

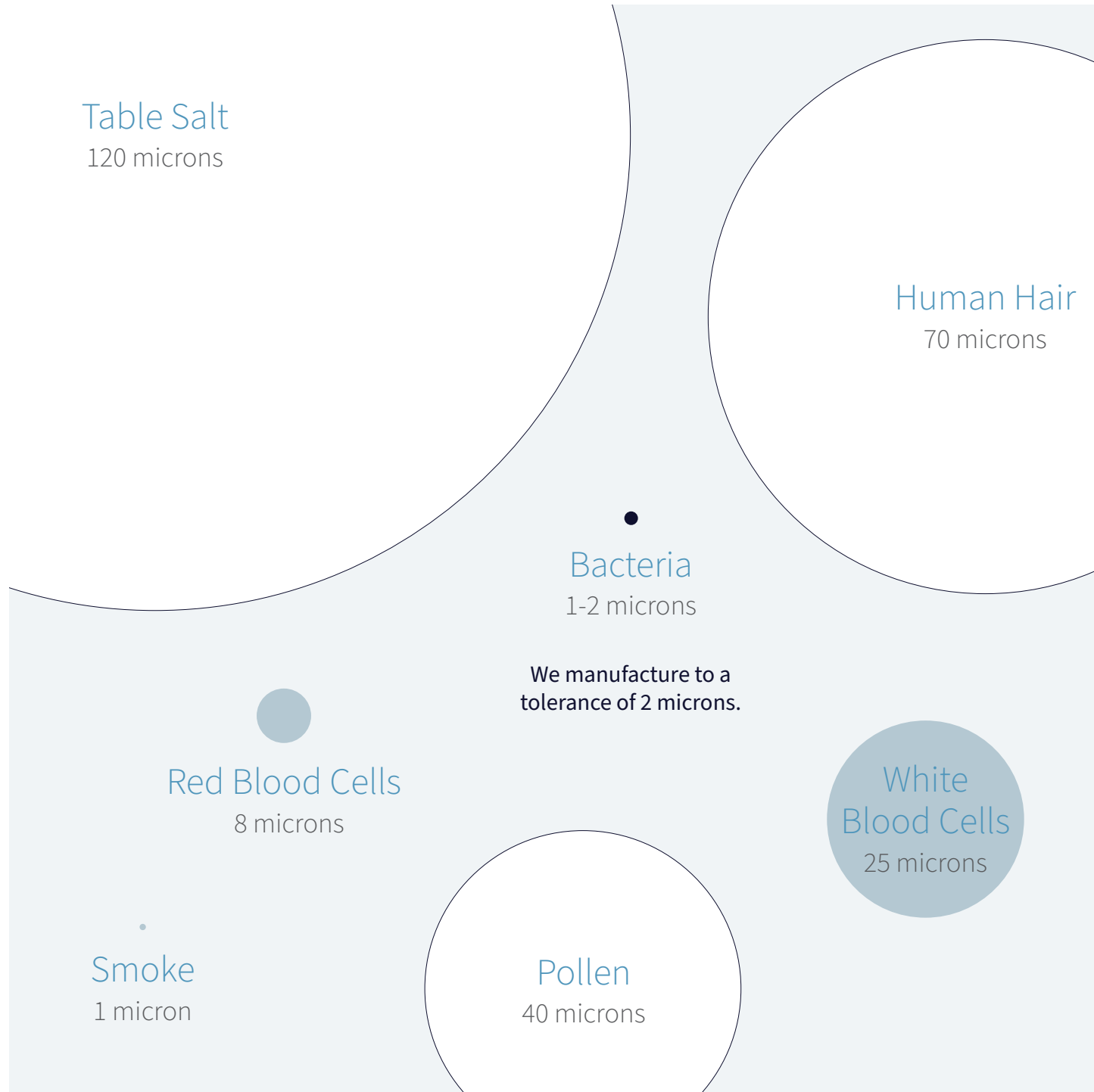


RELIANCE<sup>™</sup>  
PRECISION

## Apprenticeship Scheme



 **Apprenticeships**  
Top 50 SME Employers 2023



# Welcome to Reliance

We are a family-owned business in Huddersfield with a world-class reputation. For over sixty years, we have offered an apprenticeship scheme to support young engineers starting their careers.

