

babcockTM

APPRENTICESHIPS

Make it BIG with a Babcock apprenticeship



**A WORLD OF
OPPORTUNITIES
FOR EVERYONE**



worldofopportunities.co.uk



Fact File

For more than a century, Babcock has been trusted to deliver bespoke, highly-skilled engineering services. We help customers in the UK and around the world to improve the capability, reliability and availability of their most critical assets within the four market sectors of Marine, Land, Aviation and Nuclear, underpinned by a deep understanding of technology integration, unique infrastructure and specialist training.

“I represented Babcock on a two-week expedition to Tanzania through our partnership with VineTrust, supporting development of three homes in the community of Moshi. It was a unique opportunity, and immensely rewarding both morally and professionally.”



A global name



129
year history

More than
35,000
employees

£588m
Operating Profit



Defence Emergency Services Nuclear

Apprenticeships



Fabricator

Fabricators work with steel, aluminium, timber or composite materials. They could be manufacturing ventilation trunking components for warships one day and fitting out compartments and carrying out major structural repairs on board a submarine the next.



Electrical Fitter

Electrical fitters work in some of our most exciting and technically challenging areas. Working on warships and nuclear submarine systems, tasks range from rewiring and connecting circuits, to overhauling, testing and installing complex electrical equipment and systems.



Mechanical Fitter

Using sophisticated engineering skills, Mechanical Fitters work on equipment such as turbines, pumps, torpedo firing systems and complex hydraulics, taking the equipment apart and repairing any faults before re-assembling it.



Marine Pipe Fitter

A Marine Pipe Fitter might manufacture a fuel system for a gas turbine, make a stainless steel pipe for a nuclear reactor or be a brazing expert. They have a deep understanding of material properties to ensure the pipes they make pass the highest standards of testing and inspection.



Support Engineer

Support engineers use core engineering hand and technical skills to create working documents to enable projects to operate efficiently and effectively.



Welder

Our Welders work with numerous types of materials to manufacture and assemble a wide range of structures from working drawings. They can be repairing the hull of a warship one day and working on a submarine system the next.



CNC Manufacturing Engineer

A CNC Manufacturing Engineer is responsible for machining high integrity, precision components for a wide range of projects on CNC Lathes, Milling Machines and Machining Centres including testing the integrity of the finished item.

Earn while you learn with our competitive salaries*

	Craft Annual	Higher Annual
YEAR 1	£11,280	£17,075
YEAR 2	£15,225	£22,550
YEAR 3	£20,595	£27,060
YEAR 4	£24,925	£28,675



*Pending pay review – does not represent business admin or higher level business salaries

Life as a Babcock apprentice

In addition to excellent career prospects, when you work for Babcock, you have access to a host of other benefits:



Earn while you study



Very competitive starting salary



25 days holiday plus bank holidays



Fully funded qualification up to degree level



Personal development training and opportunities



Flexible working*



Pension scheme with employee contributions matched up to 8% of salary



Cycle to work scheme



Discounted shopping and half price cinema tickets



Employee assistance programme including support and counselling



Apprentice Ambassador STEM days



Employee Share Scheme

Social and community life

We have a wide network of apprentices and graduates who join Babcock each year and there is always a social event for you to get involved with. There are also a number of sports and social clubs including cricket, football, running and photography.



Networks

As part of our commitment to Diversity & Inclusion (D&I), Babcock is delighted to sponsor a number of employee networks within the business. These networks support their members in many ways, including connecting people across the business and empowering them to achieve their potential.

Our networks are a valuable resource to the business and our D&I strategy relies on harnessing their power to achieve our wider strategic objectives. They contribute to these objectives by raising awareness, educating the business, attracting diverse new talent, creating a sense of affinity within the business, connecting to the market and challenging the business to ensure that inclusive practices are 'business as usual'.



Neurodiversity Network



Young Professionals Network



Women's Network



Health & Wellbeing Group



Environmental Working Group



Pride In Babcock

*By local arrangement.

Our Apprenticeships

Our long established apprenticeship programme offers you a World of Opportunities to develop your career in a supportive environment.

A Babcock apprenticeship gives you hands-on technical experience in the workplace while also undertaking a college course on a part-time basis.

As you progress through your career, further education opportunities become available for those who choose to obtain higher level qualifications.

