

Apprentice Resource Pack

AESSEAL® - Investing in
young people today for the
business of tomorrow



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Are you excited about the possibilities of technology within the Engineering and Manufacturing sector? Do you get a buzz from accomplishing the difficult? Do you want a job that makes a difference?

Who isn't interested in robotics and Artificial Intelligence within the Engineering and Manufacturing sector? How many careers allow you to work with these amazing and progressive innovations whilst also playing an integral part in the growth of a business?

The world is changing fast and we need young people who are willing and capable of fitting into our continually evolving and exciting engineering process. Are you inspired to take manufacturing and engineering forward and contribute to the future?



Mill Close factory of
the future video



AESSEAL®
Super Cell video

About us

AESSEAL® is one of the world's leading specialists in the design and manufacture of mechanical seals and support systems. Our promise to customers is simple: we aim to give such exceptional service that they need never consider alternative sources of supply.

By investing in pioneering technology and focusing on reliability-centred engineering solutions we respond quickly to our customer's needs – whatever, whenever. We exceed expectation consistently: be it in our value proposition, our increased reliability, or delivery criteria and overall quality – we pursue excellence in all we do. We're changing industry standards, challenging our competitors and challenging thinking every day.



The AESSEAL® apprenticeship scheme



Take advantage of our apprenticeship schemes...

We work in partnership with the AMRC, the RNN Group, The Source, Whyy Change, Learning Unlimited and other apprentice training providers to find the best pathway for you to achieve your goal. If selected for an apprenticeship with us, you'll start work straight away whilst concurrently beginning your apprenticeship journey. Furthermore we guarantee you a role during, and after you have completed your apprenticeship. We typically offer the following apprenticeships:

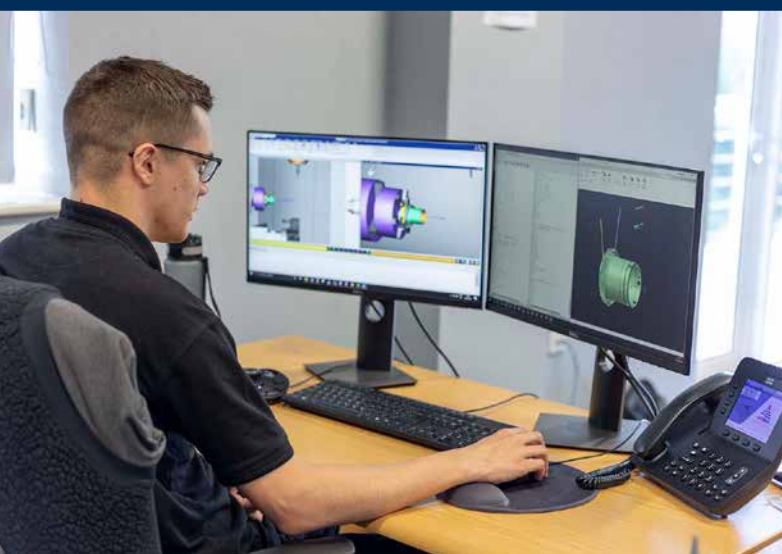
- Product Design and Development Engineer — **Level 6**
- Engineering Manufacturing Technician — **Level 4**
- Engineering Technician (Technical Support) — **Level 3**
- Business Administration — **Level 3**
- Customer Service Practitioner — **Level 3**
- Information Communication Technician — **Level 3**
- Engineering Technician (Machinist) — **Level 3**
- Digital Marketer — **Level 3**
- Content Creator — **Level 3**
- Human Resources Specialist — **Level 3**
- Procurement and Supply Assistant — **Level 3**
- Para Legal — **Level 3**
- Warehouse Operative — **Level 2**
- Property Maintenance Operative — **Level 2**
- Engineering Lean Operative — **Level 2**
- Engineering Operative — **Level 2**

We're proud to be a
Top 100 Apprenticeship Employer.



Once you have passed your initial apprenticeship, should the opportunity arise to move to other departments or progress with your current role, we empower our employees to do so where the need requires. In some cases additional continual professional development may be provided to support these opportunities. Either way, once your initial apprenticeship is complete, we'll encourage you to aim higher whilst working collaboratively with you to make time for further continual professional development within the business.

Many of our apprentices have gone on to complete higher education qualifications and have progressed their careers within the AESSEAL® Group. In some instances this has included international travel and relocation to other AESSEAL® sites in the UK and abroad.





AESSEAL® is the 4th largest mechanical seal company in the world

Today AESSEAL® sells to **112** countries

1800 employees, including over 200 apprentices in the last 5 years

Follow us on social media



2022

Today AESSEAL® has 230 locations worldwide

2015

Own component seal range launched

2008

Modular seal support systems launched

2004

Compressor dry gas seal technology developed

2002

Bearing protection launched

1981

Modular range of seals launched, £588,135 in sales to coal, steel and water. The market was South Yorkshire