## What do we do?

We provide engineering solutions for use in critical applications such as aircraft, satellites and analytical instruments. The precise nature of our work means that we manufacture and measure in microns - that's 1000 times smaller than a millimetre. In 2023 we were ranked as one of the Top 50 SME Apprenticeship Employers in the UK. We came in a #50 overall and #4 in the UK manufacturing sector.

## Who are we looking for?

If you have a genuine interest in engineering and a real drive to learn more, then you could be a Reliance apprentice. We are looking for individuals who are motivated, honest and reliable with great problem solving and communication skills. You'll also need a positive approach to training, as well as being determined to work hard to develop your skills throughout your four-year apprenticeship.

## Entry Requirements

You should have, or expect to gain, at least five GCSEs (or equivalent) at grade 5 or above including Maths, English and Science. Candidates should also be computer literate and comfortable with the Microsoft Office Suite (e.g. Word, PowerPoint and Excel).



## Did you know?

You can visit our website to find out more information about Reliance and our apprenticeship scheme.





# Gain practical skills through hands-on training

All of our apprentices begin their careers in our on-site EAL recognised training facility which has been accredited by The Institution of Mechanical Engineers (IMechE) and The Institution of Engineering and Technology (IET).

During your first year, you will cover the principles of manual turning and milling as well as how to work safely in a manufacturing environment. Whilst working in our training facility, you will also be taught technical drawing and how to use CAD software such as SolidWorks.

You will then learn how to operate our world-class CNC machinery, which we use to manufacture mission-critical components to ultra-precision tolerances.

You will learn these essential skills during the course of your apprenticeship and you will continue to develop your capability and expertise throughout your career at Reliance.

All of this initial training ensures that you are prepared for working as part of the wider engineering team.



## Nicole Le-Talbot

Nicole currently works in our Fine Assembly department, building and testing assemblies. She sometimes also works in the Tool Room where she writes programs, completes set-ups and produces machine components. Nicole has shown interest in working within the Production Engineering department and will soon begin a role that requires her to update methods and route cards used for manufacture.



## Did you know?

In 2020 we celebrated 100 years of engineering excellence. Reliance was founded on the 23<sup>rd</sup> November 1920.

