



Apprenticeship Programmes

*Building a better workforce
for a brighter future*

www.waterside-training.co.uk



Waterside Training

Leaders in
technical training
and apprenticeships

About Waterside Training

Waterside Training Limited is a leading provider of apprenticeship programmes for Industry.

Previously Pilkington's in house training company established in 1957, we have been developing apprenticeship programmes for many years, successfully developing

talented apprentices for many of our clients' future workforces with many apprentices now holding senior manager positions within industry.

Based at a state of the art Training Centre in St Helens, we are an accredited supplier of apprenticeship programmes accredited by IMechE, EAL and Glass Training Limited.

An award-winning company

Waterside is an award-winning company whose highly experienced team of staff, tutors and consultants has gained an excellent reputation in all types of training for industry throughout the UK.

Winner of the IMechE Apprentice of the Year Award 2011

Winner of the Proskills Apprentice of the Year Nationally 2010

Glass Training Limited Training Company of the Year 2009

Winner of the Glass Training Limited Apprentice of the Year 2010

Finalist of the Proskills Training Company of the Year 2010

Winner of the First Proskills Apprentice of the Year Nationally 2007

Winner of the Glass Training Limited Young Apprentice of the Year 2010



Christopher Halliwell
2011 IMechE Winner



Colin Dewhurst
2010 Proskills Winner



Michael Woodhead
2007 Proskills Winner

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What is an Apprenticeship?

An Advanced Apprenticeship is a fantastic opportunity for both an apprentice and a company to gain and obtain a variety of skills and benefits.

Waterside Training will work with your business to develop the best programme for your company committing top quality training to meet your business requirements and to fulfil the future skills gap and needs of your business.

An apprenticeship offers an opportunity for companies to develop their existing workforce to meet the skills required for the future. It gives a good grounding to an individual,

giving real life practical experience as well as providing them with a salary and the flexibility to transfer the skills and qualities you need from your existing workforce. They will in turn develop skills and knowledge to achieve a variety of qualifications both academically and practically in order to grow into well rounded employees who are employable along with helping your organisation to become more effective.

“Many industries today have an ageing workforce and an apprentice can fill that gap by transferring the skills and knowledge from your experienced workforce to develop a well rounded employee who is moulded to your organisation’s characteristics creating the skills you need for the future.”

Why use Waterside and train an Apprentice for your business?

Waterside Training works with a variety of World Class sponsoring companies in the North West providing high quality training for Manufacturing and Process Industries.

It is for this reason that Pilkington and other local leading multi-national manufacturing companies use Waterside Training Limited to recruit, employ and train their Advanced Apprentices.

Apprentices help address an ageing workforce by having the right skills and qualifications required by the business to improve employee retention. It makes good business sense to invest in an apprentice as

it decreases skills shortages, minimises turnover, harnesses fresh talent and increases organisational effectiveness and productivity in order to be more competitive in the marketplace. Apprentices also tend to remain loyal to an organisation.

The Waterside programme provides you with an apprenticeship management service, covering everything from recruitment and selection, training, education, to assessment, monitoring and mentoring of the apprentice. We include both the mandatory and wider skills training required of an apprenticeship programme to develop a well-rounded employee. Throughout the

programme, Waterside produces detailed reports on each apprentice’s progress highlighting their performance including specific successes and concerns we may have to guide the apprentice and the company in the right direction.

The selection process is key to finding the right person and Waterside has the expertise in spotting the right young people. Our clients buy into a commitment to train an apprentice throughout the apprenticeship programme by paying for the costs of training the apprentice, including salary costs. They also undertake to provide work based learning throughout the apprenticeship programme which typically lasts for four years.

How does the Waterside Managed Apprenticeship work?

Waterside carefully selects the right people for your company, working with you throughout to guide and develop a programme that best suits your business.

Visit our website for more information on Waterside Managed Apprenticeships
www.waterside-training.co.uk



Waterside Managed Programmes

At Waterside, if you decide as a company to select a Waterside Managed Apprenticeship, this means Waterside will select, recruit, employ and train the apprentice.

