

**babcock**<sup>TM</sup>

# MAKE IT BIG AT BABCOCK

WITH AN APPRENTICESHIP



[www.babcockinternational.com/careers/apprenticeships/](http://www.babcockinternational.com/careers/apprenticeships/)



# 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' annual leave 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

\*By local arrangement.

## Networks and Inclusion & Diversity

As part of our commitment to Diversity & Inclusion (D&I), Babcock have established a range 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. As a business we want to raise awareness, educate and attract diverse new talent, by creating a sense of affinity within the business and challenging the business to ensure inclusive practices.



Neurodiversity Network



Young Professionals Network



Women's Network



Health & Wellbeing Group



STEM

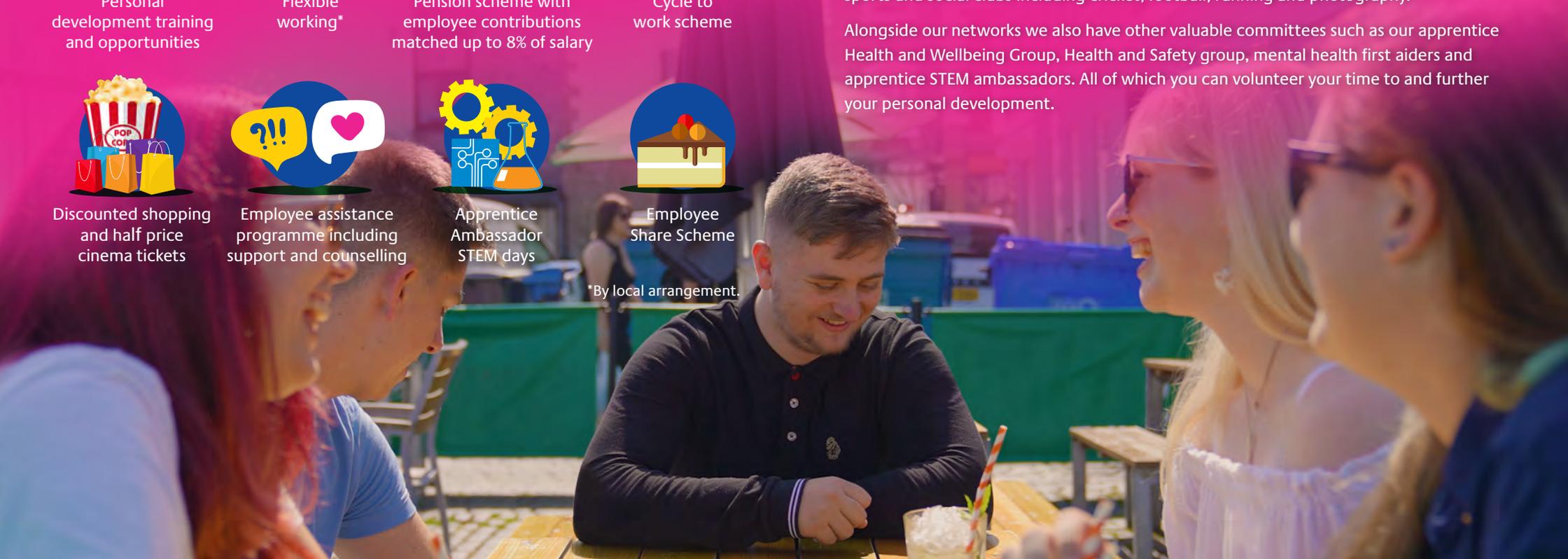


Pride in Babcock

## 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.

Alongside our networks we also have other valuable committees such as our apprentice Health and Wellbeing Group, Health and Safety group, mental health first aiders and apprentice STEM ambassadors. All of which you can volunteer your time to and further your personal development.



# babcock™

Babcock is an international aerospace, defence and security company. We have a leading naval business, and provide value-add services across the UK, France, Canada, Australasia and South Africa. We also operate in, and export to, additional markets.

Babcock has been trusted to deliver highly-skilled engineering services around the world. We help customers 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

Countries in which Babcock operates

**129**  
year history

More than  
**35,000**  
employees

**£588m**  
Operating Profit



**70**  
SEVENTY  
YEAR  
order book

## Our Apprenticeships

A Babcock apprenticeship gives you hands on technical experience in the work place while also undertaking a college course.

You will be supported throughout your apprenticeship by our team of apprentice development managers, mentors and first line managers.

We are proud that our apprentices choose to stay with us long after completing their apprenticeship.

Many of our senior managers started their career as apprentices and now they are instrumental in running the company!

Make it BIG at Babcock with an apprenticeship.

## Earn while you learn with our very competitive salaries

**Administration L2 - £11,170 to £15,140**

**Engineering L3 - £11,475 to £25,360**

**Engineering L4 - £17,375 to £29,175**

**Business L4 - £16,970 to £28,505**



**MAKE IT  
BIG  
AT BABCOCK**

**I'm earning while I'm learning. I have no debt, I'm buying my first house and I'm 19**

Trinity - Support engineer apprentice



# Our Apprenticeship Trades

## 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.

## 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.

## Welder

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

## 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.

## 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.

## Support Engineer

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

## CNC Machinist

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.

**They treat you like an individual rather than a number... they make you feel safe**

Kaine - Business apprentice



## Administration (L2)

Our Administration apprenticeship offers you the chance to gain valuable qualifications whilst earning a competitive salary!

You will:

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

### 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.

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

## Engineering Technician (L3)

Our Engineering Apprenticeship programme is dedicated to developing the next generation of skilled engineers.

- Fabricators
- Marine pipe fitters
- Welders
- Mechanical fitters
- Electrical fitters
- Support engineers
- CNC manufacturing engineers
- Sail makers

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.

*\*For more information relating to our Trades please refer to 'Our Apprenticeship Trades' section in this brochure.*

### Overview

This is a 4 year nationally recognised apprenticeship.

You will be given the opportunity to gain experience in many of the different work areas and placements throughout the dockyard.

### Requirement

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

### Qualification

Technical qualifications at level 2 and 3.

## The Higher Level Engineering (L4)

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

- Commissioning engineer
- Design engineer
- Class output management
- Naval architects

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

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

### Year 1

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

### Year 2-4

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

Higher National Certificate at level 4.

## Higher Level Business (L4)

If you're looking for an apprenticeship that gives you responsibility, the chance to progress, and the opportunity to work for an international organisation, the Higher Level Business Apprenticeship is for you.

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

### Finance

With annual revenue of over £4.2bn in 2021 our finances need just as much expertise as our projects. During the apprenticeship you'll have the opportunity to develop 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. You will continue that trend as you could be providing commercial support to elements of multimillion pound bids.

### Supply Chain

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.

### Overview

The HLA Business apprenticeship is a three year on the job programme.

### Requirement

Minimum 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

Qualification achieved relevant to your chosen discipline at the appropriate level.

**Thinking of changing career? Go for it! I took that leap and so glad that I did!**

Chloe - Mechanic higher level 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 at [www.babcockinternational.com/careers/apprenticeships/](http://www.babcockinternational.com/careers/apprenticeships/)

*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.*

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**Apply**

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