

HEY Business Growth & Skills Hub

Career Aspirations Group: Manufacturing CPD Event

Career opportunities in the manufacturing industries



Business,
Growth and
Skills Hub

Housekeeping

Chris Howell

HEY BG&SH Employment & Skills Manager



Business,
Growth and
Skills Hub

Introduction

Andy Crossland
Chair, Career Aspirations Group

HEY BG&SH Career Aspirations Group

Active working group with the remit for all age CEIAG. Previously reporting to the HEY LEP Employment & Skills Board.

5 key objectives:

1. To promote CEIAG quality standards, such as QICS and Matrix
2. **To help support & develop local CEIAG practitioners**
3. To develop and promote Labour Market Information (core CAG theme)
4. To review, develop, and promote Employability Skills passports
5. To review the LEP Skills Pledge

Today's Event

- Perceived gap for **careers and IAG staff** to network and undertake CPD
- Concept = termly short events focused on specific sectors & industries
- Enable networking and sharing best practice / information
- Offer marketplace & access to LMI Information
- **Please complete the event feedback form before leaving**
- Appreciate your feedback / future topics

Agenda

09:00	Welcome & Introduction
09:10	Industry overview
09:40	Reckitt
10:05	BREAK & NETWORKING
10:30	Paragon Toolmaking
11:15	Plenary & Q&A
11:30	Networking & Close

Industry Overview

Chris Howell
Employment & Skills Manager
HEY Business Growth & Skills Hub

The national picture

- Approx 7.6% of all jobs are in manufacturing
- In HEY it is more than double at 17%
- In 2022/23, 1,230 apprentices started an Engineering and Manufacturing Technologies apprenticeship in Hull and East Yorkshire, this equated to 25% of all apprenticeship starts (England = 14%)
- The number of women working in engineering roles nationally has increased from 562,000 in 2010 to 936,000 in 2021

Source: BRES (2022), DfE, EngineeringUK

The local picture

- A high productivity and absolute advantage sector
- Productivity on par or above national averages, significant levels of employment and scope for future growth
- Activity required: Strengthening advantage and growing these highly productive sectors

High Productivity and absolute advantage sectors	High employment sectors with competitive advantage sectors	Emerging Innovation and growth potential sectors
Sectoral characteristics: Productivity on par or above national averages, significant levels of employment, scope for further growth	Sectoral characteristics: Deep rooted sectors in the region with large amounts of local employment; scope for further growth	Sectoral characteristics: New and fast-growing sectors locally, scope for further growth
Activity Required: Strengthening advantage and growing these highly productive sectors	Activity required: Raising productivity and resilience	Activity required: Nurture and grow employment and innovation
1. Ports & Logistics 2. Engineering and Manufacturing and Assembly 3. Agriculture, Horticulture, Food Manufacture and Agri- Tech 4. Construction	5. Health Technologies, Pharmaceuticals and Health and Social Care 6. Tourism & Culture	7. Digital 8. Low Carbon Technologies

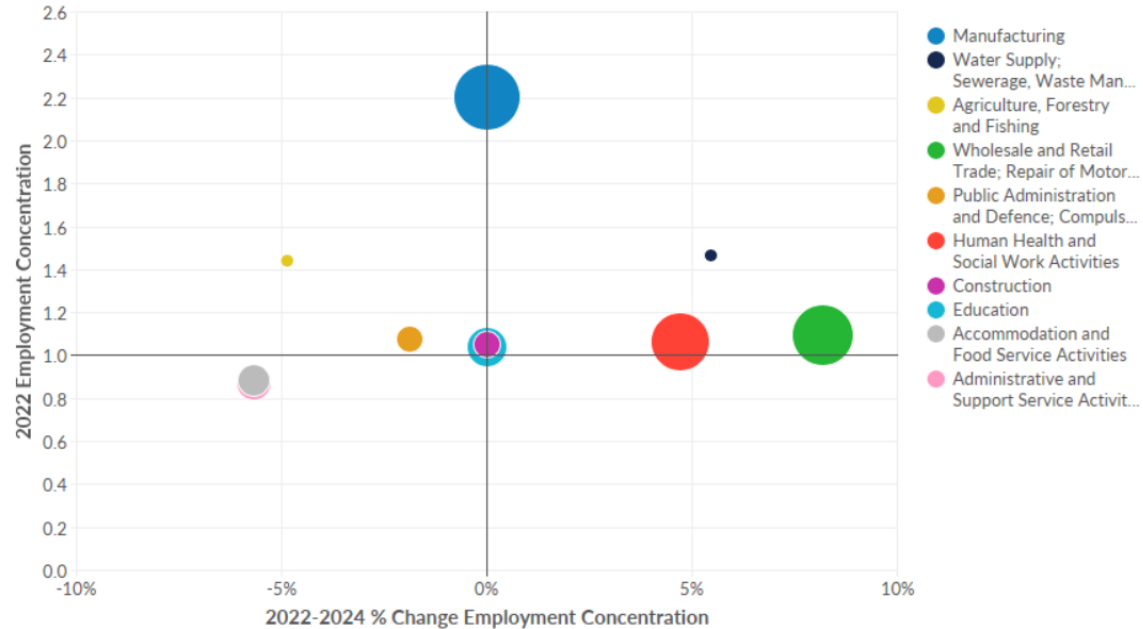
Source: HEY LEP Economic Growth & Workforce Wellbeing Strategy

Labour Market Intelligence: Lightcast Data

- The following slides are taken from Lightcast, a labour market intelligence tool which analyses on-line job postings and provides insight on:
 - Job titles
 - Hard and soft skills
 - Experience and education requirements
 - Advertised salaries
- The information is based on manufacturing on-line job postings between May 2022 and May 2024 in Hull and East Yorkshire
- Full report available from HEYBGSH website

Employment Concentration

Highest Industry Employment Concentration

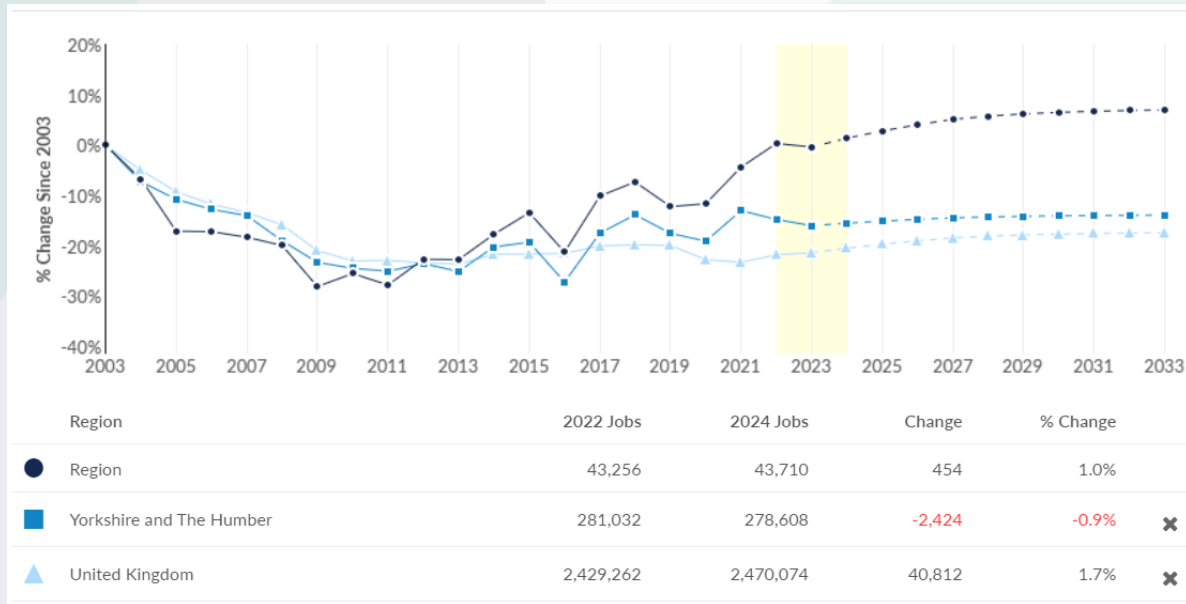


HEY sector make-up

- 10,600 people employed in the sector in HEY
- Sector grew by 4.4% between 2010-2019
- Manufacturing specialisms include:
 - Caravans, specialist vehicles and modular building
 - Furniture including kitchens, office and domestic furniture
 - Wood and wood products
 - Fabricated metal products including aerospace, automotive, construction, boilers and renewable energy
 - Machinery and equipment including conveyer systems and security
 - Mechanical and electrical engineering, fabrication and other engineering specialisms