The apprentice is directly employed by Waterside Training and sponsored by a company site (the sponsoring company) to carry out the vocational and site based training for the apprentice to become trained to NVQ L3 standards. The apprentice will spend four days a week on site and one day release to attend Technical College throughout the programme and attend Waterside where

necessary to carry out further supplementary training. Waterside will carry out all recruitment and tailor the programmes to the sponsoring company requirements in line with the mandatory apprenticeship framework. We undertake to pay for the costs of the training programme, including salary costs in return for a management fee.

The Waterside Managed Apprenticeship fees

The management fees for a Waterside Managed Apprenticeship consist of salary, employment and training costs, reviews, further and higher education costs, supplementary training courses, residential programmes, tools, workwear, registration and certification of NVQ programmes. These are charged on a monthly basis per apprentice for the duration of the apprenticeship programme. Further details on our current Apprentice Intake can be obtained from Waterside.

The Waterside Apprenticeship Framework

	Vocational	Academic	Wider Skills Training		
Year 1	NVQ Level 2	Level 3 BTEC National Diploma	Personal Learning and Thinking Skills (P.L.T.S.) & Key Skills	Employment Rights and Responsibilities Handbook (E.R.R.)	Monthly Reviews & Progress Reports
Year 2				Supplementary Courses enhancing learning throughout	
Year 3	NVQ Level 3	HNC			
Year 4					

An Apprenticeship Framework involves either a 3 or 4 year commitment to training an apprentice. During discussion with your business, Waterside will develop and agree with you the appropriate framework to study, that best meets your business requirements.

An apprenticeship framework covers both the vocational and academic training skills, but with a Waterside Managed Apprenticeship you also get the benefits of the wider skills training, softer skills training and personal development as well as monthly reviews and supplementary training required to enhance the apprenticeship programme developing the skills and knowledge your business requires to develop a well rounded employee to fit into your organisation.



Manufacturing Apprenticeship (3 or 4 years)

Manufacture and Processing



Duration: 3 Years

Pattern: Year 1, 2, 3 based at Sponsoring Company
Day release to attend College throughout

The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member of the production team to develop to be a processor or manufacturer, working in the processing operations and working with individual products from the raw materials to a semi-finished or finished product.

This could be in any manufacturing industry or in the glass or glass-related industries. The apprentice will carry out all their training on the sponsoring company site to experience the work first hand.

Manufacturers receive and batch raw materials before they are processed, controlling the process from start to finish. The apprentice would learn each stage of the process to become a team member or specialist in one of the key roles learning from experienced workers already placed in industry.

Programme Detail

Y1	NVQ Level 2
Y1-2	BTEC National Diploma Level 3 Operations and Maintenance Engineering
Y2-3	NVQ Level 3
Y3	HNC Year 1
Y1-3	Key Skills, E.R.R. and P.L.T.S
Y1-3	Supplement Courses, Personal Development and Residential Courses

Mechanical Manufacture Engineering



Duration: 4 Years

Pattern: Year 1 based at Waterside Training
Year 2, 3, 4, based at Sponsoring Company
Day release to attend College throughout

The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member of the production team and develop to be a machinist in turning, milling or grinding.

An apprentice will carry out Engineering Training at Waterside for the first year and then carry out 3 years of training on the sponsoring company site to experience work first hand in using assembly techniques and machine components by boring, cutting, drilling, milling, grinding and lapping, working from designs, fabricating and using a range of products in line with the NVQ Level 3 standards as well as learning from experienced workers already placed in industry.

Programme Detail

Y1	NVQ PEO Level 2
Y1-2	BTEC National Diploma Level 3 Operations and Maintenance Engineering
Y3-4	NVQ Level 3
Y3-4	HNC
Y1-4	Key Skills, E.R.R. and P.L.T.S
Y1-4	Supplement Courses, Personal Development and Residential Courses

Engineering Apprenticeship (4 years)

Engineering Maintenance



Duration: 4 Years

Pattern: Year 1 based at Waterside Training
Year 2, 3, 4, based at Sponsoring Company
Day release to attend College throughout

The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member working as part of the engineering team to provide support to the plant operations mainly working to NVQ Level 3 standards to maintain, repair and improve efficiency and product quality.

