



# COMPANY TRAINING



## APPRENTICE TRAINING PROGRAMME

### Introduction

BRUSH Electrical Machines Ltd located at Loughborough in the UK, is designated as a Centre of Excellence for the design and manufacture of high voltage generators, synchronous motors and power management systems. The Company employs over 700 people and has an annual turnover of approximately £70 million.

BRUSH is the largest independent manufacturer of generators for steam and gas turbine applications in the world.

BRUSH has manufacturing facilities in the UK, the Netherlands and the Czech Republic and each factory has been designated as an Centre of Excellence for the design and manufacture of 2-pole and 4-pole high voltage generators, synchronous motors and power management systems.

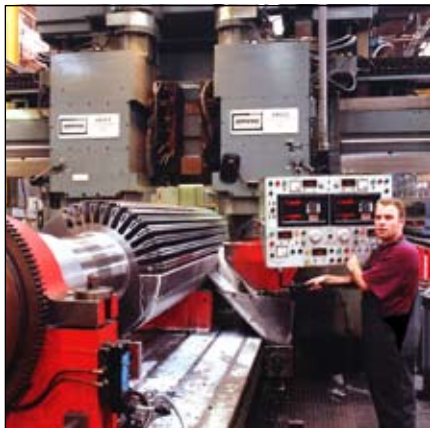
BRUSH provides energy solutions for the following market sectors:-Utility & Industrial, Marine, Oil & Gas and into more than 130 countries world wide.



### The Programme

The BRUSH Apprentice Training Programme offers a comprehensive 3 to 5 year course, which will enable you to both enter the world of work and gain essential qualifications to help you to progress your career.

The scheme is structured so that you gain a steady progression from school or college into the world of work, and BRUSH will assist you to both gain the practical skills required and the academic qualifications needed to contribute effectively to BRUSH's business.



### First Year Stage One

#### 13 WEEKS - FULL-TIME AT COLLEGE – (35 Hours per week)

During the initial 13 weeks of year 1, all students will follow an NVQ Level 2 Engineering Foundation Programme incorporating basic engineering competencies and key skills whilst studying towards their initial City & Guilds or BTech academic qualification.

Throughout this period the students will gain experience of a range of practical skills whilst developing the academic knowledge essential for a career in manufacturing. As sponsored full-time students (unemployed status) trainees will be eligible for a BRUSH bursary.

### First Year Stage Two

#### 23 WEEKS - PART-TIME AT COLLEGE (14 Hours per week over 2 days) PLUS, PART-TIME IN A WORKING ENVIROMENT

Subject to satisfactory completion of Stage One, students will at this point gain employed status as probationary trainees and will spend 3 days in the working environment and 2 days in college. During this period the trainees will build upon the solid foundations laid in the first 13 weeks and will complete their NVQ level 2, gaining additional units necessary for their further training.

Their key skills programmes started in the first 13 weeks will continue throughout this period. By the end of the academic year, successful trainees will have completed their initial City and Guilds or BTech Certificate course with endorsements in Electrical/Mechanical Engineering, Fabrication & Welding, Machining and Engineering Maintenance.

BRUSH will register the students with an appointed training agency from week 14 onwards, in readiness for pursuing their formal modern apprenticeship.





## Second and Third Year

**36 WEEKS PER YEAR PART-TIME TECHNICAL STUDY AT COLLEGE (1 Day and 1 Evening per Week) PLUS CONTINUED EXPERIENCE IN A WORKING ENVIROMENT**

Upon satisfactory completion of their first year of training detailed above, successful trainees will be offered a formal apprenticeship-training contract.

It is at the start of year 2 that BRUSH apprentices will be given a choice of academic progression routes. They will either commence a BTEC National Certificate in Engineering or alternatively, they will continue their City & Guilds or BTEch studies leading to a Technical Certificate which forms an essential aspect their Modern Apprenticeship.

Apprentices will continue to gain practical experience, working in both production and maintenance environments with opportunities to learn about the many processes essential in a manufacturing Engineering business, such as Assembly, Machining, Fabrication and Welding. When supplemented with their academic qualification, this will enable them to pursue their Advanced Modern Apprenticeship leading to the completion of an NVQ Level 3 in their chosen Engineering trade.

## Fourth and Fifth Year

In the fourth and fifth years of their training, Apprentices who have pursued the BTEch National Certificate route may be able to progress onto their Higher National Certificate or Diploma in Engineering, Electronics or Electrical Power. Where possible, their course of further technical study will be made available on a part-time day release basis. However, continued evening attendance at College will usually be required.

On completion of the Apprenticeship, the Company will often consider favorably requests from individuals who want to further their academic studies in a relevant Technical or Business related subject on a part time basis, either at College or University. Each request is considered individually, based on the Company's business requirements at any particular time, whilst also taking into consideration the individuals chosen career path, capability and personal potential.

**A BRUSH Apprenticeship is the ideal way for you to kick-start your career in the interesting world of Engineering.**

## Neil Rayns



Neil attended Shephed School and applied for a BRUSH Apprenticeship during his GCSE year. He was interested in engineering as a hobby and upon completing his school studies, he was offered a place on the scheme and started by attending Stephenson College Coalville, where he embarked on an ONC in Mechanical Engineering. During his training Neil worked in various departments including Assembly, Heavy Electrical Winding, Test and the Drawing Office. Neil is now settled as a member of the Test Dept. where he is involved in the balancing and testing of rotors and complete generators.

Neil, subsequently added a Higher National Diploma in both Mechanical and Electrical Engineering to his qualifications and is now considering enrolling at University, with the Company's support, to convert his HND to a full Engineering Degree. Neil says, "This is an ideal way for school leavers to get into the world of work and has assisted me to progress my career in engineering"



Certificate No 21024



Certificate No 21025



Certificate No 936683



Certificate No 00282



Certificate No 00066

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