HEY Industry Overview (1)

- Total of 43,256 unique job postings in 2022
- An increase of 1% from 2022 – 2024
- Average wages for jobs £35,928 (approximately at the national average)



HEY Industry Overview (2)

National Industry Gender Breakdown



Gender	2021 Jobs
Males	73.7%
Females	26.3%

National Industry Age Breakdown



Age	2021 Jobs
16-24	8.8%
25-34	21.9%
35-44	23.3%
45-54	24.7%
55-64	18.4%
65+	2.9%



Local LMI: Top 10 Job Titles

Job Title	Total/Unique (May 2022 - May 2024)
Production Operatives	95 / 67
Team Members	176 / 41
Welders/Fabricators	46 / 40
Apprentices	45 / 33
Merchandisers	68 / 31
Warehouse Operatives	47 / 30
Forklift Drivers	32 / 27
Business Apprentices	47 / 26
General Operatives	33 / 26
Labourers	26 / 26

Local LMI: Top 10 Occupations

Occupation (SOC)	Total/Unique (May 2022 - May 2024)
 Sales Related Occupations n.e.c.	198 / 123
 Plant and Machine Operatives n.e.c.	150 / 115
 Engineering Technicians	190 / 114
 Transport and Distribution Clerks and Assistants	209 / 107
 Other Administrative Occupations n.e.c.	141 / 86
 Production and Process Engineers	166 / 84
 Assemblers and Routine Operatives n.e.c.	116 / 82
 Production Managers and Directors in Manufacturing	118 / 81
 Programmers and Software Development Professionals	104 / 74
 Warehouse Operatives	115 / 73



Local LMI: Top 10 Companies

Company	Total/Unique (May 2022 - May 2024)
Reckitt	846 / 490
Smith & Nephew	279 / 213
Siemens	396 / 180
BAE Systems	195 / 139
Cargill	269 / 100
Cranswick Country Foods Plc	159 / 98
Paneltex Limited	124 / 95
Swift Group Limited	85 / 71
Babcock International Group	135 / 66
Cer International Bv	98 / 56



Business,
Growth and
Skills Hub

Local LMI: Top 10 certifications

Functional Skills Qualification

Security Clearance

CSCS Card

Association Of Chartered Certified Accountants

Forklift Certification

Chartered Institute Of Management Accountants (CIMA)

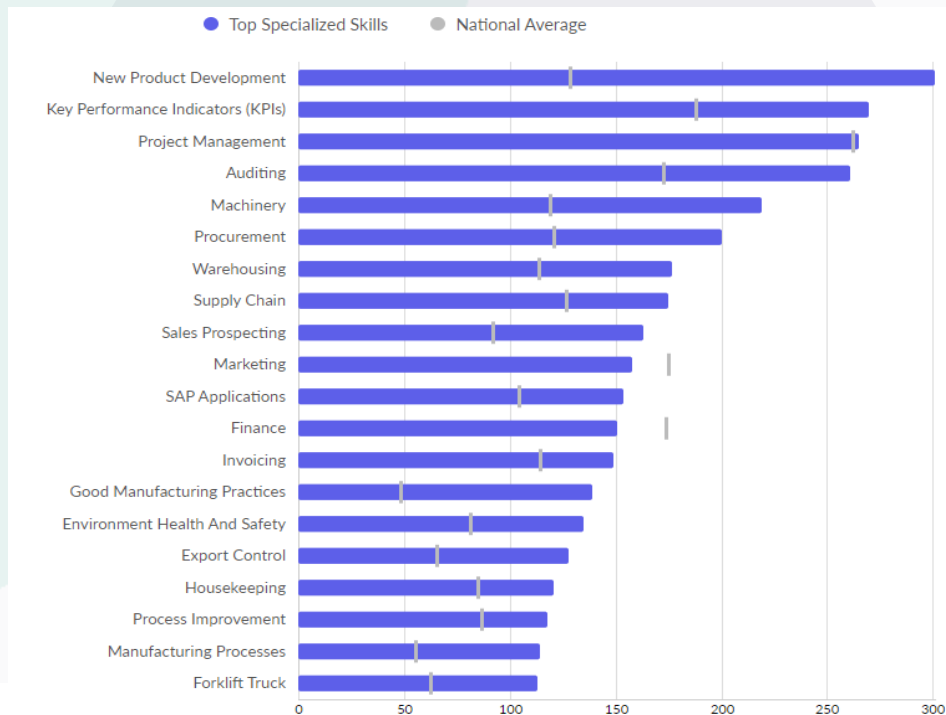
Certified International Property Specialist