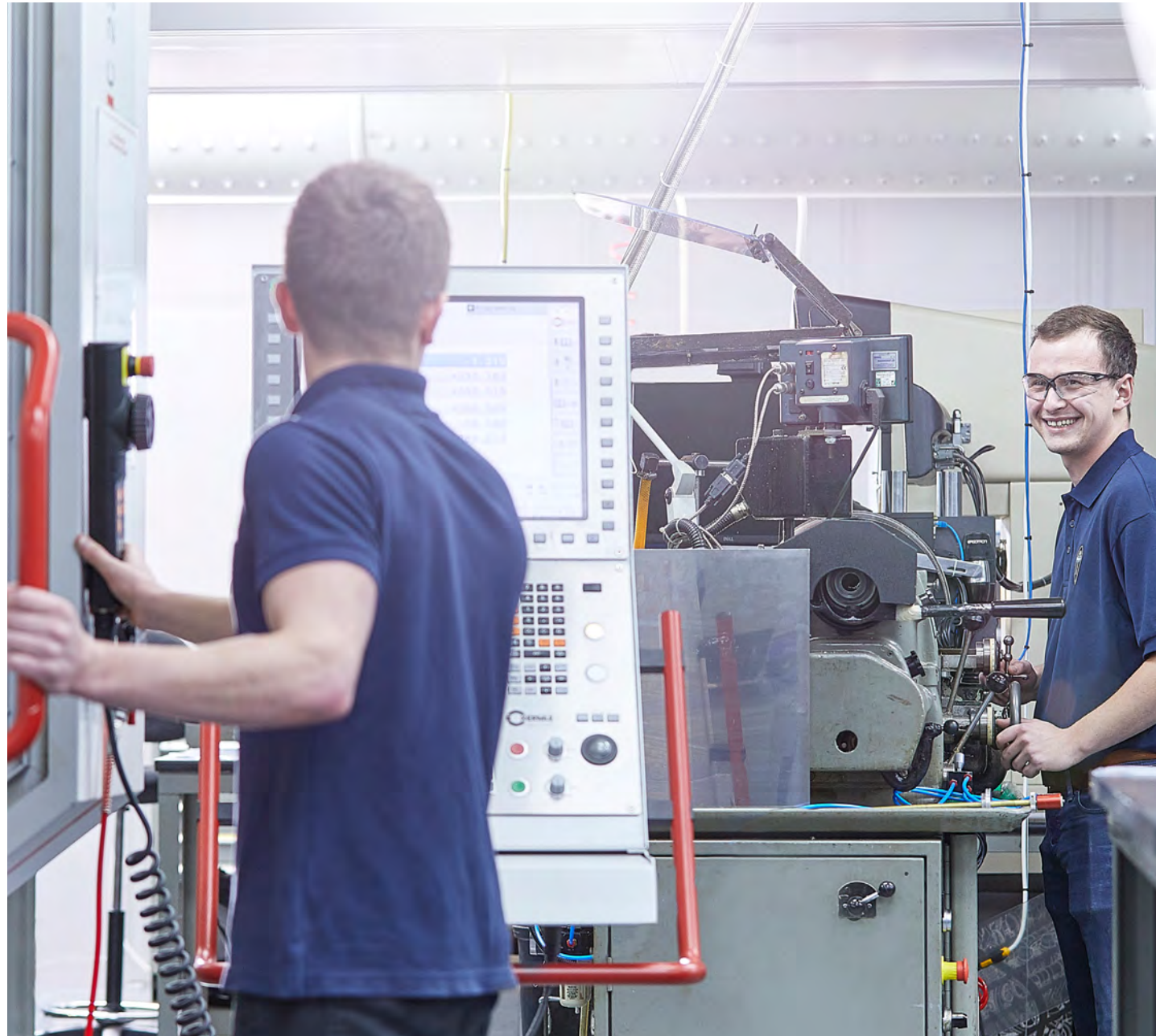






#### Did you know?

We also have a manufacturing facility in Bandon, Ireland. In 2020 we celebrated 50 years of Reliance Precision Manufacturing Ireland.



## Get paid to learn and achieve recognised qualifications

A Reliance apprenticeship is a paid position that offers rising pay as your skills increase. You will start earning from your first day.

You will learn from our innovative engineers who have decades of experience in precision engineering. You will also attend Kirklees College once a week for further training at their Engineering Centre.

Upon completing the four years of your advanced apprenticeship you will have gained recognised further education qualifications. Following this, there may be opportunity for you to continue your studies.

Many of our apprentices have gone on to receive higher education qualifications and some have achieved Chartered Engineer status.

You will be a full-time employee from the start of your apprenticeship and you will be eligible to join our healthcare and pension schemes.



#### Lee Bradley

Following his apprenticeship, Lee worked in Gear Cutting, but subsequently moved to the Cleanroom. He returned to Gear Cutting a few years later having been given the opportunity to learn how to operate a newly purchased CNC machine. Reliance continued to invest in machinery for the department and, as a skilled operator of this new technology, Lee was promoted to his current role of Gear Cutting and Grinding Team Leader. Lee enjoys programming and managing people as well as working on the machines wherever possible. In 2020, he celebrated 25 years at Reliance.



# Discover your career path at Reliance

All of our apprentices begin their training in the same way, but they go on to have very different careers.

