BAE SYSTEMS

Advanced, Higher & Degree Apprenticeships

Air Sector

Contents:

Advanced Business Administrator Apprenticeship

LEVEL 3

Locations: Warton and Samlesbury, Brough

Background:

Are you that person who organises the tickets for the cinema, is never late to meet friends, likes to join in and meet new people or the one your family ask for help with computers?

Do you feel you can add real value to a business?

If this sounds like you, then the Advanced Business Administrator Apprenticeship is the right role for you. This two-year scheme will offer you the opportunity to gain real experience working in the business areas which support all of our products. Through a combination of 'off-the-job' training, reviews and work placements, you will gain exposure to real challenges that support our business.

The number and location of your placements will depend on the site you apply for.

You will have the opportunity to learn how to:

- Deliver your responsibilities efficiently and with integrity
- Show a positive attitude
- Work well within a team
- To demonstrate strong communication skills (both written and verbal)
- Time management
- Problem-solving
- Develop your organisational skills
- Project management skills

How much will I be rewarded?

Advanced Business Administrator apprentices typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

Where will I be working?

Typically you will be placed within one business area for the duration of your apprenticeship. Business areas include:

- Business Development
- Commercial
- Manufacturing Operations
- Procurement
- Project Management

What are my future job prospects?

You may be offered a permanent role in the business area you have successfully completed the scheme in. There will also be opportunities to continue to develop these technical skills, knowledge and competence and to attend relevant training courses which support your development and the ever changing business needs.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Business area Manager/Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) Including Mathematics and English.

Length of Apprenticeship:

2 Years including Induction, Outward Bound (mandatory) and placements within your allocated area.

Continual Development

The Advanced Business Administrator Apprenticeship will provide the opportunity to gain the following:

- Level 3 Business Administrator standard
- Level 2 Functional skills in Mathematics and English (if not already achieved)

In addition to this the BAE Systems apprenticeship also incorporates other training such as; Business Improvement Techniques and internal Project Management training. Post successful completion of your apprenticeship, the scope of the training available provides the potential opportunity for further individual development.

Meet Kirsty

See what she had to say about our apprenticeships

Background:

When I left school, I went on to work in a number of roles within various business sectors, from Sales roles to Customer Service before my most recent role prior to joining BAE Systems, which was working as a Ward Clerk for the NHS. When I initially thought of apprenticeships, I imagined it being the typical school leaver route, meaning only School/ College leavers could apply. However, after speaking to various friends and doing further research, it came to light that the schemes offered at BAE Systems are not just open to School/College leavers but they are in fact open to all ages which is fantastic. This was when I decided now is the time to apply to kick-start my career with a great organisation.

What is the best part of the job? And how has this experience helped you to develop and achieve?

So far on my scheme, I have worked in three very different Project Management Placements all within the F-35 platform. I have worked in a cost tracking role in a project control environment. I have worked in a Project/ Bid delivery role which gave me the opportunity to travel often to meet our customers. I am currently working in a Business Operations role within the Procurement and Supply chain function. My placements have all been varied and I have taken something different away from each of them. The scheme has helped me to develop a lot personally, I have gained a confidence I didn't know I had, I was scared to present to anyone when I first started and now I enjoy presenting. I have learned lots of computer skills, especially around the Excel software and Project Management software. The tutors and skills coaches have also helped me to achieve great grades within my academic studies.

What has this experience led to?

My experience so far within BAE Systems has led me to meeting so many different stakeholders and interesting people all around the business. I have learnt so much not only about the organisation but also project management and various functions within the business sector.

What would you say to people thinking of applying?

As an Apprentice you often get opportunity's to take part in extracurricular activities, I have also more recently become one of the editors for the Business Management Apprentice Magazine the 'BMA Buzz' which is a fun opportunity. I would definitely recommend applying for an apprenticeship with BAE Systems. You can decide to start an apprenticeship at any point in your career. Although I didn't join BAE Systems straight from School or College, it was definitely the best decision I ever made.

Top tips for applying for the Advanced Business Administrator Apprenticeship:

Research the Company – what are its products and services and who are their customers

Be yourself!

Include any previous work experience or voluntary work and details of any interesting projects you have worked on (e.g. organising an event).

Supply Chain Practitioner Apprenticeship

Location: Samlesbury

LEVEL 3

Background:

Supply Chain (SC) is at the heart of every business – it is a system of organisations, people, activities, information and resources involved in moving products or services from supplier to customer.

What does a Supply Chain Practitioner do?

During your 24 months as an SCP Apprentice you will play a key role in enabling BAE Systems to deliver on time, at the right cost and at the right quality. You will gain a broad knowledge of the supply chain and learn the skills to contribute to our continuous improvement culture. SCP apprentices will utilise problem solving skills regularly to ensure customer demands are met.

Alongside this you will complement your on the job learning with interactive classroom sessions, taken by industry leading professionals, studying topics such as problem solving in the workplace, principles of continuous improvement, responding to change and effective workplace communication in our world class training facilities.

As a result you will be best placed to use your learning to influence the developing of technologies for future and existing products, taking BAE Systems on the journey to factories of the future and supply chains.

How much will I be rewarded?

SCP Apprentices typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will gain access to the Company pension and share schemes.

What are my future job prospects?

There are many different roles available, including office-based Planning and Logistics for the Aircraft Maintenance and Aircraft Manufacturing Functions and liaison between Customers and Suppliers in the Procurement Function. There are also global work opportunities at our many sites overseas, once you are qualified and have more experience.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent)

Including Mathematics and English. ICT would be beneficial but is not compulsory.

Length of Apprenticeship:

2 Years including Induction, Outward Bound (mandatory) and placements within your allocated area.

What Qualifications will I get?

As an SCP Apprentice, you will not only be continually developing your own skills and knowledge within the business, you will also undertake part-time academic study which is fully funded by the company. Initially you will study towards a Level 3 Supply Chain Practitioner qualification but there is also a development framework in place for those wishing to further extend their education and qualifications after successful completion of the apprenticeship.

Your Journey

Potential future qualifications

- CILT (Chartered Institute of Logistics and Transport)
- CIPS (Chartered Institute of Purchasing and Supply)
- APICS- Certified in Production and Inventory Management (CPIM)
- Leadership in Supply Chain BSc at Leeds Trinity.

Other benefits/ experiences

- World Class Training Facilities
- Competitive Salary and Holiday Allowance
- Work Life Balance
- Structured Career Development
- Global Opportunities.

Apprenticeship modules studies over 24 months*

- The FMCG Supply Chain
- Effective Workplace Communication
- Different Customer Groups
- Identifying and Managing Risk
- New Products and Product Costing
- Procurement
- Capacity Planning
- Plan Manufacture
- Forecasting
- Working with Data
- Analysing Data
- Responding to Change
- IT Systems for the FMCG Supply Chain
- Flow Prioritisation
- Continuous Improvement Management
- Problem Solving
- Process Improvement in Your Workplace
- Performance Improvement in Your Workplace
- Developing Standard Operating Procedures
- Completing Audit Documentation
- Logistics
- Problem Solving in Your Workplace.