An apprentice will spend the first year of their training at Waterside Training developing a basic appreciation of Mechanical and Electrical applications before attending the sponsoring company site for 3 years to develop and carry out planned maintenance and emergency fault diagnosis, restoring, repairing, maintaining and testing on a variety of equipment such as, electrical circuits, motors and components, mechanical equipment and components, installation of equipment and quality inspections to eventually develop to become an Electrical or Mechanical Technician specialising in a key role learning from experienced personnel already placed in industry.

Programme Detail

Y1	NVQ PEO Level 2
Y1-2	BTEC National Diploma Level 3 Operations and Maintenance Engineering or Electrical Engineering
Y3-4	NVQ Level 3
Y3-4	HNC in either Electrical or Mechanical
Y1-4	Key Skills, E.R.R. and P.L.T.S
Y1-4	Supplement Courses, Personal Development and Residential Courses

Engineering Maintenance



Duration: 4 Years

Pattern: Year 1 based at Waterside Training
Year 2, 3, 4, based at Sponsoring Company
Day release to attend College throughout

The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member of the Engineering team. A Technical Support Engineer provides support for all areas of the technical support function by a host of different people within a company including planners, estimators, quality controllers and a variety of others - not just technicians to work as a team member to develop, design and implement technical support systems or to complete speciality functions to provide support and service to develop.

These areas include installation of technical equipment and set up, configuration and installation of plant and equipment involving planning, monitoring and checking development activities. An apprentice will spend the first year of their training at Waterside Training developing a basic appreciation before attending the sponsoring company site for 3 years to develop their skills learning from industry experts.

Programme Detail

Y1	NVQ PEO Level 2
Y1-2	BTEC National Diploma Level 3 Operations and Maintenance Engineering
Y3-4	NVQ Level 3
Y3-4	HNC
Y1-4	Key Skills, E.R.R. and P.L.T.S
Y1-4	Supplement Courses, Personal Development and Residential Courses

Engineering Maintenance (4 Years)

Fabrication and Welding



Duration: 4 Years

Pattern: Year 1 based at Waterside Training
Year 2, 3, 4, based at Sponsoring Company
Day release to attend College throughout

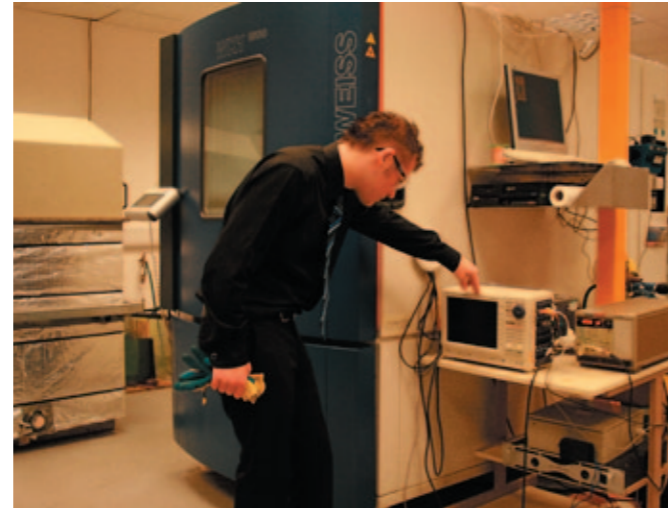
The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member who works from drawings to design, cut out, shape and join materials using automated processed or thermal cutting equipment using welding fasteners or welding methods to develop to become a Sheet Metal Worker, Plater / Fabricator or Welder.

The apprentice will attend Waterside during the first year to cover a basic appreciation of Welding and then transfer to the company site during years 2, 3 and 4 to experience training first hand alongside experienced personnel already placed in industry following guidelines to NVQ Level 3 standards.

