

# SCARBOROUGH UTC CAREER DEVELOPMENT PROGRAMME



## 2020-2021



**GCHQ**



**UNISON**  
INTELLIGENT TUBE TECHNOLOGY



**AngloAmerican**

**firmac**



**Severfield**



**OSPREY LTD.**

# What do I need to do to join the programme?

**1. Review the employer summaries within this booklet.**



**2. Choose an employer/s you would like to work with.**



**3. Complete an application form/s.**



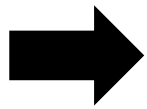
**4. Submit the application form/s to Miss Griffiths via email by Friday 20<sup>th</sup> November.**



**5. Attend employer interviews WB 7<sup>th</sup> December, if successful.**



**6. Employers inform Miss Griffiths of successful candidates, support dates and activities negotiated and agreed.**



# ANGLO AMERICAN



## SUMMARY

The Woodsmith Project is a deep mine and associated transport, processing and shipping infrastructure development under construction in North Yorkshire, UK. It will produce polyhalite, a naturally occurring mineral containing potassium, sulphur, magnesium and calcium, four of the six key nutrients required for plant growth. Our state-of-the-art mine is being constructed two miles south of Whitby in the North York Moors National Park. Polyhalite ore will be extracted via two mine shafts and transported outside of the National Park to Teesside on a conveyor belt system in an underground tunnel, avoiding any impact on the countryside above. It will then be granulated at a materials handling facility, with the majority being exported to overseas markets. Our project is the largest private sector capital investment in the north of England and is set to be operational for decades to come. It will make a meaningful economic impact on the local area in terms of investment, business opportunities and jobs for several decades. We are committed to taking an active and positive role in the local community: making a meaningful contribution to the social and economic wellbeing of the area, minimising the potentially adverse impacts of construction and maintaining good relationships with local stakeholders as our project develops.

## 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 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 ANGLO AMERICAN WANT TO RECRUIT?

Our people are central to the success of the project; their knowledge, skills, behaviours and attitudes have enabled us to get to where we are today. 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 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.

## WHAT CAN ANGLO AMERICAN OFFER YOU AS A PART OF THE CDP?

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

## WHAT EXPECTATIONS DO ANGLO AMERICAN 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.



## **SUMMARY**

Firmac are the market leader in rectangular duct making and ancillary product equipment, offering an extensive range to the Heating, Ventilation and Air Conditioning Industry (HVAC). The company was founded in 1985 and remains in the Firth family today which provides continuity with both clients and suppliers underpinning the strong foundations we have as a business. Encouraged by our Hull and Humber business of the year award in 2015 we strive for quality, reliability and technical excellence throughout our equipment range which can only be achieved from our investment in people throughout our business. We have positioned ourselves as the technology leader in our market offering cutting edge solutions to our clients requirements, therefore to fulfil those objectives we need gifted and talented engineers.

## **CAREER PATHWAYS**

As a technology leader in our industry and supporter of local initiatives to bring young people into engineering, we can provide a pathway into various skill sets within engineering. We look to take students at all academic levels and train them in partnership with local educational bodies to become skilled engineers in the field of their choice. Firmac have a long tradition in local apprenticeships and currently employs 15 engineers who are currently in, or have completed an apprenticeship with the company.

## **WHAT TYPE OF PERSON DOES FIRMAC WANT TO RECRUIT?**

We look for individuals who are ready for a career. This means Students who are ready to make that step forward into the world of work and all the commitments that go hand in hand with that big step. We need students who are passionate about engineering and understand why they want this type of career. We want people who are committed to achieving through hard work, who are prepared to listen and take on new information, who can communicate and ultimately enjoy the challenges presented to them. We can only provide the foundations the rest is down to you!

## **WHAT CAN FIRMAC OFFER YOU AS A PART OF THE GDP?**

Support, encouragement, guidance, the chance to see engineering in action with factory visits, perhaps some problem-solving projects and mentoring meetings.

