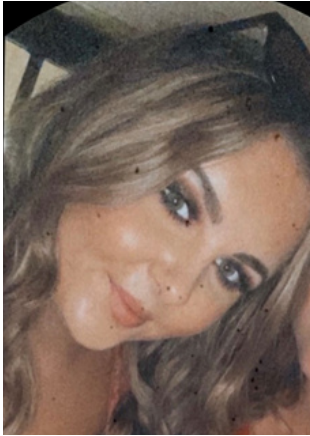


Cerys Waterton, HR Apprenticeship, Broadland District and South Norfolk Councils



Hi, I'm Cerys, I'm 21 years old and I'm an Assistant HR Business Partner, working for South Norfolk and Broadland District Council and I've been working here since January 2020 when I started as an HR Apprentice.

How have you found the experience of being an apprentice in local government?

I've found the experience of being an apprentice in local government very rewarding. Although I am not on the front line helping our residents, I get to support and work alongside our outstanding employees who are helping those in our local communities.

During my apprenticeship I learnt the basics of HR and used that knowledge to help improve our recruitment processes, conduct staff consultations, answer employee queries and ensure we adhered to our policies and legislation.

What's been the most rewarding part of your apprenticeship so far?

The most rewarding part of my apprenticeship was the opportunities I was given, and the head start it gave to my career. I started as a shy, HR Apprentice with limited knowledge of what Human Resources was all about. I have since gained immense confidence and completed my level 3 apprenticeship with a triple distinction. I am now studying my level 5 CIPD, gained a permanent Assistant HR Business Partner position within the Council, all within two years, and I am currently being mentored to be a HR Business Partner.

Why did you choose an apprenticeship?

I applied for an apprenticeship within Local Government as I had left college and decided that university wasn't for me. I much prefer being hands on with my learning, which is why learning at work was such a great opportunity. Before this I was a manager at McDonald's which was a part time job whilst studying at Sixth Form.

How do you balance working and studying at the same time?

Balancing working and studying can be challenging, however it's key to communicate with your tutor and your manager to keep them informed and for them to provide support where necessary. A tip which worked for me is to set time aside before you begin work at the start of the day and to be flexible with your time and not beat yourself up if you have to rearrange. As much as it can be a challenge working and studying at the same time, I believe this taught me prioritisation, time management and stakeholder management skills, all of which I was able to transfer to my new role.