

## Heathrow Engineering Apprenticeship Programme

- **Please apply as soon as you can – applications will close once we have reached capacity**
- Four-year rotational programme

This is your chance to start your career as an apprentice in an organisation that matters to millions. Heathrow is a city within a city – interesting and ever changing. As critical national infrastructure, we're playing our part in keeping the economy moving by helping to facilitate travel and trade.

Joining us now means becoming a key part of our recovery, bringing challenges and exciting opportunities as you grow your career. In 2020, we went from welcoming 80 million passengers each year and flying to over 180 destinations, to focusing on helping to facilitate the transportation of vital supplies – like medicines – and repatriation flights for the UK. As we move into 2021, we have a strong plan in place to accelerate our recovery and build back better.

As an Engineering Apprentice your role will be at the heart of delivering the best airport service in the world. The work you do will touch on all aspects of Heathrow life. That's because our Engineering team are involved in everything – from water to energy, rail to roads, baggage systems to runways. There's a huge range of exciting development, construction, and maintenance projects across our £14bn asset base.

Joining Heathrow Engineering will give you broad training and on-the-job experience across electrical, electronic, and mechanical systems, with the support of a world-class team of experts. You'll be doing real work, keeping our airport running smoothly and helping to shape the airport of the future.

### **Your role will involve:**

Our apprenticeship gives you all the support you need to develop into a qualified multi-skilled technician. The programme offers accredited training, guidance, and valuable on-the-job experience to give you the skills you'll need to establish yourself in an engineering career.

Across the four-year programme, you'll become a key part of multiple high-performing teams – all responsible for maintaining critical elements of Heathrow's infrastructure. You'll develop a diverse skillset, learning from experienced colleagues as you build your technical expertise and begin to tailor the apprenticeship around your personal interests and skills.

It's a supportive environment. At Heathrow we've offered Engineering Apprenticeships for over 40 years. Over 50% of our current Engineering workforce have come through the programme, so you'll always be surrounded by people who are ready to help every step of the way.

You'll complete the programme with qualifications across NVQ levels 2 and 3, as well as having had the opportunity to explore further education opportunities, including a BEng Foundation Degree.

You'll also be earning as you learn, with a competitive starting salary of £16,981 that can increase each year as your skillset grows. All training, including learning materials, workwear, personal protective equipment and tools are provided.

A brief layout of the programme is as follows:

In your first year you will be in full time study at Kingston College working towards Level 2 NVQ in Performing Engineering Operation. In years 2 and 3 you will be completing rotational placements at

Heathrow and doing on the job training working towards your Level 3 Diploma. Your final year will have you entering a 'final placement' gearing you towards a permanent role in the Engineering team as a Technician.

Upon completing the programme, you will be a qualified multi-skilled technician however your development won't stop there. At Heathrow we will always continue to support your development through your employment.

### **What we are looking for:**

You don't need a background in engineering to join our apprenticeship, but you do need to show your passion for building a career with us. We're looking for you to have achieved (or be on track to achieve) GCSE grade 5 (or equivalent) in Maths, Science and English, or to hold an equivalent or higher qualification. Beyond your academic qualifications though, we're hoping to see evidence of your enthusiasm and willingness to make the most of the opportunities the programme provides.

Of course - you'll bring a wide array of skills from your education, hobbies, and any work experience you may have completed so far. To help you understand what we're looking for throughout our selection process, we'll be focusing on elements from the Skills Builder Framework (see [here](#) for more information) and will be clear at every stage about what we're concentrating on.

Note that you must be 16 or older when you begin the Apprenticeship with us (in August), and be willing to work in a shift-based role once you've turned 18. After all – the airport is open 24/7!

### **What happens next:**

When you apply, we'll ask you to share your CV as well as answering a few additional questions. This is your chance to show us why you're looking to join the programme and begin to demonstrate the skills you'll bring to the role.

<https://heathrow.csod.com/ats/careersite/JobDetails.aspx?id=3950&site=7>

After that, we'll be in touch after a week or two to talk about next steps. If we're drawn in by your application, you can expect to be invited to a few online aptitude assessments (don't worry – these focus on your potential rather than previous experience in engineering). After that, there could be the chance to meet our team and discuss the role further through an assessment event.

As an equal opportunities employer, we encourage applications from a diverse range of individuals. We believe that diverse talent makes us stronger – not least because we welcome passengers from all corners of the globe, every single day. At Heathrow we're an accessible place to work, driven by inclusivity and celebrating individuality. For more information, please visit our diversity & inclusion page.