant Partner.

## WHAT LEVEL IS YOUR APPRENTICESHIP?

Higher (level 5).

## WHAT DO YOU DO?

In my role as People Advisor, I support and advise line managers with queries relating to people! No two days are the same and I spend a lot of my time having conversations with People Managers about the best way to approach different situations. Alongside this I work as part of the wider People team on ongoing projects and initiatives across the group. I also provide admin support to the People function which includes reviewing and reporting on data. I have the opportunity to connect with many departments across the group including Payroll, Reward, Learning & Development and Health & Safety which gives me opportunities to build on my knowledge and understanding.



## WHAT IS THE MOST EXCITING PROJECT YOU HAVE WORKED ON?

Whilst I was new into my role, we implemented an Applicant Tracking System (ATS.) Whilst I didn't work as part of the project team in the group, I played a key part in launching this within the business and have provided ongoing support to recruiting managers using the system. Having never used an ATS before this was completely new territory to me but seeing the huge benefits of this and being part of the delivery has been fantastic! I am now part of a team of People Advisors who will look after the relationship with the service provider and continue to work to find improvements and efficiencies to enhance both the recruiting manager and candidate journey.

## WHAT IS YOUR PROUDEST APPRENTICESHIP MOMENT?

Achieving a high pass in an assignment that I found really challenging to write! As part of this apprenticeship, I attend a series of workshops based around an assignment brief that I then have to go away, write and submit. Within the workshops I struggled to take in all of the content and found the writing of the assignment really hard. I was adamant I was going to fail this so finding out it had been graded as a high pass was a major highlight for me!

## WHICH FEMALE INSPIRES YOU AND WHY?

My line manager, Faye. She inspires me every day in the way that she builds great relationships, has fantastic communication skills and coaches others to find solutions. She's a fantastic role model and as a fellow parent she shows me that you can have children and a career!

**DON'T EVER THINK THAT SOMETHING IS  
OUT OF REACH, IF YOU THINK YOU CAN,  
GIVE IT A GO AND YOU MIGHT SURPRISE  
YOURSELF!**