* Apprenticeship modules subject to change.

Advanced Engineering Craft Apprenticeship

Locations: Warton and Samlesbury

LEVEL 3

Background:

Are you quite 'hands on' and enjoy making and repairing things? If so then the Advanced Engineering Craft Apprenticeship might be for you. The apprenticeship will see you gain a strong grounding in engineering practice – using tools to carry out a range of tasks, operating safely in the workplace and working on complex products for aircraft such as the F-35, Typhoon, Hawk & Tempest. You will spend the first year in full time training, learning core skills before moving into your trade discipline, such as Mechanical Fitter, Machinist and Electrician.

What does an Advanced Engineering Craft Apprenticeship include?

The apprenticeship will see you working on some of the world's most advanced military aircraft.

Year 1 of your training will be undertaken at the Academy for Skills and Knowledge at Samlesbury, Lancashire, where you will be trained in both practical and theory-based engineering. You will learn the basics in electrical circuits, aircraft fitting, maintenance, toolmaking, mechatronics, machining, flight line awareness and Computer Aided Design.

After the first year, Craft apprentices as well as continuing academic studies, will spend time on-site, learning and contributing to the business, completing placements across our Warton and Samlesbury sites in Lancashire.

How much will I be rewarded?

Advanced Engineering Craft apprentices typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

There are many different roles available such as an electrician on a fast jet, an aircraft fitter on the latest unmanned air vehicle, or machining components for the F-35. There may be opportunities to work overseas following completion of your apprenticeship.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) Including Mathematics, Science and English.

Length of Apprenticeship:

At least 48 months, including Induction, Outward Bound (mandatory).

- Year 1: Training undertaken at Academy of Skills and Knowledge, Samlesbury.
- Year 2-4: Includes placements at Warton and Samlesbury in Lancashire.

What qualifications will I get?

Craft apprentices study to attain a Level 3 Apprenticeship Standard for Engineering.

As well as classroom-based academic study, you'll have practical training delivered in our own fully equipped, in-house academy. Further training to support your apprenticeship takes place during your workshop based placements.

You may apply to progress onto higher qualifications once you have completed your apprenticeship, dependent on the requirements of the business at the time.

Meet Lucas

See what he had to say about our apprenticeships

What apprenticeship are you undertaking?

I undertook Level 3 NVQ extended diploma in Aeronautical engineering specialising as a craft apprentice fitter.

During my apprenticeship, I undertook and completed my ONC and HNC in aeronautical engineering attaining double distinction in both.

Why did you want to do the training?

Before undertaking my apprenticeship with BAE Systems, I worked as a level 3 qualified HGV mechanic for Lancaster city council. Although it was a fantastic job, I felt I had reached the top of my game in that sector and wanted to move on to my next challenge in a company and sector that would allow me to grow and develop further to attain my educational and professional ambitions.

I have always been interested in how things worked and go together from a very young age so pursuing a career in engineering was the obvious choice as the possibilities and scope of what you could be working with or on are endless. The most important aspect when thinking about work for me, is that you are interested, enjoy and are engaged by what you do, as that will always keep you driven and moving forward in your chosen career.

What placements have you undertaken and how have these improved your skills/knowledge?

During my time at BAE Systems, I have worked at both Warton and Samlesbury sites on a number of different projects. In the first year I undertook my basic training. This allowed me to develop and gain an understanding of a range of engineering skills such as; CAD software training,3D printing, hands-on skills such as fitting, electrical, turning, milling and working on an aircraft. This was fantastic and gave me an idea which route I would like to follow whilst also building my confidence and giving me an appreciation of all these different disciplines.

My first placement in the business was at Warton. I worked on the rear fuselage of Hawk; this was a fantastic first placement to have due to the complexity of the build and varied range of skills needed during the build process. The skilled people were very easy to get along with, knowledgeable and helped me develop my skills. At the end of each placement, you have to deliver an end of placement presentation, this builds confidence in public speaking and presentation delivery. Whilst here I had the idea for a tool that would take time out of production, improve the manufacturing process from a quality perspective and aid ease of manufacture, I pursued this idea, for my college project, to the stage of getting it produced and integrated into the build process.

My second placement was Samlesbury on F-35 VT fairings. This taught me how to adapt myself and working style to accommodate different people, management styles and aircraft builds. During my time here, the management and supervision team were very helpful and passionate about giving myself and other apprentices exposure and experience to as much of the F-35 business as possible.

My Third placement was on Hawk wing at Samlesbury; this was another great placement from a job complexity perspective they used a great range of complex fitting skills which I'd never come across before. I took part in the first ever T-45 Wing build at Samlesbury, previously manufactured at Brough.

In the third year, I transitioned from structures fitting to mechanical maintenance, systems, flight line and final assembly fitting. My forth placement was in Typhoon development in 358 hanger.

What would you say to people thinking of applying?

There have been so many different opportunities to take part in at BAE Systems, I have won many awards and have been involved in a number of charitable and community projects alongside my apprenticeship. I would tell anyone thinking of applying to go for it, as the experiences available are fantastic.

Top tips for applying for the Advanced Engineering Craft Apprenticeship:

Research the Company – what are its products and services and who are their customers.

Be yourself!

Include any previous hands on work experience or voluntary work and details of any interesting projects you have worked on (e.g. overhauling a piece of machinery).

Advanced Engineering Technician Apprenticeship

LEVEL 3

Locations: Warton and Samlesbury, Brough

Background:

Do you like to know how things work? Do you have an inquisitive mind and like to break things down to see how they operate? If so, then our Advanced Engineering Technician Apprenticeship covers a vast array of opportunities. In this four year apprenticeship you will be given a strong grounding in practical and theoretical principles, as well as the opportunity to gain practical skills and work experience in the engineering discipline.

What does an Advanced Engineering Technician Apprenticeship include?

The apprenticeship will see you working on some of the world's most advanced military aircraft. In the first year, you will undertake your training at either the Academy for Skills and Knowledge at Samlesbury Lancashire or the Advanced Maintenance Academy, Humberside, Lincolnshire. You will be trained in both practical and theory-based engineering and in addition, learning the basics in such things as electrical circuits, aircraft fitting, fabrication, flight line awareness, machining, carbon fibre and Computer Aided Design.

Following the first year, North West based Technician apprentices will continue with academic studies and learning and contributing to the business, by completing six placements. You will have the opportunity to gain experience in a variety of engineering areas including design, systems, in-service support and integration and working alongside Industry experts. This allows Technician apprentices to have worked on all stages of an aircraft lifecycle, giving them a well-rounded skill set and knowledge base.

At Brough the apprentices rotate around several departments during their second, third and fourth year of their apprenticeship, these include Structures, Design, Aerodynamics, Structural and Dynamic test, Flight Systems and Technical Publications to mention a few.

How much will I be rewarded?

Advanced Engineering Technician apprentices typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes. You will also be encouraged to become accredited to a professional engineering institution such as the Royal Aeronautical Society or Institute of Engineering and Technology.

What are my future job prospects?

