



RELIANCE™
PRECISION

Engineering Apprenticeships



Are you an engineer of the future?

2025/26 Prospectus



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 and approximately 28% are current or former apprentices.

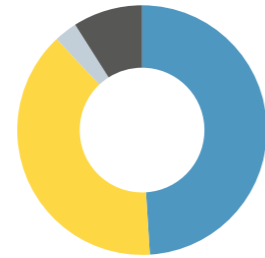


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Our mission is to be recognised as a **WORLD CLASS** provider of engineering driven solutions, placing our customers at the heart of our thinking and actions.



Markets
Life Sciences
Defence
Space
Other

Incorporated in **1920** as Reliance Gear Company Limited


240
Employees
(200 UK, 40 Ireland)

28%
Of employees are current or former Reliance apprentices

2 Operating sites in the UK and Ireland


Owned by the Selka family since **1955**

60+
Years of the Reliance Precision Apprenticeship Scheme

An annual turnover of **£30m**

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 process critical and mission ready engineering solutions for use in complex environments. Our markets include life sciences, defence and space. The precise nature of our work means that we manufacture and measure in microns — that’s a thousandth of a millimetre.

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 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 advanced apprenticeship.

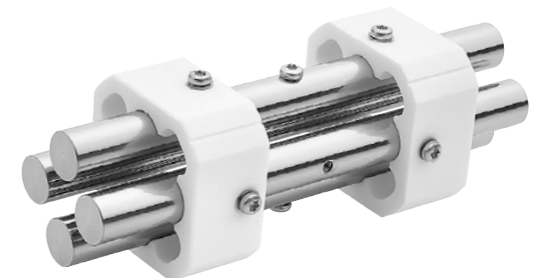
Entry Requirements

You should have, or expect to gain, at least five GCSEs (or equivalent) at grade 4 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).

Year One

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. You will be taught technical drawing and you will spend time using Computer Aided Design (CAD) software like SolidWorks. You will then learn how to program and operate Computer Numerical Control (CNC) machinery. All of this initial training ensures that you are prepared for working as part of the wider Reliance team.

Year Two

Your second year provides a chance to experience working in different departments across the company to see which pathway might suit you best. You can find more information about each pathway on page 10.

Year Three

In the third year of your apprenticeship you will begin to develop your skills in one particular area of the business, relating to your training pathway.

Year Four

Your fourth year allows you to gain further knowledge and practical experience in your specialist area. Most apprentices stay in their chosen area or department after they graduate but there may be opportunity to try other roles during your career.



Did you know?

We hold quarterly Apprentice Voice sessions to make sure apprentices feel able to make suggestions and ask any questions they might have.



Did you know?

We recently invested in two EMCO training machines for our training school to enable apprentices to learn the basics of CNC machining during their first year.





Did you know?

We also have a manufacturing facility in Bandon, Ireland. You will visit Reliance Precision Manufacturing (Ireland) Limited during your first year to find out more and meet your Irish colleagues!



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 an 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.

Reliance also believes in the importance of developing soft skills like communication, critical thinking and self-reflection. All apprentices take part in multiple soft skills training sessions, delivered by trained professionals, over the four years of the scheme.

During your first year you will visit trade shows and other companies in the local area on quarterly field trips to learn more about the wider engineering industry.



Did you know?

As part of the Reliance Employer Supported Volunteering Scheme, all Reliance employees have the opportunity to spend one day a year volunteering for a local charity or community group. Last year our first and second year apprentices planted trees for River Holme Connections.



Discover your training pathway at Reliance

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

Towards the end of your second year rotation around the business, you will begin to follow a specialised training pathway to help you develop skills and gain qualifications in a particular area.

There are four core pathways available to Reliance apprentices: Manufacturing Engineer, Assembly Engineer, Metrology Engineer and Design Engineer.



Did you know?

Towards the beginning of your apprenticeship you will take part in an outdoor adventure course delivered by The Outward Bound Trust. This residential trip is designed to improve teamwork, communication, confidence, resilience, and leadership skills.

You will choose your pathway by applying for the role(s) that suit you best. Available positions are influenced by the needs of the business and vary from year to year.

The next few pages provide more information on each of the four training pathways.

Manufacturing Engineer

Assembly Engineer

Metrology Engineer

Design Engineer



**Did you know?**

We like to ensure that work is enjoyable and rewarding so that everyone gets their chance to progress and grow.

Manufacturing Engineer

Become an expert in using tools, machines and processes.

What does a Manufacturing Engineer do?

Manufacturing Engineers are responsible for producing precision components designed for use in critical applications. Components are made using CNC machines and are inspected throughout the manufacturing process to ensure they meet the strict requirements of our customers. Manufacturing Engineers will typically specialise in one area such as Turning, Milling or Gear Cutting. You'll get the chance to experience all of these departments during your second year rotation of the business.