Programme Detail

Y1	NVQ PEO Level 2
Y1-2	BTEC National Diploma Level 3 Operations and Maintenance Engineering
Y3-4	NVQ Level 3
Y3-4	HNC
Y1-4	Key Skills, E.R.R. and P.L.T.S
Y1-4	Supplement Courses, Personal Development and Residential Courses

Laboratory Operations (4 Years)



Duration: 4 Years

Pattern: Year 1, 2, 3, 4 based at Sponsoring Company
Day release to attend College throughout

The programme allows the apprentice to follow an Advanced Apprenticeship (Level 3) to potentially become a key member of the team who supports scientists and engineers in research and development work to those who provide quality assurance or analytical science services. They provide support to the research and development teams carrying out appropriate sample testing for specific analysis. This could be from raw materials, glass products, waste materials and/or developing new products for the market. They also maintain, calibrate and verify equipment functionality for test purposes to ensure accurate results are found to produce reports to feedback results to management teams.

The apprentice will attend the sponsoring company site from the outset to commence training and learning from industry experts to potentially develop to become a Support Scientist or a Laboratory Technician following guidelines to NVQ Level 3 standards.

Programme Detail

Y1	NVQ Level 2 LATA
Y1-2	BTEC L3 Applied Science
Y3-4	NVQ Level 3 LATA
Y3-4	HNC Applied Science
Y1-4	Key Skills, E.R.R. and P.L.T.S
Y1-4	Supplement Courses, Personal Development and Residential Courses

Bespoke courses

Our aim is to give our customers a professional and value added service by working with industry sharing our expertise and knowledge to help your company attain its goals.

We quickly understand your business needs and long term goals. This enables us to devise and provide the appropriate apprenticeship programme for your business developing solutions that are cost effective and which meet your unique requirements.

Waterside have developed an apprenticeship method that works for all industries and we are always happy to discuss your requirements further to provide bespoke courses. We have developed alternative apprenticeships for other industries such as I.C.T., Business Administration and Refractory Engineering Apprenticeships and have developed a package in line with the National Apprenticeship Framework that most suits your business requirements to the highest possible standards in conjunction with industry leaders.

Waterside will work with you to develop your own unique apprenticeship programme along with providing the support you require to mentor and monitor an apprentice through such a scheme.

For example we have developed with NSG Pilkington a specialised and unique Refractory Engineer programme to the skills they require for the specific industry requirements following a Technical Support role.