Typically, an apprentice’s career path is influenced by a combination of what work they find enjoyable, their talents and the needs of the business.

It’s quite common for employees to have the opportunity to work in multiple departments and to have a number of different roles during their careers at Reliance.

Thinking about your future at the start of your apprenticeship journey can help us to shape your training and ensure you’re on track to achieve your career goals.

As a starting point, why not take a look and see if any of the descriptions below sound like you.

I’m great at problem solving and working as a team. I have a real eye for detail.

I’m really good at maths and science but I also have a creative way of thinking.

I have an interest in coding, gadgets, electronics and building mechanisms.



Dan Driver

Following his apprenticeship, Dan studied Mechatronics at Lancaster University. He initially worked in the Development and Test department but has more recently assumed the role of Digital Engineer. Dan now champions the use of data, robotics and additive manufacture to help improve quality and efficiency at Reliance.



**Manufacturing/Assembly Engineer**  
Manufacturing/assembly engineers are born problem-solvers who have an eye for detail and the ability to work well in a team. Typically, apprentices will specialise in a particular aspect of manufacturing or assembly (e.g. turning, milling, inspection, cleanroom assembly) but we have also had sales and procurement apprentices who began their careers this way.



**Design Engineer**  
A design engineer would be particularly good at maths and science but would also have a creative way of thinking. Individuals who are interested in this option would develop their mechanical engineering knowledge through hands-on training before eventually working within our design department, developing innovative solutions to our customers’ problems.



