

CAREER DEVELOPMENT PROGRAMME



OSPREY LTD.

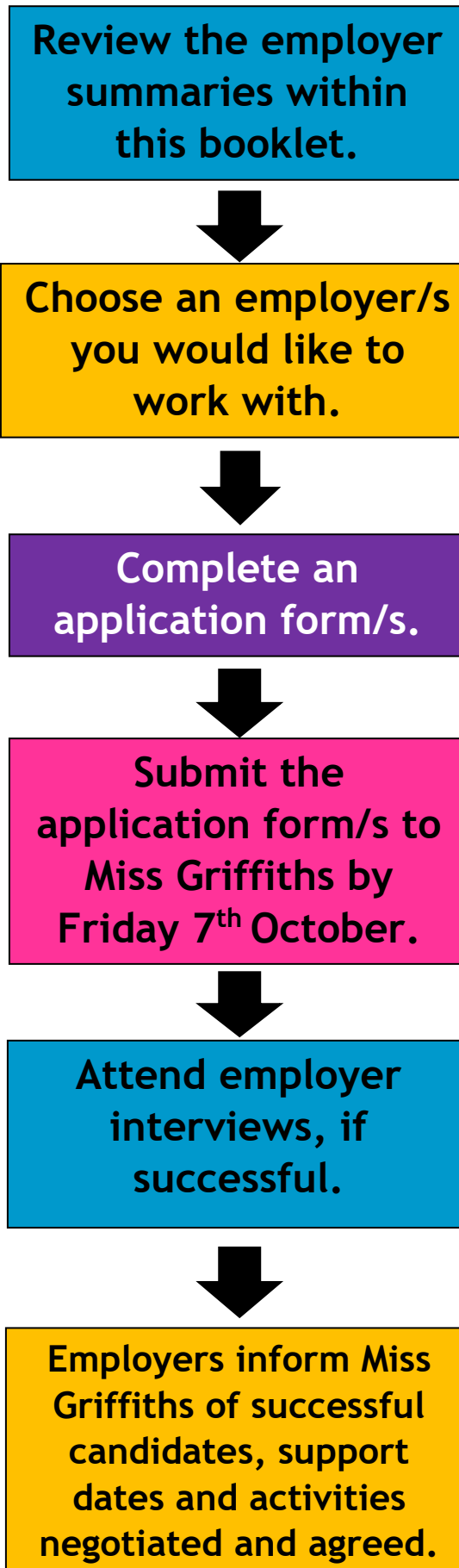


GCHQ



2022 - 2023

What do I need to do to join the programme?





SUMMARY

Northern Powergrid manage the electricity network that powers everyday life for more than 8 million people across 3.9 million homes and businesses in the North East, Yorkshire and Northern Lincolnshire. In North Yorkshire that is 477,339 customers, 18,237 pole mounted substations, 3,718 ground mounted sub stations and 10,137km of high voltage cables (that's all the way from Scarborough to Washington DC, USA and back again!) We take electricity from National Grid's transmission network and distribute it over our network of powerlines.

CAREER PATHWAYS

We have career opportunities within corporate (e.g. human resources, legal team, contract managers, business analyst), front line (e.g. project managers, cable jointers, technicians, electrical engineer) and support (e.g. customer service, wayleave officers, dispatch, design engineer). We offer Craft Apprenticeship schemes, Trainee Engineer (Foundation Degree) roles, a Graduate Programme and the opportunity to join us as Technical Staff trainees.

WHAT TYPE OF PERSON DOES NPG WANT TO RECRUIT?

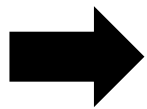
Northern Powergrid is a company where safety is the number one priority, who promote diversity, equality and inclusion, respect for the environment and who always do the right thing for their customers, a company who strongly believes in investing in its colleagues to ensure it is capable of delivering excellent customer service. You will need to believe in and adopt these values.

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

We can offer mentoring sessions, technical masterclasses, technical visits, and the opportunity to meet and find out more about our engineers and apprentices.

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

You will have a willingness to learn, not to be afraid to ask questions, and an enthusiastic attitude towards working with us and the tasks you undertake.



XANDOR AUTOMOTIVE

XANDOR
AUTOMOTIVE

SUMMARY

XANDOR Automotive is the specialist supplier of plastic injection moulded components and fluid conveyance systems for both the premium light vehicle and commercial vehicle markets. With more than 50 years of experience, we design and develop high quality plastic components, assemblies and systems, including exterior and interior (painted and unpainted) and functional black parts. We also supply components and hoses for air conditioning systems, power assisted steering, active ride suspension and oil cooling.

XANDOR Automotive production sites are located in Germany, UK, Czech Republic and China - employing 2,500 colleagues.

CAREER PATHWAYS

To date we have offered apprenticeships in tooling, maintenance, facilities, quality and sales. There are structured programme opportunities in the appropriate discipline, supported by our in-house leadership programme.

WHAT TYPE OF PERSON DOES XANDOR WANT TO RECRUIT?

At XANDOR, we recognise that it is people who will differentiate our business and deliver the exciting plans we have. Whilst technical skills and knowledge are important, what is really important for a XANDOR person is the ability to live and breathe our values: TRUST, AGILITY, ENTREPRENEURIAL SPIRIT, ACCOUNTABILITY, OPENNESS and RESPECT.

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

Mentoring, industrial visits, masterclasses and a work experience placement.

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

High standards, professionalism, safe working and respect.



SUMMARY

TestCard is a medical device company with offices in East Ayton, Edinburgh and Texas. We design, build, and sell medical devices that can be used in the home. We currently sell UTI and Covid-19 test kits, with kidney function, pregnancy tests, and other kits coming to the market soon. We sell in the UK, Sweden and Holland, with our FDA approval for the USA expected soon.

