



Trackers – Who are we?

The Trackers apprenticeship programme supports people aged 16 and over in their chosen apprenticeship by providing mentoring and funding for training fees. Trackers currently supports 400 apprentices across 26 different industries. We're constantly researching and exploring new industry areas that could benefit from our apprenticeship model in order to fill skills-gaps on the island and help to upskill Jersey's workforce.

PICTURED: David & Natalie

What does Trackers do?

We ask David Vincent De la Haye who recently completed his Electrical Apprenticeship and his Trackers mentor, Natalie Strecker, about his experience on the Trackers apprenticeship programme.

David Vincent De la Haye

Fire & Security Alarms Engineer at AFM

When did you start?

I started the Trackers Foundation programme in the summer of 2014 and gained work experience in plumbing and electrical and decided electrical was for me. I was then offered an apprenticeship which I started in September 2015.

Did you have any barriers during your apprenticeship and what helped you overcome these?

Work side: After working for a year in the first electrical company the work dried up and I unfortunately got made redundant. Natalie, my mentor at Trackers, helped me produce a CV and personal statement and gave some advice in how to approach companies. This led to me getting offered two jobs within the first week and I was immediately offered work again.

College side: After one of our meetings, Natalie approached my tutors at college as we were both concerned about me not being able to keep up with the workload in class and struggling with exams. After a chat with them, Natalie arranged for me to have an assessment and I was confirmed as having dyslexia. Following this, Trackers was able to arrange with Highlands College for me to have a reader and extra time for exams. This along with putting in extra work, first through meeting up with my mentor more often and then deciding I needed to do this in my own time, as it was "make or break" time, supported me in making good progress.

Do you feel being on the Trackers apprenticeship programme made a difference and if so how?

Yes, I knew I wanted to do a trade and the Foundation programme allowed me to try multiple trades, which was really helpful for me going into a four year apprenticeship knowing it was something I wanted to do. My mentor gave me advice throughout my apprenticeship and also told my employer how they could support me. The support helped me to go from getting low passes and fails to achieving distinctions and merits. I don't think this would have been feasible without my mentor's support.

Natalie Strecker

Trackers Mentor at Skills Jersey

What does mentoring involve and what training do you require?

Our role as mentors at Trackers is basically to assist apprentices to be successful in their chosen industries. We act as an independent body both to the employer and the training provider, which is very important as it means we can focus exclusively on supporting the apprentice. We look at our apprentices holistically so we are able to tailor our approach to suit each individual, always using the empowerment model.

During our catch up sessions we will support apprentices by helping them to set goals and targets; acting as a sounding board; assisting them in identifying barriers and options available to overcome these, considering the pros and cons of each one; providing relevant advice and guidance, signposting to other agencies if relevant and liaising with educational providers as needed.

Each mentor is required to undertake a Level 5 Diploma in Coaching and Mentoring.

What is your favourite part of mentoring an apprentice?

Without a doubt, being part of an apprentice's journey and watching them grow. Especially, as with David, when you witness them overcome significant barriers. To have been part of that journey is a huge privilege. Also, as you meet with your apprentices regularly and generally for an extended period, you obviously build a relationship with them and so watching them get to the finishing line and graduating as professionals in their chosen industries is a proud moment. You also learn so much during each journey with each apprentice.

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