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# CASE STUDY

George, an apprentice with Juniper Training, started his apprenticeship when he was 26 years old. With ambitions of becoming a supervisor, he says it's never too late to take the next step.

# Juniper



NATIONAL APPRENTICESHIP WEEK  
2025

 **NFRC**  
LEADING ROOFING EXCELLENCE

# OVERVIEW

To celebrate National Apprenticeship Week 2025, NFRC invited training providers to spotlight their apprentices, share their story, and tell us more about the importance of apprenticeships and what they have to offer.



## BACKGROUND

*We support employers and apprentices by conducting thorough induction processes to identify and address their individual needs. From there, we develop a tailored training plan designed to meet the specific goals of each apprentice. We allocate Mel, who provides dedicated pastoral support to apprentices, ensuring their well-being and helping them navigate challenges throughout their journey.*



# APPRENTICE SPOTLIGHT: GEORGE

## HOW HAS AN APPRENTICESHIP BENEFITTED YOUR CAREER?

*My career has changed massively since starting my apprenticeship, allowing me to wake up every day and wanting to go to work is a major difference. Working in construction is very fulfilling, being able to see the difference I'm making day by day gives me constant motivation to turn up and give my best effort. Being able to develop my skills on the tools has been useful, but I have also developed deeper observation and problem-solving skills, allowing me to look at a task on paper and have an idea of how I would go about it and what would be required.*

*These skills have also translated to my life outside of work and allowed me to tackle jobs around my house I would not previously have felt confident in completing, fixing a leak on my own roof for example.*

## WHAT DO YOU ENJOY MOST ABOUT YOUR APPRENTICESHIP?

*The most enjoyable part of my apprenticeship is that every week at work is different. On site each week the task changes as you progress through the build, and various elements are introduced. I also enjoy the off-the-job weeks at college as it breaks up my schedule and puts me into a different environment where I can learn new skills and reinforce information that I may only touch on whilst on site.*



# APPRENTICE SPOTLIGHT: GEORGE

## WOULD YOU RECOMMEND AN APPRENTICESHIP TO SOMEONE ELSE?

*I would highly recommend an apprenticeship to anyone that struggles with traditional learning methods and likes to be hands on when they learn. Apprenticeships are a great way to not only get a foot into a lifelong career, getting paid to learn and qualify for the role as you go, but they help to build confidence and life skills that may have been previously unattainable for someone like me. There is also a massive amount of support available from both my employer and my training provider that I have the confidence needed to succeed.*

*Apprenticeships are a great path for the right person, and having started mine at 26 years old, it is never too late to take the step.*

## WHAT DO YOU HOPE TO ACHIEVE AFTER YOUR APPRENTICESHIP?

*As well as becoming a fully qualified Roofer/Cladder, my longer-term goals are to become a black hat supervisor for my company and take charge of my own gang. These things will allow me to become more settled and secure in my future outside of work, something that I have previously struggled with. Financial and job security are something that have worried me before, however now approaching 30 years old I am much more confident in my future with the path I have taken.*

# BENEFITS OF AN APPRENTICESHIP

*OUR AIM IS TO PROVIDE SEAMLESS, PRACTICAL SUPPORT THAT ENABLES BOTH EMPLOYERS AND APPRENTICES TO THRIVE THROUGHOUT THE APPRENTICESHIP JOURNEY.*

Why are apprenticeships important for individuals and businesses?

- What do apprenticeships offer to the wider economy, industry, and society?
- Why should an individual consider an apprenticeship over other forms of training or education?
- What value does an apprenticeship add to an individual's career?

*An apprenticeship adds significant value to an individual's career in several ways:*

- 1. Practical Experience: Apprenticeships provide hands-on experience in a real work environment, enabling individuals to develop practical skills that are directly applicable to their chosen industry.*
- 2. Earning While Learning: Unlike traditional academic routes, apprentices earn a salary while gaining qualifications, reducing financial burdens and providing early financial independence.*



# BENEFITS OF AN APPRENTICESHIP

3. *Professional Qualifications:* Many apprenticeships include industry-recognised qualifications that enhance employability and demonstrate expertise to potential employers.

4. *Networking Opportunities:* Apprenticeships enable individuals to build professional relationships within their industry, which can lead to mentorship, references, and future job opportunities.

5. *Career Progression:* Apprentices often have a clear pathway to full-time employment, with many staying on with their employer after completing their programme, benefiting from in-depth knowledge of the company and its operations.

6. *Enhanced Confidence and Competence:* By working on real-world projects and overcoming challenges, apprentices build confidence in their abilities and a sense of achievement, both of which are valuable for long-term career growth.

7. *Bridging the Skills Gap:* Apprenticeships equip individuals with specific skills and knowledge that align with employer needs, making them highly sought after in competitive job markets.

8. *Flexibility and Adaptability:* Learning on the job teaches adaptability, problem-solving, and time management, all of which are essential in any career path.

# WHAT JUNIPER TRAINING OFFERS

Tell us a little bit more about what Juniper Training offers as a training provider, and what an apprentice can expect when they choose Juniper Training.

*We provide a comprehensive range of additional support services to benefit both employers and apprentices. These include:*

- Free Recruitment Service: We assist employers in finding the right candidates for their apprenticeship roles, simplifying the hiring process.*
- Training Needs Analysis: We work closely with employers to identify skills gaps and ensure apprentices receive tailored training that aligns with organisational goals.*
- Additional Learning Support: For apprentices with additional needs, we provide personalised support to help them succeed in their roles and training.*
- Grant and Incentive Support: Acting as a vital link between employers and the CITB, we streamline access to grants and incentives, reducing the administrative burden and ensuring employers can maximise available funding.*