**Mechatronics Engineer**  
Mechatronics engineers are interested in both mechanisms and electronics. Those who enjoy coding and building their own gadgets would most likely find this career path interesting. Apprentices who take a mechatronics route would have the ability and knowledge to be involved with the design, test and manufacture of assemblies and systems.

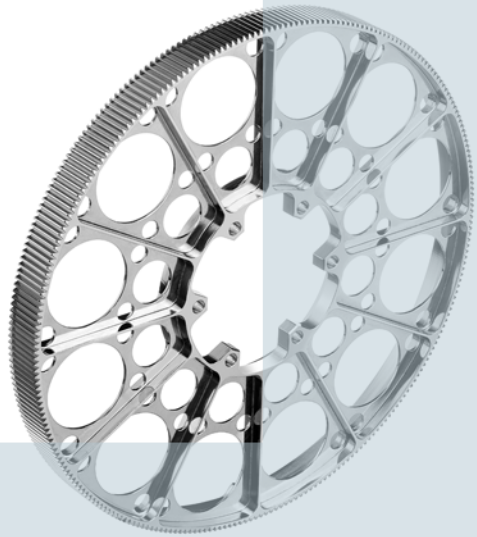


**Did you know?**  
We like to ensure that work is enjoyable and rewarding so that everyone gets their chance to progress and grow.



# First Year

In your first year you take a hands-on approach to learning manufacturing and engineering principles in our training facility.



## Olly Swinden

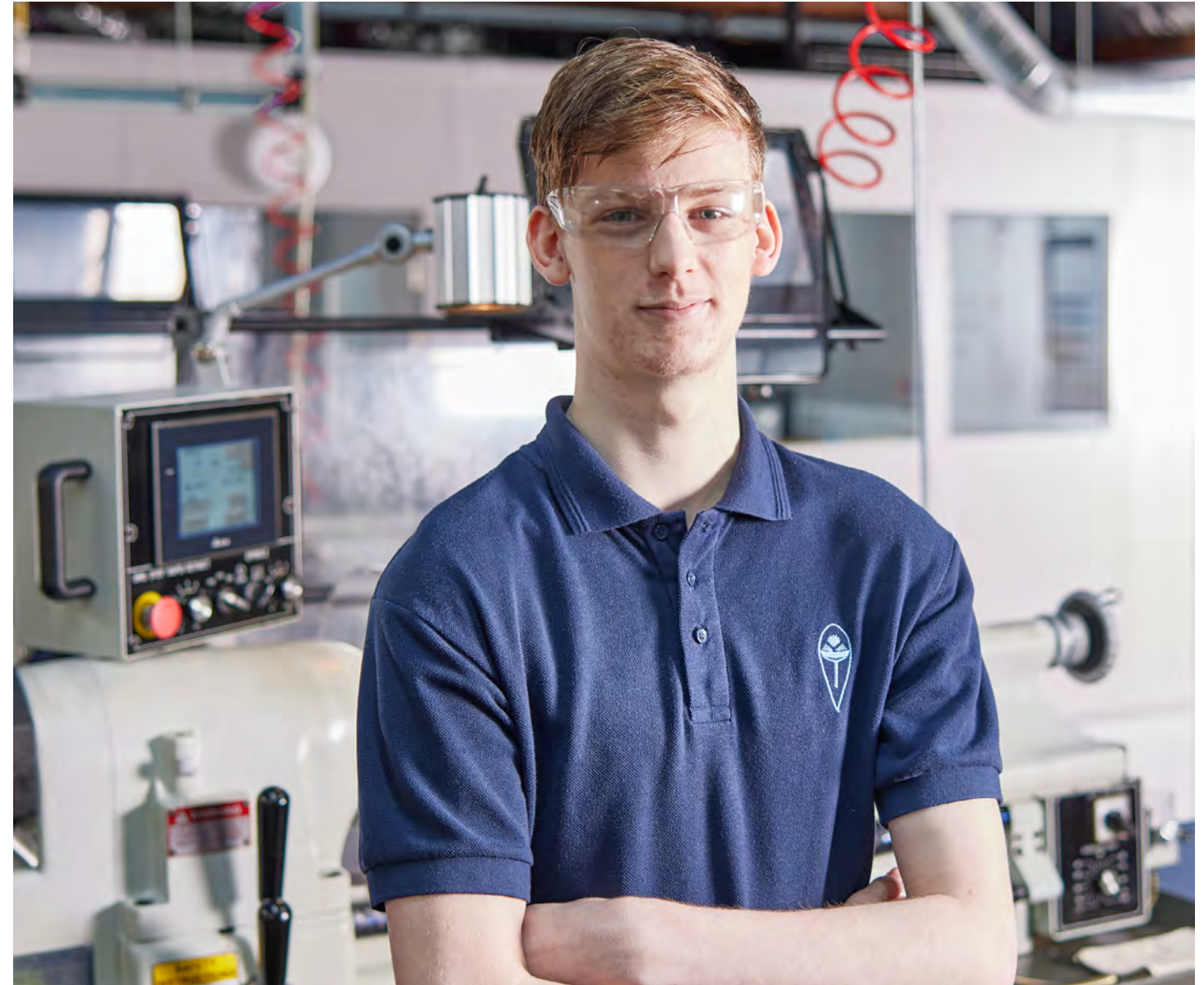
Working in Reliance's accredited Apprentice Training Facility, Olly is learning core engineering skills, guided and supported by the team leader and his fellow apprentices. The focus of his initial year is the manual milling and turning machines, learning in detail how they operate. Olly attends Kirklees College twice a week where he is studying for his Level 2 Diploma in Advanced Manufacturing Engineering. As part of this he attends lectures and completes coursework and assignments.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