IOSH Managing Safely

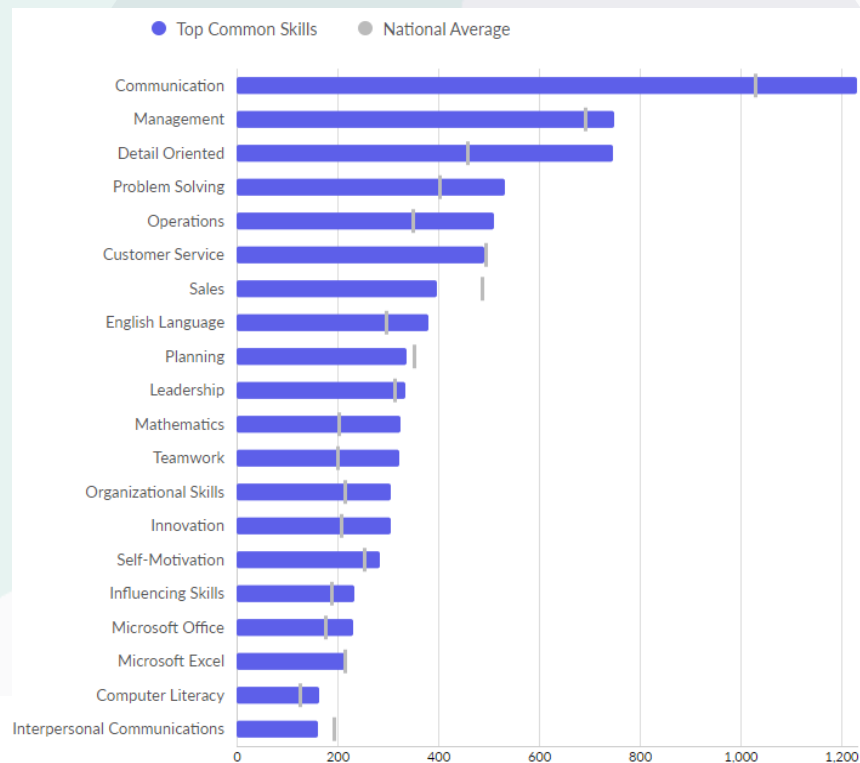
Six Sigma Green Belt

Valid Driver's License

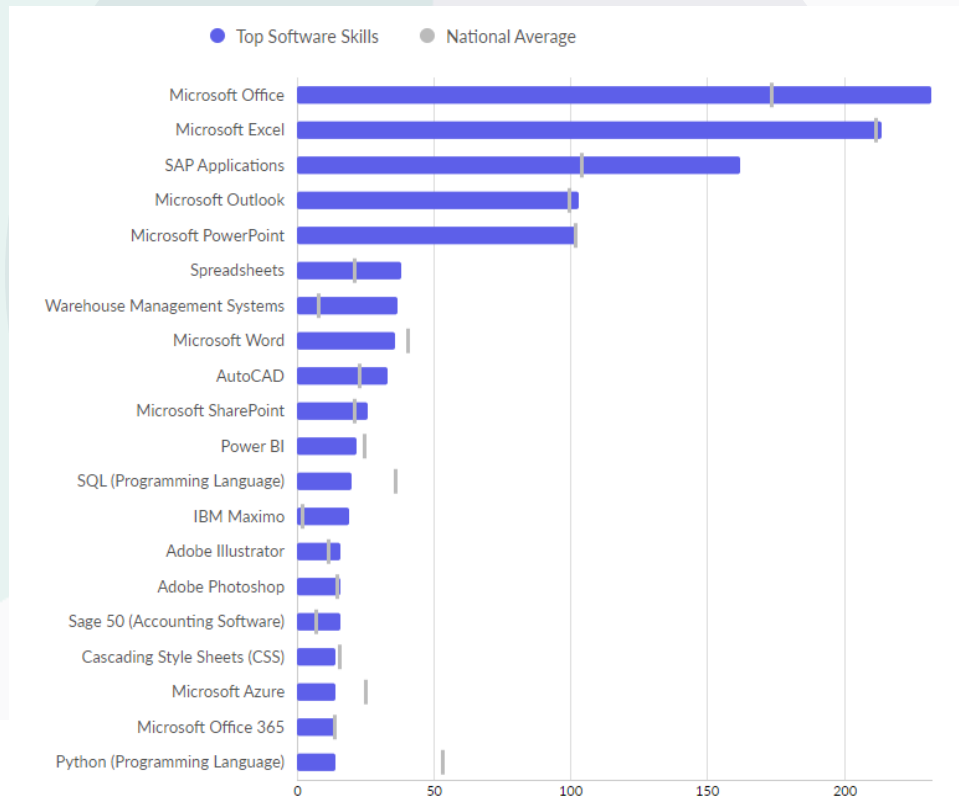
Local LMI: Top Specialised Skills



Local LMI: Top Common Skills



Local LMI: Software Skills



Future Growth

- HEY region experiencing significant investments including clean growth and renewables
- Demand for highly skilled roles in large numbers
- Potential to displace current highly skilled individuals
- Potential to exacerbate current skills gaps and shortages

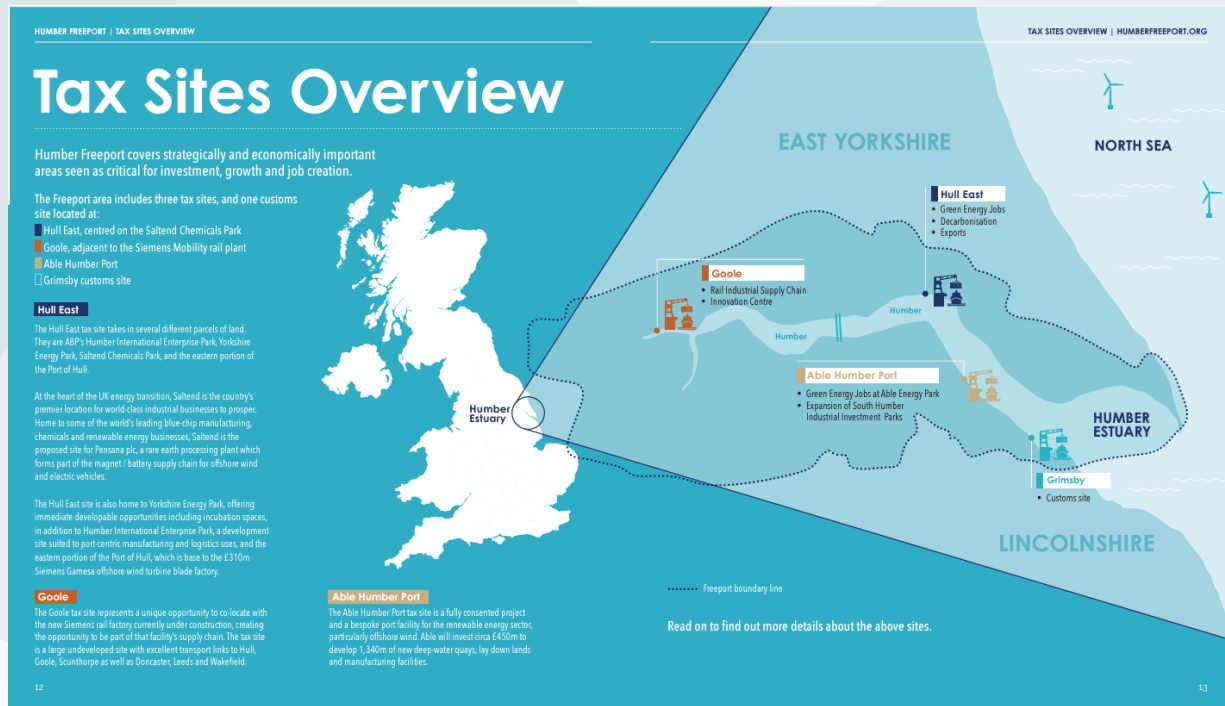
Industry evolution & opportunities (1)

- Digitisation and automation of manufacturing will be critical for future competitiveness
- Net Zero and renewables manufacturing e.g. Siemens Wind / Mobility (rail)
- Metsa Tissue – Jn 36
- Devolution – manufacturing a key sector

Industry evolution & opportunities (2)

Humber Freeport

- Yorkshire Energy Park
- Saltend Chemicals Park: Chemicals
- Humber International Enterprise Park: Port-centric
- Port of Hull (Eastern End): Wind / renewable energy
- Goole Site: Advanced manufacturing & rail



Sector overviews



Manufacturing and Engineering

← Scan this QR for more info

17% of jobs in Hull and East Yorkshire are in Manufacturing and Engineering

Manufacturing is the production of goods through the conversion of raw materials, parts or components into a finished product, ready for sale. Technology and automation are playing an increasingly important role in manufacturing, ensuring high volumes and consistent quality of products can be achieved.

Engineering is the design and construction of structures such as roads or bridges, and the operation and maintenance of machinery. It is one of the broadest sectors, with many different specialist areas, such as aerospace, automotive, control and instrumentation, electrical, materials, mechanical, process and rail.

Did You Know?

- There are around 44,500 jobs with companies in the manufacturing and engineering sector in Hull and East Yorkshire, making it the largest.
- In our region, the sector employs more than double the number of jobs than the average for Great Britain – 17% compared to 8%.
- There are around 5,825 more jobs working for businesses in this sector in Hull and East Yorkshire than in 2015, the highest increase of any sector and up by 15%.
- Since 2010, the percentage of females working in engineering in the UK has increased from 10.5% to 16.5%.

but we still need many more females to join the sector.

Will there be opportunities available?

