

## Case Study - Level 5 Business Partnering & Consulting Apprenticeship

*We caught up with Bilal Ahmed, Head of HR for a Primary Care Network in Solihull, who completed a CIPD Level 5 Apprenticeship. Here's what he had to say about his journey.*

After graduating in 2012 in Human Resource Management with a 2:1, I faced challenges with getting on the recruitment ladder for 4 years due to being considered either overqualified or underqualified as a HR professional. It was also not helped by the fact that my degree did not come with CIPD status, which is highly sought after within HR/People Teams. However, after a long wait I was finally provided with an opportunity to become a standalone HR Manager for a school. After working for the organisation for 2 years, we explored the opportunity of utilising the apprenticeship levy as our organisation had become large enough to receive full funding for courses.

My organisation was kind enough to provide me the opportunity to complete my CIPD Level 5 as an apprenticeship in order to upskill me for any future roles I may apply for. Although there was no room for progression in the organisation, I was extremely grateful for an opportunity which was focused on my own development. In turn, the organisation was able to retain me for a further 2 years in order for me to complete my studies.

My experience of an apprenticeship was fantastic due to the support and resources that were available to me by the course provider itself. My organisation were also supportive with giving me access to other parts of the organisation to understand HR strategies through a wider lens. Once I completed my apprenticeship, I was accredited with Level 5 CIPD status and an apprenticeship in Business Partnering & Consulting. Immediately after completing my apprenticeship, I was offered the opportunity to become a HR Business Partner for a Multi-Academy Trust, in charge of 15 schools within a 30 school Trust. 6 years into my HR career, I am now the Head of HR for a Primary Care Network in Solihull.

**“My experience of an apprenticeship was fantastic” ...**

**“... I definitely recommend an apprenticeship regardless of where you are in your career stage”**

## Case Study - Level 5 Business Partnering & Consulting Apprenticeship

Even with a 2:1 degree with honours, my apprenticeship was instrumental in my success due to its academic and financial support. It has been a journey of perseverance and growth and I am grateful for the opportunities that have come my way and I definitely recommend an apprenticeship regardless of where you are in your career stage.



***Bilal Ahmed***  
***Head of HR***

**Interested in completing  
an Apprenticeship**  
Contact BSol Training Hub.  
Please email:  
[bsol.traininghub@nhs.net](mailto:bsol.traininghub@nhs.net)