



Engineering Apprenticeships

Where bright careers begin

IET The Institution of
Engineering and Technology

Approved Scheme

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Diamond's Engineering Apprenticeship Programmes

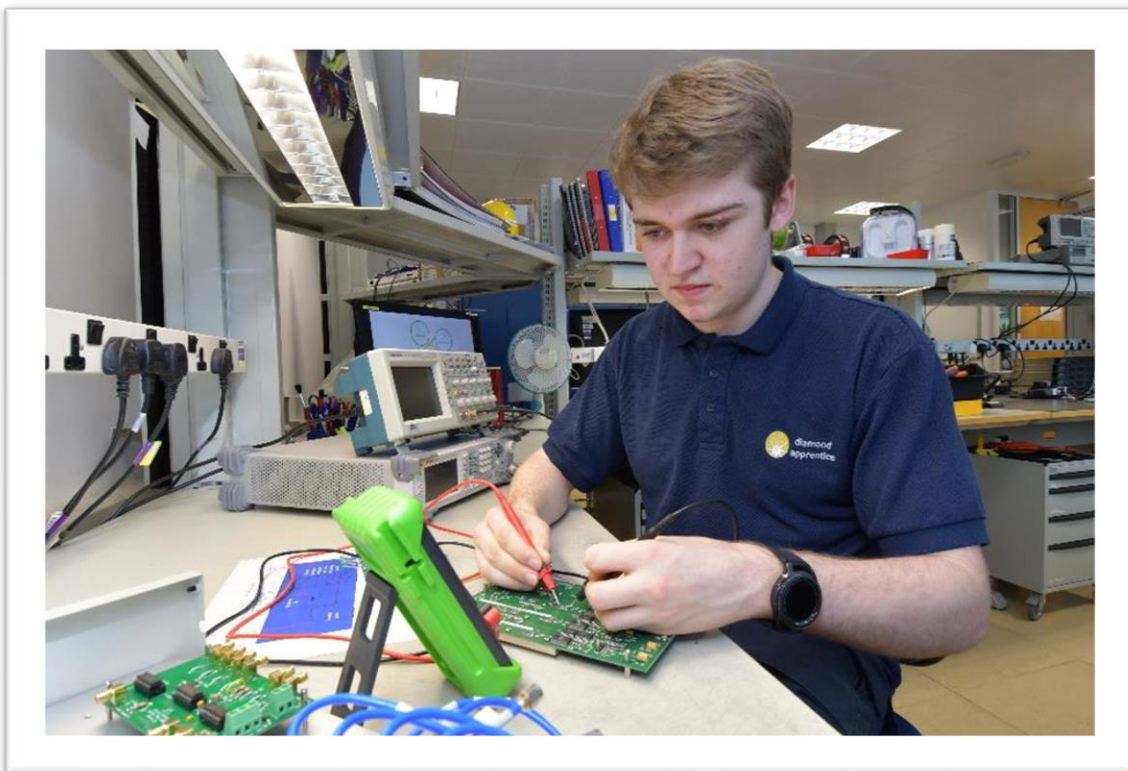
Engineering Technician (Multi-Skilled)

Our core programme is the Level 3 Engineering Technician - Product Design and Development pathway. The programme lasts four years and is accredited by the Institute of Engineering and Technology (IET). The apprenticeship will ensure that you'll develop into a either an electrical or, mechanical engineering technician.

We also have other vacancies that arise for engineering related apprenticeships in our Facilities and Maintenance Department, these could be electrical installation, maintenance technician or building services as a few examples.

Entry requirements

Entry requirements for the Engineering Technician Apprenticeship Programmes are as a minimum that you have achieved (or are expecting) 4 GCSEs at Grade C/4 or equivalent, including Mathematics, English and a Science. (or equivalent qualifications).



Engineering Technician Apprenticeship Programme Overview

Our technicians are a critical, vital and integral part of Diamond and the work that is undertaken here. The first two years of the apprenticeship will be a multi-disciplined approach which means you will spend your time learning the essential skills of electrical, electronic and mechanical engineering, then specialising in mechanical or electrical engineering (depending upon which you have applied for and accepted on) for the final two years of the programme.