- Between January and March 2023, 83% of businesses in the manufacturing sector in the UK reported difficulties in recruiting staff.
- 49% of engineering businesses in the UK are experiencing difficulties finding workers with the skills they need.
- The manufacturing sector is struggling to fill 72,000 vacancies in the UK, costing the UK £7bn in lost economic output.
- Siemens Mobility's new train manufacturing facility and rail village in Goole will create up to 700 direct engineering and manufacturing jobs

Job Title	National Average Salary
Bench Joiner	£17,000 to £38,000
Maintenance Fitter	£23,000 to £38,000
Process Operative	£17,000 to £24,000
Manufacturing Systems Engineer	£20,000 to £48,000
Materials Engineer	£20,000 to £45,000
Production Manager	£24,000 to £65,000
Purchasing Manager	£30,000 to £60,000
Quality Assurance Manager	£23,000 to £55,000

and around 1,700 indirect jobs when it opens.

Skills/qualities

- Communication
- Teamwork
- Problem solving
- Attention to detail
- Reliable
- Time management
- Decision making
- Technology

Useful subjects include

- Maths
- Engineering
- Science

Some local employers

www.baesystems.com
www.cranwick.plc.uk
www.croda.com
www.guardianglass.com
www.howdens.com
www.reckitt.com
www.siemensgamesa.com
www.mobility.siemens.com/uk/en.html
www.smith-nephew.com

Sources: BRES, DfE, EngineeringUK, British Chamber of Commerce, IET, Make UK, National Careers Service.

Good to Know: A lot of exciting jobs in the manufacturing and engineering sector offering a good salary require a science, technology, engineering or maths (STEM) background.

For information... www.skillsullandeastyorkshire.co.uk www.logonmoveon.co.uk www.makeuk.org
www.greenportthull.co.uk/jobs-training/women-info-manufacturing-and-engineering <https://nationalcareers.service.gov.uk/>

skills.hullandeastyorkshire@eastriding.gov.uk @SkillsHullandEastYorkshire @skills_hoys
 @skillsullandeastyorkshire @SkillsHullandEastYorkshire

> Log on >



National Careers Service

[Explore careers](#) [Skills assessment](#) [Find a course](#) [Contact us](#) [Action plans](#) [Careers advice](#)

BETA Complete an independent survey to [give us feedback](#) about our website.

Explore careers

Find out what a job involves and if it's right for you.

Search job titles

Enter a job title

Explore by job category

[Administration](#)

[Animal care](#)

[Beauty and wellbeing](#)

[Business and finance](#)

[Computing, technology and digital](#)

[Construction and trades](#)

[Creative and media](#)

[Delivery and storage](#)

[Emergency and uniform services](#)

[Engineering and maintenance](#)

[Environment and land](#)

[Government services](#)

[Healthcare](#)

[Home services](#)

[Hospitality and food](#)

[Law and legal](#)

[Managerial](#)

[Manufacturing](#)

[Retail and sales](#)

[Science and research](#)

[Social care](#)

[Sports and leisure](#)

[Teaching and education](#)

[Transport](#)

[Travel and tourism](#)

HEY

Business,
Growth and
Skills Hub

Reckitt

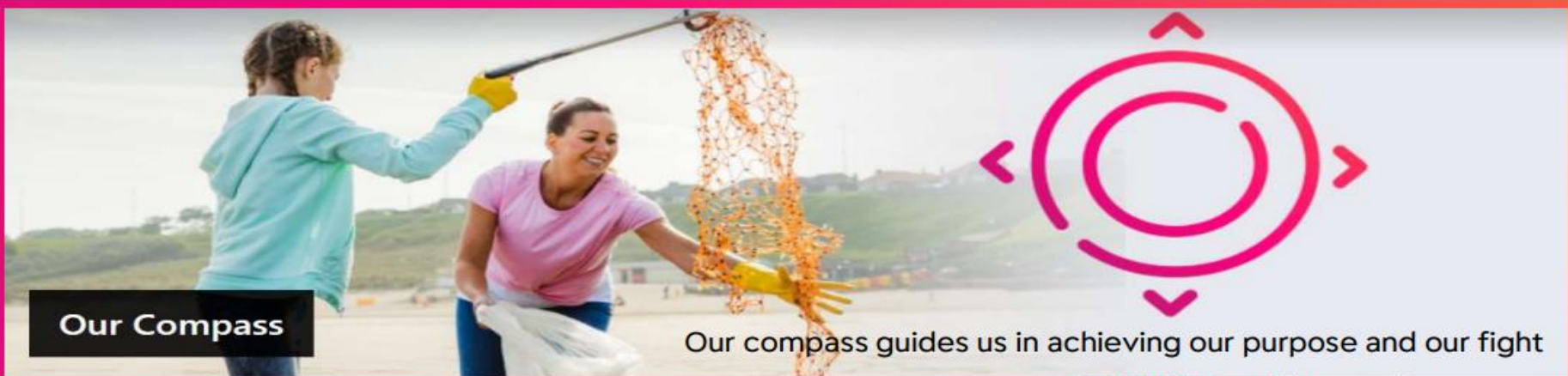
Beth Sales
Talent Acquisition Advisor
&
Gerda Jankauskaite
Talent Acquisition Sourcer



Business,
Growth and
Skills Hub

RECKITT – HULL

At Reckitt, everything starts with our
purpose



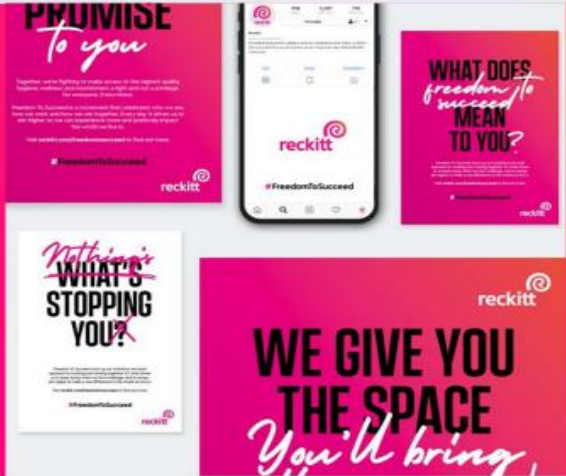
Our Compass

Our compass guides us in achieving our purpose and our fight



Our Purpose
To protect, heal and nurture in the relentless pursuit of a cleaner, healthier world

Our Fight
Making access to the highest quality hygiene, wellness and nourishment a right, not a privilege



WHERE IT ALL BEGAN...

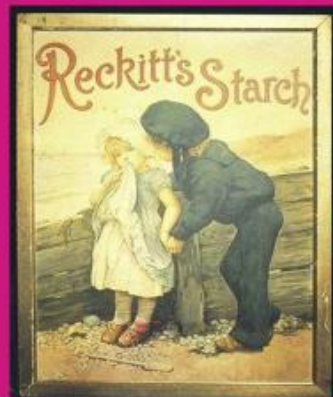


Reckitt: Our Journey

Isaac Reckitt was born in 1792 and grew up in a Quaker family. In 1819, Isaac and his brother Thomas – renowned entrepreneurs – established a corn mill business in their home county of Lincolnshire. When they moved to Hull, East Yorkshire in 1840, they set up Reckitt & Sons with just a team of 25. The business' first product? Laundry starch!

Isaac's sons Francis and James Reckitt became sole partners in 1870. By 1912, over 5,000 people were employed at Reckitt & Sons and the firm had expanded, establishing a branch house in Sydney, Australia as well as opening a factory in New Brunswick, New Jersey, US.

James stayed with the business until his retirement, dedicating his life to the company and to the city of Hull. When his campaign to bring libraries to Hull failed, he built one for the community at his own cost. Alongside Francis, he turned a derelict hotel into a convalescent home and donated it to the local hospital. He even built a whole new area of the city – Garden Village – in which many of the factory workers lived.