## **WHAT EXPECTATIONS DO FIRMAC HAVE OF STUDENTS?**

HIGH !!.....Committed, flexible, reliable, creative, confident. Ultimately young engineers with something exciting to offer.



## **SUMMARY**

GCHQ Scarborough is one of GCHQ's sites in the North. GCHQ's is the UK's intelligence, cyber and security agency, with a mission 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), a 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 £4000 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 CDP?**

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 CDP?**

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.



## 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

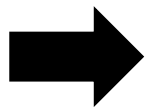
McCain engineering apprenticeships are based around multi-skilling of all our engineers. We believe that our apprentices are our future and we work towards the apprentices having a full career with us. The multi-skilling apprenticeship is biased towards whichever way the individual feels strongest at (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!



# OSPREY PLASTICS



**OSPREY LTD.**

## **SUMMARY**

Osprey Limited is a one-stop integrated manufacturer of precision plastic products providing total manufacturing solutions. Being experts in product and tooling design and the manufacture of injection moulded plastic products, Osprey also assemble manufactured products involving secondary processes such as inserting, silk screen printing, hot stamping, ultra-sonic welding and vibration welding. These secondary assembly services, coupled with our packaging and distribution services result in shorter lead times between the design and assembly stages providing customers with many cost and time saving benefits.

The services from Osprey include: Plastic Injection Moulding, Gas Injection Moulding, Tool Making, Plastic Welding, Product Design, Prototyping and Model Making, Plastic Printing, Product Assembly, KAN BAN & JIT Supply, Tool Making and Manufacturing Facilities in the UK, Tool Making and Manufacturing Facilities in Far East, Worldwide Logistics.

## **CAREER PATHWAYS**

Careers include manufacturing, concept design and development and material selection.

## **WHAT TYPE OF PERSON DOES OSPREY WANT TO RECRUIT?**

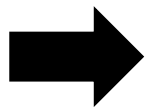
Osprey look for committed individuals that are good problem solvers, strong communicators and team players, as well as being motivated, resilient, enthusiastic and hard working.

## **WHAT CAN OSPREY OFFER YOU AS A PART OF THE CDP?**

Mentoring sessions, work experience placements and industrial visits.

## **WHAT EXPECTATIONS DO OSPREY HAVE OF STUDENTS THAT WANT TO JOIN THEM ON THE CDP?**

Students will be punctual, passionate, reliable, safety conscious, innovative customer and quality focused and good team players.



**SEVERFIELD**



Severfield

## **SUMMARY**

Severfield is the UK's market-leading structural steel company, the home of world class engineering and design excellence. For decades we have been shaping skylines and delivering the modern built environment.

As the largest structural steel business in the UK and one of the biggest in Europe, Severfield operates across four sites providing unrivalled capacity and capability. We also have an expanding operation in India, which forms part of our international growth plans.

## **CAREER PATHWAYS**

We are passionate about bringing in apprentices at Severfield, helping young people take their first step in their construction career. We believe an apprenticeship is just the start of your career. Many continue with their development by completing higher qualifications and/ or progress within the company and stay with us for many years.

An apprenticeship is a great way to develop the practical skills and knowledge needed whilst giving you hands on experience in the role.

As a Structural steel business we are quite specialised in what we do, so developing apprentices ensures we have people with the expertise we need for now and the future. We currently provide placements for platers, maintenance engineers and steel erectors.

## **WHAT TYPE OF PERSON DOES SEVERFIELD WANT TO RECRUIT?**

Severfield is founded on strong core values, committed to outstanding customer service and focused on growth at home and abroad. The skills and conduct of our employees must reflect these core values.





## **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, ranging from 10mm to 273mm tubes. 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; we are looking for 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 and robotics, 3D software, welding, machining and 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 at 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 chose field, have a team mentality and challenge traditional thinking.