There are many different roles for an Engineering Technician; former apprentices have gone on to be employed in roles such as Flight Systems Engineer, Mission Systems Engineer, System Integration Engineer and Support Engineer whether this be in the UK or overseas.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) Including Mathematics, Science and English.

If you already hold a Level 3 or 90+ UCAS Tarrif points in a BTEC Engineering Subject or equivalent, please note you may be transferred to a Level 4 Engineering Technician apprenticeship after 12-18 months to aid your personal development. Please also consider applying for the Level 6 Engineering Degree Apprenticeship Schemes in Aerospace or Software.

Length of Apprenticeship:

At least 48 months, including Induction, Outward Bound (mandatory).

- Year 1: Training undertaken at Academy of Skills and Knowledge, Samlesbury. Brough Apprentices undertake their training at the Humberside Maintenance Academy in Lincolnshire.
- Year 2-4: Includes placements at Warton and Samlesbury in Lancashire. Brough Apprentices, placements are at Brough.

What qualifications will I get?

Technician apprentices study to HNC level in Aeronautical Engineering in addition to completing a Level 3 Apprenticeship Standard for an Engineering Technician.

As well as classroom-based academic study, you'll have practical training delivered in our own fully equipped, in-house academy. Further training to support your apprenticeship also takes place during your work based placements.

There is potential to gain membership to a registered Engineering Institution.

You may apply to progress to HND level or Degree level engineering qualifications once you have completed your apprenticeship dependent on the requirements of the business at the time.

Meet Anna

See what she had to say about our apprenticeships

What apprenticeship are you undertaking?

Advanced Engineering Technician Apprenticeship, which I have completed. I have also been studying the NVQ Level 3 Engineering Technical Support (Extended Diploma), which I have also completed.

I plan to carry on doing a Degree in the upcoming years but decided to take a gap year instead to fully learn my current job role.

Why did you want to do the training?

For many years I have had a keen interest in engineering and have aspired to work within a technically advanced engineering environment and believed that BAE Systems had many diverse opportunities to fulfil this aspiration. I personally enjoy the challenge of solving problems using a variety of analytical techniques. I liked the idea of being able to gain hands-on experience within a major engineering business which consists of so many roles and responsibilities, which would help me improve my engineering knowledge and personal competencies. The training and placements which the apprenticeship presented would help support my learning and development. I knew that I wanted to work within a company that had a vast range of opportunities available to support career progression and the BAE Systems apprenticeship offered this.

What placements have you undertaken and how have these improved your skills/knowledge?

My first placement was within the Displays and Controls Software team. Here I gained a good understanding of the coding language that was used on the Typhoon, as well as the different computers that are used on the aircraft and how they interact with one another.

I then moved onto Production and Development Radar which was my first placement where I had physical interaction with the aircraft. I gained an understanding of how the Radar works along with the sensors that are used and installed on the aircraft.

I subsequently undertook a placement within Flight Systems Support, where I gained an understanding of some of the systems on the aircraft, for example, the Life Support System and the Crew Escape System.

I then moved onto a placement within 430 Transition. This was my first placement that wasn't aircraft based but was more focused on the facilities that produce the aircraft. I was responsible for supporting throughput of production of the shop floor, ensuring that the workers can work at the correct production rate. This was achieved ordering appropriate machinery and ensuring that the tools and equipment were available and ready for use.

Following this, I went onto the shop floor for my Craft placement, where I gained an understanding of the tools and production processes that are used for the production of the aircraft.

Finally, I moved into a Typhoon Design placement. This gave me an appreciation of the design software that is used for Typhoon and an understanding of the processes that are used to make design changes to the current aircraft.

What would you say to people thinking of applying?

I would strongly recommend anyone considering an Apprenticeship to apply. I have had so many opportunities available since I became a BAE Systems Engineering apprentice. I was lucky enough to partake in the Apprentice Innovation Challenge during my apprenticeship. This involved me managing a team to design, test and manufacture an idea that was created by a local charity. This allowed me to develop a range of different skills, the main one being my confidence.

Top tips for applying for the Advanced Engineering Technician Apprenticeship:

Research the Company – what are its products and services and who are their customers.

Be yourself!

Include any previous work experience or voluntary work and details of any interesting projects you have worked on (e.g. designing a product or overhauling a piece of machinery).

Aircraft Maintenance Technician Apprenticeship

LEVEL 3

Locations: Aircraft Maintenance Academy - Humberside

Background:

Are you someone who is quite hands-on and enjoys making/ repairing things or who likes to provide the support on 'how to'? If so then the Aircraft Maintenance Technician Apprenticeship might be for you. This apprenticeship is designed to train the next generation of Aircraft Maintenance Engineers. It provides a European Aviation Safety Agency (EASA) approved course. Year 1 is based at the Academy on Humberside Airport where you will complete the EASA Category 'A' modules including classroom time, workshop time and on-aircraft simulated Maintenance tasks. Year 2 will be at either front line RAF Base or BAE Systems location in one of the following areas:

- Part 145 – Maintenance on 'live' aircraft including the fitting/removal of components (e.g. from a seal to engine), fault diagnosis and testing of systems (e.g. Radar or Flying Controls).
- Part M – Supporting the maintenance including but not limited to Resolving Engineering Problems, Fleet Planning, Scheduling Maintenance and Work Packages, Technical Information Management.

What will I be learning?

This apprenticeship will train you to work in the aerospace maintenance sector, covering:

Year 1

EASA Modules:

- M1 – Mathematics
- M2 – Physics
- M3 – Electrical Fundamentals
- M5 – Digital techniques
- M6 – Materials and Hardware
- M7 – Maintenance Practices
- M8 – Basic Aerodynamics
- M9 – Human Factors
- M10 – Aviation Legislation
- M11 – Turbines, Structures and Systems
- M15 – Gas Turbine Engines
- M17 – Propellers

Military Specific Modules:

- AAES – Aircraft Assisted Emergency Systems
- Military legislation
- Military additions

Year 2

- Diploma in Aircraft Maintenance (covering avionics/electrical and mechanical systems) or;
- Diploma in Technical Services (or equivalent)

How much will I be rewarded?

Aircraft Maintenance Technician apprentices for aircraft maintenance typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

At the end of this apprenticeship, you will be eligible for a role maintaining aircraft within the business. However, dependent on performance and capability, you may go onto undertake further training to Cat B licensed Engineer standard, Foundation Degree or even full Degree. This will enable you to take on more responsible roles such as Maintenance Supervisor/Manager.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) including Mathematics, English and Science (preferable Physics).

Length of Apprenticeship:

2 Years, including Induction and Outward Bound (mandatory).

- Year 1: residential training undertaken at RJ Mitchell Aircraft Maintenance Academy (AMA), Humberside Airport.
- Year 2: on the job training undertaken at a BAE Systems site or RAF Base.

What qualifications will I get?

You will achieve the EASA Cat A approved course with associated module certificates and during year 2 you will develop your on the job training with an NVQ / Diploma awarded by City and Guilds.

You will also undertake other training such as team building which takes place over a week at an Outward Bound Centre in the Lake District.