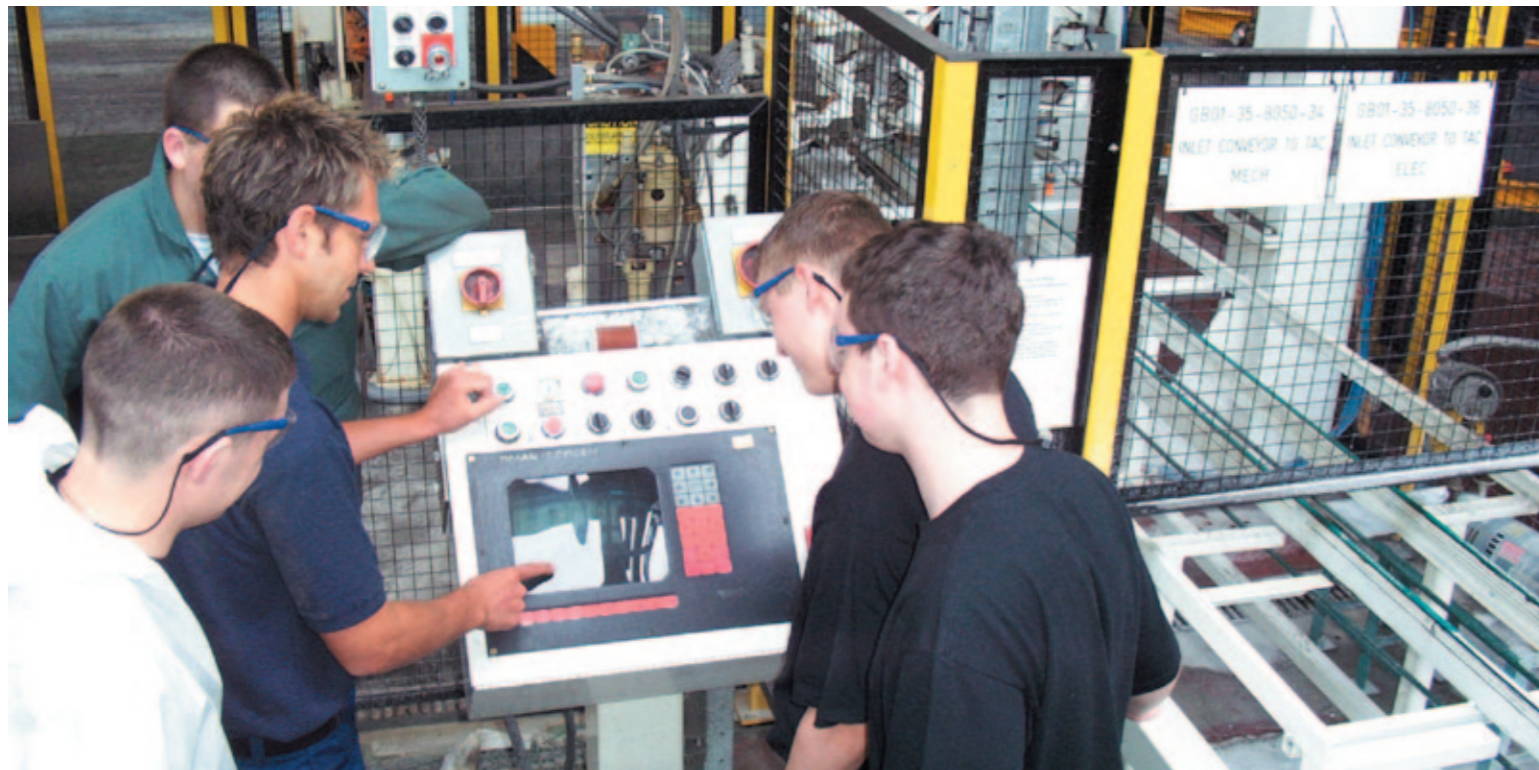
We have developed with St Helens College; Business Administration Apprenticeships diversifying into Leisure Management, Reception and Finance aspects. We have also worked with The Sutton Academy to provide an I.C.T. Apprenticeship to assist with the technical role of providing a software and network system to their school.

We are always looking to diversify our markets to help industry provide a workforce for the future.

We can help grow your company and improve your business performance by providing such an apprenticeship service transferring skills from our industry experts to transform your organisation to become more competitive in the marketplace and to progress for the future.

“Our results speak for themselves and our completion rate is twice the national average. With our techniques and methods you are almost guaranteed that your apprentice will successfully complete.”

If you wish to become a sponsoring company contact us now on **01744 616837** or email us info@waterside-training.co.uk to arrange an appointment to discuss your apprenticeship requirements.



Benefits of sponsoring an Apprentice

Waterside has a successful record of apprentices transferring into industry on completion of their programmes providing you with an instant return on investment for your organisation. Waterside's expertise in spotting the right people is unrivalled and our selection process ensures that you have the right people and skills for your company.

The main benefits of our apprenticeship programmes;

- Our completion rate is twice the national average, this means you are virtually guaranteed that the apprentice you sponsor will complete the programme and join your workforce
- We find suitable candidates for you via our meticulous selection procedure
- We provide an appropriate training programme for your company and the apprentice
- You will have a highly skilled person on completion of the apprenticeship to NVQ Level 3 standards
- A well rounded individual who can develop into the company with transferable skills
- Ability to identify and develop people into skilled jobs with a commitment to a future career at the sponsoring company

