

Advanced
Apprenticeships

Company background

The BAE Systems' Advanced Apprenticeship programme is one of the largest such schemes in the UK, with up to 1,000 young people employed on its numerous training programmes.

All apprentices are employed on a full time basis with an appropriate wage to the location and the type of apprenticeship being undertaken.

Apprentices may spend time with a learning provider, gaining key skills such as communication, problem solving, working in teams and using IT.

The apprenticeship is the foundation of a career with BAE Systems.

BAE Systems is the premier global defence and aerospace company delivering a full range of products and services for air, land and naval forces, as well as advanced electronics, information technology solutions and customer support services. With approximately 100,000 employees worldwide, BAE Systems' sales exceeded £15.7 billion (US \$31.4 billion) in 2007.

The company's Electronics & Integrated Solutions operating group, with headquarters in Nashua, New Hampshire, is a major defence electronics business with 17,000 employees in 16 U.S. states, the District of Columbia, the United Kingdom, and Israel.

The Electronics and Integrated Solutions (E&IS) Operating Group of BAE Systems designs, develops and manufactures a wide range of electronic systems and subsystems for both military and commercial applications.



ROCHESTER APPRENTICESHIP SCHEME

Since the late 1950's the Rochester Site has been running an apprenticeship scheme in engineering for school leavers. The three-year apprenticeship scheme offers students, both male and female with the opportunity to obtain a professionally recognised qualification in the engineering field.

There are three different levels of engineering qualifications in the UK; the introductory level is for an engineering technician, which is the qualification the apprentices are eligible for at the end of their apprenticeship. Subsequent to this the engineer can work toward the incorporated and chartered engineering qualifications.

BAE Systems Rochester received accreditation from the Institution of Engineering and Technology (IET) for the apprenticeship scheme. The IET is a professional institution, which facilitates apprentices with receiving professional recognition for their training and qualifications at the completion of their apprenticeship. BAE Systems Rochester Site is the first BAE Systems site in the UK to receive this accreditation.

This accreditation is significant to the apprentices and to BAE Systems. The apprentices have easier access to a professional qualification and are therefore recognised as a professional in the trade as a consequence. This is also another

example of BAE Systems supporting one of the five company values, People; the development of employees is being encouraged.



The Knowledge Network



Business Apprentice

Length of apprenticeship is approximately 24 months.

On the job training and day release to the University of Kent.

Applicants must be 18+ with 1 A-level in any subject (preferably Business Studies) or a BTEC National Diploma/GNVQ Advanced in a business related subject or Advanced GNVQ in a relevant subject.

Applicants will also require a minimum of 4 GCSE's grade C or above including Maths and English.

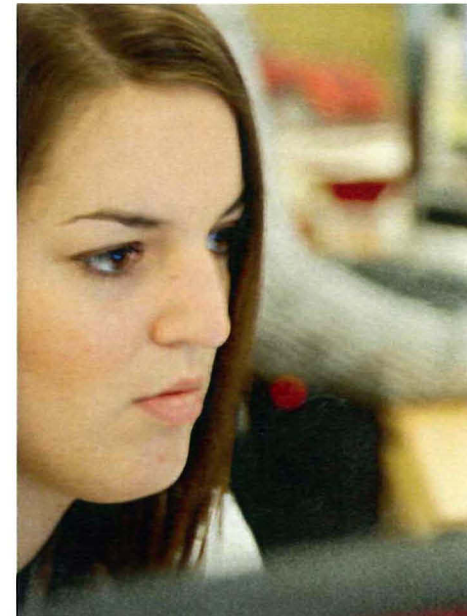
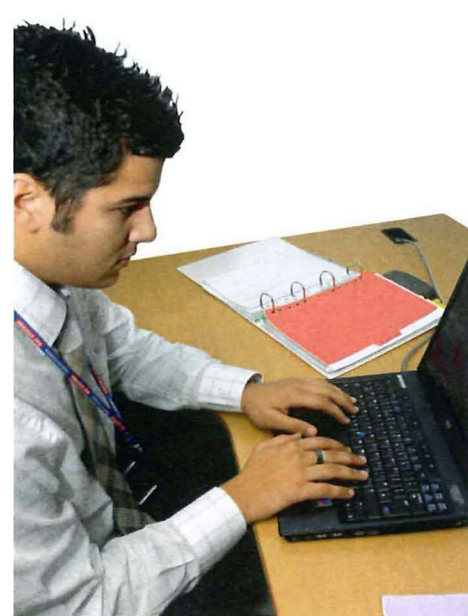
As a Business Apprentice you will undertake the NVQ Level 3 in Business Administration that will prepare you for the workplace.