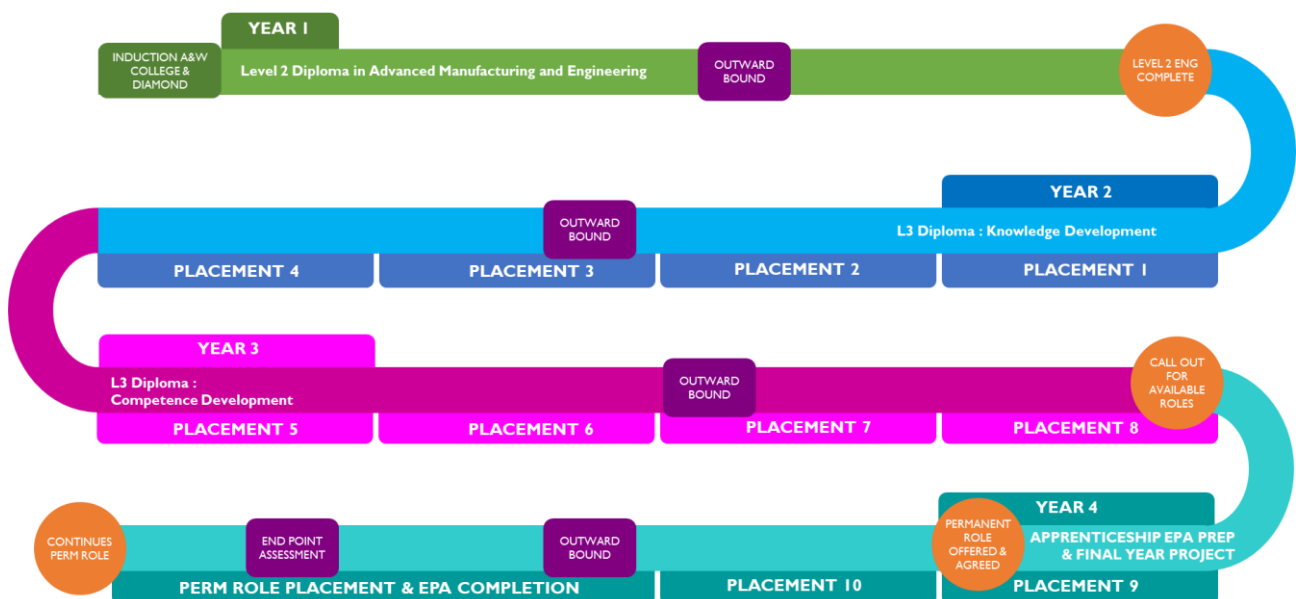
The programme is made up of two courses which are the Level 2 and Level 3 Engineering, both provide you with qualifications and experience of doing the work at Diamond. Our apprentices study with Abingdon & Witney college at the Abingdon campus three days a week during their first year on the Level 2 apprenticeship and spend two days a week working at Diamond. The day release at college reduces in years two and three during the Level 3 apprenticeship course with the final year being full time at Diamond.

When working at Diamond our apprentices complete several work-based placements across the organisation such as mechanical and electrical assembly, motion and controls, vacuum engineering and CNC machining.

In addition to the above core work, our apprentices are provided with supplementary development opportunities which include:

- Annual “Outward Bound” residential course (personal development)
- Access to wider and more general employee development opportunities
- Identification of a permanent role (in the first half of year 4)

The illustration below gives you a flavour of what the four year programme looks like.



Qualifications and Milestones

The qualifications and milestone assessments achieved as part of the L3 Engineering Technician Apprenticeship at Diamond include:

- Level 2 Diploma in Engineering Operations (Knowledge)
- Level 2 Diploma in Engineering Operations (Skills)
- Level 3 BTEC in Advanced Manufacturing Engineering (Technical Knowledge)
- Level 3 Advanced Manufacturing Engineering (Development Competence)
- Technician (Development Competence)
- Successful completion of an 'End Point Assessment', leading to professional recognition by the IET

Institution of Engineering & Technology (IET) Approved programme



Diamond's apprenticeship programme is approved by the IET, the benefits that this provides to our apprentices are listed on the IET website however in summary here are:

- An approved route to gaining international recognition as a competent professional Engineering or Information and Communications Technology Technician.
- At a higher level, Approved Apprenticeships will prepare you to work towards Incorporated or Chartered Engineer.
- An Approved apprenticeship has been quality checked by the IET to deliver the range of experiences that are needed for professional registration with the Engineering Council.
- The Approved apprenticeship provides you with professional engineering and business competencies, which are valued throughout the engineering sectors.
- If you're in your second year or above of an approved scheme and making a substantial contribution towards their operational area, you can be nominated for the [IET Apprentice of the Year Award](#), which comes with a trophy, £1,000 and two years free IET membership.
- UK apprentices, who have overcome obstacles or personal challenges, need financial assistance and are currently undertaking an approved scheme, can apply for the [IET Engineering Horizons Bursary here](#)

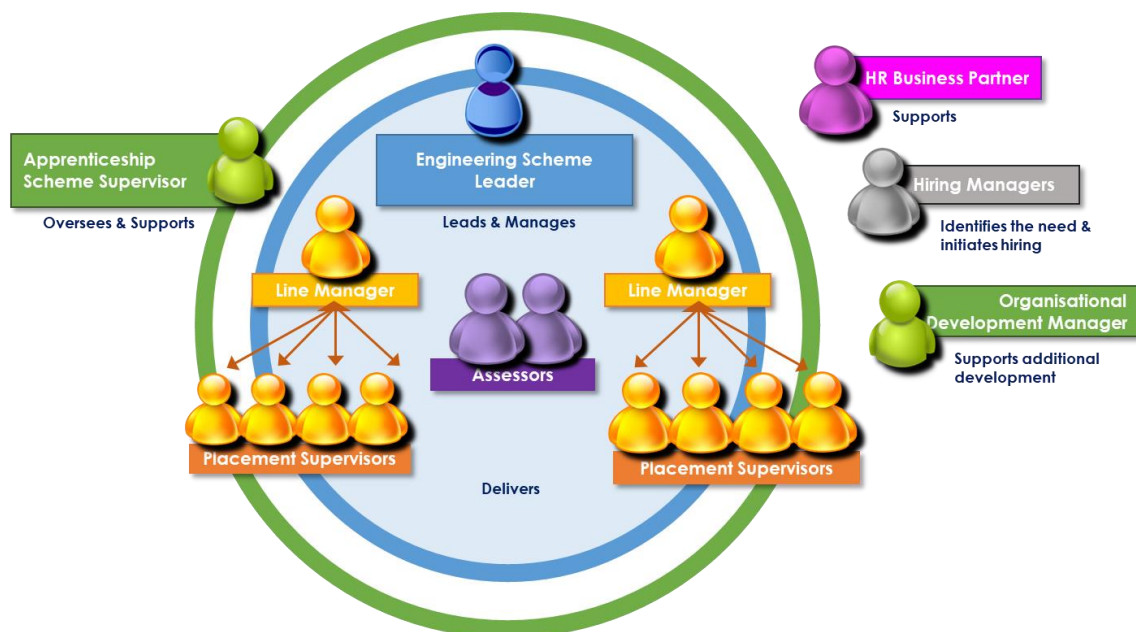
What jobs might these apprenticeships lead to?

The engineering apprenticeship has two pathways as described, if successful offers can be made for the following roles within Diamond:

- Electrical or Mechanical Technician
- Maintenance Technician
- Electrical Installation Technician

Support at Diamond

All engineering apprentices at Diamond receive an extensive support programme from several roles within the organisation, to ensure they achieve and succeed. This includes:



Other Apprenticeships at Diamond

Diamond operates an employee apprenticeship programme to provide opportunities for employees to utilise apprenticeships to further their career development. On an annual basis any



Diamond employee can submit an expression of interest in undertaking an apprenticeship which, wherever possible, are progressed to enrolment onto an apprenticeship.

In addition to the engineering programme and internal employee development, Diamond is committed to identifying other opportunities to recruit into apprenticeships and these will be advertised with the relevant information on our [website](#).