Throughout your apprenticeship, support is available from mentors. You could also train as a Apprentice Ambassador and Apprentice Mentor, which presents an opportunity to pass on your passion.

We are very proud that apprentices choose to stay with us long after completion of their apprenticeship. In fact, many of our senior managers started their careers as apprentices in Babcock.



Business & Administration (L2)

Our Business and Administration apprenticeship will offer you the chance to gain valuable qualifications as well as impressive experience in the workplace whilst earning a competitive salary at the same time!

We want to invest in you to take our international company forward as you are the future of our business.

You will follow a well-supported, structured learning and development programme to equip you with all the skills and knowledge you will need to build a fantastic career with Babcock.

Our 24 month apprenticeship programme will enable you to develop a range of highly transferable business administration skills including:

- Provide excellent customer service
- Type and assist with report preparation
- Administer invoices
- Provide document control
- Arrange and administer meetings / courses etc.
- Provide all general administrative support within a department as required

You will also complete various apprentice projects further developing your team work, communication and problem solving skills as well as your own self confidence as you take on the role of Project Manager!

At the end of your apprenticeship potential career opportunities include Personal Assistant, Document Controller, Project Administrator and Secretarial roles.

For those of you who are looking to take your career further our well established business and administration apprenticeship could take you anywhere in the business.

Some of our apprentices are now in high flying positions such as Business Change Manager, Supply Chain Development Manager, Planning Engineer and Communications Business Partner.

Overview

Year 1: You will complete three placements lasting four months each in various areas of the business to gain real life work experience whilst completing your NVQ

Year 2: You will embark on a 12 month placement to expand your skills and define your career path

Requirement

GCSE* Maths C/4 or above
GCSE* English C/4 or above

*or equivalent

Qualification

NVQ Level 2

“My apprenticeship has given me the skills and knowledge to progress, and the foundations for a successful career with Babcock.”

Eleanor

Business & Administration Apprentice



Higher Level Business (L4)

If you are looking for an apprenticeship that gives you responsibility, the chance to progress, and the opportunity to work for an international organisation that focuses their work on the Defence sector, then the Higher Level Business Apprenticeship may interest you. From day one you will be assigned a mentor that understands your business area and can mentor you through your three-year development programme. Together with the direction of your line manager and support from our Early Careers team, you will be given the opportunity to work on interesting projects, meet key stakeholders in the business, and deliver real outputs that will make a difference.

Finance

With annual revenue of over £5.2bn in 2019, it's fair to say our finances need just as much expertise as our projects. During the apprenticeship you'll have the opportunity to explore what it takes to work in a finance team whilst developing your analytical, mathematical and communicational skills.

Commercial

From the latest submarines and super carriers to the UK's first new nuclear power plant in over 20 years, we've secured some of the most extraordinary engineering projects. On this exciting apprenticeship you will continue that trend as you could be providing commercial support to elements of multimillion pound bids or existing contracts, or working with our business development teams to identify new opportunities within Babcock.

Supply Chain

Do you know how many parts go into a submarine? Whether designing, building, operating, managing or maintaining vital equipment, one thing is certain - supply chain management lies at the heart of our operations and plays a pivotal role in our business success.

Once you've been successfully accepted to one of the above areas, we will provide you with on the job learning with formal training to gain experience and knowledge within your chosen career.

Overview

The HLA Business apprenticeship is a three year on the job programme and is split into three key areas:

- Finance
- Supply Chain
- Commercial

Candidates must apply for one of these areas.

Requirement

Minimum of five GCSEs* A*-C/4 or above including Maths and English or equivalent.

Minimum of two A-levels C or above. One of which in Business, Law or a related subject area.