1840



1978



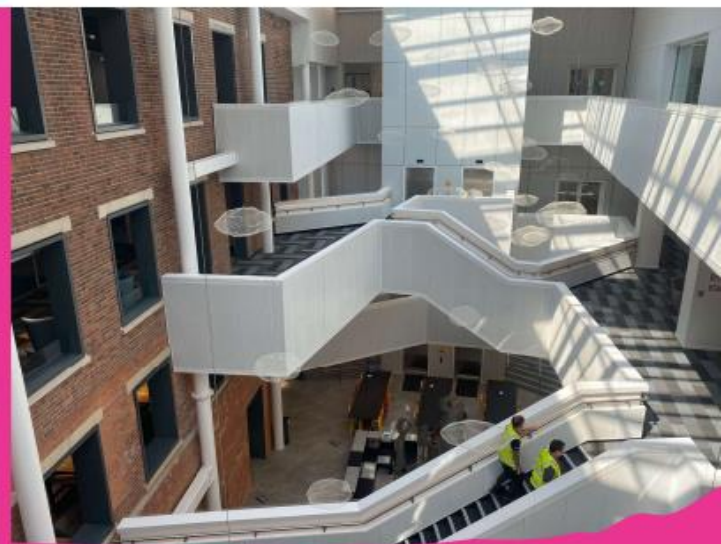
THE 21ST CENTURY...

The Millennium brought with it a sense of opportunity and excitement. Anything felt possible! And it certainly was for Reckitt. Over the next 10 years, a number of iconic brands joined the Reckitt family – including Nurofen, Strepsils, Mucinex, Scholl, Mortein, Veja, Jontex and Durex. And in 2017 Mead Johnson Nutrition joined Reckitt, bringing with it 115 years' experience in infant and child nutrition.

Reckitt's global reach continued, and our purpose and fight remained hyper-focused.



2023



WHAT'S ON SITE?

COFFEE SHOP
 RESTAURANT
 SANDWICH BAR
 STAFF SHOP
 PRAYER ROOM
 GAMES ROOM
 BIKE SHED & SCHEME
 OUTBREAK & READING AREAS

OUR LONG STANDING, TRUSTED BRANDS



1819



LYSOL
launched
1889



HARPIC
launched
1923



DETTOL
launched
1932



AIR WICK
launched
1943



FINISH
launched
1953



STREPSILS
launched
1958



CLEARASIL
launched
1959



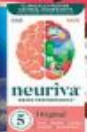
NUROFEN
launched
1983



MUCINEX
launched
2002



ENFINITAS
launched
2016



BOTANICA
launched
2020



BIOFREEZE
acquired
2020



MORTEIN
launched
1880

VEET
launched
1922

DUREX
launched
1929

NUTRAMIGEN
launched
1942

WOOLITE
launched
1951

CALGON
launched
1956

ENFAMIL
launched
1959

GAVISCON
launched
1965

VANISH
launched
1983

CILLIT BANG
launched
2004

NEURIVA
launched
2019

QUEEN V
acquired
2021

RECKITT – A GLOBAL COMPANY

40,000+
employees

200+year
heritage

60 
locations

3 
business units

17 
consecutive years as a member
of the FTSE4Good Index

20m+
products sold daily



190+ 
countries selling our products

£14bn*
net revenue in 2021

+1.4bn
People informed through health
and hygiene initiatives

61k 
tonnes of CO2e saved from the generation of
renewable electricity

60
countries across
six continents

190+
countries selling
our products

09
Centers of Excellence



ORGANISED FOR GROWTH

HYGIENE

For a pest, odour, germ and dirt-free world



HEALTH

A healthier world powered by self-care, hygiene, sexual wellbeing and wellness



NUTRITION

Nutrition for every stage of life



Reckitt Sustainability – Our Impact

Net Zero
by 2040

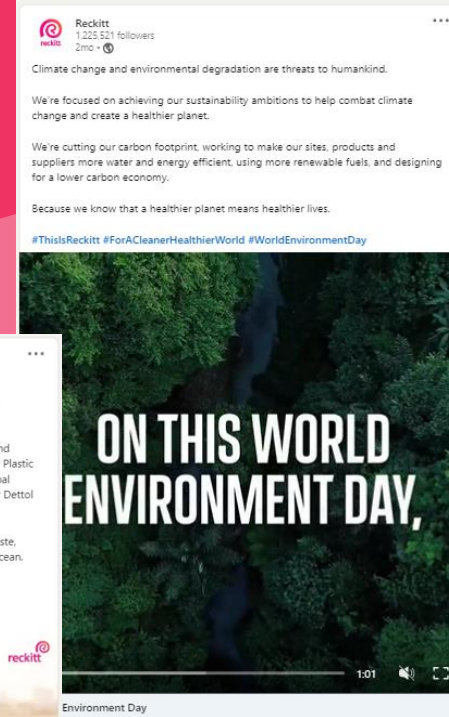
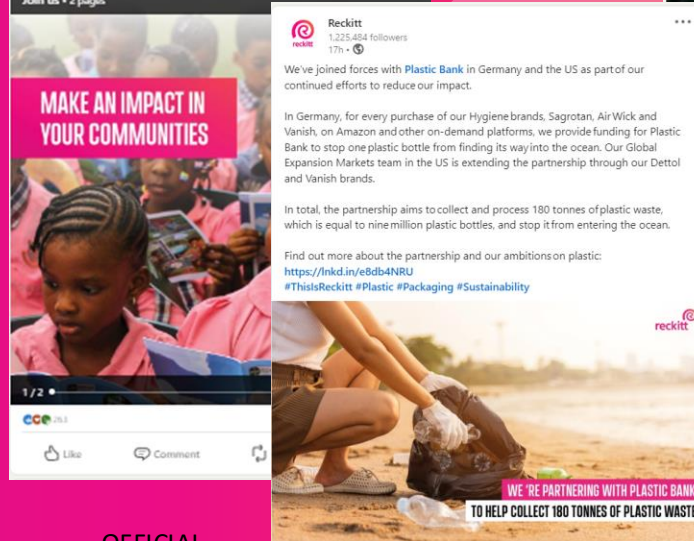
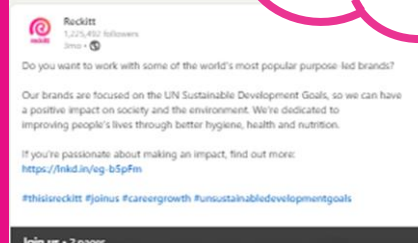


Our Ambitions

100% renewable electricity by 2030

50% absolute reduction in product carbon footprint emissions by 2030 vs 2015

Our target: 50% of net revenue from more sustainable products by 2030



OFFICIAL



SUPPLY ROLES

OFFICIAL



POPULAR JOB ROLES/VACANCIES

Job Role	Skills/Qualifications needed
QC ANALYST	Science degree – Ideally Chemistry (HPLC, Titrations, UV, wet chemistry)
TEAM MEMBER	Basic computer skills (Microsoft), team working as well as on your own, self-motivated, attention to detail
MANUFACTURING TECHNICIAN	Minimum NVQ Level 2 in Engineering. (hydraulics, pneumatics, motors, pumps, conveyors)
CREW LEADER	Previous supervisory experience within a similar environment. Can work well under pressure.

We are always looking to bring in new talent, not just candidates who have worked in manufacturing!