### Did you know?

Our apprenticeship scheme plays an important role in generating future talent for the business. Apprentices make up approximately 10% of our workforce.

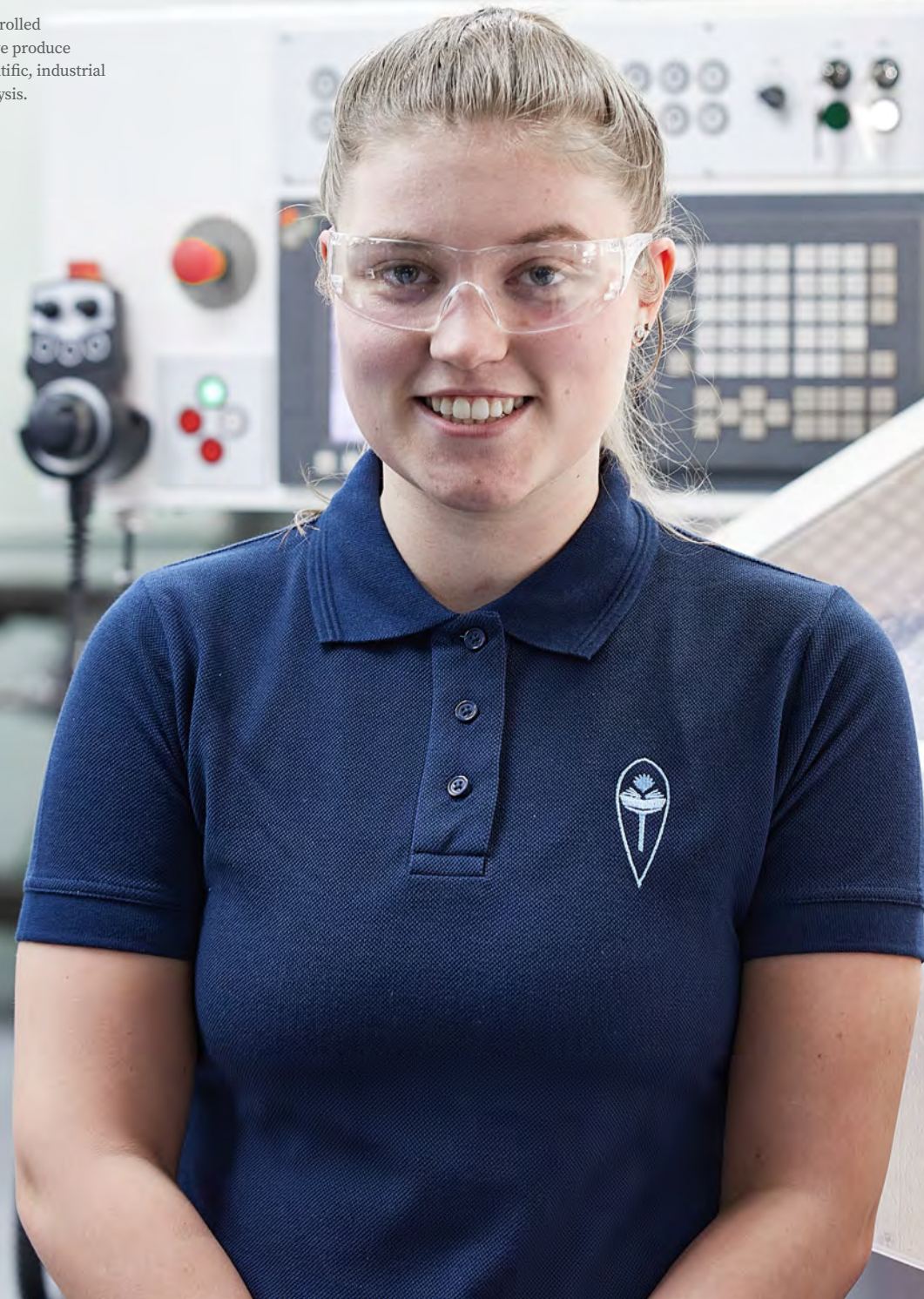






#### Did you know?

Our Cleanroom is a controlled environment in which we produce assemblies used in scientific, industrial and environmental analysis.



## Second Year

The second year is your chance to experience working in different departments across manufacturing and the wider company.

#### Maegan Green

Maegan is currently on her second year business wide rotation, experiencing a month in each department. So far this has included Design Engineering, Quality, Inspection, Milling, Turning and the Apprentice Training Facility (looking after the new apprentices). She particularly enjoyed her stint in Inspection and the exposure to Metrology, the scientific study of measurement. During this time, she learnt how to design her own program for components on a CMM (Coordinate Measuring Machine) and saw the whole process through to the end.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



# Third Year

In your third year you begin to specialise in one particular department. You will develop your skills throughout the year in this area.

## Daniel Lewis

Daniel applied for the Reliance Precision Apprenticeship Scheme whilst he was studying for his GCSEs at school. He knew he wanted a career in engineering but wasn't keen to continue in full-time education. As a more practical, hands-on, person he decided an apprenticeship might suit him better as it would provide the opportunity to build a career whilst working. He learnt about Reliance's apprenticeship scheme from a friend who had previously undertaken a school work experience placement at the company. He then did some online research to understand more about Reliance and was fascinated with the intricate nature of the products they manufactured. He also discovered the different sectors and industries they serve and concluded this could result in a variety of interesting work.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



