Warmstart

Jack
Plumbing Apprentice
RGM Heating



Jack always knew he wanted to work in the plumbing and heating industry, so when it came time to choose his career path, he pursued a plumbing apprenticeship. He found work with a company and spent almost two years developing his skills before the business experienced a downturn and couldn't keep him on.

Fortunately, Jack was able to continue his apprenticeship through RGM Heating's involvement in the Adopt an Apprentice initiative. At the same time, the company's participation in the Warmstart initiative helped create opportunities to grow the team, enabling Jack to contribute to Warmer Homes Scotland projects.

For Jack, the transition has been hugely positive. He describes working at RGM as being in a "friendly environment" and says he enjoys every day on the job.

The Adopt an Apprentice initiative lets apprentices continue and complete their training if, through no fault of their own, they can't stay with their original employer. Thanks to the steady pipeline of work generated through the Warmer Homes Scotland scheme, RGM could offer Jack the opportunity to continue his apprenticeship.

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Graeme Robertson, Director at RGM, ensures apprentices gain experience across different projects by moving them between teams and exposing them to a range of qualified engineers.

One of the most rewarding aspects for Graeme is supporting a young person whose apprenticeship has been disrupted and helping secure the industry's future by ensuring the next generation receives high-quality training.

It will also benefit the business directly, with Jack being an extra pair of hands on-site. By investing in apprentices, RGM is not only supporting the wider industry but also strengthening its own future.

For Jack, one of the best things about an apprenticeship is the chance to learn something new every day. One of his proudest moments was completing his first boiler installation independently and seeing the finished system working successfully.

Graeme's advice for anyone thinking of taking on an apprentice is simple: go for it. While he recognises that it takes time and financial investment, he says the long-term benefits far outweigh the costs, both for the business and the future of the industry.

Warmstart creates pathways into meaningful careers, helps employers build the workforce they need, and supports the transition to a low carbon future.

Find out more at: **www.warmworks.co.uk/communities**