What makes a good Manufacturing Engineer?

A good Manufacturing Engineer will have excellent communication skills and the ability to work in a team as well as on their own. They will develop strong technical skills and must be happy following a process to ensure every component is manufactured in exactly the same way. Manufacturing Engineers often have good analytical and problem solving skills. They are able to identify why a problem has occurred and can suggest opportunities for improving processes, without compromising quality.

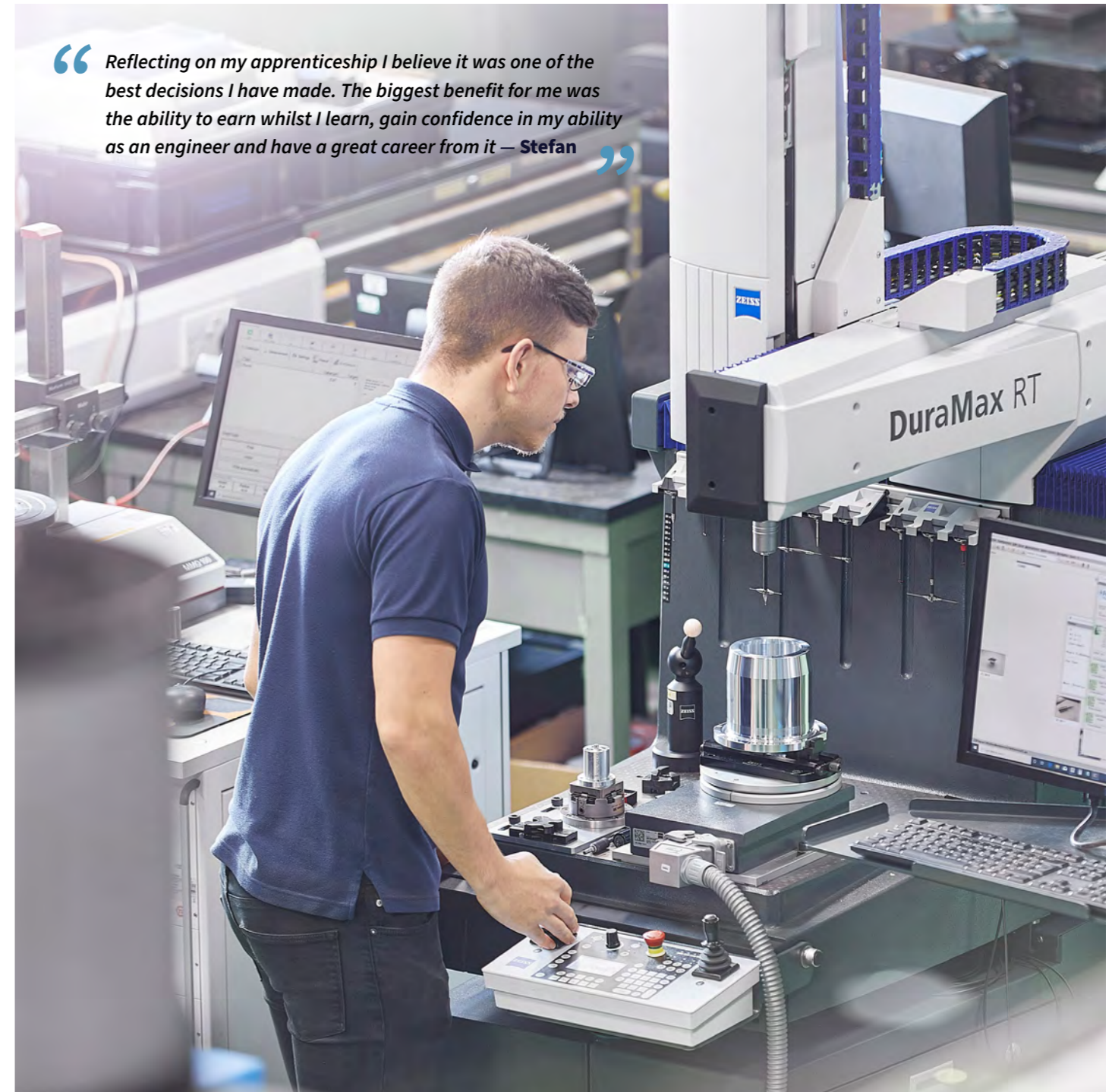
SPOTLIGHT ON DAISY

Daisy learnt about the Reliance Precision Apprenticeship Scheme at a careers fair whilst she was at high school. She arranged to complete work experience and, having enjoyed her time working at the company, she applied to become an apprentice.