OFFICIAL

KEY FUNCTIONS

QUALITY



- QC Analyst
- Ongoing stability analyst
- Lab Leader

ENGINEERING



- Shift Technician
- Maintenance team leader
- Asset Carer

PLANNING & LOGISTICS



- Planner
- Logistics coordinator
- Team member warehouse

OPERATIONS



- Team Member
- Shift Manager
- Manufacturing technician

FINANCE



- Finance analyst
- Accountant
- Finance apprentice

TECHNICAL



- Technical assistant
- Technical project manager

Reckitt process on how to apply....

- Visit our careers page for the latest vacancies:
www.Reckitt.com/careers
- Apply for the role using your most up to date CV.
- Application will come through our system to the relevant TA who will review this.
- Arrange screening call with suitable candidates- Discuss Reckitt/shift pattern/job role and salary to ensure everything aligns.
- Invite to on site interview (each role varies between whether there are 1 or 2 stages.
- **Early careers- Assessment centre required**



EARLY CAREERS IN SUPPLY

OFFICIAL



OFFICIAL



Supply Graduate schemes in Hull and Nottingham

Graduate schemes are opportunities for recent university students with the potential to be future leaders. They are well put together graduate schemes where the students learn about the business, technical aspects of different areas and their own leadership style. We proudly call our graduate schemes Future Leadership Schemes (FLS) as we are confident that our programs can get you there!



Supply Future Leadership Scheme

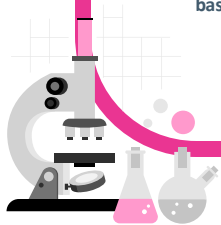
A 2-year rotational program where the graduates get to experience different parts of the supply side of business. Within the 2 years a graduate will go through 3 rotations that will include two sites (Hull and Nottingham). With there also being opportunities to work in Slough and abroad.

How does the scheme work?

The supply graduate scheme puts you into a real time role that depends on the business needs. You will be fully inserted into the role where you will have support from your mentors, managers, sponsors, and buddies. With all the support you will go through your first rotation where you will learn about the technical side of the business. And then going to the 2nd and 3rd rotations you will get management/Leadership exposure.

What are the requirements for joining the R&D FLS

You must be a recent (withing a few years) University graduate with a supply, engineering or science-based degree. You must have a full right to work in the UK. (We do not sponsor visas for graduate roles)



Supply Apprenticeship!



Engineering The Future



WHY An engineering APPRENTICESHIP?

- ✓ Core skills and knowledges
- ✓ Earn and learn
- ✓ Valuable 3-4 years' experience
- ✓ Skills for life

Apprenticeships



Adult Upskill Courses



Higher Nationals



What does the apprenticeship include?

A 3-4-year Engineering apprenticeship partnered with HETA

Electrical Engineering Lv3 +HNC

Mechanical Engineering Lv3 + HNC

MOET Multiskilled Lv3 + HND

Controls engineering Lv3+ HNC

Engineering operative Lv3

First Year in HETA learning core Skills for the workplace

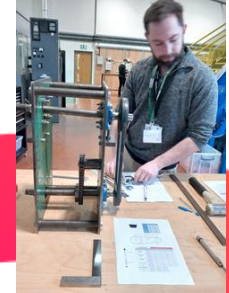
20% of the job learning dedicated to studying.

The rotations around multiple areas Site service/ Maintenance / controls / Process / Packing

What are the requirements for joining the Supply Apprenticeship

Grade C in Maths, English and Science GCSE (or equivalent depending on the grading system).

Most of all a passion for Engineering and a drive to learn and develop in a fast-paced environment



Ibrahim Aziz - Engineering Apprentice Reckitt Lv3 + HNC Year 3

Reckitt has provided me with an insight of how engineering is portrayed within the industry. As an apprentice, I am surrounded by professionals who are passionate in what they do and are keen to support me in developing my qualities and skills. It goes beyond just engineering, a lot of key skills are also developed whilst working such as communication, teamwork and building confidence.

Finlay Bindoff Controls Engineering Lv3 + HNC year 2

"Reckitt is a great workplace which really pushes me to learn new skills and gain more knowledge in engineering. Reckitt really motivates me to further the knowledge I gained from college and to put it into practice on practical problems in the workplace, such as fault finding on line breakdowns in the factory. At Reckitt you are surrounded by many experienced engineers who are there to teach you new engineering skills and help you to become an experienced engineer in your own right."

like 1

OFFICIAL

RECKITT

We believe in always doing the right thing, for everyone – our people, our consumers, our partners, and the wider global community. Diversity and Inclusion are integral to the way we think and act, and core to who we are.

At Reckitt, we are committed to fostering a work environment where everyone feels included and can **bring their whole selves to work**. If we are hiding who we are at work, it can feel all-consuming and affect our performance as well as our self-esteem.

Reckitt culture is to **create an environment of psychological safety, where everyone feels comfortable to express themselves, judgement-free**.

To help drive this environment we have set up our **Employee Resource Groups (ERGs)**.





LGBTQ+ @

RECKITT

AT RECKITT, WE'D LOVE TO HAVE
YOU JOIN US AS AN ALLY OR AS
AN LGBTQ+ COMMUNITY
MEMBER

In the ERG, we're driven by the belief that people are people, and deserve equality, respect and freedom to be themselves, always. We're building a culture of authentic inclusion that celebrates diversity.

Last year, Reckitt was awarded a Silver award in Stonewall's Equality Index which is how organisations are benchmarked on their LGBTQ+ inclusion progress – and this year we have gotten to Gold!

We recognize that there's still work to be done (and realistically, there always will be) but we're committed to making Reckitt a place that's safe, welcoming and supportive.

In June, we walked with Pride, remembering Pride is a protest for people who aren't safe to be themselves.



GUEST SPEAKERS



Expansive Allyship
Bisexual, Trans & Non-
Binary Identities
with Casey Tanner



Who Am I?
The Perceptions and
Realities of LGBTQ+
Identity with Ali Hannon

... and get involved with extra
training, policy review, reverse
mentoring senior leaders, or become
part of the lead team!



Join us monthly to Spill
The Tea and have a chat
about things that matter
to you – or a chat about
nothing much at all!

MIXED MEDIA



**Rainbow
Washing in
Advertising**

Exploring
Asexuality





ERG

OFFICIAL

Enable & empower people with disabilities and their care givers to unleash their potential **reckitt**



WHO ARE WE?

We are people with disabilities, their caregivers and allies, but most importantly internal champions for the right culture, infrastructure and opportunities for people with disabilities.

WHY DO WE EXIST?

To enable & empower people with disabilities and their care givers to unleash their potential by advancing, advocating and amplifying the right culture, policies, infrastructure and opportunities for a more sustainable growth, internally and externally.

STRATEGIC OBJECTIVES

Advance

Advancing the understanding and commitment to drive the right culture, policies, infrastructure and opportunities for people with disabilities internally through leadership and allies

Advocate

1. Representation of people with disabilities and their caregivers (By attracting, recruiting and developing) internally within the organization and drive their visibility (with their consent). 2. Advocate disability inclusive thinking into our brands through products design methodology and comms.

Amplify

Build a network and community that supports and celebrates people with disabilities and their care givers.

OFFICIAL

GUIDING PRINCIPLES

Five guiding principles sit at the heart of everything we do.

1. Promote culture of inclusion in all thing we do.
2. Uphold confidentiality for all our employees.
3. Proactively engage with allies and other minority communities.
4. Set direction globally and activate locally.
5. Enhance the wider business strategy and objectives.

What do we do?