*or equivalent

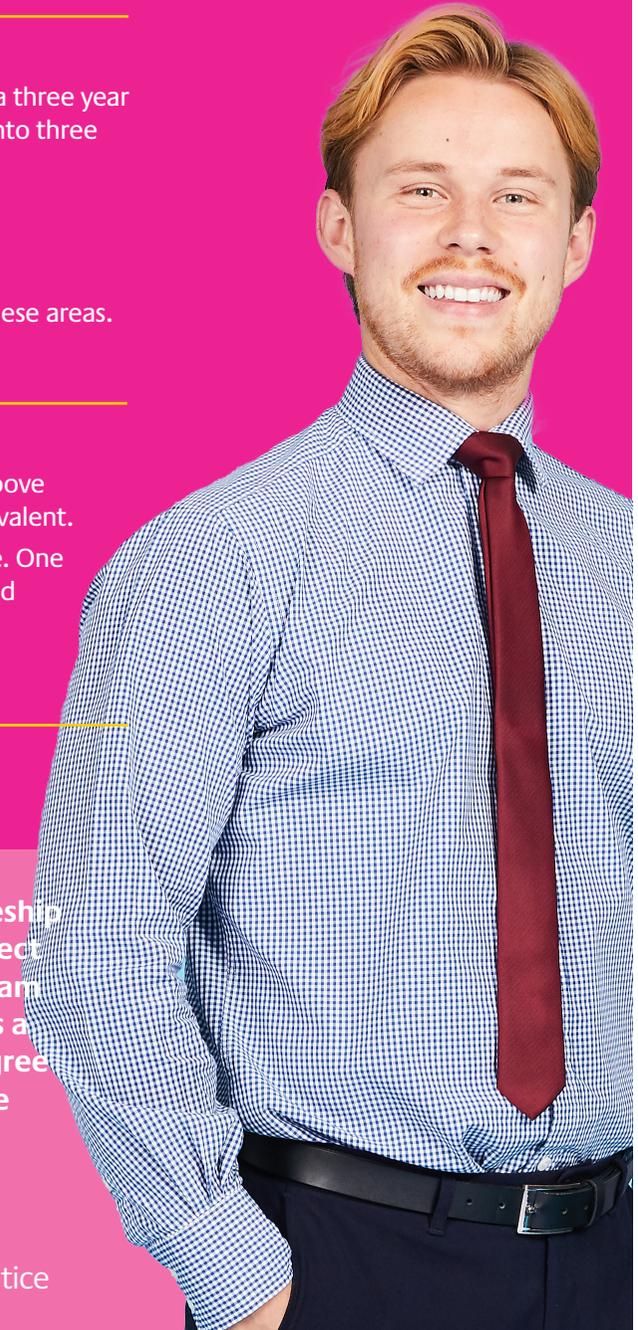
Qualification

NVQ Level 4

“Completing my apprenticeship with Babcock was the perfect way to launch my career. I am currently studying towards a Business Management Degree whilst employed within the Warships Business Unit.”

George

Higher Level Business Apprentice



Engineering Technician (L3)

Our well-established Engineering Apprenticeship programme is dedicated to developing the next generation of skilled employees to maintain and increase our capability. As part of your apprenticeship you will be supported in working on Royal Navy ships and submarines, as well as workshops supporting the Royal Navy fleet.

You will be given the opportunity to gain experience in many of the different work areas across the famous Devonport site, and you'll be able to choose a specialism from the following programmes:

- Support Engineers
- Marine Pipe Fitters
- Fabricators
- Mechanical Fitters
- Electrical Fitters
- Welders
- CNC Manufacturing Engineers
- Sail Makers

Year 1

This will be spent outside the Devonport site learning the basic skills of your trade and carrying out a formal technical qualification.

Year 2-3

You will undertake placements within our production areas to broaden your knowledge and experience. You will also attend college one day per week to continue your technical education.

Year 4

Where possible, you will be placed in an area of the business of your choice to remain with for the rest of your apprenticeship. This allows you to become highly skilled and competent within this specialism, developing you into an integral part of the team.

Overview

This is a 4 year nationally recognised apprenticeship.

Requirement

Three GCSEs* C/4 or above, including Maths, English and a Science.

*or equivalent

Qualification

City & Guilds technical qualification at Level 3.

“It really can be as easy as ‘dream, believe and achieve’. I know that’s a cliché but it’s what I feel reflects my journey with Babcock so far; I had a dream to work for Babcock, I believed in myself and here I am on a brilliant apprenticeship with a great career ahead of me!”

Dan

Welding Apprentice



Higher Level Engineering (L4)

The Higher Level Engineering apprenticeship is technically focused towards roles such as:

- Commissioning Engineer – testing and fault finding ship & submarine systems to make sure they function correctly
- Design Engineer – creating designs and proposals for new equipment and upgrades to ships, submarines and infrastructure
- Class Output Management – designing maintenance programmes for warships
- Naval Architects could also be involved in docking and undocking ships & submarines

You can choose to specialise in one of the following three main areas:

- Higher Level Mechanical
- Higher Level Electrical
- Higher Level Naval Architect

Year 1

This will be spent outside the Devonport site learning the basic skills of your trade and carrying out a formal technical qualification.

