



Grant
Renewable
Installation
Department

“For an apprentice, it’s one of the best companies to work for because you can move around between different departments keeping things interesting, while still learning.”

APPRENTICESHIP PROGRAMME - TEAM SPOTLIGHT

After leaving school, Grant began his plumbing and heating apprenticeship with another company then switched to working for Gregor Heating in his second year. Although Grant struggled in school, he enjoyed his hands-on experience of working summer holidays with his family in the construction industry. Therefore an apprenticeship was the perfect route into a career for him. At his interview with Gregor’s Operations Director eight years ago, he wasn’t sure what to expect. However, he soon found that there was plenty of support throughout his apprenticeship. When he started, he was paired with a mentor (Ross, who is one of our technical renewable experts), and began shadowing him on a variety of jobs. “Immediately Ross taught me to change the way I looked at things and opened my eyes to the renewables”.

He says, “For an apprentice, it’s one of the best companies to work for because you can move around between different departments keeping things interesting, while still learning..” Gregor Heating operates a servicing department, domestic gas and renewable installations, commercial and new build.

“Where I’d only worked on traditional plumbing and bathrooms in my previous company, once I joined Gregor’s, I got to understand the complexity of all types of heating systems with renewable technology and installing heat pumps. Renewable installations are a completely different area compared to working on new build sites. The variety of the work is great and no two systems are the same. Jobs might last one day or a week and you get to see some really interesting properties. Some of the bigger houses, like the Royal Crescent in Bath, are so impressive when they’re finished and we’re usually working alongside the construction or re-furb team, so we see each stage”.

Training and Support

Grant has found that Gregor Heating is a great company to work for because of the training and support. “Our Operations lead, Craig, is available on the phone any time if I need to ring in with a query.

The hardest part about plumbing is that it never goes exactly the way it’s been planned. So you need to think quickly and solve any issues while you’re there on site. However, I’ve still got my mentor to ask, or my line manager. Since finishing my apprenticeship, any time I’ve wanted more training, they’re happy for me to do it. When I wanted to get my refrigeration qualification for air-conditioning, I went on that one too. Each time we start using a new brand of renewable technology, we do the training for it. The blokes I work with are always happy to help you too and let you learn when you’re new to the job.”

Fair Wages and Progression

Grant felt that although the apprenticeship starts at minimum wage, he soon had the opportunity to progress. “In my first year here, I won the ‘Apprentice of the Year’ award, which boosted my confidence, and your wages go up each year, the more experience you gain. At the point I was qualified and coming off the apprenticeship scheme, we had a chat in the office about my pay and where I wanted to head in my career, which was great.”

“Talking to my apprentice who works alongside me now, he says it’s great you’ve got the ability to earn straight away coming out of school.”

Regular Working Hours

Grant enjoys the regular Monday to Friday hours at Gregor Heating and they encourage a good work-life balance. “In some jobs, they’d expect you to start at 7am and finish as late as 7pm every day. Whereas with Gregor Heating, the work’s good and I’m only doing overtime every now and then. It leaves me time at the weekends to spend out on my bike with my dad and brother. Working in renewables, the type of work is interesting; today I’ve just finished installing solar PV panels on an existing property. The team I’m with is great - everyone is happy to help and it’s friendly. For apprentices, I’d recommend Gregor’s over anyone else.”





“Gregor Heating has been working with renewable energy technologies since 2011- which was a main driver for myself joining the company. It's a great place for an apprentice as you get to learn firsthand the latest systems and products being installed. We take pride in our work and are passionate about mentoring the new generation of plumbers. There's never been a better time to join the industry and learn from the best.”

Ross Humphries,
Technical Renewable Expert



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 who's 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 offers for apprenticeships with Gregor Heating, commencing in early October

