

Explore the
power
of process control

**Think apprenticeships;
think Renishaw.**

Apprenticeship programmes

What is an apprenticeship?

An apprenticeship is a paid job with in-built training and development. It is essentially a combination of work and study.

Apprenticeships in England are of a certain standard, which are made up of the knowledge, skills and behaviours needed to perform a job competently, according to the industry and an employer's needs.

Knowledge is what you know – qualifications and theory

Skills is what you can do – competency

Behaviours is how you do it – job readiness and how you conduct yourself

The length of an apprenticeship will vary depending on the level you have chosen to do but all apprenticeships must involve a one year organised training programme.

Apprenticeships can be delivered at different levels, from Level 2 (equivalent to GCSEs) up to Level 7 (master's degree).

Off the job learning (time away from your role) is an essential part of an apprenticeship. The minimum amount of off the job learning is 20% of your contracted hours.

Off the job learning must be relevant to the apprenticeship level and could be in the form of day release to college or work shadowing.

From education into engineering: the apprenticeship way

An apprenticeship with Renishaw brings you the experience and practical skills you need to start a rewarding career. You earn while you learn, and we develop the dynamic new talent our business needs.

As a world-renowned engineering and scientific technology company, Renishaw offers a complete range of real-world apprenticeship options, spanning all kinds of innovative software and engineering.

With 40 years experience in training and developing our employees, we now offer a range of apprenticeships in areas including

engineering, manufacturing, electronics, software and I.T.

Surrounded by expert mentors, you'll gain hands on engineering know-how and nationally recognised qualifications through a unique blend of education, training and work placement.

Help us to shape the future of engineering and make a real difference to the world we live in. Talk to Renishaw about an apprenticeship; it's your first step in a long and successful career.

How?

Applying for an apprenticeship

To apply for any of the apprenticeships described in this brochure, please go to the Renishaw website at www.renishaw.com/apprenticeships and submit a covering letter and CV.

We begin our apprenticeship recruitment process in December, and positions commence the following September, in line with the academic year. Further details of the recruitment process can be found on our website.

Please ensure that your CV is up to date, and includes the following:

- Full details of qualifications you have or are currently working towards. Please include any predicted grades.
- A current or recent job of any description that demonstrates maturity, responsibility and independence.
- Relevant hobbies and work experience through school or college would also be beneficial, but not essential.
- Really think about how you sell yourself in your CV, think about how you come across and tell us all about you!

We look forward to receiving your application.

For more information about apprenticeship opportunities visit, www.renishaw.com/apprenticeships

Use your covering letter to tell us:

- Why you want to choose a career in engineering, and why an apprenticeship.
- Describe what interests you (away from school/college/work) that helped you decide to pursue an engineering apprenticeship.
- How you plan to travel to work and/or college.

Assessment: selected applicants will be invited to assessment and interview days, where you will be tested through a combination of tasks.



Advanced Technical Apprenticeship Level 3

On Renishaw's four-year Level 3 Technical Apprenticeship Programme, you will gain a broad range of engineering skills and knowledge, with a focus on product ideas, development and user applications.

You will study for nationally recognised qualifications at the Gloucestershire Engineering Training (GET) facility in Gloucester and conduct work placements across our Gloucestershire sites.

On successful completion of the Level 3 Advanced Apprenticeship, there is the opportunity to progress to a Level 4 Higher Apprenticeship or a Level 6 Degree Apprenticeship. Once you transfer off the programme, you will move into a product division where you will specialise and continue to apply and develop new learning and skills.

Entry requirements:

- A minimum of five GCSEs, including a level 5 or above in maths and a level 4 or above in both science and English.
- Other relevant GCSEs in subjects such as D&T or engineering at level 4 or above.
- Genuine interest, positive attitude and enthusiasm to undertake a challenging varied apprenticeship.

Note: If you have PEOs or BTECs in engineering, you may be required to repeat certain modules.