Year 2-4

Where possible, you will be placed in an area of the business of your choice to remain with for the rest of your apprenticeship, becoming highly skilled and competent within this specialism, and an integral member of your team. You will undertake placements within this area to broaden your knowledge and experience, as well as attending college one day per week to continue your technical education.

Overview

This is a 4 year nationally recognised apprenticeship.

Requirement

Three GCSEs* C/4 or above, including Maths, English and a Science.

Two A-levels C or above, one of which must have a Maths content, or BTEC extended diploma in Engineering (distinction preferred).

*or equivalent

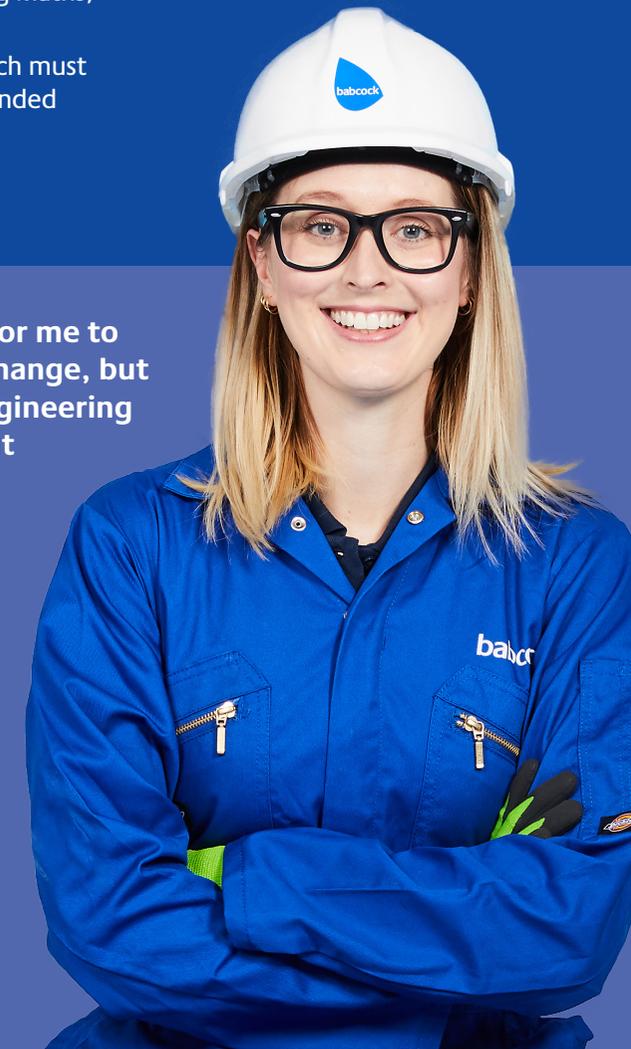
Qualification

Foundation degree, relating to the apprenticeship. This will change to a HNC under the new standard.

“I thought it was too late for me to make a complete career change, but Babcock’s Higher Level Engineering Apprenticeship has made it possible. I am thoroughly enjoying all aspects of the programme, learning new skills and gaining new knowledge within mechanical engineering. Being involved in the marine engineering that Babcock undertakes will be truly inspiring.”

Chloe

Higher Level
Mechanical Apprentice



THE APPLICATION PROCESS

Applications open at the beginning of November and close at the end of March every year.

Apply Online

You can apply for all of our apprenticeships online between the beginning of November through to end of March at worldofopportunities.co.uk. Applications based on predicted grades are acceptable.

Online Testing

As long as you meet the eligibility criteria, after you've applied we will email you a link to an online test*.

Interview Stage

Once you have completed and passed the online test, you will be invited to attend an interview. Again, details will be emailed to you*.

Assessment Centres

If you pass your interview you will be invited to attend one of our assessment events for a full day of team based activities, held at a venue in the Plymouth area (see our Facebook page for more details).

*Please keep an eye on your Inbox and check your Spam folder regularly to ensure you don't miss these emails.

Contact

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