



How to manage an 18-yr old



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My Apprentice



Procter & Gamble in Newcastle

- Finance & Accounting Service Centre
- 450 employees
- Accounting for 200 Legal Entities
- 25 – 30 Apprentices in the scheme
- 15 graduates to date



Procter & Gamble Professional Accounting and Undergraduate Program

- Recruit direct from local schools at 18
- 3 year programme covering 3 different accounting roles
- Offer internationally recognised accounting qualification in AAT
- Top up accounting degree from Northumbria Uni
- Graduate job after 3 years



What do they bring ?



- Open to new ideas / new work
- No preconceptions
- Enthusiasm
- Flexibility
- Vs graduate
 - ☺ No unreasonable ambitions
 - ☺ Real desire to be in the company



How we support our Apprentices

- Standard P&G support systems
- Apprentice support “machine”
- Set expectations (over & over)
- Observe
- Give them role models
- Make them role models
- Create a network for them
- Give them opportunities
- Showcase them
- Quality Assurance



It seems to work !

