FREQUENTLY ASKED QUESTIONS

How long is the scheme?
Our engineering/operations scheme lasts up to 4 years.

Where will training take place?
Training will take place on the Telford site, or at a local college.

What is a reserve list?
This list contains the names of applicants who have not been included in the final selection, but have performed well and may be contacted again at a later date should an opportunity become available.

Are there any age restrictions to apply for the apprentice scheme?
No – applications are welcome from all age groups.

Am I guaranteed a job with BAE Systems upon completion of my apprenticeship?
Whilst it is not guaranteed, we hope that anyone who joins the scheme goes onto develop a long and successful career with the company. The experiences and qualifications you will gain as a BAE Systems apprentice can act as a great foundation for a whole range of successful careers.

How does BAE Systems ensure my safety in the workplace?
The safety of our employees and those using our products is critical to our business. We have a clear goal to achieve a leadership level of safety performance that compares with the very best performing companies worldwide.

What's BAE Systems view on equal opportunities?
BAE Systems is an inclusive workplace where all individuals are valued and respected, innovation is encouraged and processes are in place to actively support the retention of skilled employees. Greater diversity is supported by expanding our recruitment and succession planning processes to include talented people from a variety of backgrounds, experiences and perspectives, and through training, mentoring and employee networks. Further, our global Code of Conduct explains our commitment to inclusive workplace behaviour and encourages employees to report inappropriate or unacceptable behaviour to their manager, human resources department or our Ethics Helpline.

BAE Systems plc
Hadley Castle Works
PO Box 106
Telford
United Kingdom
TF1 6QW
Telephone +44(0)1952 224 500
Fax +44 (0)1952 224 871

www.baesystems.com

YOU ARE KEY TO OUR FUTURE.
IT'S YOUR TALENTS AND AMBITIONS THAT WILL ENABLE US TO KEEP GROWING, INNOVATING AND COMPETING WITH THE VERY BEST IN THE WORLD.

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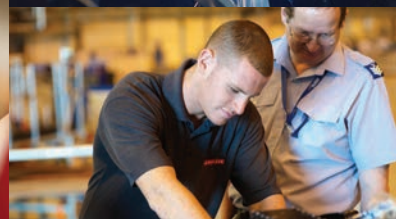
ADVANCED APPRENTICESHIP SCHEME

TELFORD - 2013

BAE SYSTEMS

JOIN BAE SYSTEMS AS AN APPRENTICE, AND YOU'LL OCCUPY A VERY SPECIAL PLACE WITHIN OUR BUSINESS.

QUITE SIMPLY, YOU ARE KEY TO OUR FUTURE. THAT'S BECAUSE IT'S YOUR TALENTS AND YOUR AMBITIONS THAT WILL ENABLE US TO KEEP GROWING, KEEP INNOVATING AND KEEP COMPETING WITH THE VERY BEST IN THE WORLD.



BAE Systems is a global defence, security and aerospace company headquartered in the UK with 88,000 employees worldwide. We have several operating businesses that design, develop and manufacture defence equipment and products (such as ships, submarines and aircrafts), as well as advanced electronics, security, information technology solutions and customer support services.

The 2013 Telford apprenticeship scheme is based in our Combat Vehicles (UK) business where we develop and support armoured vehicles to help protect the safety of our soldiers.

The Telford site is the BAE Systems UK Centre of Excellence for supporting in-service military vehicles including Challenger 2 Main Battle Tank, Warrior Infantry Fighting Vehicle, CVR(T) as well as military bridging

TRAINING

There are 2 different types of apprenticeship available at Telford:

- Level 3 NVQ Extended Diploma in Engineering Technical Support
- Level 3 NVQ Extended Diploma in Mechanical Manufacturing Engineering

The first 2 years of the programme will be the same for both apprenticeships. After 18 months into the programme we will discuss with you your preferred pathway and take into consideration your performance and knowledge in order to decide which route you are best to continue with. In this time you will get an opportunity to work in a number of areas whilst also completing your BTEC Level 3 National Diploma in Engineering and developing your Numeracy, Literacy, ICT, Personal Learning and Thinking Skills.

In years 3 and 4 your development will focus on gaining you the skills and experience to either specialise as a Workshop Technician by completing the Mechanical Manufacturing Engineering NVQ or a Design Engineer by completing the Engineering Technical Support NVQ. It is a compulsory requirement that those completing the Engineering Technical Support NVQ also complete a HNC in years 3 and 4.

The training programme will be managed by TDR who specialise in Engineering & Manufacturing. They have an excellent reputation within the sector and are a registered SEMTA organisation. Last year, one of TDR' apprentices was runner-up in the National Apprenticeship of the Year awards and in the last 3 years they have won the North East Apprentice of the year.

ELIGIBILITY

Our expectation is that you will have achieved, or are expected to achieve a minimum of 5 GCSE Grade C or above, ideally in English, Maths and Science. Prior learning (A-Levels, BTEC qualifications) will be taken into account and may result in exemptions from certain aspects of the apprenticeship programme.

We are looking for individuals who have the motivation and commitment to successfully complete qualifications required, which in most cases will take up to 4 years.

BENEFITS

We offer a range of benefits including competitive salary, pension scheme, discounted healthcare, car lease and share schemes, 25 days holiday per year and there are also opportunities to study. The starting salary for the Telford apprenticeship scheme is £9,500pa.

RECRUITMENT PROCESS

There are a number of stages to the apprenticeship recruitment process. To help you to understand the process some of the main steps are outlined below:

Application Form: This is the first stage of the recruitment process. All applications are being processed by TDR.

- An application form can be downloaded from here: **www.tdrtraining.co.uk/advanced**
- Once complete please send your application via email to information@tdrtraining.co.uk or via post to: Dion Bowes, TDR Training Ltd, Textile House, Dukesway, Team Valley, Gateshead, NE11 0PZ. Tel: 0191 491 6304.
- Please ensure you state on the application form that you are applying for an apprenticeship in Telford.
- The closing date for applications is 27 March 2013.

Ability Tests: If you pass the initial screening, you'll be invited to attend a testing session. Testing sessions will take place between 10-12 April 2013 in Telford.

Interviews: If you have successfully passed the ability tests, you will be invited to attend an initial interview that will be conducted by our training provider. The top candidates will then be invited back for a second interview with a couple of our managers on the Telford site.

Conditional Offer of Employment: If successful at interview stage you will be given a conditional offer, which is subject to relevant security and medical checks and proof of academic qualifications.

Firm Offer of Employment: Once we have received and are satisfied with all relevant documentation, you will be given a final offer of employment.

SUCCESSFUL APPLICANTS WILL BEGIN THE APPRENTICESHIP ON MONDAY 2ND SEPTEMBER 2013