



# GET FUTURE READY

**DEVELOPING THE NEXT  
GENERATION OF MANUFACTURING  
ENGINEERS AND TECHNICIANS  
TO SUPPORT THE FUTURE SKILLS  
NEEDS OF YOUR BUSINESS.**





## WHY APPRENTICESHIPS?

The benefits of apprenticeships for young people are well-publicised, but why should you look to apprenticeships to develop your business?

1. Training apprentices helps to address skills shortages with home-grown talent
2. Apprentices bring a fresh perspective and new ideas
3. Employing apprentices increases employee satisfaction and loyalty, reducing staff turnover
4. Supporting an apprentice is a great development opportunity for existing employees
5. Apprenticeships can also support succession planning, helping you to retain your workforce's expertise

## WHY CHOOSE OAS?

The OAS Apprenticeship Programme provides training on cutting-edge technology, alongside traditional engineering skills. We pride ourselves on being a centre of excellence, training and developing the next generation of future-skilled engineers for companies in the Oxfordshire area.



## BY WORKING WITH OAS, WE WILL...

- ✓ Attract high calibre apprentices
- ✓ Establish professional behaviours
- ✓ Ensure your apprentice(s) is ready for the workplace, by embedding workplace behaviours before returning full time back to Company
- ✓ Ensure that the national quality standards are met for all training, and that your apprentice(s) is fully trained to 'do their job' and not simply awarded certificates
- ✓ Integrate emerging technologies into a core, traditional apprenticeship programme
- ✓ Explain the way that apprenticeships might work for you and what level of funding is available
- ✓ Help you advertise and recruit an apprentice(s) or support your existing staff into apprenticeships
- ✓ Provide extra support and guidance if you have not previously employed apprentices, or if you do not have the infrastructure to develop your own in-house learning activities
- ✓ Supply your apprentice(s) with the highest level of apprenticeship programme
- ✓ Agree a training plan with you and your apprentice(s)
- ✓ Ensure that you are fully informed of your apprentice's progress



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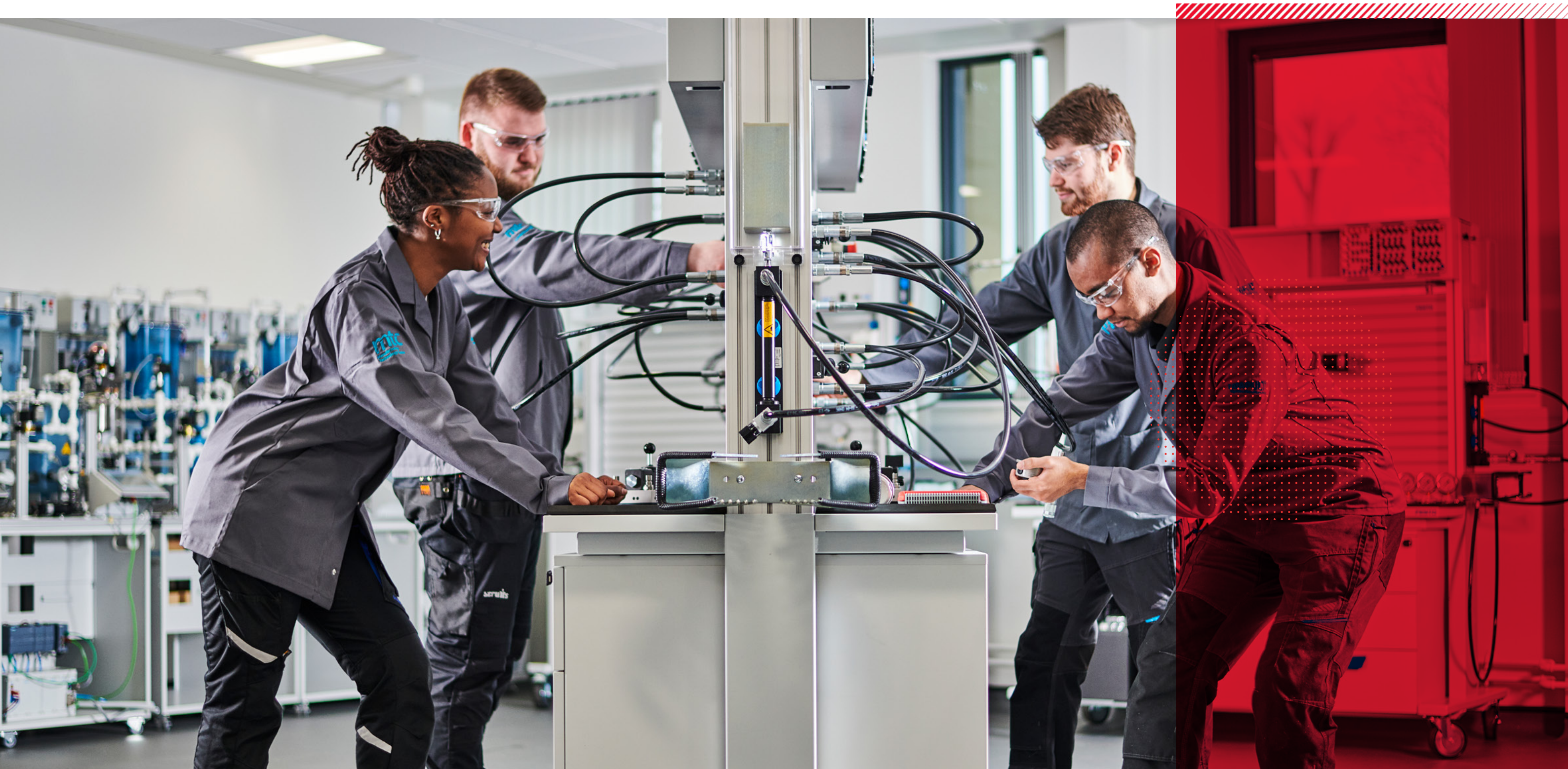
## ***A HI-TECH PARTNERSHIP***

