

Testimonial 1

After leaving University with a 1st Class Honours in History, I was completely at a loss on what I wanted to do with my working life and what career I could carve out for myself. Ideally, I wanted to find a job in which I could help people in difficult situations and apply the critical thinking skills I had learned and enjoyed using during my studies. Truth be told, I did not think it would be possible to find a job which combined what I wanted.

One day, whilst I was unemployed and searching for work, I came across an advert in my email inbox – which had been sent to me through the job alerts I had registered to receive – for a position at WCC as a HR Higher Apprentice. Having read through the job description, personal specification and conducted further research about what a career in HR could entail, I had a feeling that this could be job I was hoping for. Now, as someone who has recently secured permanent employment in the organisation as a HR Advisor in the Warwickshire Educational Service Advisory Team having completed their HR Higher Apprenticeship, I can confidently say that this is the perfect job for me and indeed anyone who was a passion to help people and enjoys focusing on attention to detail.

Throughout my apprenticeship I received significant support and guidance from everyone inside WCC which helped me to achieve my CIPD Level 5 Diploma in Human Resources Management. I was able to learn, through my various internal placements, just how important HR is as the organisational heartbeat. This can be through recruitment, selection, training, administrative support and providing management advice based on employment law, policies, and procedures. No two days are the same and there is always lots to learn, no matter how long you have been doing the job, which makes work so interesting and enjoyable. Furthermore, the work you do makes a real positive difference to people's day and that really is invaluable to me.

Please do think about applying if you are interested, WCC is an amazing employer and the skills and knowledge you will obtain, as well as the learning experiences you will be offered, will set you well on your way to becoming a HR professional contributing to making Warwickshire the best it can be for all residents.

Testimonial 2

Completing a HR Apprenticeship and moving through the team has been a really exciting opportunity. This has enabled me to develop my understanding of employment law and how to apply it to real life scenarios, whilst building strong working relationships with managers (our customers) of all levels across WCC.

The Advisory team has very experienced members who are really supportive and helpful to talk through cases, whether it be disciplinary investigations/hearings, sickness absence management, grievance investigations or performance/capability cases that you are advising on

Testimonial 3

The HR Higher Apprenticeship with Warwickshire County Council has enabled me to grow and develop both my knowledge and experience through on the job learning and the Level 5 CIPD qualification. I have gained knowledge and experience in advising managers on a range of employment matters inclusive of disciplinaries, grievances, sickness absence, performance management and change management. I have also been able to develop my skills wider by having the opportunity to be involved in a variety of HR projects including contributing to policy development and analysing HR metrics.