



Powersystems Apprentice Spotlight: Theo Downer



Introducing Electrical Apprentice: Theo Downer



Q: Can you tell us about your route into an apprenticeship at Powersystems?

Theo:

I studied A-Levels in Art, Physics and Economics at sixth form in Bath. When I began exploring apprenticeships, Powersystems stood out immediately. The professionalism, pride in workmanship and strong focus on health and safety really appealed to me. Those values were clear from the outset and made me excited about becoming part of the team.

Q: What attracted you to an apprenticeship rather than a traditional university route?

Theo:

I wanted to combine learning with real-world experience. An apprenticeship gave me the opportunity to develop practical skills, earn while I learn, and see how my work directly contributes to real engineering projects. That hands-on experience has been invaluable.

Q: How has your apprenticeship helped you develop key skills?

Theo:

Powersystems has helped me build strong foundations in electrical theory, safety practices and time management. Working on site and in the workshop has also boosted my confidence, particularly when taking responsibility for tasks and managing my own workload.

Q: What experiences have had the biggest impact on your development so far?

Theo:

Moving into the panel shop with Test Technician Tim Rendall was a fantastic opportunity. I learned about the full process of designing, building and commissioning protection panels, which really broadened my understanding of the industry.

Q: Can you share an example where you made a real contribution to the business?

Theo:

While working on protection panels for the Coylton BESS project, I was asked to come up with an idea to shield relay terminals. I proposed a solution, worked with the Director of Engineering, Darren Williams to refine it, arranged the materials and then fitted it myself on site. It was a great example of being trusted to take ownership and deliver a practical solution.

Q: How did that experience help you grow professionally?

Theo:

It taught me a lot about problem-solving, working to deadlines and overcoming challenges. Being trusted to see a task through from idea to installation was incredibly motivating and helped build my confidence.

Q: How have colleagues supported you throughout your apprenticeship?

Theo:

The support has been brilliant. Colleagues are always happy to share their (cont)knowledge and answer questions. That open culture makes it a great place to learn and develop.

Q: Have you had opportunities to develop specialist or technical skills?

Theo:

Yes – while in the panel shop, I was encouraged to learn CAD, which has been a huge benefit. I now use it to help design RCPs and make engraving modifications on protection panels. It's a skill that adds real value to the workshop and to the wider business.

Q: What achievement are you most proud of so far?

Theo:

Designing and building a fault-finding rig for the workshop is a highlight. I designed it, ordered the materials and installed it myself. Seeing it work exactly as intended was incredibly rewarding, and it's great to know it will help future apprentices develop their skills too.

Q: How does college learning complement your on-the-job training?

Theo:

Attending Eastleigh College in Southampton has been beneficial. Spending dedicated time studying helps reinforce what I learn at work and keeps me focused on continuous improvement. The combination of structured learning and practical experience works well.

Q: What are your future aspirations within Powersystems?

Theo:

I'd like to continue developing my knowledge of the commissioning process and keep supporting the panel shop team. There's so much to learn, and I'm excited about continuing to grow within the business.

Q: What advice would you give to someone considering an apprenticeship?

Theo:

Stay keen, show interest and ask questions. People are always happy to help, and the more engaged you are, the more you'll gain from the experience.

Q: What does National Apprenticeship Week mean to you?

Theo:

It's a great opportunity to highlight how apprenticeships open doors, build confidence and develop real skills. Apprenticeships don't just benefit individuals – they help businesses grow and build the skilled workforce the industry needs.

Celebrating Apprenticeships at Powersystems

Theo's journey shows how apprenticeships **break down barriers to opportunity**, develop critical skills and support business success. By investing in apprentices, Powersystems is building a future-ready workforce and shining a spotlight on the incredible contributions apprentices make every day.

This **National Apprenticeship Week 2026**, we're proud to celebrate apprentices like Theo who are helping drive innovation, growth and excellence across our business.

#NAW2026

