

APPRENTICESHIP PROGRAMME - TEAM SPOTLIGHT



Ben
Current
Apprentice

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Whilst completing his GCSEs, Ben chose practical courses to go alongside the core subjects because he knew from a young age he learned better on his feet and wanted to use his hands rather than get a desk job. The courses he took included Resistant Materials, Construction - covering plumbing, electrics, carpentry, and Media - which explored Photoshop, websites and games design. He says, “I wanted to learn how all the tools work on projects that use my creativity in the design. Learning on my feet keeps me much more productive. Construction and plumbing were my favourite subjects. So it was a natural choice for me to choose an apprenticeship. I’m so glad I did because I’ve got friends who go to university, and they’re still not earning and not sure what they want to do.”

Consistency of Work

Working with the New Build team, Ben was based at the same site for the first two years of his apprenticeship. In the second two years, he moved around a lot more to other sites to gain broader experience. On the sites, Gregor’s team work with various contractors to complete the first fix, piping within the houses including rainwater and guttering, then go back in to second fix to install the boiler or heat pump and radiators. To complete the third fix, they fit bathrooms and showers.

Ben says, “Training on the job with Gregor’s is great. I enjoyed knowing where I’m going to be every day and getting to know the same people on site in my first two years. I was nervous after leaving school and wasn’t sure what to expect, but on my first day, when I was introduced to my mentor, he greeted me professionally and we got on really well. We worked together every day and he showed me everything at each stage. He taught me how to diagnose and fix problems or handle any

customer care issues. Basically, the more knowledgeable you are, the better asset you are to help them finish the work. As your mentor, they look after you and help you learn. Even though I’m working with a different team now, I can call my mentor or my manager, who are both great”

Support to Learn

Once the apprentices learn how things work, the engineers hand over some of the work under close supervision. Ben explains, “It’s a really good company to work for because every single person here will help you as best they can. With any issues, we can call into the office and get it resolved. Morale is very good because of that. It’s really rewarding when you start becoming competent enough for your mentor to let you get on with it. It’s good to feel trusted. With each challenge, I’ve learned more about my capabilities and found out how to cope with any small issues which crop up.”

Ben has found it interesting to learn about the mechanical differences between conventional gas heating systems with a cylinder and how different boilers work, depending on the modes.

“Working for Gregor Heating, they’re an excellent company and they really look after you. They offer such a variety of work in different departments, and one of the main reasons I came here is because they’re one of the leaders in renewable technologies.”

Out of work Ben still has time for mountain biking, playing football or watching sport on TV. Although the hours are longer sometimes, we mostly finish by 5 in the evenings which leaves me time to meet up with friends or do something after work.”





"I can't emphasise enough the importance of our apprentices and the role they play in our company. I was Steve Gregor's first apprentice, shadowing him for many years as the business grew. As my own career progressed, I trained others to step in as engineers and I'm now the Operations Director."

Craig Jeffaries, Director,
Electrical and Renewable Energy



An apprenticeship offers more than just a job; it equips you with valuable lifelong skills. To kickstart your journey, take a look at the process outlined below. It's important to note that while our primary training partner is Onsite Bristol, we also collaborate with other providers whose process will operate very similarly.

The Process:

- Prospective candidates attend an Open Evening hosted by Onsite Bristol.
- Interested candidates submit their applications through Onsite's website before the specified deadline date.
- The training provider conducts an initial interview and assessment with yourself which they will then mark.
- Successful candidates meeting the criteria are subsequently referred to potential employers such as ourselves.

At Gregor, we review the candidates referred to us and go through a 2 stage interview process

Stage 1

- We arrange interviews to learn more about you and your motivation to become an apprentice within the plumbing industry.

Stage 2

- Successful candidates from Stage 1 are offered a 2/3 day work experience opportunity, where you will be evaluated further.

Both Stage 1 and Stage 2 performance scores are combined, and those with the highest scores receive a conditional job offer for apprenticeships with Gregor Heating, commencing in early October

