

KY MARIE FINCH **DOG GROOMING** **EMPLOYER** **TOPKNOT2TAILS** **HOLLAND HOUNDS**

"Don't give up on a bad day"

"Do your best everyday"

Tell us about yourself.

Back in 2015 I started helping a friend at her parlour and I had never given this career a thought before but I have always loved animals. I started to learn the bathing side of things and thought I really love this and feel like I have found my calling. So, I did my first diploma and learnt along side 2 other groomers and it grew from there. A year later I opened my first parlour.

I am now an Internationally Certified Master groomer from the Tendering area of Essex. I run three grooming businesses, and have also recently set up Ky's Grooming Academy based in Harwich which is where I teach the ICMG qualification.

How do you feel your business has benefitted from taking on apprentices?

In total I have had 6 apprentices, with 2 being current. I feel it gives young people a chance to understand what it is like to work full time, learn and get qualified in a career. A lot of young people do not know what they want to do and they have a lot of pressure put on them at school to make decisions. An apprenticeship gives them the chance to try something new and once completed they have the choice to stay and build on the career or move on to something else, whilst having something under their belt already.

What do you feel people gain from doing an apprenticeship?

They gain skills, customer service, management skills team building skills, a mature attitude to handling day to day situations. They also learn what it's like to earn a wage and manage their money from pay day to pay day. This can be daunting for young adults as they start to provide for themselves.

What advice would you give to someone looking to come into the industry or looking to start and apprenticeship?

Do a trial in the chosen industry and make sure it is something you can commit to and finish even if you then move on to a different career. Don't give up on a bad day, make sure you communicate at all times with the trainer and the employer and build a solid bond with them. Listen to instructions clearly and do your best every day. Show the employer that you're a valued member of the team.

What advice would you give to a business who are thinking of taking on an apprentice?

Undertake a trial day or even a week with the prospective candidate. Ask them basic questions, but also give them scenarios and see what they would do as this helps to assess their proactiveness and confidence. Also, check if they have any medical requirements or information you need to know and show them around in case there is anything that you may have to do to make the job accessible for them. Treat them like an adult and always be open and honest with them. Positive leadership results in positive team and results.