Daisy began her apprenticeship journey like all first year apprentices learning the principles of manual

milling and turning in the Training School. Following her second year rotation around the business she decided to take the Manufacturing Engineer Pathway. Daisy completed the third and fourth year of her apprenticeship in the Turning department where she developed specialist skills in this area. Daisy chose to stay in the Turning department after she graduated from the scheme in 2024.

Find out more about Daisy's career so far on our website.



“ Reflecting on my apprenticeship I believe it was one of the best decisions I have made. The biggest benefit for me was the ability to earn whilst I learn, gain confidence in my ability as an engineer and have a great career from it – Stefan ”

“ 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 – Charles ”



Did you know?

All apprentices have regular reviews to ensure they are on track with their training.

Assembly Engineer

Become an expert in building real-world technologies.

What does an Assembly Engineer do?

Assembly is an important part of the production process. Assembly Engineers combine components that have been made by Manufacturing Engineers into complex sub-systems for our customers. These systems are often designed for use in mission ready or process critical environments where accuracy is of paramount importance. Some assembly work takes place in a clean environment to prevent contamination. Before a sub-system is delivered to the customer, Assembly Engineers test and measure their work to ensure it meets requirements.

What makes a good Assembly Engineer?

Although you will learn everything you need to know as part of your apprenticeship, there are a few traits that you might already have that would mean you’d be a fantastic Assembly Engineer. You will need good dexterity, hand-eye coordination and the patience to assemble complex sub-systems which will sometimes have many different parts. Typically, those who are well suited to this role approach tasks in a methodical and organised way. If you enjoy building models and following a process to get things done, you’ll be well suited to this pathway.

SPOTLIGHT ON LEON

Leon began working at Reliance in 2021 after he had completed his GCSEs. He applied for an engineering apprenticeship because he was particularly interested in how things work. During his second year, he learnt that the Assembly Pathway particularly suited his skill set and interests. He was welcomed into the team and Leon spent the last two years of his apprenticeship learning

everything there is to know about assembly. He has recently graduated from the apprenticeship scheme, and he is now an Assembly Test Engineer. Leon primarily works in a cleanroom environment on mass spectrometry related projects, supporting Reliance’s customers in the analytical instruments industry. In this role Leon collaborates with his colleagues and occasionally works directly with customers.

You can find out more about Leon and his career so far on our website.



**Did you know?**

At Reliance we always say 'if you can't measure it, you can't make it!'

Metrology Engineer

Become an expert in the science of measurement.

What does a Metrology Engineer do?

Metrology Engineers are specialists in the science of measurement. They operate precise measurement equipment and are responsible for conducting and managing the analysis of components and assemblies to ensure they meet the correct standards. Final inspection of components occurs at the end of the production process, but measurement occurs at every stage of manufacture. Reliance specialises in the manufacture of precision components and sub-systems for applications that require incredible accuracy, metrology is therefore an important part of the production process.

What makes a good Metrology Engineer?

Metrology Engineers need excellent observation and problem solving skills. They are logical thinkers and will often have a talent for maths. Metrology Engineers are required to take measurements, analyse data and suggest improvements to develop and improve processes. They are also required to work with others, so good communication skills are important. Metrology Engineers need to have a strong attention to detail. Apprentices who follow this pathway will learn about metrology and the science of measurement from Reliance's in-house experts.

SPOTLIGHT ON

ANDREW

At school Andrew was unsure what he wanted to do but was inspired by his grandad and his careers advisor to apply for an engineering apprenticeship. He joined the scheme in 2015 and, after learning foundation skills in his first year, chose to pursue the Metrology Pathway. During his apprenticeship he completed a Level 3 in Mechanical Engineering, a Level 3 in Inspection/Metrology and

a HNC in Mechanical Engineering. When Andrew graduated in 2019, he became a CMM Programmer before becoming the CMM Process Lead. He then completed a Manufacturing Engineering degree at Sheffield Hallam University and was recently promoted to Metrology Lead. Andrew is now responsible for the implementation of key processes relating to metrology including programming, scheduling and maintenance.

Find out more about Andrew's career so far on our website.



“ Choosing an apprenticeship at Reliance was one of the most important decisions I've ever made – it's given me a career, a versatile set of skills, and endless opportunities to grow, all without the weight of student debt that many of my friends are still paying off! – Elliott ”



**Did you know?**

The qualifications you study for at Kirklees College will be tailored to your training pathway.

“ *An apprenticeship was the right choice for me as I wanted to gain practical experience in engineering. I now work in the engineering department, where I have gained mechanical design engineering knowledge and skills. My apprenticeship allowed me to gain hands-on experience, serving as a strong foundation for my career — Maria* ”

Design Engineer

Become an expert in making ideas work.