## Did you know?

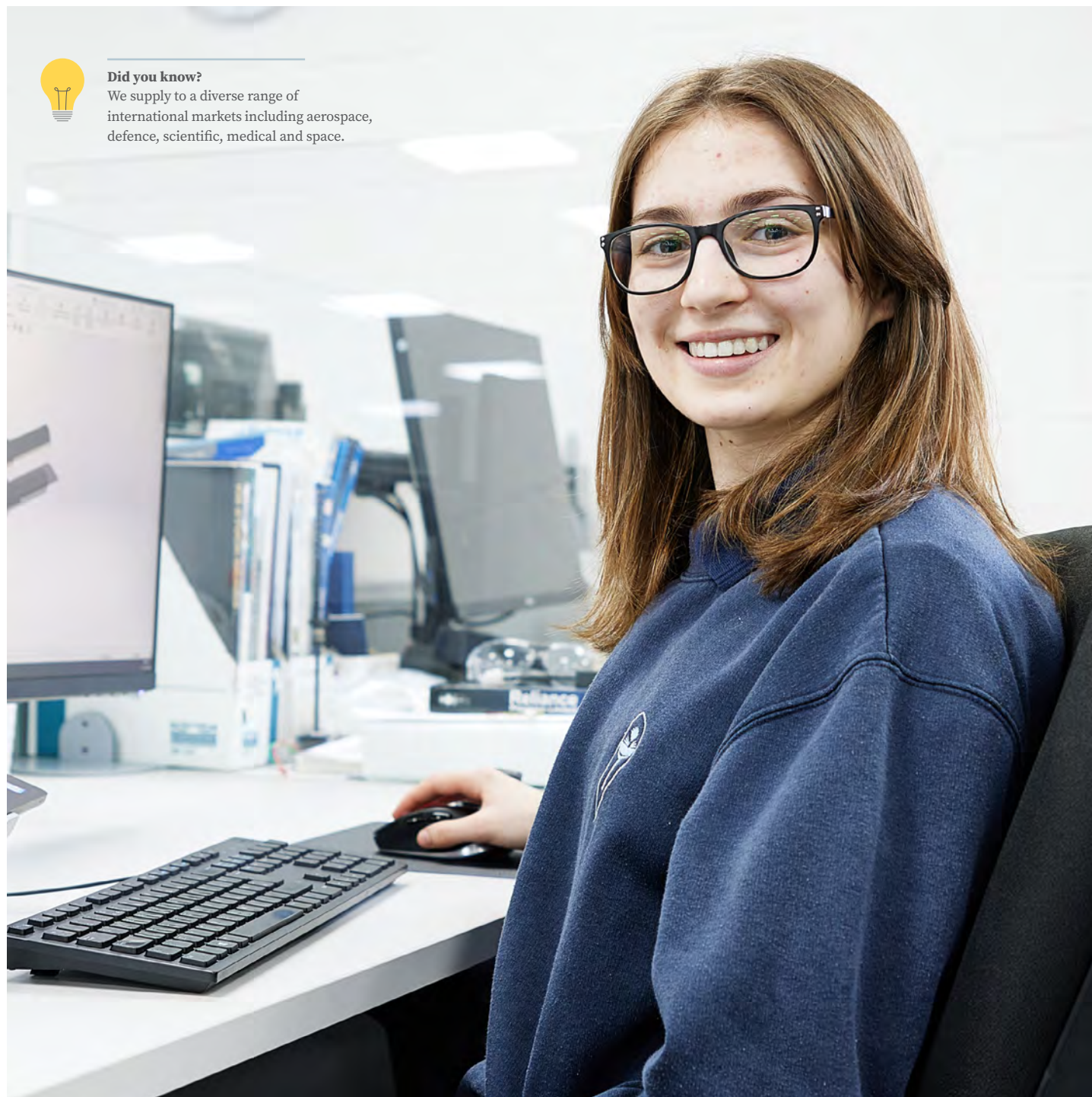
Our apprentice training facility and Tool Room are equipped with state-of-the-art technology and machinery.





**Did you know?**

We supply to a diverse range of international markets including aerospace, defence, scientific, medical and space.



# Fourth Year

Your fourth year allows you to gain further knowledge and practical experience in your specialist area.

**Maria Perrins**

Now in the final year of her apprenticeship, Maria is working towards a Technical Engineer role, supporting the Standard Products and Integrated Solutions team. In this role, she is part of a team responsible for the technical aspects of Reliance's range of standard products. She is also involved in various long-term product development projects.

She comments "I love when we have a design or theory working on paper and then we take to prototype, then manufacture and then test to see if it works in reality." Maria has recently embarked on a Level 6 Apprenticeship course at The University of Sheffield AMRC (Advanced Manufacturing Research Centre).

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



# After your apprenticeship

*“Reliance is a really good company to work for. You have to work hard, but they look after you if you do. They have helped me start my career in engineering, something I’ve always wanted. As well as learning, there’s other little things I appreciate, like my mentor. He helps me a lot and it’s a relationship I really value.”*

**Charles Mukoyi**

Charles has recently graduated from the Reliance Precision Apprenticeship Scheme after completing a shorter than usual, three-year apprenticeship. His second year was spent on rotation in the assembly department, extending to a business wide rotation in his final year.

During this final year Charles was part of the apprentice team representing Reliance in The LaunchUK Nanosat

Design Competition, something which he is incredibly proud of. Now, as an Assembly Engineer, Charles is beginning a journey to learn and understand every aspect of the Assembly department.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



**Did you know?**  
In 2022, nine Reliance apprentices were shortlisted to compete for a £600,000 challenge fund as part of LaunchUK’s Nanosat Design Competition. The team designed a nanosat (a small satellite with a mass of between 1 kg and 10 kg) capable of being sent into space to support the UK’s climate change and decarbonisation efforts. Their nanosat was named NORI (Nanosat Ocean Research Instrument). It was designed to provide useful data to monitor the extent of seaweed growth and to calculate just how effective seaweed is at removing carbon dioxide from the atmosphere.







#### Did you know?

We are proud to have employees who joined the company through our apprenticeship scheme working across almost all of the departments at Reliance.



