

CAREER DEVELOPMENT PROGRAMME



2019-2020



What do I need to do to join the programme?





York Teaching Hospital
NHS Foundation Trust

SUMMARY

York Teaching Hospital NHS Foundation Trust provides a comprehensive range of acute hospital and specialist healthcare services for approximately 800,000 people living in and around York, North Yorkshire, North East Yorkshire and Ryedale - an area covering 3,400 square miles.

Our Trust values are: "Respecting and valuing each other", "Caring about what we do", "Always doing what we can to be helpful", "listening in order to improve". The Trust has a Cybersecurity department, based in York, that works to address cybersecurity issues within the organisation.

CAREER PATHWAYS

We are very excited to be working with local training providers to be able to offer a variety of new developmental and trainee positions in line with the vast array of healthcare specific apprenticeship standards which are now available, and hope to develop IT specific apprenticeships in the near future.

WHAT TYPE OF PERSON DOES NHS YORK WANT TO RECRUIT?

Enthusiastic, hardworking, with a keen interest in problem solving and IT. Cyber security knowledge is an advantage but not as essential as an enthusiasm to learn.

WHAT CAN NHS YORK OFFER YOU AS A PART OF THE CDP?

An insight into the day to day work involved in protecting a large health organisation against the variety of cyber threats in existence today. This involves ensuring patching is working correctly, scanning for new threats and investigating known vulnerabilities as well as user education.

WHAT EXPECTATIONS DO NHS YORK HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?

A willingness to learn, not to be afraid to ask questions, a smart appearance.

ROSTI AUTOMOTIVE



SUMMARY

Rosti Automotive combines technical competence in design, manufacturing and logistics with a genuine and proactive business style to deliver first class injection moulded components for the automotive industry.

CAREER PATHWAYS

To date we have offered apprenticeships in tooling, maintenance, facilities, quality and sales. This is a structured four year apprenticeship programme in the appropriate discipline, supported by our in-house leadership programme.

WHAT TYPE OF PERSON DOES ROSTI AUTOMOTIVE WANT TO RECRUIT?

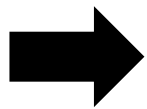
'Recruit for attitude, train for skills.' We recruit enthusiastic people with a great attitude.

WHAT CAN ROSTI AUTOMOTIVE OFFER YOU AS A PART OF THE CDP?

The possibility of a job/apprenticeship at the end of the programme.

WHAT EXPECTATIONS DO ROSTI AUTOMOTIVE HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?

To work safely and to do your best.



DEEP SEA ELECTRONICS



SUMMARY

Deep Sea Electronics is a leading global designer, manufacturer and supplier of a wide range of industry leading electronic control systems. Specialising in control solutions for the generator market, vehicle and off-highway machinery, automatic transfer switch applications and industrial battery chargers, the company has gone from strength to strength since it was established in 1975.

All products are manufactured in the UK at the company's head office in North Yorkshire, with product design split between specialist design teams based at the Head Office and at the company's dedicated design facility in the East Midlands. Additional offices in the United States and India and satellite support across all five continents, gives the company a global workforce of over 180 people.

The company's ethos is to continue to push innovation within its control solutions that make a positive contribution to its customers products. This ethos is backed up by the company's Culture of Quality that forms the foundations for success within every department across the business.

CAREER PATHWAYS

Career pathways within DSE are not defined or limited by qualifications, the level of entry and initial remuneration packages are however steered by them. Apprenticeships tend to start in the production process or tech support departments and then may lead anywhere within the company depending on an individuals aspiration and ability.

WHAT TYPE OF PERSON DOES DSE WANT TO RECRUIT?

We are looking for dynamic individuals who put maximum effort into whatever tasks they maybe given. An individual who looks to increase their workload by identifying gaps and filling them to create opportunities for promotion rather than waiting for them.

WHAT CAN DSE OFFER YOU AS A PART OF THE CDP?

At DSE, we tailor training and career development based on individual needs and would approach the Career Development programme in the same way. Options available include mentoring and training on technical subjects, exposure to real world engineering and manufacturing, advice on professionalism and employability as well as project work backed by our resources.

WHAT EXPECTATIONS DO DSE HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?

Fundamentally, we would expect the student/s to be proactive in nature towards the programme and be able to communicate what they want to get out of it.