Meet Keal

See what he had to say about our apprenticeships

Background:

Before starting with BAE Systems, I was working as a computer and network engineer for a number of years before realising I needed a change. I'd always had an interest in engineering and aviation, seeing many members of my family enjoying careers in engineering roles. I have always been encouraged to be hands-on so have been lucky enough to have project cars I have worked on at the weekends (and when I find time still dabble with them now), so the BAE Systems apprenticeship was the ideal choice.

What is the best part of the job

The best part of the job is doing something I love every day. Each day is different and you get new challenges with each job whilst working on the aircraft alongside the RAF and Babcock - even the simplest of tasks can turn out to be challenging at times, so it's always interesting to overcome these challenges.

How has the scheme and the experience helped you to develop and achieve?

The apprenticeship is a big learning curve in a fairly short space of time with the first year mixed between classroom and workshop skills. In year 1, I was studying for my EASA Cat A modules which was challenging at times, but it helped me to understand how the aircraft and all the components work together to be able to make the aircraft fly. We then took the things we learnt in the classroom to help us in the workshops and working on the trainer aircraft we have at the Academy. All this training developed my skills and prepared me for my second year, which was a placement year at an RAF Base or BAE Systems site. I was lucky enough to get a position for my second year working at RAF Valley working on the Hawk Mk128 in the depth maintenance department. Here I further developed the skills I'd been taught at the Academy and was able to put this to practice hands-on, on a live aircraft and actually understand how to maintain it.

What has this experience led to?

After successful completion of my apprenticeship, I was successful in being offered a contract to be based at RAF Valley, now working in the Rectification team. This was slightly different to my previous role in depth maintenance, as I have moved from carrying out the different levels of servicing to the jets, to now fixing the faults that come in - so this has led to a lot of new experiences and more learning. Using what I was taught during my apprenticeship, I've been able to further develop my skills which have helped me to become a competent engineer. Currently, I'm gaining as much experience as I can to prepare for a career to work overseas on one of our support contracts in Saudi Arabia or Qatar.

What would you say to people thinking about applying or following a similar path

If you have a keen interest in engineering and aviation, then it's an excellent career choice. The work is interesting, challenging and at the same time highly rewarding. Every day is different. You are offered great opportunities, with constant career progression and competitive salary whilst also getting the chance to work on some amazing aircraft in locations you wouldn't expect to go to, all while meeting new friends. If you love aircraft but don't want to work hands-on, this apprenticeship can also lead to support roles such as fleet planning, so you still get the interaction with the jets!

Top tips for applying for the Aircraft Maintenance Technician Apprenticeship

Take your time with the application, research the company and the role that you're applying for and what's involved with it, show you have a true interest in engineering, be yourself and enjoy it.

Advanced Engineering Technician Apprenticeship

LEVEL 4

Locations: Warton and Samlesbury

Background:

Do you like to see projects through to completion? Do you have an inquisitive mind and like to break things down to see how they operate? Are you a strong team player who is interested to learn about managing a variety of stakeholders in a fast paced environment? If so, then our Diploma in Advanced Manufacturing Apprenticeship covers a vast array of opportunities.

What does an Advanced Engineering Technician Apprenticeship include?

In this four year apprenticeship you will work on some exciting, state of the art military fast jet aircraft. You will also be will be working in developing new manufacturing processes, integrating technology in our facilities both to deliver manufacturing but also to improve our infastructure and estates, you will be the staff and leaders of tomorrow that will develop and test new materials, improve our factory systems and ensure compliance in Safety, Health and Environment. You will develop new solutions to reducing the impact of our business, our products and our supply chain on the Global environment, reducing business dependency on Carbon, innovating solutions that reduce our contribution to Global Warming and Climate Change. In the first year, you will undertake your training at the Academy for Skills and Knowledge at Samlesbury Lancashire. You will be trained in both practical and theory-based engineering and in addition, learning the basics in such things as electrical circuits, aircraft fitting, fabrication, flight line awareness, machining, carbon fibre and Computer Aided Design.

Following the first year, you will continue with academic studies and learning and contributing to the business, by completing numerous placements in either Facilities Management, Production, Manufacturing Engineering, Infrastructure and Estates.

During the scheme, there will be a number of opportunities to 'stretch' yourself such as getting involved in recruitment events, STEM activities and charity projects.

You will be trained to demonstrate:

- Safe systems of working
- A technical contribution to the design, development, test, integration and support of products, equipment, systems, processes or services
- Proven techniques and procedures to solve engineering/ manufacturing problems
- Effective interpersonal skills in communicating both technical and non-technical information
- A commitment to continued professional development

How much will I be rewarded?

Level 4 Advanced Engineering Technician apprentices typically start on a salary of circa £12,500 per year, with increases throughout the scheme, dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes. You will also be encouraged to become accredited to a professional engineering institution such as the Royal Aeronautical Society or Institute of Engineering and Technology.

What are my future job prospects?

There are a variety of roles for Manufacturing Engineers; former apprentices have gone on to be employed in roles within, Business Continuity Management, Health and Safety, Manufacturing Development Engineers and Facilities support and Production Supervisors whether, this be in the UK or overseas.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) Including Mathematics, Science and English.

90+ UCAS Tarrif points in a BTEC Engineering Subject or equivalent.

Length of Apprenticeship:

At least 48 months, including Induction, Outward Bound (mandatory).

- Year 1: Training undertaken at Academy of Skills and Knowledge, Samlesbury.
- Year 2-4: Includes placements at Warton and Samlesbury in Lancashire.

What qualifications will I get?

Level 2 Diploma in Aerospace and Aviation Engineering (Foundation Competence)

Level 4 Diploma in Engineering and Advanced Manufacturing (Development Competence)

Level 4 Higher National Certificate in Manufacturing Operations

Engineering Degree Apprentice Scheme (EDAS) in Software

LEVEL 6

Locations: Warton and Samlesbury, Yeovil, Brough

Background:

Are you a creative thinker, do you have an interest in computers, software, games, electronics systems or just like to know how things work. If so, the EDAS Software Degree Apprenticeship might be for you. You will be dividing your time over the 4 years between College/University (time/days will be site dependant) where you will be working towards an Honours Degree, and work on projects, honing your classroom skills whilst gaining and evidencing practical work experience via your Level 4 Diploma. There will be plenty of opportunity to develop the skills and behaviours necessary for a fulfilling career in software engineering.

Continual Development:

A Software Engineering Degree apprenticeship involves the opportunity to work alongside experienced and world leading software engineers. It includes spending typically two days a week or five days block release dependent on site, at College/University, where you can acquire a full Honours Degree, and three days working, enhancing the skills necessary to develop a long career in the industry. You will learn how to be a rounded software engineer capable of writingrequirements, designs, software code and tests. The work placement element of the course involves a wide range of activities for example: developing and testing aircraft displays, producing ground based equipment or the latest training simulators.

How much will I be rewarded?