Located at UKAEA Culham Science Centre, the home of the UK's national fusion lab, OAS is a partnership between the UK Atomic Energy Authority and the Science & Technology Facilities Council, who between them have a history of apprentice training in science and engineering stretching back more than 70 years.

The training centre opened in September 2019, and is managed by our apprentice training partner, MTC Training. MTC Training's advanced engineering apprenticeship programme gives OAS learners the skills industry needs to accelerate technologies of the future in the high value manufacturing sector.

## ***STATE-OF-THE-ART ENVIRONMENT***

With support from Government funding through UKAEA, our state-of-the-art training centre is fully furnished with the latest industry equipment, including robotics, electronics and additional advanced manufacturing technologies.







# THE OAS APPRENTICESHIP PROGRAMME

Engineering Technician Standards Apprenticeship

## YEAR 1

Apprentices at OAS will undertake their first year at our training centre, completing their foundation skills training as well as starting their Level 3 Apprenticeship Standard for an Engineering Technician qualification. Depending on their chosen pathway, they will focus on engineering disciplines such as:

- Robotics
- Programmable Logic Controllers (PLC)
- Additive Manufacturing (AM)
- Milling
- Turning
- Electronic Assembly
- Electrical Wiring
- Fluid Power
- Mechanical Principles
- Mathematics for Engineering
- Business Improvement Techniques
- Health and Safety



## YEAR 2 BLOCK RELEASE

Apprentices return to their company full time, using their foundational training to add value to your business from day one onsite. They now begin the development phase of their apprenticeship programme, adding to their skills and behaviours by completing on-the-job learning whilst continuing their Level 3 knowledge-based diploma back at the OAS on a block release basis. This includes topics such as:

- Electrical Principles
- Computer Aided Design (CAD)
- Communication
- Measuring Systems
- Project

## YEAR 3

In year 3, apprentices will work in company to continue their level 3 work-based competency diploma. They will also start to prepare for their End Point Assessment (EPA):

- Work-based competency diploma
- EPA preparation

A suite of additional advanced skills are available at a competitive cost for both apprentices and any existing engineering staff across subjects including:

- Additive Manufacturing
- Automation and Robotics
- Digital Manufacturing
- Laser Processing

For rapidly progressing apprentices, we also offer a level 4 HNC in Engineering with two pathways to choose from, Electrical and Electronic Engineering or Mechanical Engineering.

## YEAR 4

In their final year, apprentices complete their work-based competency diploma and finalise their preparation for EPA.

At the end of the apprenticeship programme, we host a graduation awards ceremony to celebrate apprentices' success and achievements.





## FUNDING YOUR APPRENTICESHIP TRAINING

The Apprenticeship Levy means all UK employers with a payroll of more than £3 million per year are required to invest 0.5% of their annual salary bill into apprenticeships.

If you are a Levy-paying employer, we can support you to maximise the return on your investment. You can use your levy to fund high class training for your apprentices at our state of the art facility, allowing access to the latest new and emerging technologies.

If you have exhausted your Apprenticeship Levy, you can enter a co-investment agreement where you can still benefit from our high calibre training with a 5% contribution towards the training costs.

If you are an SME that does not have to pay the levy, we can help you to access a share of £3m to cover the cost of your apprentice's training. The Lloyds Bank Levy Transfer fund was set up in 2019 by our partner Lloyds Bank, and helps SMEs to take on apprentices by covering the cost of training an apprentice at OAS.

