

# Joseph Lennox

## Level 4 Policy Apprenticeship

SENIOR STRATEGY ADVISOR, HMRC



*Joseph started his career at 18 and works for the Civil Service as part of HMRC as a Senior Strategy Advisor. He chose to become an apprentice rather than going to university and completed his apprenticeship in August 2022, qualifying as a Policy Officer with Distinction.*

### Can you tell me about your current apprenticeship role?

As a policy advisor, I led the VAT policy input into the Chancellor's zero-rate for energy materials. In my new role as a senior strategy adviser, I work on policy that will shape the future of HMRC. My apprenticeship has allowed me to get involved in fascinating work and has been a gateway into a role where I believe I can make a real difference. Overall, it has been full of opportunities to gain experience and develop myself.

### How has your apprenticeship training helped build your skills?

My apprenticeship has given me a great overview as someone new to policy. The course took me through everything - from conception to delivering a policy. The transferrable skills I have learned have been invaluable and I learned the importance of working collaboratively which was tested during the Covid-19 pandemic when my team moved online.

### How has your apprenticeship helped you adapt and grow?

It has given me the opportunity to get involved in truly challenging work. I have worked in multiple policy areas expanding my knowledge. I have also had the opportunity of taking secondments which has pushed me outside of my normal role. Being an apprentice is a wonderful way to unlock doors and get access to various parts of the business.



**My apprenticeship has been amazing and full of opportunities to gain experience and develop myself."**

### What have been the main benefits of the apprenticeship for you?

The main benefits are opportunity, support, and flexibility. Opportunity in the sense that my apprenticeship has given me the chance to lead on cases, policy areas and projects. Support because my colleagues have been so happy to help and mentor me. And finally, the flexibility to go beyond my role to attend schools and host work experience weeks to promote HMRC as a good apprentice employer.

### What progression opportunities do you have now because of your apprenticeship training?

The opportunities were there for me from the very start. I had a wonderful team, and my managers were keen to get me involved in work that pushed me to demonstrate my skills at the next level. I achieved two promotions in three years - one while still being an apprentice. I have now made it to Senior Officer at the age of 23, which just shows there really is the opportunity for apprentices to progress fast!

### Would you recommend apprenticeships to others?

I would 100% recommend apprenticeships. The ability to learn in your field as an employee while studying to get a qualification is a brilliant mix. I think doing an apprenticeship while getting first-hand experience really lets you see what that career looks like and if it's right for you. ■