In addition you will study for a technical certificate, which will give you further knowledge and understanding of your job.

Work placements will be based in a wide range of business departments, which will include Finance, Procurement and Commercial. You will be working as part of a team, undertaking tasks from contract bids through procurement, manufacturing engineering to close of contract. You will also experience drawing up and monitoring budgets, assisting buyers with purchasing activities, and assisting contracts staff in the preparation and monitoring of customer and supplier contracts.

Prospects:

For many, the completion of the apprenticeship is not the end of your further education and there are opportunities, with the support of BAE Systems, to study up to degree level.



Technical Apprentice

Applicants are required to have 4 or more GCSE grades A to C (or equivalent) including English, Maths and a science for a technical apprenticeship.

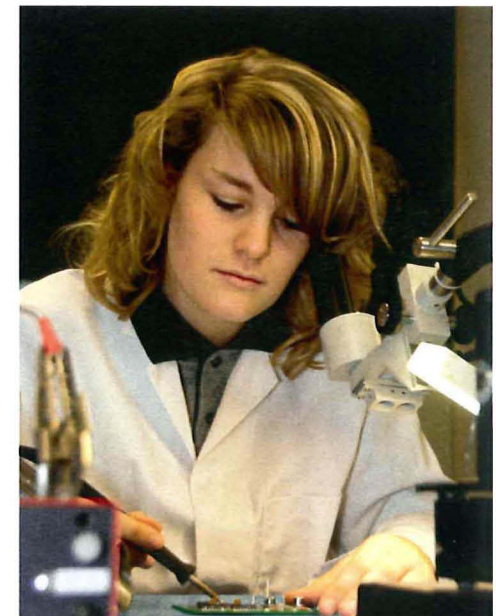
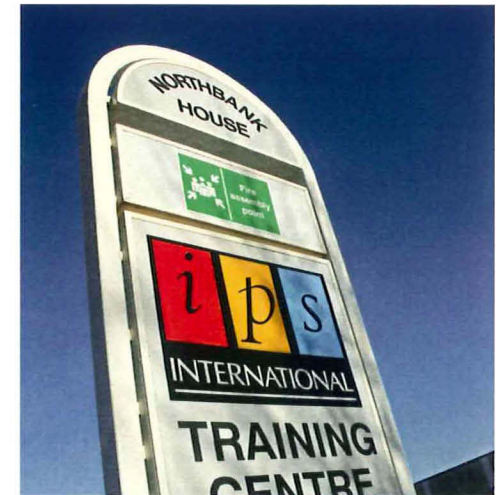
As an engineering apprentice you will undertake the Performing Engineering Operations (PEO) qualification, which is a level 2 NVQ that will prepare you for the workplace. Following this you will take a NVQ level 3 and Key Skills at level 3 within BAE Systems.

In addition you will study one day a week for a technical certificate at the local college, which will give you further knowledge and understanding of your job.

For the first nine months you will receive your training off site. Once you return to Rochester, your work placements will comprise of a wide range of technical departments, which will include Operations, Quality, Support and Engineering. You will be working as part of a team, undertaking tasks such as testing, soldering and use of PCs.

Training usually takes 36 months to complete. At this point you will have spent most of your apprenticeship receiving on-job-training and you will have achieved an appropriate NVQ.

For many, the completion of the apprenticeship is not the end of your further education and there are opportunities, with the support of BAE Systems, to study up to degree and chartered status.



COMMUNITY

At BAE Systems there is great community of young people who are currently studying to improve their education whilst benefiting from gaining experience working alongside professionals. These groups are also enjoying life getting involved with events such as community projects, school liaison activities and are regularly presented with challenges and opportunities to broaden their horizons with like minded people. Friends made during your training period have been known to last over 30 years and this great community spirit has led to Rochester winning major national awards over many years.



Dominic, Charlotte and James Technical apprentices proudly receiving their first year awards.



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