Working at Diamond

Benefits that you can access at Diamond

Here at Diamond we passionately believe that by joining one of our apprenticeship programmes you will have the opportunity to work and learn within an exciting environment. Benefits that you can access at Diamond include:

- Flexible working opportunities (including flexi time scheme)
- A competitive salary
- A generous holiday allowance
- Access to a wide range of development opportunities during the apprenticeship (and beyond!)
- Fully funded membership of a professional institution such as the IET
- Excellent support from experienced placement supervisors, scheme management and Diamond colleagues
- A cycle to work scheme
- Access to discounts & other benefits
- Sports and lifestyle activities on the Harwell Campus

Our Values

Diamond's aspiration is to be a fulfilling and enjoyable place to work; where all staff regardless of grade, role, location, race, religion, age and other personal attributes feel valued and recognised for their individual contribution in helping us to achieve our objectives and priorities; and become an employer of choice and a great place to work.



Our Values and Behaviours: How they work

There are five Diamond values Respect, Excellence, Collaboration, Integrity and Innovation and a set of behaviours for each so that every employee knows how they are expected to behave.

We believe that the way we behave in Diamond, through adherence to our values and behaviours, will have the greatest impact in achieving our objectives. Employees will feel more engaged, valued and motivated and this will make Diamond more productive and a great place to work. Everyone at Diamond has a shared responsibility to adhere to the values and behaviours and ensure others do too.

Additional Development Opportunities

In addition to the training provided by Abingdon and Witney College, Diamond has invested in the provision of supplementary development activities that deliver measurable outcomes for our apprentices enabling them to reach their full potential and become excellent employees and highly employable once they have completed their Apprenticeship. The Development Programme is designed to cover the following areas of development and deliver measurable outcomes which are:



Personal Development

- Your strengths and identifying areas for development
- Self awareness and emotional intelligence
- Communication and interpersonal skills
- Setting and achieving goals and objectives
- Resilience development



Team Focus

- Taking personal responsibility
- Dealing with challenges and difficult situations
- Effective workplace behaviours
- Being a team player and appreciating differences
- Providing and receiving feedback



Knowledge & Skills Training

- Complying with health and safety
- Ethical compliance (organisational policy)
- Improving quality, speed and efficiency
- Problem solving
- End point assessment preparation



Optional Development

- Assertiveness training
- Handling difficult situations
- Building self esteem and confidence
- Stress awareness and working under pressure
- Time management and organisation skills

How these personal qualities will be delivered and obtained:

Outward Bound Residential Courses

Diamond has partnered with Skern Lodge who offer a residential training course specifically designed to provide measurable results and outcomes around the development needs of apprentices. The courses includes activities such as raft building, team initiative and challenge exercises, climbing and canoeing for example. Please note, you don't need to be an athlete or super fit to enjoy and get a lot out of these activities!

The physical activities are designed to teach and underpin key areas of development such as teamwork, communication, resilience, self-awareness, problem solving, leadership skills and enable our apprentices to identify and build confidence in their own skills, strengths and abilities.



For more information please visit: <https://www.skernlodge.co.uk/>



The benefits of undertaking the course each year, throughout their apprenticeship, will be so that the apprentices can:

- develop a sense of community and network with each other
- work with other Diamond apprentices that they may otherwise not have met or worked with
- evidence a longer-term growth of personal development over the four year programme.
- focus on different areas of self-development each year

Internal Training

Diamond offers several internal training workshops that will be used where appropriate for personal development plans as they cover areas we have identified as optional development for those who identify a need; such as mentoring, assertiveness, time management and stress awareness workshops.

External Training

Apprentices can access external training where a need has been identified by the individual or line manager/Supervisor, this could include personal behavioural development or technical training that is required as part of their role.

GEM (Grow, Educate, Motivate)

GEM is Diamond's learning management system which is accessible by all employees and apprentices. It is used to create an individual's record of learning undertaken at Diamond and it provides access to a broad range of learning delivered in a variety of ways including workshops, e-learning and webinar recordings.

We'd Like to Hear from You!

We are looking for people who:

- Enjoy practical hands on work
- Are enthusiastic and keen to learn new things
- Think it's exciting to work at Diamond and know why
- Work well in a team
- Enjoy having a problem to solve and can come up with creative solutions
- Like a challenge
- Can align to Diamond's values

Get in touch

We are always happy to hear from anyone who might have a question or is interested in our apprenticeships at Diamond.

Please email us at diamondapprenticeships@diamond.ac.uk or visit our [website](#) for more information