EDAS Software Degree apprentices typically start on a salary of circa £24,000 per year, with increases throughout the scheme dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

The apprenticeship is effectively a 4 year job interview, providing you with the ability to gain the skills, knowledge and behaviours required by the Air Sector Engineering business. Upon successful completion of all the elements of the apprenticeship and set against the needs of the Air Sector engineering business, the Engineering Early Careers team will aim to place you in a role that matches the type of software engineer that you have trained to become and set you off on the next leg of the journey to achieving your career ambitions.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) including Mathematics, English and Science.

96 UCAS Tariff Points (240 points old tariff) (or equivalent).

Including two STEM based subjects (Science, Technology, Engineering and Mathematics).

Length of Apprenticeship:

- 4 Years, including Induction and Outward Bound (mandatory) – this is a combination of University alongside placements in your home site locations.

What qualifications will I get?

The Software Engineering Degree Apprenticeship scheme will provide you with the opportunity to gain the following qualifications:

- Level 4 Diploma in Engineering and Advanced Manufacturing
- Level 6 (Hons) Degree

The type of Degree you qualify in will vary based on your home site being either Warton, Samlesbury, Brough or Yeovil.

Final certification of the Aerospace Software Development Engineer Apprenticeship Standard by the Institute for Apprenticeships and Technical Education.

Meet Cara

See what she had to say about our apprenticeships

Background:

Before joining BAE Systems, I was studying A-Level Mathematics, Economics and Classical Civilisation at Blackpool Sixth Form. I was considering doing a Degree but my mother had seen the opportunities at BAE Systems and suggested we looked at that as an option.

What is the best part of the job?

If you enjoy problem-solving, working in teams, and think logically, then software engineering is ideal. Software engineers are one of the best groups of people to work with, they are helpful, friendly and we have so many laughs. You don't need any prior software knowledge to apply for the scheme either, as university begins with the basics. Therefore, I felt confident enough to apply even though I didn't take Computer Science at A-Level.

As soon as I arrived, I was working on real projects. During my first placement, I worked on the displays in the Typhoon cockpit, before moving on to Typhoon safety and maintenance. I'm now in my third placement working with the flight simulators we use for pilot training. These are really fun to work on and are essentially like super-sized video games. I have learnt a lot from all of my different placements and feel I will be supported to achieve my goals during and also after I finish my apprenticeship.

How has the scheme and the experience helped you to develop and achieve?

My apprenticeship so far has been brilliant. I was delighted to be named 'Apprentice of the Year' after my first year and I'm on target for a first in my university studies. It's been hard work juggling a full-time job and studying for a Degree but the reward at the end will be worth the challenge. The Early Careers team and the placement managers understand this and will make time for university work if necessary as studying is the number one priority in the apprenticeship schemes. We learn so much as apprentices on the job and those experiences have really helped me achieve the grades I have at university.

What has this experience led to?

I've become far more confident whilst on the apprenticeship and I've been involved in organising engineering taster weeks; given talks and presentations; and helped organise inductions for other apprentices.

What would you say to people thinking about applying or following a similar path?

If you are considering your options and want to earn, learn and have fun, you should apply. If I could give applicants any advice, I would say during the interview be smiley and confident and just show the interviewers what type of person you are! For me, it is a no brainer to do the scheme over going to university. Four years of experience, a good Degree, no student debt and a very good job at the end of it definitely gives you a major head start on your career.

Top tips for applying for the Engineering Degree Apprentice Scheme in Software:

Research the Company – what are its products and services and who are their customers.

Be yourself!

Include any previous work experience or voluntary work and details of any interesting projects you have worked on (e.g. designing a game or developing some software).

Engineering Degree Apprentice Scheme (EDAS) in Aerospace

Locations: Warton and Samlesbury, Brough

LEVEL 6

Background:

Are you interested in the academic aspects of Engineering theory? Do you have a logical mind? If so the Engineering Degree Apprenticeship Scheme (EDAS) might be for you. The EDAS Aerospace Degree Apprenticeship covers a wide range of engineering areas and disciplines within BAE Systems Air Sector. Study towards a BEng (Hons) Degree in Aerospace Engineering, a Level 2 Diploma in Aerospace and Aviation Engineering and a Level 4 Diploma in Engineering and Advanced Manufacturing.

Continual Development:

The Engineering Degree Apprenticeship Scheme (EDAS) in Aerospace, is a five year scheme. The EDAS Aerospace Degree Apprenticeship covers a wide range of engineering areas and disciplines within BAE Systems Air Sector. Study towards a BEng (Hons) Degree in Aerospace Engineering, a Level 2 Diploma in Aerospace and Aviation Engineering and a Level 4 Diploma in Engineering and Advanced Manufacturing. This is a 5 year apprenticeship.

The first 6 months involves being at the Academy for Skills and Knowledge (ASK) at Samlesbury, for 3 days per week, working towards a Level 2 Diploma, employing various hand fitting techniques such as creating aerofoil sections, pipe fitting, pneumatics and metalwork using a variety of workshop equipment. The first 6 months for the Brough Apprentices involve being at the Humberside Maintenance Academy in Lincolnshire for 4 days a week, working towards their Level 2 Diploma. One day per week, for the first 6 months, will be spent at a local college studying towards an Aerospace Engineering Degree. After the first six months, you will start placements within the Air Engineering business; a total of 6 x 5 month placements spanning a wide cross-section of engineering capabilities over the first 3 years.

During this time, you will gather evidence towards a Level 4 Diploma in Engineering and Advanced Manufacturing and continue to study towards your Degree, by attending college 1 day per week. Your working week will be split 4 days per week in placement and 1 day per week at college. In years 4 and 5, you will start to specialise in a specific engineering discipline e.g. Aerodynamics, Systems Engineering, Support Engineering from a number of Air Engineering programmes e.g. Typhoon, US Programmes, Tempest, Hawk.

How much will I be rewarded?

EDAS Aerospace Degree apprentices typically start on a salary of circa £24,000 per year, with increases throughout the scheme dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

The apprenticeship is effectively a 5 year job interview, providing you with the ability to gain the skills, knowledge and behaviours required by the Air Sector Engineering business. Upon successful completion of all the elements of the apprenticeship and set against the needs of the Air Sector engineering business, the Engineering Early Careers team will aim to place you in a role that matches the type of engineer that you have trained to become and set you off on the next leg of the journey to achieving your career ambitions.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) including Mathematics, English and Science.

96 UCAS Tariff Points (240 points old tariff) (or equivalent).

Including two STEM based subjects (Science, Technology, Engineering and Mathematics).

Length of Apprenticeship:

- 5 Years, including Induction and Outward Bound (mandatory) – this is a combination of University alongside placements in your home site locations.

What qualifications will I get?

- Level 2 Diploma in Aerospace and Aviation Engineering
- Level 4 Diploma in Engineering and Advanced Manufacturing
- BEng (Hons) in Aerospace Engineering

Where you will study may vary depending upon the home site you have applied to.