What does a Design Engineer do?

Design Engineers focus on designing, developing, and testing new products, precision components and sub-systems. There are a few different types of project that a Design Engineer might get involved with. They might work on a solution for a customer, but they are also involved with creating new Reliance Technologies – a bank of products designed and manufactured by Reliance for mission ready and process critical applications. Design Engineers will work with different people across the company including sales, production engineering and manufacturing.

What makes a good Design Engineer?

Design Engineers are logical, analytical thinkers. They need to have the ability to find the best, often creative, solution to a challenge. You might be suited to a career as a Design Engineer if you have a good attention to detail, excellent problem-solving skills and the patience required to refine an idea until it is right. Design Engineers should be able to work on their own and as a team. In some cases, they are required to work collaboratively with a customer’s engineering design team to find a solution, so good communication skills are very important.

SPOTLIGHT ON MAEGAN

Whilst completing her GCSEs, Maegan became interested in the idea of pursuing a career in engineering. She had no experience in this area, but she became aware of Reliance when an apprentice came into her school to do an assembly promoting engineering and apprenticeships.

Maegan joined the scheme in 2021 and, having completed her first and second

year, found that the Design Engineer Pathway was best suited to her skills. She has spent her third and fourth years working as an Apprentice Mechanical Design Engineer. Maegan’s role is varied. One day she could be designing or testing assemblies in the test lab and the next she could be working on drawings for customers or producing CAD models using SolidWorks. Maegan has recently graduated from the scheme and will continue to develop her skills.

You can find out more about Maegan and her career so far on our website.



How to apply

To apply for the Reliance Precision Apprenticeship Scheme, please fill in the application form on our website and send it to apprenticeships@reliance.co.uk



Application

Send us your application form during the application window.

This is typically from the beginning of January to the end of February. Keep an eye on our website for details.



Aptitude Test

If your application form is complete, and you meet our entry requirements, you will be asked to take an aptitude test. This is delivered by a third party company at our Huddersfield site.



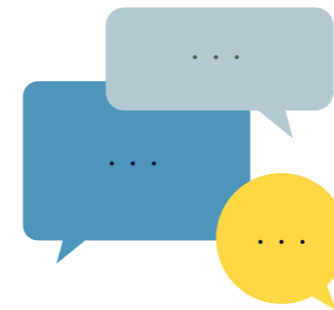
First Interview

If you score within the accepted range on your aptitude test, you will be invited to a first interview. This is conducted remotely over Microsoft Teams. You will be sent an invitation via email.



Did you know?

You can email us if you have any questions relating to the scheme.



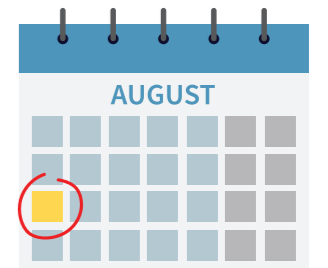
Second Interview

If your first interview is successful, you will be invited to a second interview. This will be a face-to-face interview with members of the Reliance team. It will also include a short task.



Offers & Parents' Evening

Towards the end of March, offers will be made to successful candidates. If you accept the offer you will be invited to visit Reliance with your parents or carers to receive your contract and learn more about the company.



Start Date

You will begin your apprenticeship at Reliance in August. You will be given an official start date closer to the time.

**Did you know?**

We take part in a number of local careers events throughout the year. Check our website for more information.

Frequently Asked Questions

These are some frequently asked questions about the Reliance Precision 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 4 or above including Maths, English and Science.

What happens after I apply?

Please see pages 20 - 21 for details about the recruitment process.

How many places are there?

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

When is the deadline for applications?

Applications are usually open from the beginning of January to the end of February 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.

How long is the apprenticeship scheme?

It takes 4 years to complete a Reliance apprenticeship.

Is there an age limit?

Most of our apprentices join us after completing their GCSEs but there is no age limit. However, you must be 16 or older to do an apprenticeship.

Where will I attend college?

You will attend Kirklees College Engineering Centre in Huddersfield (Turnbridge Road, Huddersfield, HD1 6AG).

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.

Is your recruitment process inclusive?

Yes. We are committed to creating an inclusive environment where everyone feels welcome and respected. We encourage applications from all individuals and can make reasonable adjustments to support candidates throughout the recruitment process. You can contact our recruitment team to discuss any support you might need: apprenticeships@reliance.co.uk

Do I have to pay to become an apprentice?

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





Reliance Precision Limited

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Huddersfield, HD8 0LE, United Kingdom.

Learn more at www.reliance.co.uk/apprenticeship-scheme

Email us at apprenticeships@reliance.co.uk

Call us on **01484 601000**