

APPRENTICESHIP PROGRAMME - TEAM SPOTLIGHT



Tom
New Build
Department

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When Tom started with Gregor Heating for a week’s work experience seventeen years ago, he had enrolled on a college-based plumbing course, yet struggled to find practical work experience. Other companies responded to his emails saying they didn’t need another apprentice. However, he had heard from a client of Gregor Heating that they’d done a great job on a boiler change, and once he contacted them, he was invited in for a chat. He immediately found it an enjoyable place to work and was delighted when they offered him a permanent place to complete his apprenticeship. Tom says, “When I did my first week’s experience with a couple of the engineers on the domestic side, I was going home shattered but thoroughly enjoyed it.”

Building his Experience

Tom chose an apprenticeship because he knew he would enjoy working hands-on. At Gregor’s, he was paired with a mentor to work with every day, to ensure Tom got the right experience to help him complete his gas qualifications. Tom explains, “I worked on a variety of different jobs, across all departments, to cover everything I needed for my gas qualification. Sometimes I went with the service engineers to complete jobs specifically for my portfolio. Over the next few years, I worked alongside several engineers on the new build side, picking up various bits of knowledge from all of them and learned the best working practices.”

Support for Apprentices

As Tom describes, “Right from the start, I had really good support. Everyone is welcoming and our office admin team are so helpful too. I wasn’t the best with my timesheets or paperwork, so they helped with that. From site I can call Craig, our Operations lead, if I have any worries. When I’m in the office it’s great to see our boss, Steve Gregor, around - it creates that connection. There are a lot of friendly people here and the majority stay once they join.”

There are busy times around summer and Christmas for the New Build team to help the builders meet their deadlines. Although it can be cold and wet out on site, there’s always strong team spirit. Tom says, “Some of us play football together, building the camaraderie outside of work. We have a laugh and joke with friendly banter. It’s a great team atmosphere.”

Career Progression with Gregor Heating

Gregor Heating is expanding which is creating more opportunities. Tom says, “I’ve made steady progress in my career, starting out on day rates while I was unqualified, which I thought was great. After qualifying, I moved to a price-work basis, linked to how much work you get done. Then I was asked to run a new build site which we took over from another plumbing company. I was sent there as supervisor to deal with various issues of poor workmanship left by the previous contractor, working hard to sort those out and get it finished. Then I stepped up to running several sites for about five years before I became Contract Manager. Now I oversee between 15 and 20 sites with 25-30 blokes working on a daily basis. My role is to look after the guys and check the work will be completed to the highest standards in the timescale agreed.”

“Over the years, I’ve been able to afford a car, buy a house and have some great holidays; I’ve been able to do everything I wanted to, alongside working hard. New build sites are changing to include more new renewable technologies, including underfloor heating, heat pumps, solar and top spec bathrooms, so it’s always interesting. All my opportunities came from showing Gregor’s I could learn new things, figure out how to solve problems and give my full energy to get the work done.”





"We're at a really exciting point in the industry, as renewable technologies are evolving which is changing the way we work. I've always been passionate about teaching the next generation of future plumbers, as it's a skill for life. Apprenticeships have been key to our success in growing the company and its workforce."

Steve Gregor
Managing Director



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