SUMMARY

Unison Ltd are the World's leading manufacturer of tube bending machines and have the largest range of all-electric tube benders on the market, from 10mm to 273mm. We manufacture pipe benders for aerospace, automotive, marine, oil & gas, energy and many additional heavy duty applications. Unison's professional team of highly talented designers and engineers are constantly developing new and more sophisticated systems, as well as improving existing technologies to achieve beneficial advancements in tube bending dependent industries.

CAREER PATHWAYS

As the founders of Scarborough Science & Engineering Week and Scarborough UTC, we have a strong belief in developing youngsters into Engineers of the Future, approximately 25% of our workforce have come from our apprenticeship program. Our plan is to help our brightest youngsters achieve their full capabilities without the financial burden of a traditional Degree education.

WHAT TYPE OF PERSON DOES UNISON WANT TO RECRUIT?

Annually we recruit 2-3 apprentices at the age of 16 or 18, what we are looking for are people with the right attitude, an appreciation and passion for Technology and a strong work ethic, the rest we can teach. We have a full apprenticeship program for: Mechanical Design, Electrical Design, Control Systems & Robotics, 3D Software as well as the traditional hands on Welding, Machining, Electrical and Mechanical fitting.

WHAT CAN UNISON OFFER YOU AS A PART OF THE CDP?

We would expect to offer the brightest and best students a rewarding career @ Unison.

WHAT EXPECTATIONS DO UNISON HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?

We expect our students to want to learn their chosen field, have a team mentality and challenge traditional thinking.



SUMMARY

Sirius Minerals aims to become one of the world's largest producers of multi-nutrient fertiliser through the development of its project to mine polyhalite, a unique mineral containing four of the six essential macro nutrients required for plant growth. The polyhalite will be extracted via two deep 1,600 metre shafts at Woodsmith Mine near Whitby and transported to Teesside on a 23-mile long conveyor belt system in an underground tunnel. The mined ore will then be granulated at a materials handling facility, with the majority being exported to overseas markets from a new harbour facility on the River Tees. We foster a culture that puts safety and teamwork at the heart of everything we do. Belief and determination are critical to our success and we are developing an environment that stimulates finding solutions, encouraging collaboration and innovation. Challenging the norm and aiming high is central to our success.

CAREER PATHWAYS

Our four-year Advanced Engineering Technician apprenticeship programme will take on 50 individuals over five years in preparation for long-term roles with the Company. As an apprentice engineer with us, you will study for a nationally-recognised qualification while gaining paid, hands-on experience on one of the most exciting mining projects in the world. It's an exciting, multi-skilled apprenticeship programme which will focus on developing a sound knowledge of electrical, mechanical and instrumentation principles and putting those into practice. Other routes into the company for young people will include work experience schemes, internships and shorter placement, graduate roles, and an undergraduate scheme which will be developed in conjunction with Coventry University Scarborough.

WHAT TYPE OF PERSON DOES SIRIUS WANT TO RECRUIT?

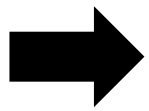
Our team is an adaptable, diverse group of individuals who come from all walks of life, recruited mainly from the local area, together with experts in their field from many different countries across the globe. We look for people who share our commitment to our vision and core values: responsibility, ownership, belief, urgency, safety and team. Our apprentice engineers should be good problem solvers, strong communicators and team players, as well as being motivated, resilient, enthusiastic and hard working.

WHAT CAN SIRIUS OFFER YOU AS A PART OF THE CDP?

Site tours of Woodsmith Mine, Whitby, for small group, visits to employer headquarters in Scarborough, presentations from various career disciplines, employability / skills building tasks.

WHAT EXPECTATIONS DO SIRIUS HAVE OF STUDENTS?

We would expect anyone on the programme to have an interest in the project and the work of the company, as well as having an interest in an engineering related discipline / career / apprenticeships. Ideally students would possess – or want to develop – some or all the following skills: problem solving / good communicator / resilient / enthusiastic / hard working / team player.



ALEXANDER DENNIS



PLAXTON

SUMMARY

Alexander Dennis Limited (ADL) is part of leading independent global bus manufacturer [NFI Group](#). ADL is a global leader in the design and manufacture of double deck buses and is also the UK's largest bus and coach manufacturer. ADL offers single and double deck buses under the Alexander Dennis brand as well as Plaxton coaches, with vehicles in service in the UK, Ireland, Europe, Hong Kong, Singapore, New Zealand, Mexico, Canada and the United States. ADL's history and heritage of design, engineering and manufacturing excellence spans more than a century. As a pioneer in embracing the latest technology, ADL has brought the widest range of low and zero emission buses to market. We employ over 2,500 people worldwide and have more than tripled our revenue in the last ten years, with an increasing proportion resulting from our expanding international footprint. This growth is attributable to our clear strategic focus – delivering lightweight, fuel efficient vehicles with industry-leading reliability, lowest cost of ownership and world class aftermarket support.