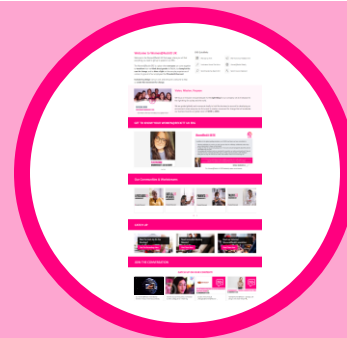
Connecting our women globally through podcasts



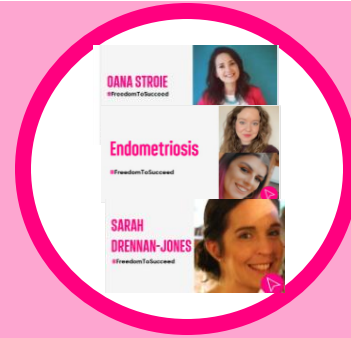
Telling our women why they are great in our series Women That Wow!



External and internal partnerships in Purpose-Led Activations



All-access, one-stop shop to all of our W@R content UK Intranet Page



Role-modelling our employees to help others Monthly Colleague Stories

250 members, **4** communities, **4** workstreams, **6** sites

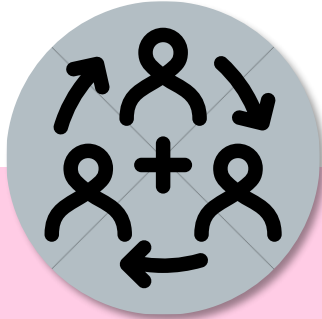
Our Mission and Workstreams:



UK & Ireland ERG

RACE & ETHNICITY

Our mission is to build a culture where racial & ethnic diversity is celebrated, equity is achieved for underrepresented racial and ethnic groups; and inclusion is consciously woven into our corporate DNA. We will leverage our authentic experiences to drive business objectives that deliver for Reckitt and the communities we serve, while mobilizing our allies to affect change and rally our mission!



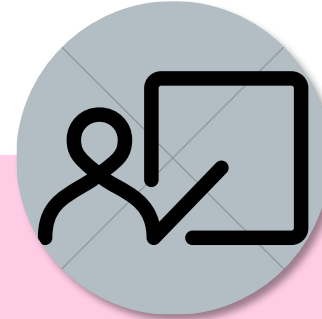
Social & Togetherness

Build and maintain a social calendar to enable safe spaces for minority colleagues to share, network and come together



Recruitment & Representation

Work with TA to ensure best practice in recruitment increasing diversity. Support HR to increase wider representation at senior level



Awareness

Provide educational tools and training (mix paid/employee led) to upskill and enrich the business around R&E topics

ANY QUESTIONS....

Please feel free to contact us in the future:



Gerda Jankauskaite- gerda.Jankauskaite@reckitt.com



Beth Sales- beth.sales@reckitt.com



Break and Networking

(25 minutes)