Meet George

See what he had to say about our apprenticeships

Background:

Aviation has always felt like a family business with those closest to me working as airline cabin crew, lounge managers, ground handlers and engineering executive assistants. My hometown of Crawley is also home of Gatwick Airport supplying most families in the town, including my own, with employment. Being fortunate to know the career I wanted from a young age, I completed A-Levels in Physics, Mathematics and Economics before going onto complete a BTEC Subsidiary Diploma in Engineering. Alongside this full-time study, I enjoyed stints of work experience in various engineering functions within Virgin Atlantic and worked as a Shift Manager for Starbucks Coffee. I'd recommend a structured work experience programme in a relevant field but also general employment, whichever industry this may be in, for anyone looking to join an apprenticeship as I strongly believe this gave me the background experience which I relied upon throughout the interview process.

What is the best part of the job?

Engineering on the scale undertaken at BAE Systems is truly a team effort and one of the best parts of the apprenticeship is working with a varied array of teams with different backgrounds and specialities. When starting a career, the ambition is to draw on the connections you make and build on the knowledge of those around you, that's what makes a Degree apprenticeship unique; alongside university, you can learn the 'stuff they don't teach you in school' through workplace placements.

How has the scheme and the experience helped you to develop and achieve?

It's one thing to imagine what a job entails but it's another to experience it first-hand. The structure of the EDAS scheme means that I travelled through various engineering disciplines before choosing one to call home and I ended up taking a very different direction to that which I believed would suit me best on day one of the scheme. What is unique about engineering is just how many roles there are and being on a scheme which makes you sample a number of these roles is a real benefit. Throughout my time in the company, I have always found a willingness from senior staff to offer mentorship and advice in planning out a career direction and this planning has been followed up with the space and freedom to be involved in engineering trade shows, conferences, and apprenticeship councils and STEM ambassador events. Having moved over 250 miles to start the apprenticeship, it was refreshing to know the support of the company extends beyond the walls of the workplace as, with the companies backing, I have been actively involved in St John Ambulance as a First Aider and District Event Officer within my new local community.

What has this experience led to?

At the end of my first year, I was awarded Aerospace Engineering Degree Apprentice of The Year. I've worked across a number of sites including RAF bases and European partner sites. I am now registered as a Technical Member of the IET and continue to work toward professional registration. I felt like the start of my journey with BAE Systems came full circle when we as apprentices were trusted to participate in the recruitment cycle for the latest apprentices looking to join the scheme.

What would you say to people thinking about applying or following a similar path?

Having completed both an A-Level and BTEC route before joining the scheme, I encourage those currently on either path to strongly consider applying as the programme complements either background. To those looking to apply, I'd recommend during the application process do not rely solely on your academic ability but draw from your entire background, including hobbies and work experience. If you know that your background meets the academic profile and you can support this with experience then you have already put in the hard work, this application process is now about demonstrating that which you have already done so take confidence from that.

Top tips for applying for the Engineering Degree Apprentice Scheme in Aerospace:

Research the Company – what are its products and services and who are their customers

Be yourself!

Finance Higher Apprenticeship

Locations: Warton and Samlesbury

LEVEL 4/7

Background:

Do you have strong analytical and communication skills? Are you the friend in the group that collects and manages the budget for your group trips? If so, the Finance Higher Apprenticeship might be for you.

During our Level 4 programme, you will complete the CIMA Diploma in Business Accounting over a 2 year period. If you demonstrate the aspiration and potential, you may have the opportunity to continue onto Level 7 for an additional 3 years while studying for the full CIMA qualification which is equivalent to a Masters Degree.

Continual Development:

Throughout your period on the apprenticeship you will undertake 6 month placements within the business to experience all the different aspects of Financial Management. These could include:

- Financial Accounting
- Management Accounting
- Financial Planning & Reporting
- Project Accounting
- Governance

As this apprenticeship is also available within other BAE Systems Business Units such as Naval and Land, there may be the opportunity to gain experience by undertaking placements in other Business Units.

How much will I be rewarded?

Finance Higher apprentices typically start on a salary of circa circa £18,700 per year, with increases throughout the scheme dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

At the end of the apprenticeship you will have a good mix of learning experiences and education to ensure that you develop the skills that will support you in the future.

On completion you will enter the Finance department in an area which will suit your strengths and aspirations as well as meeting the needs of the Business.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead/Finance development team

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) including Mathematics and English.

120 UCAS Tariff Points (300 points old tariff), gained from a maximum of 3 A-Level qualifications or equivalent (exclude AS level), preferably including Mathematics and/or Business-related subject.

Length of Apprenticeship:

- 2 Years, including Outward Bound (mandatory) to Level 4
- Additional 3 Years to Level 7

What qualifications will I get?

You will achieve CIMA Diploma in Business Accounting after successful completion of Level 4.

Dependent on performance and capability you may continue onto Level 7 for a further 3 years for the full CIMA qualification (equivalent to a Masters Degree).

Meet Marcia

See what she had to say about our apprenticeships

Background:

Prior to starting my apprenticeship at BAE Systems, I attended college and completed A Levels in Accounting, Business and English Language. Alongside this, I had a part time job working at my aunties accounting firm. This inspired me and so I began exploring my options. I went onto complete work experience at KPMG which gave me further confidence that the finance path was for me. Although I was eager to be the first family member to attend university, deep down I knew it wasn't right for me. I love practical learning and the idea of 'earn whilst you learn' suited my aspirations most. I've always heard positive things about BAE and one day I stumbled across the 'new' finance scheme on Facebook – there are some benefits to using social media!

What is the best part of the job?

I could write a list of things I love about the Finance Higher Apprenticeship. To summarise, I've been overwhelmed by the support network and the opportunities offered to me on the scheme. I'm surrounded by like-minded individuals and I can confidently say, I learn something new from every colleague I meet. I have the opportunity to rotate around a variety of roles within the function whilst also taking part in stretch assignments. This has been a key driver in developing my interpersonal and technical skills.

Alongside the practical experience, I'm also working towards my CIMA qualification which is fully funded and I also get paid study leave. Continuing onto Level 7, I will be a fully qualified Chartered Management accountant by the age of 23! There are also many enrichment activities I've completed such as; Outward bound and I'm currently the Vice Chair on the National Apprenticeship Council, who are essentially the 'voice' of BAE apprentices UK wide. This represents the opportunities the company offer which allows you to further enhance your personal and professional development and overall, achieve your aspirations.

How has the scheme and the experience helped you to develop and achieve?

The structure of the finance scheme enables me to put all of my CIMA theory into practice whilst in the workplace. This helps me interlink the two and has been invaluable experience whilst learning the fundamentals of accounting, especially given the size of BAE Systems! I believe networking is key in career progression and the scope of the scheme has allowed me to form my own personal network. In just two years, I now have a growing network of colleagues from a variety of functions and career stages.

What would you say to people thinking about applying or following a similar path?

You won't regret it! Personally, I think apprenticeships are the way forward. You get a globally recognised qualification that is funded, invaluable hands on experience and an amazing support network, all whilst earning a competitive salary.

Top tips for applying for the Finance Higher Apprenticeship:

1. Be yourself!
2. Preparation is key, do your research and complete some practice interviews.
3. Any experience is valuable experience.