Working as a Technical Apprentice for Renishaw has enabled me to discover my passion for engineering. It's great having the opportunity to explore different areas of the company and gaining so many skills along the way. There is a perfect balance between hands-on working and studying for my qualifications.



Meg Spill (Technical Apprentice)

Joined Renishaw as a Technical Apprentice after completing her A-levels.





Year 1

- Full time education at GET, learning practical and theoretical principles of engineering.
- Qualification: PEO NVQ Level 2; Technical Certificate, Level 3 Diploma in Engineering Technology.
- 20% of time spent in the classroom learning about the principles of engineering and developing maths and science skills.
- 80% of time spent in workshops learning hands on engineering skills, using machines and applying theory.

Years 2 and 3

- Attendance on a company induction programme where you will learn about our products, divisions and core skills.
- Six-month placements spent in machine shop, production facilities and a variety of divisions, to gain an appreciation of the

manufacturing process.

- Weekly day release to college to complete the Technical Certificate, and continued progress on the NVQ.
- On site visits from a work-based assessor to support progress on the NVQ.

Year 4

- On going work placements in different product divisions to gain a broader knowledge base and determine individual interests for future development.
- Continued development via in-house training and development programmes.
- Continued study towards the Higher or Degree Apprenticeship.

Manufacturing Apprenticeship

Are you someone who is good at taking things apart and putting them together again? If so, we want to hear from you. We are looking for practical, hands on people to join our Manufacturing Services Division as an apprentice.

Starting in September 2020, you will learn and develop engineering skills and knowledge through onsite work placements and studying towards nationally recognised qualifications. You will learn a range of skills including soldering, assembly of products, machining, and maintenance of equipment.

You will rotate around the division in different placements, spending time in production, machine shop and maintenance. You will be required to work shift patterns as part of some of these placements. Learning will be done through a combination of day release and on the job learning.

Throughout the apprenticeship, you will meet regularly with our apprentice team to make sure you are on track for your end point assessment.

You will transfer off the scheme into either production, machine shop or maintenance – this is based on where your skills fit best.

Entry requirements:

- GCSEs at a minimum of level 3 including maths, english and science.
- If you don't meet these grades, we look at the whole application. You might have the practical skills that we are looking for.



I wanted to join the engineering industry as soon as possible, with Renishaw being the best way to do so. As a Manufacturing Apprentice, I get to see every stage of a product, from the machine shop all the way to assembly, with Renishaw allowing me to grow my knowledge of engineering.



Elliott Minnett (Manufacturing Apprentice)

Joined Renishaw as a Manufacturing Apprentice after completing GCSEs.



Year 1

- Full time education at GET learning practical and theoretical principles of engineering.
- Qualification: PEO NVQ Level 2; Technical Certificate, Level 3 Diploma in Engineering Technology.
- 20% of time spent in the classroom learning about the principles of engineering and developing maths and science skills.
- 80% of time spent in workshops learning hands on engineering skills, using machines and applying theory.
- Six-month placements in machine shop and production facilities.
- A further six-month placement in the Works Engineering Department, in order to learn about all aspects of plant and equipment maintenance.
- Weekly day release to college to complete the Technical Certificate, and continued progress on the NVQ.
- On site visits from a work-based assessor to support progress on the NVQ.
- Continued study toward a level 4 Higher Apprenticeship.

Years 2 and 3

- Attendance on a company induction programme where you will learn about our products, divisions and core skills.
- Post scheme, you will have the opportunity to specialise within the areas of production, manufacturing or maintenance and acquire more in-depth knowledge and skills.

Degree Software Engineer Apprenticeship Level 6

Renishaw's Level 6 Software Engineer Apprenticeship enables you to combine studying for a BSc (Hons) Degree in Digital and Technology Solutions with challenging work placements.