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- No overheads of recruitment and employment costs
- No time consuming recruitment - this is all taken care of for you as we carefully select the best candidates for your company requirements, ensuring that you only ever pick the best candidates
- Help to develop the company for the future by closing skills gaps
- Creating a range of flexible employees available for the 21st century, having the right skills, in the right place at the right time
- Company recognition to train and develop people
- Management of the apprenticeship gives you detailed progress reviews on the apprentice's performance
- 80% of former apprentices are still within their company sites, many in leading management positions
- A cost effective way of providing your future workforce
- You are not responsible for any employment issues
- The training programme is put together for you and suited to your business requirements
- The apprentices you recruit via Waterside can be moulded to suit your business
- A person who can continue to progress further within the company
- Well trained apprentices will become your company's greatest asset

Company Testimonials

Stuart Jamieson (MSc CChem MRSC FSGT)
Manager - Analysis and Spectroscopy
Offline Coatings and Science Support Group
NSG European Technical Centre



"Waterside, as apprentice employer, oversaw the initial recruitment, selection and ongoing monitoring of the new recruits - as a business we were able to concentrate on the training and development of the individual. This comprised a structured approach to laboratory practice, working in different areas with experienced analysts to develop the necessary skills to support the business going forward. In short, the skills gained provide a sound basis for ongoing personal development and progression and, where managed effectively, the scheme is an asset to any business."

Paul Gwyther
Organisational Capability Coordinator
Walkers Snack Foods (PepsiCo International)



"An apprenticeship scheme seemed to be an area where we could develop and harness fresh new talent. We looked at alternative suppliers and after a rigorous selection process we opted to use Waterside as they offered more than just an apprenticeship service, they also offered the guidance, advice and softer skills training; tailoring the programme to the requirements of our business needs. They understand our requirements. I would recommend the Waterside method to any business that wants to safeguard its future skills base as they can give you the direction and assistance you need. The quality of the people we have obtained is beyond comparison and is of a far higher value to the company."

Keith Brightcliffe (MSc BSc Hon's CMgr MCMI)
Facilities & HSE Manager
Hampson Aerospace



"In my experience the standard of training provided is second to none with emphasis not only on the skill sets of a particular discipline, but also work and team ethics, which are equally as important. The regular onsite one to one visits by Waterside assessors with the apprentices allowed their training requirements to be tailored to our particular manufacturing needs. They provided encouragement and guidance every step of the way. Benefits that apprentices bring to a business include increased productivity, improved competitiveness and a committed and competent work-force and the programme Waterside provides is one that would be hard to beat."

Gary Charlton
Managing Director,
Building Products UK Upstream
NSG Group (Pilkington)



"Pilkington's philosophy of 'best practice' means that its employees need to be flexible, well rounded and highly skilled. Waterside's selection process identifies the right candidates we require for our business and they ensure we have the right qualities in terms of attitude, flexibility and self motivation. We have the confidence in the people running the programme. The formula is tried and tested and the structure really works for us. Former apprentices have progressed into senior positions within our business. We will continue to use Waterside for Apprentice training as the benefits we receive are greater than the cheaper alternatives."

Simon Magleave
Maintenance Development Manager
Site Engineering
H.J.Heinz Company Ltd



"We saw the partnership with Waterside as an opportunity to improve the overall learning experience. We've worked with Waterside for around four years now and in that time have built a close relationship, and confidence in the quality of services that they offer. With up to 30 apprentices within the programme at any one time it is difficult to be as close to their progress as we'd like to be. Working with Waterside gives us this insight for each apprentice and enables us to respond more quickly to potential challenges. We also benefit from the experience of the team at Waterside and the support that they offer our apprentices throughout the programme."

Angela Webster
Finance Director
The Sutton Academy



"Waterside helped us assess what we needed by designing the selection process and the apprenticeship programme for our business needs based around their years of experience and expertise of finding the ideal candidate and programme design. We have limited time available for long recruitment processes and Waterside provided us with the opportunity to find the right calibre of candidate in a tight timeframe along with providing us with excellent guidance on how to start, manage and run our new ICT apprenticeship programme. After recruitment, Waterside has guided us on managing our apprentice and attends regular review sessions to ensure we have the best requirements for our business."



**Waterside
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