Project Management Integrated Degree Apprenticeship

Locations: Warton and Samlesbury, Christchurch

LEVEL 6

Background:

Are you the friend that manages the group holiday or are you often asked to organise family events? If so, the Project Management Integrated Degree Apprenticeship might be for you. Through five annual work placements you will learn and demonstrate skills required to successfully manage our complex projects and programmes including; communication, schedule management, budgeting and cost control, stakeholder management, risk management and project governance. Over 50% of those undertaking the Honours Degree in Project Management, graduate with a first class Honours Degree.

Continual Development:

Working in Project Management means you will be the eyes and ears of a given project, ensuring it is delivered on time, to cost and of the required quality. You will gain a broad view across the project and will be able to demonstrate the elements needed to make it a success. This depends on understanding the big picture, recognising the key issues, making effective decisions and driving actions to their conclusion. The Integrated Degree apprenticeship in Project Management will develop and test all of these skills.

How much will I be rewarded?

Project Management Integrated Degree apprentices typically start on a salary of circa £24,000 per year, with increases throughout the scheme dependent upon performance and behaviours. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

After completing the apprenticeship and gaining an Honours Degree in Project Management, the job prospects within the Company are wide and varied.

What support is available?

You will be supported throughout the apprenticeship in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Apprentice Peer Support Group/Apprentice scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) including Mathematics and English.

96 UCAS Tariff Points (240 points old tariff) (or equivalent).

Typical A-Levels: Mathematics/Science/ Economics/Business studies, including at least one qualification in a numerate subject.

Length of Apprenticeship:

5 years, including Induction and Outward Bound (mandatory).

- Five one year placements undertaking Project Management roles whilst studying for an Honours Degree in Project Management.

What qualifications will I get?

Attending college one day each week at an external academic provider's facilities, you will not only study the Degree Apprenticeship but also for an Honours Degree in Project Management. In addition, you will also gain the APMPMQ qualification from the Association of Project Management.

Meet Aimee

See what she had to say about our apprenticeships

Background:

Before working at BAE Systems, I attended College, where I studied Mathematics, Economics, Business Studies and Geography. BAE Systems appealed to me because it offered the opportunity to gain a fully paid Honours Degree in Project Management, an area I am I interested in pursuing a career. It offers me a fantastic job in a fast-paced environment and allows me to contribute to the manufacture and sale of some of the world's leading military aircraft. In addition, I get university experience attending university one day a week other apprentices instead of online courses offered elsewhere.

What is the best part of the job?

The best part of the scheme is the variety of roles available across multiple aircraft

Platforms around the UK. I have helped control the production of military aircraft and provided supply chain support to customers around the world to maintain the aircraft. On a daily basis, I work with Project Managers, Project Controllers, Engineers and Senior Manages, helping them to succeed within defined budgets and timescales. I am responsible for tracking and estimated spends for 40 engineers across 30 contracts and reporting the progress, which is a lot of responsibly for a second year apprentice. I have also seen first-hand how my role makes a difference to pilots and personnel by us visiting Royal Air Force bases around the UK.

How has the scheme and the experience helped you to develop and achieve?

In both work and university, I am given the support I need to help me develop professionally and academically. When I have worked 'above and beyond' expectations, this has been noticed and I have received awards which motivates me to achieve more. I am now more confident as a result of taking part in additional events such as University Challenge and being an Education Ambassador.

I am now a member of The Association for Project Management and I have developed a comprehensive Project Management skill set through undertaking placements in a variety of areas. Being given so many opportunities and responsibilities at a young age has meant that I have matured quicker than my peers who have gone to university.

What has this experience led to?

I am in my second year and I feel I have achieved so much. Graduates of the scheme now work in Senior Project Management roles across the business and they are more than willing to provide mentor support to help me achieve my aspirations. I intend to take advantage of the opportunities to work at sites across the UK while on the scheme and also around the world after completion.

What would you say to people thinking about applying or following a similar path?

I would definitely recommend an apprenticeship at BAE Systems. I firmly believe that a Degree apprenticeship in Project Management will enable me to achieve my career aspirations. I will have an Honours Degree in a relevant subject, membership to The Association for Project Management, additional qualifications and also five years' work experience in a world-leading Defence Company.

In addition, I have developed friendships with like-minded, driven young people, so I don't feel like I have 'missed out' by not going to university.

Top tips for applying for the Project Management Integrated Degree Apprenticeship:

Research the Company – what are its products and services and who are their customers

Be yourself!

Project Control Programme

Locations: Warton and Samlesbury

LEVEL 6

Background:

Do you have an eye for analysing data? The ability to recognise patterns and trends? To synthesise data and trends into information, projecting potential areas of concern into the future and identify actions today to stop the issues occurring tomorrow? If so, then the Project Control Degree Programme could be for you. Consisting of work experience through five separate, year-long placements, together with an Honours Degree in Project Control, what better way to start your career in Project Control. The work experience and degree will provide the skills and experience in; planning & scheduling, data assurance, analysis techniques, estimating, progress & performance measurement and forecasting, amongst others. We, as a business, are looking to develop the project control leaders of the future who can architect, mobilise and deliver a project control environment for some of the most complex national and international projects in the world.

Continual Development:

Working in Project Control means you will be the beating heart of a given project, ensuring that the plans, schedules and risk management is in place for the project. Analysis of the progress against those plans and schedules will be your responsibility; providing regular updates and recommendations to the wider project team.

A Pilot cannot fly without detailed and up-to-date information from the Navigator; and you would be that Navigator in the project world.

The understanding of the projects performance, analysis of trends, highlighting potential issues, forecasting prospective outcomes, identification of mitigating actions and recommendations to the project team will enable the project to be delivered to time, cost and quality (the key facets of any project). The Project Control Degree Programme will develop, test and mature all of these skills.

How much will I be rewarded?

Project Control Integrated Degree employees typically start on a salary of circa £24,000 a year, with increases throughout the scheme dependent upon performance. You will also gain access to the Company pension and share saving schemes.

What are my future job prospects?

After completing the programme and gaining an Honours Degree in Project Control, the career prospects within the Company are wide and varied.

What support is available?

You will be supported throughout the programme in a number of ways. These include:

Designated Skills Coach/Early Careers team/Placement Manager/ Peer Support Group/Programme scheme lead

Entry Requirements:

5 GCSEs A*-C or 9-4 (or equivalent) Including Mathematics and English.

Essential
96 UCAS Tariff points (240 points old tariff) (or equivalent) with one of the following:

Either:

A. Subjects containing data analysis

Accounting, Maths, Statistics, Critical thinking, Economics, Business studies, Biology, Chemistry, Physics

B. Working evidence of industry experience of data analysis

Plus one or more desirable
Extended Project, Social sciences, IT based subjects, Humanities, Law

Length of Programme:

5 years, including Induction and Outward Bound (mandatory).

Five, one year placements undertaking Project Control roles whilst studying for an Honours Degree in Project Control.

What qualifications will I get?

Attending college one day each week at an external academic provider's facilities, you will not only study the Degree but also for an Honours Degree in Project Control. In addition, you will also gain the APMPMQ qualification from the Association of Project Management.