SINCE APRIL 2017  
EMPLOYERS HAVE HAD TO PAY  
**0.5%** OF THEIR PAY BILL  
TOWARDS A NEW  
APPRENTICESHIP LEVY

**PAY BILL**  
IS BASED ON TOTAL  
EMPLOYEE EARNINGS  
SUBJECT TO CLASS 1 SECONDARY NICS

YOU HAVE A LEVY ALLOWANCE OF  
**£15,000** PER  
YEAR

**FIRST** MAY 2017  
DECLARATION  
**WAS**  
FOR THEIR APRIL PAY BILL

EMPLOYERS THEN RECEIVED  
**DIGITAL FUNDS**  
TO THE VALUE OF THEIR LEVY CONTRIBUTIONS

HOWEVER, EMPLOYERS ONLY RECEIVE  
**VOUCHERS**  
FOR THE PROPORTION OF THEIR PAY BILL

THAT EQUATES TO EMPLOYEE'S  
WITH AN ENGLISH HOME POSTCODE

THESE  
**DIGITAL FUNDS**  
CAN BE USED TO BUY  
APPRENTICESHIP TRAINING

LEVY PAYING  
EMPLOYERS RECEIVE A  
**5% TOP UP**  
ON THEIR DIGITAL FUNDS

THE FUNDS CAN ONLY BE SPENT ON TRAINING FOR AN  
**ENGLISH**  
APPRENTICESHIP STANDARD  
THE FUNDS CAN ONLY BE SPENT ON AN APPRENTICE  
WHOSE MAIN PLACE OF WORK IS IN  
**ENGLAND**

NEW FUNDING MODEL  
STARTED 1<sup>ST</sup> MAY  
**2017**

PRE-MAY 2017  
APPRENTICESHIPS  
KEPT THEIR  
**CURRENT  
FUNDING**



DIGITAL FUNDS CAN ONLY BE SPENT ON  
POST MAY APPRENTICESHIPS

PAYMENTS  
FOR TRAINING  
LEAVE  
**DIGITAL  
ACCOUNTS**  
ON A MONTHLY BASIS

YOU CANNOT USE  
**LEVY  
VOUCHERS**  
ON APPRENTICESHIPS  
STARTED BEFORE  
1<sup>ST</sup> MAY  
**2017**

NON-LEVY  
ARE REQUIRED TO  
**CO-INVEST  
5% TOWARDS  
THE COST OF  
TRAINING**







## ENGAGING THE LOCAL COMMUNITY THROUGH OUR OUTREACH PROGRAMMES

We want to inspire the next generation of bright sparks to think about what a future in advanced manufacturing might look like.

We believe everyone should have an opportunity to get hands-on with engineering and the chance unlock a passion for engineering.

We hold regular outreach events at schools and community centres around Oxfordshire and the Thames Valley, encouraging young

people from a diverse range of backgrounds to put new practical engineering skills into action and raising awareness about apprenticeships.

We offer a variety of interactive activities at each event, and encourage everyone to have a go – from operating robot arms, to using 3D printers, experimenting with vacuum chambers, building mini hydraulic propagators, and competing on virtual welders, there's something for everyone!

## GETTING TO KNOW OAS AT OUR OPEN EVENTS

Our open events are held regularly throughout the year and are free to attend. We encourage anyone who is interested in learning more about OAS and engineering apprenticeships to come along.

Showcasing the best of what we do, it is a great opportunity to tour the facilities and workshops, whilst getting a feel for the site and all that we have to offer.

We also schedule time to meet the training team, learn about the programme and meet fellow apprentices so you can ask any questions, and learn what we offer to apprentices at OAS:

- Find out more about joining OAS and how to apply for roles with our employer partners
- Meet some of our employer partners and find out what they are looking for in their next apprentices
- Take a tour around our industry leading training centre including our workshops and classrooms
- Hear from current apprentices on their experiences with OAS

You will also have the opportunity to ask any questions to our training team, employer partners and apprentices.

Want to find out more? You can find the dates for all our upcoming open events and register online at <https://www.oas.ukaea.uk/apprenticeships/events-and-open-evenings>



## CONTACT US TODAY

**Paul Smith**  
Regional Manager (South) - Sales

e [paul.smith2@the-mtc.org](mailto:paul.smith2@the-mtc.org)  
t 07933 397161

**Tam Hawkins**  
Business Development Manager

e [tam.hawkins@the-mtc.org](mailto:tam.hawkins@the-mtc.org)  
t 07710 852489





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 @OxfordshireAdvancedSkills

 @OAS\_UKAEA

 @oxfordshire\_advanced\_skills

 Oxfordshire Advanced Skills

**w** [www.oas.ukaea.uk](http://www.oas.ukaea.uk)

**e** [OASphase2@the-mtc.org](mailto:OASphase2@the-mtc.org)

**t** 02476 701557

UKAEA Culham, OX14 3DB