Taught in partnership with the University of Exeter through a flexible blended learning model, your studies will include:

- Three residential stays at the university, including lecture, tutorial and workshop time, along with the opportunity to meet with peers from other employers.
- Online learning to be undertaken during the working week, including webinars, interactive activities, reading and assessments.
- Reflective practice, assessment of project work undertaken in the workplace.

The initial software apprenticeship training programme will comprise of core programming skills, software design and development processes, project management

and business analysis. This is followed by placements in Renishaw software development groups.

You will be based at Renishaw's Charfield site. During the apprenticeship you may also be required to work at the company's other sites in Gloucestershire and South Wales.

Entry requirements:

- Either three A Levels at AAB, with one in either maths or physics, and a second in a computer science related subject.
- Or a BTEC Level 3 Extended Diploma at DDD in a computer related subject.
- Preference will be given to applicants who can demonstrate practical experience of programming.
- Good written and verbal communication skills.
- Full UK driving license is desirable.
- A genuine desire to become an exceptional software engineer.

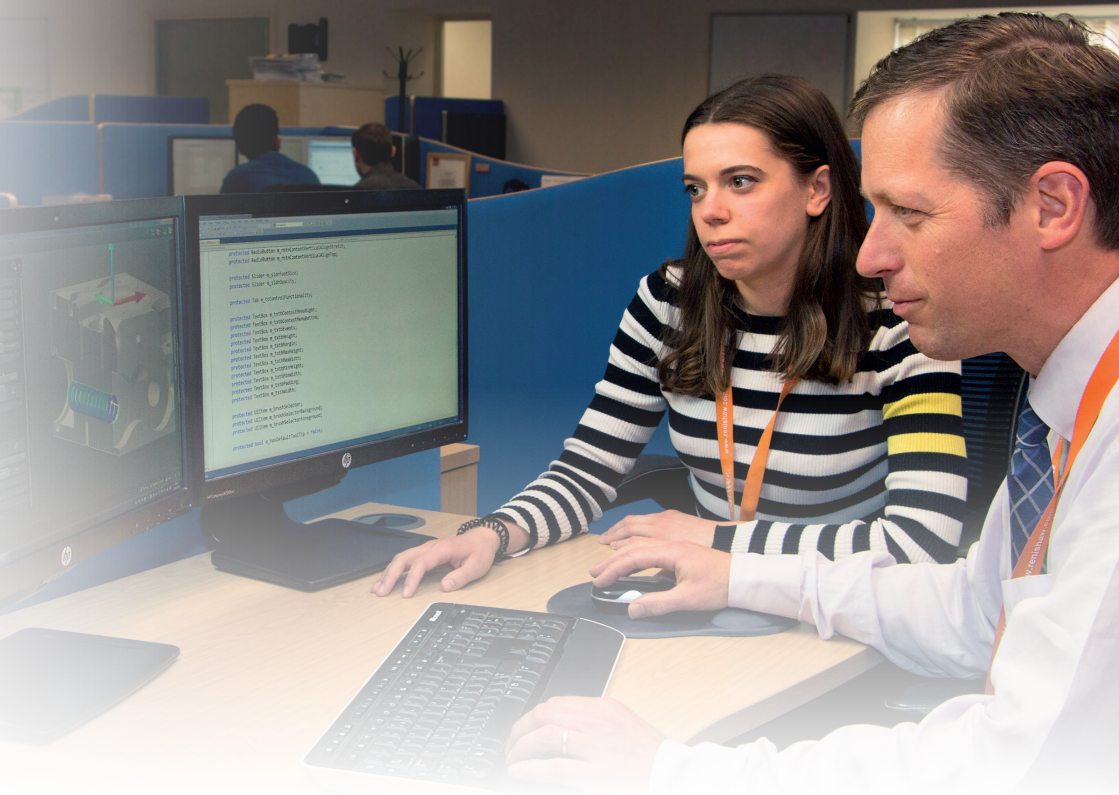


I always loved programming and coding as a hobby, and always did well in the sciences and maths at school. I came out with good grades at A-level and then wanted to find a way of studying that was a bit more hands-on and workplace centred than the straight university route.