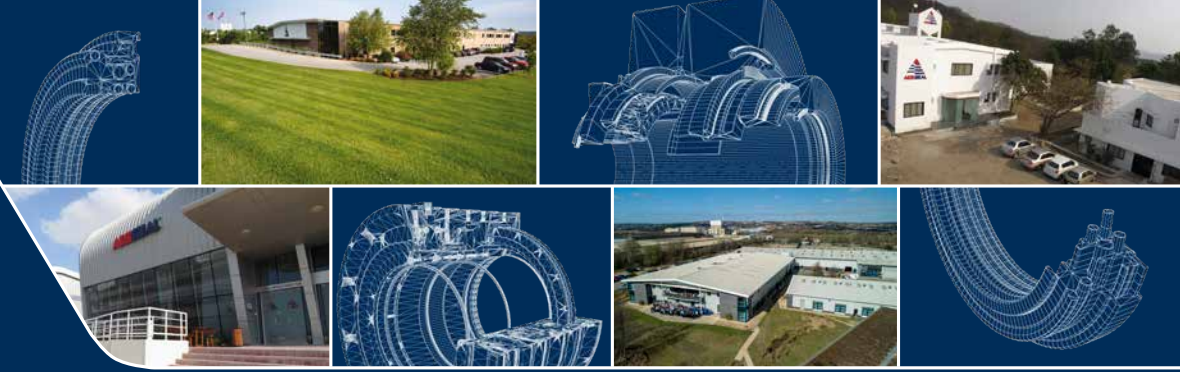


1979

A.E.S is founded and has **5** employees



ENVIRONMENTAL TECHNOLOGY



Where will your engineering career take you?

The AESSEAL® apprenticeship scheme offers a real alternative to university.

Here at AESSEAL® we understand the importance of learning through experience, and have identified a range of apprenticeships to grow our own future employees. From engineering to business administration, and everything in between, as one of the Nation's Top Apprentice Providers we offer diverse opportunities to enable you to advance in your career through a variety of career options.



Why wouldn't you want to be an apprentice with us?

Application Form Guidance

Top tips when filling in your application form:

1. Make sure you write in black or blue ink and that it is easy for us to understand.
2. Make sure you fill in all the required information marked with an asterisk (*). Your application may be returned if these fields are not completed.
3. If you have not yet received your final grades, please write down your predicted ones.
4. In your personal profile try to stand out from other applicants. Summarise your interests, objectives and strengths, and describe why you would be perfect for the role. Showcase your potential.
5. When listing your knowledge, skills and experiences try to relate them to the position or role you are applying for. Use honed examples to describe actions you have taken to overcome challenges, and then highlight the results of these actions.
6. Read the questions properly to ensure you give us the information we asked for.
7. Check for spelling and grammatical errors. Proof read your application before returning it.
8. List your most recent education first.
9. List your most recent employment first (if applicable).

Remember:

The application form is the first stage of the recruitment and selection process, so you must try to impress and stand out from the start!

“AESSEAL really embodies what Apprenticeships are all about. As an organisation, it ensures each Apprentice has support from time-served mentors who provide them with valuable skills and knowledge. AESSEAL is proud of its Apprentices and creates an excellent environment in which people can learn while ensuring that they are an integral part of the larger AESSEAL family.”

Simon Hartley

Skills Consultant Team Leader

AESSEAL® is the top UK apprentice employer in the manufacturing sector for 2022, according to the Department of Education's annual rankings.



Apprentice Testimonials

Tom Lockwood



I joined AESSEAL® in September 2005 as a Design Apprentice. Five years later, with my apprenticeship and HNC in Manufacturing Engineering complete, I was promoted to Division Manager of the bearing protection product range. It was a challenge at 21 to manage a team of eight, I had many long days and gained valuable experience!

Almost another seven years down the line with bags of experience in a specific product market, I took an opportunity in a completely different role and moved to Kentucky, US, working on a petrochemical plant as an on-site application engineer. After a couple of years working the on-site role I re-located to Nashville, Tennessee, and transitioned into our sales team as territory manager for three states.

Emily Allen



I joined AESSEAL® in March 2021 as a Despatch Admin Apprentice doing a Level 3 Business Administration course. A year later I completed my course and was given the opportunity to become Despatch Lead, allowing me to look after my own team of administrators at the age of 20. Throughout my time at AES I have been given lots of internal and external training to help me develop within my role. I am now working between the Commercial and Stores department helping to reduce internal errors to improve on our customer service. I would definitely recommend an apprenticeship at AES as there are so many opportunities to grow within yourself and in the business.

Lucia Bird



I started my apprenticeship in September 2020, studying at AMRC. I then went on to work full time at AESSEAL®. I began working in volume production as a CNC machinist and was able to work on different machines that allowed me to gain experience and progress through the company.

Also, I had many opportunities to attend different events to interest new apprentices in the company, which I thoroughly enjoyed.

Engineering has always been a male dominated industry. So, as a woman starting out in engineering, it is great to be part of the team at AESSEAL®, they're such an inclusive company to work for. I would definitely recommend it as a career path for any young woman.

Jack Roberts



I started my apprenticeship in September 2018 with a 1 year training and development program in engineering at AMRC before commencing work at AESSEAL®.

My apprenticeship has enabled me to operate a 7 axis CNC machining centre producing components to tight tolerances, and to maintain quality standards.

The apprentice program has now enabled me to progress to HNC level so I would recommend being an apprentice at AESSEAL®.



Apply Online

www.aesseal.com/en/careers/apprenticeships



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