Business,
Growth and
Skills Hub

Paragon Toolmaking

Kevin Batty
General Manager
&
Toby Wright
Apprentice Toolmakers



Business,
Growth and
Skills Hub

OFFICIAL

P
A

About Us

Founded 1969

Privately Owned

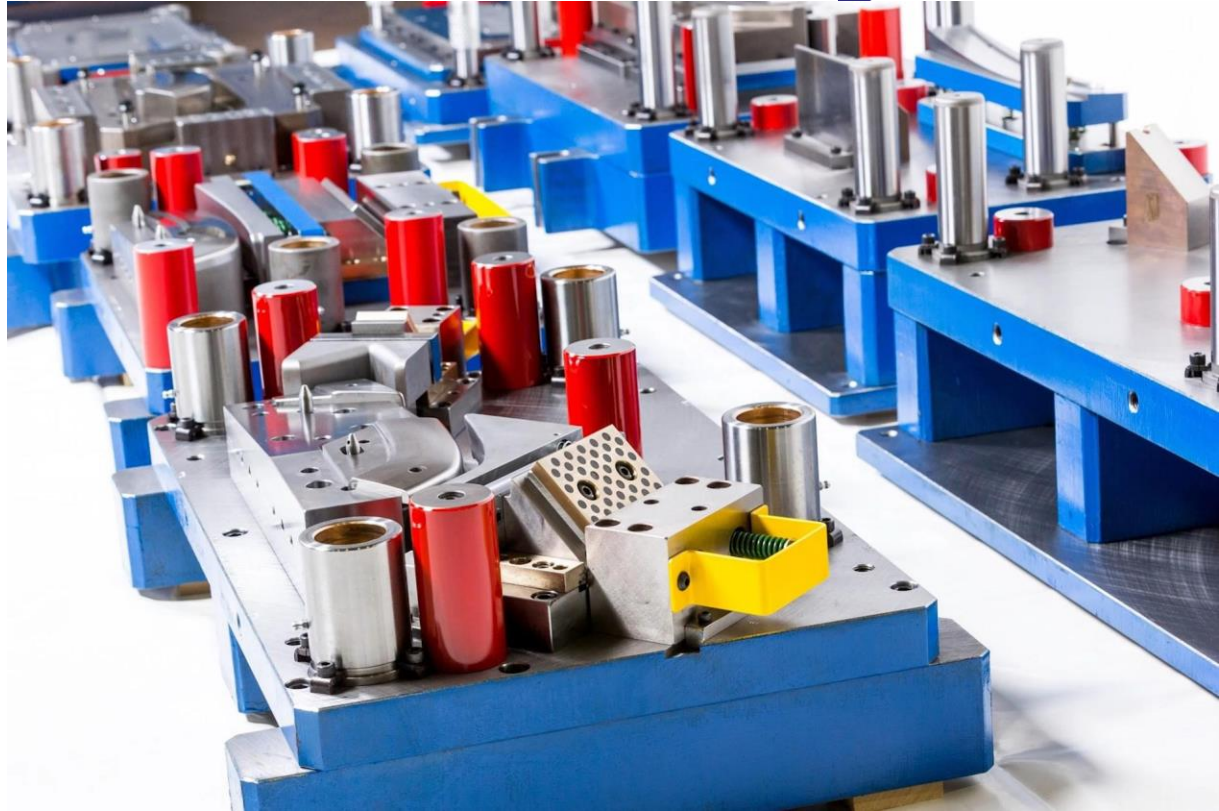
UK Based

20 Employees



OFFICIAL

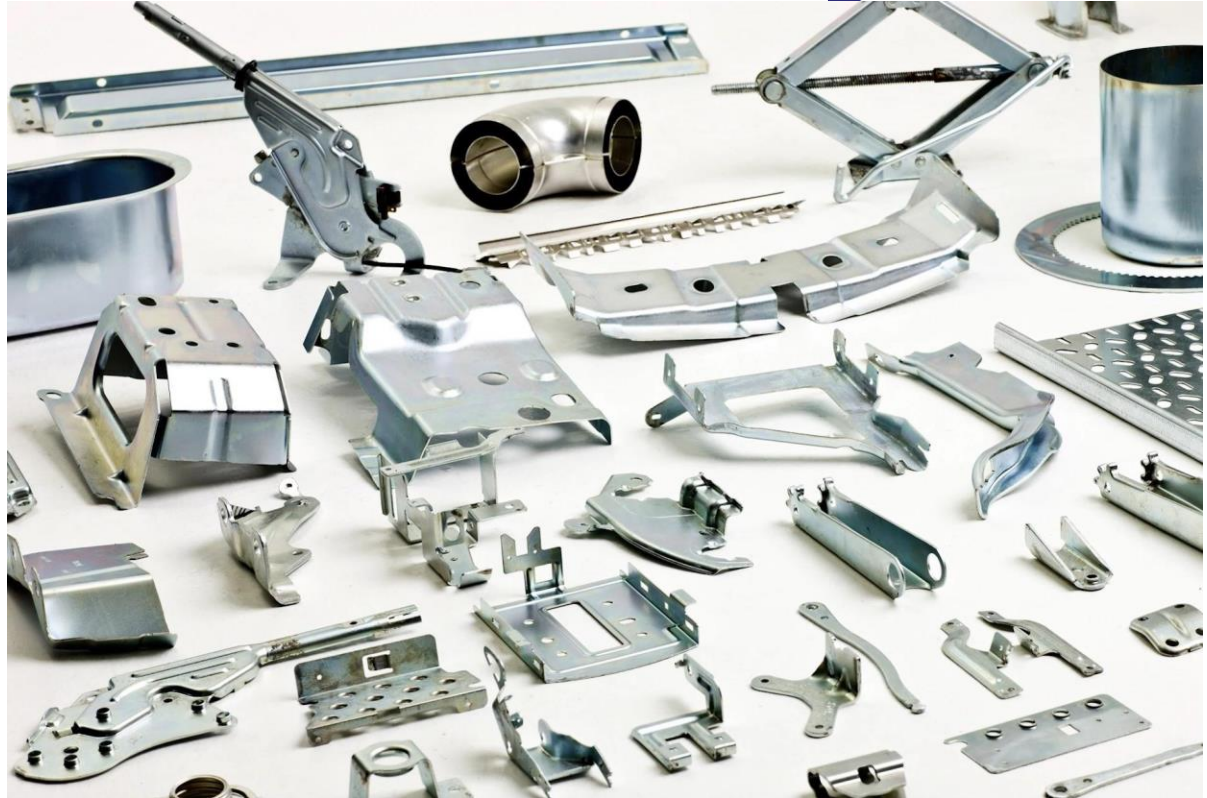
The Tools We Manufacture



OFFICIAL

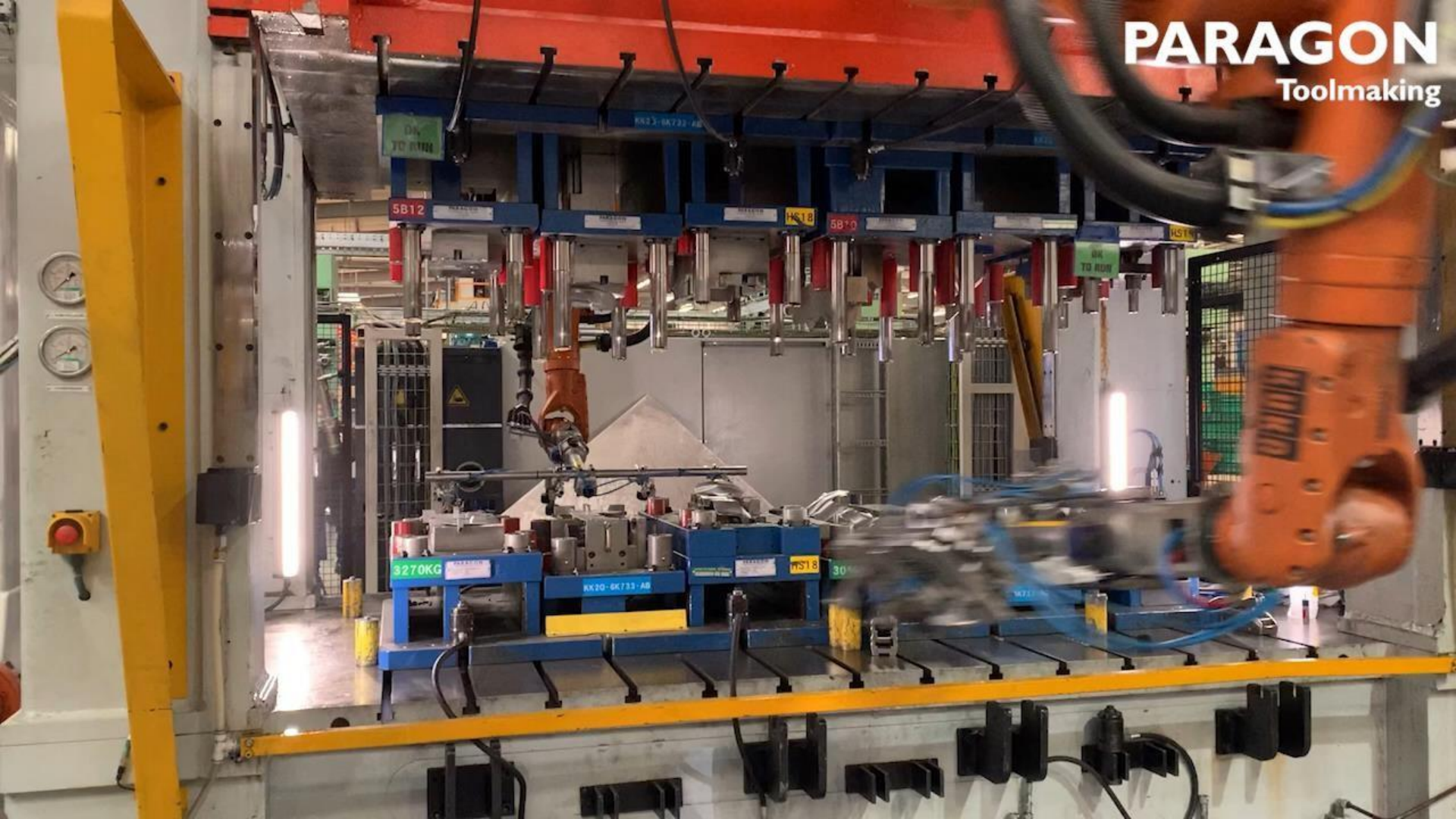
P
A

What They
Make



OFFICIAL

PARAGON
Toolmaking



P
A





The Manufacturing Process

Concept

Tool Design

Material Procurement

Part Manufacture

Tool Assembly

Tool Trial

Inspection

OFFICIAL

P
A
—



OFFICIAL

PARAGON
Toolmaking



PARAGON
Toolmaking

Apprentice Program

4 Year Apprenticeship

24 weeks offsite - HETA

2 year day release

Internal training program



Toolmaking Apprenticeships

KEVIN BATTY - GENERAL MANAGER

LIAM GALLOP - APPRENTICE TOOLMAKER

TOBY WRIGHT - APPRENTICE TOOLMAKER

Qualifications

Level 2 Diploma in Advanced
Manufacturing Engineering
(Foundation Competence)

Level 3 Diploma in Advanced
Manufacturing Engineering
(Development Competence) -
Toolmaker, Tool and Die
Maintenance

Level 3 Diploma in Engineering
Technology

Skill and Knowledge of a Toolmaker



PAR

Selection day



2023

SHORTLISTED

ENMA

Winner

Hull Live Business Awards -
Training and Development -
2021

Made in Yorkshire Business
Awards - Manufacturing
Apprenticeship/ Training
Scheme - 2021

Engineering and
Manufacturing Awards -
Training and Development -
2023



The Facts

20 Employees

Over 250 Years Experience

60% Paragon Home Grown

Average Service 12 years

Longest Serving 41 years

Average Age 39 Years

90% Apprentice Trained



Something to
think about

1/50

**P
A
R
A
G**

**o
l
m
a
k
i
n
g**

The Italian Job

Ferrari
12 Cilindri

OFFICIAL

P
A
R



n
g

OFFICIAL

OFFICIAL

PARAGON
Toolmaking

The Italian Job

Lamborghini Revuelto



OFFICIAL

FERRARI 12CILINDRI SPIDER



P
A
R
A
G
O
N

Q&A

T
o
o
l
m
a
k
i
n
g

P
A



T
o
o
l
m
a
k
i
n
g

Plenary & Q&A

Andy Crossland
Chair, Career Aspirations Group

Networking and Close



Business,
Growth and
Skills Hub