CAREER PATHWAYS

Engineering, vehicle body builders, electrical, paint, welding, business administration.

WHAT TYPE OF PERSON DOES ADL WANT TO RECRUIT?

Our team is an adaptable, diverse group of individuals who come from all walks of life, recruited mainly from the local area, together with experts in their field from many different countries across the globe. We look for people who share our commitment to our vision and core values: responsibility, ownership, belief, urgency, safety and team. Our apprentice engineers should be good problem solvers, strong communicators and team players, as well as being motivated, resilient, enthusiastic and hard working.

WHAT CAN ADL OFFER YOU AS A PART OF THE GDP?

Career roadshows, work experience placements and mock interviews.

WHAT EXPECTATIONS DO ADL HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE GDP?

Punctual, passionate, reliable, safety conscious, customer and quality focused and a team player.



SUMMARY

McCain Foods is a world leader in the production of frozen foods and appetisers. We currently own 52 factories worldwide on six continents and employ in excess of 21,000 people. At McCain we know the importance that food plays in people's lives – the power it has to bring people, families and communities together. That's why our purpose is to bring enjoyment to people's lives through great tasting food in a way which reflects our values. We do this by succeeding together with our teams, business and community partners around the world - because we know when we work and grow together, we succeed together. We have 5 values at McCain : **Family** - We work collaboratively, support and encourage each other **Authentic** – We are free to be our true selves, and communicate openly and honestly with one another **Committed** : We do what say we will do, and get results **Trusted** – We build trusted relationships with our consumers, customers, suppliers and one another, that are open and transparent **Be Good. Do Good** – We are proud to operate based on our strong ethics, whilst supporting the environment and communities around them.

CAREER PATHWAYS

McCain engineering apprenticeships are based around multi-skilling of all our engineers. We believe that our apprentices are our future and we work towards the apprentices having a full career with us. The multi-skilling apprenticeship is biased towards whichever way the individual feels strongest at (either mechanical or electrical) and all apprentices work towards achieving their HNC qualification. Following the successful completion of the four year apprenticeship all apprentices complete an improver year and then have the opportunity to apply for a full time position. Following completion of all five years there is a potential to complete the HND qualification. We currently have a couple of engineers working with Lincoln University on block release completing their HND.

WHAT TYPE OF PERSON DOES MCCAIN WANT TO RECRUIT?

At McCain we are looking to recruit people who will be with us for the full journey. We want to see commitment from the individual as we will be investing in them with training and we will want a return for our investment. We need team players, as the engineering team is a small but efficient unit and we all need to work together but at the same time we need people who are confident in themselves to work on their own.

WHAT EXPECTATIONS DO MCCAIN HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?

A positive mind-set, enthusiastic (as we are) about engineering, be able to think for themselves and ultimately test our specialists with questions!



SUMMARY

GCHQ Scarborough is one of the GCHQ's sites in the North. GCHQ's mission is to unlock the complex world of communications, protecting the country from terror plots, cyber attacks and criminal threats. We aid national security planning, help law enforcement, tackle serious crime and give our military the advantage. The National Cyber Security Centre (NCSC) is part of GCHQ and aims to make the country the safest place to live and do business online.

CAREER PATHWAYS

Apprenticeship schemes, 'DB3' entry level – no degree required, cyberfirst degree to include sponsorship bursaries of £400 per year, 'GC10' graduate level entry – disciplines include analysis, applied research, computer network operations, cyber security and information security specialists, IT service management and software engineers, language analysts, maths and cryptography, project management, commercial, knowledge and information management, technology and engineering, corporate services.

WHAT TYPE OF PERSON DOES GCHQ WANT TO RECRUIT?

Someone with the attitude and aptitude to do the job along with effective problem solving skills.

WHAT CAN GCHQ OFFER YOU AS A PART OF THE GDP?

Employability workshops, mock interviews, an overview of our organisation, careers briefings, technical briefings, mentoring and coaching.

WHAT EXPECTATIONS DO GCHQ HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE GDP?

A willingness to learn and develop, a can-do attitude, able to demonstrate technical aptitude for the skills we deliver as part of the workshops.