

# APPRENTICESHIP CASE STUDY



**Graham  
Curry**

**Operational Departmental Manager**

Graham had worked for Learning & Skills Darlington for 9 years as a Motor Vehicle Trainer / Assessor but always aspired to move into management. An opportunity arose to join the Operational or Departmental Management Level 5 Apprenticeship, which was being delivered by Learning & Skills Darlington.

During the course there were several barriers which Graham had to overcome. These included being able to allocate 20% of the working week to his Apprenticeship studies and being unable to locate his proof of GCSE English and maths grades. Graham's Line Manager, Ian Saunders, was very supportive and agreed set periods during the week to enable Graham to work towards both the Apprenticeship and Functional Skills Level 2 in English and maths. Ian also authorised Graham to be involved in some financial elements of the Service to ensure he gained experience in this area. Graham stated he joined the course to develop his own management skills, knowledge and behaviours in the hope of a managerial position becoming available in the Local Authority. The development of English and maths skills also assisted in his teaching role when giving feedback to his Motor Vehicle Apprentices.

The ODM L5 Apprenticeship curriculum was designed to ensure Graham developed skills, knowledge and behaviours in operational management, project management, finance, leading / managing people, building relationships, communication, decision making, management of self and awareness of self. During the course Graham successfully applied for the position of Learning & Skills Apprenticeship Manager. He stated that being able to put the theory into practice in his new role and developing his own mindset has helped him settle into the role. The course helped Graham analyse his awareness and management of self and gain a greater understanding of how to get the best out of his staff. He has found using the knowledge and feedback from peers, during 360° analysis, he has become a better manager.

Graham is now the Apprenticeship Manager for Learning & Skills Darlington, managing 7 staff and using the skills developed during the course to get the best from his team to ensure the apprenticeship provision is a success. Graham stated although, at times, the course was difficult he has gained so much personally and professionally.



TEES VALLEY MAYOR