## After your apprenticeship

*“The apprenticeship scheme provided the foundations on which I could build a career. It enabled me to learn the practical, hands-on core engineering skills onto which I’ve been able to add academic and practical theory.”*

### Hannah England

Hannah graduated from the apprenticeship scheme in 2010. Supported by Reliance, she went on to study a four-year master’s degree at Newcastle University, returning each holiday to work in the assembly production engineering department. After achieving her MEng in Mechanical Engineering, she returned to take up a full-time position as a Mechanical Engineer, planning and overseeing the process development of space projects and application trials. During this time, she began to work towards her Chartered Engineer status with the IMechE (Institute of Mechanical Engineers).

In 2017 she was promoted to Team Leader for Fine Assembly, Space

and Life Sciences, and shortly afterwards, was awarded her Chartered Engineer status. As Team Leader Hannah managed a team of people, supporting them in the development of their skills and knowledge whilst ensuring that assemblies leaving the department met the necessary quality standards.

Hannah has since moved to a new role as a Senior Production Engineer in the Assembly Production Engineering Department, taking responsibility for planning jobs, tooling, developing assembly processes and supporting production.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



## After your apprenticeship

*“Looking back at the boy who started at Reliance over twenty years ago, I would never have believed I would be where I am today. I will be forever grateful to Reliance for taking me on as an apprentice. They opened my eyes to a whole new world and enabled me to discover a passion for metrology.”*

### David Torr

David has worked at Reliance for over twenty years and is now their Head of Metrology. He joined the apprenticeship scheme back in 1999 and, after spending his final year in the Inspection Department, graduated with a full-time position as an Inspector.

Over the course of the following seven years he progressed to Deputy Chief Inspector and then Chief Inspector, managing the whole Inspection team and the operation of the department.

During this period he gained qualifications in Dimensional Measurement as well as undertaking a two year, part time Foundation Degree in Engineering, specialising in Metrology.

In 2014, whilst studying for his degree, David was promoted to a newly created role, Head of Metrology. This position saw him introduce new measuring systems and procure new equipment to integrate in to Reliance’s manufacturing processes.

His most recent achievement is achieving Chartered Engineer status from The Institution of Engineering and Technology (IET) in recognition of his capabilities and innovation developing and investing in technology during his career at Reliance.

Find out more: [www.reliance.co.uk/apprenticeship-scheme/case-studies](http://www.reliance.co.uk/apprenticeship-scheme/case-studies)



### Did you know?

We continually invest in state-of-the-art measuring technology to strengthen the capabilities of our Metrology department. Metrology is the scientific study of measurement.





**Did you know?**

We take part in a number of local careers events throughout the year. Check our Twitter page (@RP\_Apprentices) for more information.

## FAQ

These are some frequently asked questions about the Reliance apprenticeship scheme. If you have further questions, please contact us.

**What are the entry requirements?**

You should have, or expect to gain, at least five GCSEs (or equivalent) at grade 5 or above including Maths, English and Science.

**What happens after I apply?**

After reviewing all of the applications we will contact those who have been selected to interview.

**How many places are there?**

We typically take on around 5-6 apprentices per year.

**When is the deadline?**

Applications are typically open from October to April each year. You can check our website to confirm whether the scheme is open for applications.

**Is the position full-time?**

A Reliance apprenticeship is a full-time position. If you are over 18 you will work 38 hours a week in total, including one day at college. If you are under 18 you will work 36 hours a week in total, including one day at college. You are considered as a full-time employee from the start of your apprenticeship and you will be eligible to join our healthcare and pension schemes.

**Is there an age limit?**

Most of our apprentices join us after completing their GCSEs however, there is no age limit. You must be 16 or over to do an apprenticeship.

**Where will I attend college?**

You will attend Kirklees College Engineering Centre in Huddersfield.

**When does the scheme start?**

The scheme starts in August each year. If you are successful in your application you will be given an official start date.

**How long is the apprenticeship scheme?**

It takes 4 years to complete a Reliance apprenticeship.

**Do I have to pay to become an apprentice?**

No. It is a paid position, so we pay you!







## How to apply

If you are interested in becoming a Reliance apprentice you can download an application form from our website. Please submit your completed application form via email or post.

[www.reliance.co.uk/apprenticeship-scheme](http://www.reliance.co.uk/apprenticeship-scheme)

[apprenticeships@reliance.co.uk](mailto:apprenticeships@reliance.co.uk)

Reliance Precision Limited, Rowley Mills,  
Penistone Road, Lepton, Huddersfield, HD8 0LE

Visit our website 

Download the application form 

Submit your application 





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