Our East Ayton base is our production site, where our Research and Development (R&D), production, and fulfilment takes place. As a relatively new company we are growing at a rapid pace and introducing new products regularly.

In Edinburgh we have our in-house tech team, which includes back and front-end developers, designers, and algorithm engineers.

CAREER PATHWAYS

As a new company we are just developing our career pathways, however, within Scarborough we have a clear progression through manufacturing/production, including medical engineers, alongside research and development, and quality assurance. Our Edinburgh office is more focused on software technology and sales.

WHAT TYPE OF PERSON DOES TESTCARD WANT TO RECRUIT?

We have a wide range of individuals with varying skills, abilities, and qualifications. We want someone who is adaptable, able to work well under pressure, and can fit into a friendly and established team.

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

Employability skills, a named mentor, meetings on-line with the Edinburgh team, including 1-2-1s to learn more about other roles within TestCard.

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

We would want our students to want to learn, to attend when needed, engage actively in the learning process, and to give their best.



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 chosen field, have a team mentality and challenge traditional thinking.



SUMMARY

Schneider's purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider, we call this **Life Is On**. We believe access to energy and digital is a basic human right. Our generation is facing a tectonic shift in energy transition and industrial revolution catalysed by accelerated digitisation in a **more electric world**. Electricity is the most efficient and best vector for decarbonisation; combined with a circular economy approach, we will achieve a **climate-positive impact** as part of the **United Nations Sustainable Development Goals**.

Operating from a number of sites across the UK we offer products and solutions that are needed to make the most of energy within automation and control, electrical distribution, building management, critical power and cooling solutions, electrical distribution, installation systems and control, medium voltage distribution and energy automation and solar.

CAREER PATHWAYS

At Schneider Electric we offer Apprenticeships, Internships and Graduate opportunities. We are on the lookout for passionate people to help us innovate at every level and build a future that empowers all to make the most of their energy and resources, ensuring **Life Is On** everywhere, for everyone, at every moment.

WHAT TYPE OF PERSON DOES SCHNEIDER WANT TO RECRUIT?

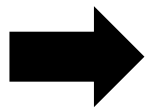
At Schneider Electric, one of our core values is **Learn Every Day**. With 5 generations in our workforce, we continuously learn from each other and others to ensure we stay competitive. You own your career in our innovative, digital company. Enhancing your skills and delivering high performance is rewarded by competitive pay, incentive programs, and new opportunities to grow your career. Our employee share ownership program is market leading and allows you to share in our collective success. When Schneider wins, we all win.

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

We will offer mentoring sessions, workplace visits, masterclasses and technical skills development. We can also offer work experience placements at our Eastfield site.

WHAT EXPECTATIONS DO SCHNEIDER HAVE OF STUDENTS?

We would expect anyone on the programme to act in a professional manner, show interest and enthusiasm and adopt Schneider's values.



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.



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 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

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 client's 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?

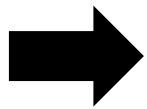
We look for individuals who are ready for a career. This means Students who are ready to make that step forward into the world of work and all the commitments that go hand in hand with that big step. We need students who are passionate about engineering and understand why they want this type of career. 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 THAT WANT TO JOIN THEM ON THE GDP?

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



DEEP SEA ELECTRONICS



SUMMARY

Deep Sea Electronics is recognised as the world's leading manufacturer of generator controllers, vehicle & off-highway controllers auto transfer switch controllers and industrial battery chargers. The company employs over 200 people across four continents and sells products to 150 countries direct from its UK head office and through a comprehensive distributor network. All products are designed and manufactured at the state-of-the-art facility at the company's head office in the heart of North Yorkshire. At DSE, highly talented individuals are collectively shaping the future of the generator control and vehicle & off-highway control industries. The company is always looking to add outstanding individuals to push technological boundaries whilst embracing the unique DSE experience available to them.

CAREER PATHWAYS

There are opportunities here to gain more than just experience. We allow individuals to gain a unique DSE experience whether it be through Engineering or Production. We have a wide variety of opportunities & Apprenticeship programmes across both of these areas.

WHAT TYPE OF PERSON DOES DSE WANT TO RECRUIT?

We are looking for highly talented individuals to collectively shape the future of the generator control industry. Individuals who are ready for a career and who are passionate about engineering & production. We also want people who are committed to achieving and who like to succeed!

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

Support, guidance, and commitment from everyone involved including hands on learning and mentoring sessions.

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

We are looking for committed individuals who are passionate, reliable, and creative; along with a willingness to learn and develop with a can-do attitude.



Apply to Sixth Form @ SUTC

Enrolment and induction at Sixth Form @ SUTC

Apply for a Career Development Programme placement with your chosen employer



Employers interview successful applicants

Year 12

- **Half-termly mentoring sessions** – these could include employability skills workshops, careers briefings and/or technical briefings on technologies and methodologies used in the employer's environment
- **Termly technical visits** – this could include a visit to employer HQ and/or site visits
- **Annual work experience placement** – if possible, your annual WEX placement will be with your CDP employer

CAREER DEVELOPMENT PROGRAMME

Year 13

- **Half-termly mentoring sessions** – these could include employability skills workshops, careers briefings and/or technical briefings on technologies and methodologies used in the employer's environment
- **Termly technical visits** – this could include a visit to employer HQ and/or site visits
- **Annual work experience placement** – if possible, your annual WEX placement will be with your CDP employer

Apply for an apprenticeship or job with your chosen employer