Meet Jo

See what she had to say

Background:

On completing my A-Levels and leaving college, I was unsure about what I wanted to pursue as a career, or whether I wanted to attend University. At first I considered taking a year out; that was until I heard about a new higher apprenticeship that BAE Systems had launched (in association with Blackpool and the Fylde College (B&FC) and Lancaster University) called the Project Control Foundation Scheme which is the forerunner to this scheme.

I immediately took the opportunity to apply - was successful - and here I am having successfully completed the scheme a number of years ago progressing my career working for a global Organisation with all of the opportunities at my feet.

Within my time so far at BAE Systems, I have been fortunate enough to experience a wealth of different Project Control roles across many Countries; working with a multitude of different people, cultures, and environments.

What is the best part of the job?

The best part of the job for me is the people - your colleagues, your friends – those you spend most days working alongside as part of a larger team and/or group to achieve something great.

By the end of a typical 'day in the office', I have spoken with colleagues from multitudes of internal, external and international teams; internally - Finance, Commercial, Procurement, Engineering, Project Management and of course Project Control. Externally and Internationally; Customers, Partners and Suppliers. The variety is endless, but the network of relationships that you can develop and mature over time are priceless.

Project Control as a discipline is an absolute necessity to any Business success, and the application of this discipline is pertinent across all Projects, Programmes and/or Portfolios. i.e. different Platforms and Services (Air, Naval, Artificial Intelligence).

How has the scheme and the experience helped you to develop and achieve?

Undertaking a Project Control scheme at the start of my career was one of the best decisions I have ever made. The scheme provided me a long-term career path to where I am now and of course where I endeavour to be in the future.

Completing a scheme with BAE Systems allows for an effective mix of day-to-day working, with day release for University study every week. I personally cannot commend higher, the usefulness in application of degree studies back into your day-to-day work activities, and vice-versa.

This fine balance allows for a steady increase in experience and knowledge, allowing you to grow in your role and future career – something I have always appreciated.

What has this experience led to?

Since completing the scheme my career has truly been personally rewarding and fulfilling. Prior to my current role on the Qatar Programme and undertaking a 4-year secondment in Munich, I worked in the Project Team for the Future Combat Air System business working with some of our French partners (based out in Paris) to design an unmanned future development programme. Having the opportunity to experience such roles as these makes the job exciting and highly stimulating I have always utilised those foundational Project Control skills I developed at the very start of my career to inform my career path and in-role decisions.

In addition to the varied role opportunities available within Project Control as a career though – there is also the added benefit of having access to 'extra-curricular' activities within your professional occupation. Personally, I am an active member of the Association of Project Management's (APM) group for Women in Project Management, and (many years ago I was also lucky enough to represent the BAE Systems UK Business on the APM's '50 Under 30' committee – a committee which set out to establish idea's for new ways of working across the UK's FTSE 50 Organisations.

I have always been a true believer, that in order to deliver a role successfully and to the best of your ability, you need to understand the basics, and have a supportive team of colleagues alongside you to work with. I am lucky enough to have had the opportunity in recent years to lead teams of varied experience, backgrounds and international cultures; this, which I appreciate and continue to look forward to each day.

What would you say to people thinking about applying or following a similar path?

Without a doubt, I would absolutely recommend undertaking a similar career path.

Undertaking a similar path and/or scheme within a BAE Systems Project Control career is highly rewarding and the opportunities are endless. If you're someone who's after a career working for an International Organisation - with different cultures and backgrounds, opportunities to work abroad, opportunities to mix working career with continued learning – then this is definitely for you.

Top tips for applying for the Project Control Degree Programme:

If you can, conduct some research into the basics of Project Control prior to your application In addition to this, research into the BAE Systems International Organisation could also come in handy.

Attention to detail is also crucial when it comes to applications – ensure to crosscheck such points as spelling, grammar and punctuation when writing your application.

Be positive, confident and clear in the way you present yourself - whether that be over the phone or in person. Do not be afraid to sell yourself and the positive characteristics you behold as an individual, and how this would greatly benefit the BAE Systems Organisation.

Albeit, be open, honest and bold - but also attentive and respectful to others and their opinions who you may need to work with as part of your application or interview process.

Notes

Notes

About BAE Systems

At BAE Systems, our advanced defence technology protects people and national security, and keeps critical information and infrastructure secure. We search for new ways to provide our customers with a competitive edge across the air, maritime, land and cyber domains. We employ a skilled workforce of 85,800 people in more than 40 countries, and work closely with local partners to support economic development by transferring knowledge, skills and technology.

To find out more and apply visit:

www.baesystems.com/apprentices

Apprentice Applications Process:

- Apply on line from the 1st November 2020-28th February 2021 from our Corporate Early careers pages here: www.baesystems.com/en/careers/careers-in-the-uk/apprenticeships.
- You will be sent via our Graduate and Recruitment Team (GART) a link to complete some on-line tests. You must complete these within 7 days of being issued the e-mail.
- If you pass the on-line test, you will be sent via our Graduate and Recruitment Team a link to complete a pre-recorded on-line video interview. You must complete these within 7 days of being issued the e-mail. Please make sure you have a quiet place, where you will not be disturbed, when recording your interview.
- Your Applications and Video will then be assessed to make selections for Assessment centre/ Live video interview (These normally take place over the Easter Half-term holidays).
- If successful, you will be made an offer via our GART team, which will be subject to you meeting certain criteria, such as Qualifications, Occupational Health checks and Security clearance checks.

Note:
For Level 3 Craft, you may also be asked to attend a manual dexterity assessment.

For Supply Chain Practitioner Apprenticeship, you will also be sent a further on-line assessment post the 28th February, to complete within 7 days of receiving the e-mail with the link to the assessment.

FAQs:

What happens if I apply for the wrong apprenticeship?
Please contact our Graduate and Recruitment Team 01772 677277 to discuss.

Can I save the application form?
Yes, applications can be saved several times before you submit the application.

Is it beneficial to apply as soon as possible?
All applications are reviewed after the deadline in February, however once you do submit your application; you will be given 7 days to complete an on-line test and then a further 7 days to complete the pre-recorded video interview.

I have been diagnosed with a condition that requires me to have additional time for interviews/tests. What support do you offer?
Please contact our Graduate and Recruitment Team 01772 677277 to discuss the support options available to you.

How many apprenticeships can you apply for?
We would like our applicants to be committed to the apprenticeship that they are applying for and would recommend careful consideration before submitting an application. We do have an agreement for one 1 higher application and 1 advanced application being made across all our UK businesses.

Further Details:

Security/Export Control
Please be aware that many roles working for BAE Systems will be subject to both security and export control restrictions. These restrictions mean that factors including your nationality, any previous nationalities you have held, and/or your place of birth may limit those roles that you can perform for the organisation.

Diversity & Inclusion
We are an inclusive employer. Recruiting, retaining and inspiring the best people from the widest pool is vitally important to us. We encourage and welcome applications from all sections of society and are happy to discuss reasonable adjustments and/or additional arrangements you may need to support your application.

Shared Services GART Team
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