Lucy Spiteri-Beale (Software Apprentice)

Joined Renishaw as a Software Apprentice after completing A-levels.



Complementing your formal studies with the University of Exeter, our Software Engineer Apprenticeship includes the following practical learning activities:

Year 1

- Our Software Engineer Apprentice training programme led by Renishaw's expert team of software engineers and work placements.



Years 2 and 3

- Dedicated work placements in software development groups throughout the company, working on real development projects.



Year 4 onwards

- Specialisation within a specific field of software engineering within the company.

Degree Embedded Electronic Engineering apprenticeship Level 6

Our Level 6 Embedded Electronic Engineering Apprenticeship provides you with the opportunity to combine exciting work placements with studying for a BEng Degree in Electronic and Computer Engineering.

Accredited by the University of West England (UWE) in Bristol and in partnership with Gloucester College, your degree studies will comprise two days per week spent off site. The degree is split in to two levels: Foundation Degree and BEng top up, which you will work towards over a five-year period.

Your practical training will cover electronic schematic design, printed circuit board layout, structured programming for embedded systems (both software and firmware), mathematical modelling, design for purpose, testing methodology and transition to production. Work placements will take place within Renishaw's electronics and software groups.

You will be based at Renishaw's New Mills site, near Wotton-Under-Edge.

During the apprenticeship you may also be required to work at the company's other sites in Gloucestershire and South Wales.

Entry requirements:

- Applicants must have a minimum of 120 UCAS points, which equates to BBB.
- A Levels, which must include maths and two of the following subjects: computing/ computer science, design and technology, electronics, engineering, ICT or further maths.
- Or a BTEC Level 3 Extended Diploma at DDM in an electronics related subject.
- Preference will be given to applicants who can demonstrate practical experience of programming and electronics.
- Good written and verbal communication skills.
- Full UK driving license as travel between sites and university is required.



Electronics and computing always interested me, both as a hobby and at school. I got good grades in all the sciences and maths, at GCSE and A-level, and really wanted to get into embedded software. Renishaw's apprenticeship let me do just that and gave me a chance to study at a higher level too.



Sam Buck (Embedded Electronic Engineering Apprentice)

Joined Renishaw as an Embedded Electronic Engineering Apprentice after completing A-levels.



Complementing your formal studies with UWE, our Embedded Electronic Engineer Apprenticeship includes the following practical learning activities:

Year 1

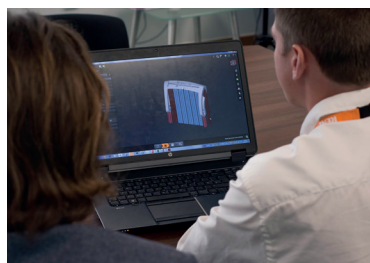
- The Embedded Electronic Engineering Apprentice training programme led by Renishaw's expert electronic and software engineers.

Years 2 and 3

- Dedicated work placements in electronics groups throughout the company working on real product development projects.

Year 4 and 5

- Specialisation within a specific field of embedded electronic engineering within the company.



The benefits of working for Renishaw

Our people are vital to our success, so we continually invest in their learning and development. We believe that all employees should have the ability to grow and reach their full potential.

For over 40 years, our loyal and hardworking employees have helped to make Renishaw a highly successful, globally respected company.

Many of our employees have worked with us for two or three decades, creating a wealth of specialised engineering expertise and experience that's shared with our new recruits.

We work hard to promote a workplace that encourages open communication and innovative thinking. We aim to ensure everyone feels valued and can achieve their career goals.

Renishaw provides apprentices with:

- A tailored induction programme
- In house training and on-going support
- Excellent working environment
- Competitive salary – earn while you learn
- 21 days holiday plus four company days
- Contributory pension scheme
- Private medical insurance
- Onsite fitness centre
- Employee assistance programme for all employees

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