

# UK Aerospace Training for the Supply Chain

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July 2017



## Opportunity

- Aerospace is at the cutting edge of Technology.
- Training in Aerospace is the envy of other sectors.
- Employers like RR, Airbus & BAE Systems have respect and pedigree in Apprenticeships.
- These employers also have a large infrastructure for delivering training.
- **Therefore these three large Employers can use their experience and infrastructure to deliver programs for their Supply chains and further afield.**



### A new £15.6m training academy in Samlesbury, Lancashire.



### Single largest investment in skills for the UK's aerospace sector. <sup>4</sup>

- The Academy for Skills & Knowledge on the Samlesbury Aerospace Enterprise Zone alongside BAE Systems' military aircraft advanced manufacturing centre.
- It will train all the apprentices and graduates in the Company's military aircraft business as well as providing life-long learning and skills development activities for 13,000 employees for at least the next four decades.
- It mirrors the latest advanced manufacturing technologies and factory layouts used at BAE Systems including robotics, 3D printers, a virtual reality 'cave', a composites clean room, electronics and welding facilities.
- BAE Systems invests more than £80M per annum in skills. Flagship activities include a partnership with the Royal Navy and Royal Air Force that delivers a nationwide roadshow for 350 schools and aims to bring engineering to life through a highly interactive theatre show.
- BAE Systems' recruited 667 apprentices across its UK business in 2016. Of those, 182 joined the military aircraft business. The Company's apprentice training programme is rated 'outstanding' by OFSTED and was recently recognised with a Princess Royal Training Award.



## Comments

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- “Incentive Funding has enabled large employers to use their surplus apprentice training capacity to help support small companies in their supply chain and wider sector. We can offer the proven experience we have built up over many years.”
- “The relative return on investment of apprentice and graduate programmes are fairly similar but, importantly, apprentice retention is better than graduate retention. Apprentices are recruited locally and are more likely to stay with our businesses.”



## Rolls-Royce enlarged Apprentice Academy

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- The Company invested £6 million to create the Rolls-Royce Apprentice Academy, at the firm's Learning and Career Development Centre, in Derby.
- Officially opened by The Chancellor George Osborne, **it not only trains Rolls-Royce apprentices, it also trains young people who work for the firm's suppliers and other manufacturing companies across the region.**
- Before the centre was created, Rolls-Royce trained around 200 apprentices a year. The academy, which has been funded jointly by Rolls-Royce and the Government, doubles that number.



## Comments

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- Rolls-Royce, which runs its own apprenticeship academy and where 20% of its managers started out as apprentices, deliberately "over trains" its apprentices so that they can also meet the needs of companies in its supply chain.
- "They are trained to our standard with our funding and then go and work for our supply chain ... and they are able to help to renew their workforce". Rolls-Royce apprentices are also the envy of the company's graduate entrants who can see, through the expansion of higher-level apprenticeships, that their workmates are being funded by the company to complete their degree-level qualification.

*Helen Kennett, RR Director of UK Government Relations*



