



ASTON MARTIN

ASTON MARTIN APPRENTICESHIP PROGRAMME





ASTON MARTIN

WORKING AT ASTON MARTIN

Aston Martin is one of the world's most respected luxury brands and its products lead the way in style, performance, quality and personality. The use of cutting edge technology, unique materials and high end craftsmanship exceed the expectations of our customers. The combination of a strong heritage, a unique culture and cutting edge technology makes Aston Martin truly special as well as providing an exciting and rewarding environment.

Aston Martin is looking for high calibre individuals with a passion and energy to strive to achieve the highest standards in everything they do. There must be an eagerness to deliver in a fast paced, demanding environment and rise to new challenges on a daily basis.

All Aston Martin employees have the opportunity to develop their career, offered by the breadth of scope within each role in the business, which is supported by robust employee development processes.

You will be encouraged to innovate and explore new ideas, as well as work with others across the company and at all levels; our workforce collaboratively drive the future of our products. Aston Martin are committed to providing the necessary support, including training, mentoring and professional development to fully guide its future leaders.



ABOUT OUR APPRENTICESHIPS

Our apprentices thrive on practical problem solving, show an appreciation for craftsmanship and enjoy hands-on work, as well as demonstrating academic abilities. In return, we offer qualifications and a rewarding career path, working with an award winning product range and alongside business experts.

We offer apprenticeships in a range of disciplines and are eager to receive applications from candidates who are highly motivated to excel in our dynamic and fast-moving workplace. Further details of the available apprenticeship opportunities can be found on the following page or on our website-

<https://www.astonmartinlagonda.com/careers/apprenticeships>.



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CEO STATEMENT

President and CEO Dr Andrew Palmer, is a strong advocate of apprenticeships, having started his career as a technical apprentice at AP Leamington, only a few miles from Aston Martin's Gaydon headquarters:

"The success of Aston Martin lies with our ability to be at the forefront of design, manufacturing and engineering innovation. To do this we must continue to develop our traditional craftsmanship skills whilst exploring future technologies that will enable us to deliver innovative and luxury products to our customers."

"Apprenticeships are a key factor in enabling us to be world leaders in design, engineering and manufacturing. Having started my career as an apprentice, it's great to see such a vibrant programme of learning and development within the company."



PROGRAMME STRUCTURE

We offer three routes of Apprenticeship across a range of business areas:

- Intermediate level apprenticeships provide the opportunity to specialise in a technical skill such as Paint, whilst working towards a Level 2 qualification.
- Advanced Apprenticeships are designed for students who have achieved Grade 4 or above in 5 GCSE subjects and who are looking to study towards a Level 3 qualification in a relevant subject.
- Higher Apprenticeships are designed for those who have completed A-Level or equivalent qualifications and will involve studying towards a degree level qualification.

Our programmes are all four-year Fixed Term Contract Apprenticeships during which you will be learning on the job whilst also completing an academic qualification on either a day release or block leave basis. Once you have completed your apprenticeship you will have the opportunity to apply for an internal role.



September 2018 intake with the President & CEO, Dr Andrew Palmer



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WHERE YOU COULD BE WORKING

MANUFACTURING

Our Manufacturing apprenticeships are designed to give you a broad range of hands-on experience, during which you will have the opportunity to work on our prestigious cars whilst completing a Level 3 qualification. You can expect to rotate across a number of areas including:

- Tubs, BIW, Trim, Paint, Off tracks
- Special Vehicle Operations
- Quality
- Manufacturing Engineering
- Materials, Planning & Logistics
- Manufacturing Maintenance Engineering



ENGINEERING DEGREE APPRENTICESHIP



We offer a Degree Apprenticeship in Engineering which is designed to offer a broad overview of all aspects of automotive engineering. Apprentices will attend College or University on either a day or block release basis to complete a degree level qualification.

PAINT

We recruit apprentices to specialise in some of our technical skills. A paint apprenticeship at Aston Martin involves developing skills and knowledge about all aspects of the painting process from initial preparation of the car right through to completion and inspection.

COMMERCIAL

Our Commercial apprenticeships are designed to give you a broad range of experience, during which you will have the opportunity to work in close proximity to our prestigious cars and learn from our experienced teams whilst completing a degree level qualification. You can expect to rotate across a number of areas including:

- Marketing
- Sales
- Finance
- Procurement
- HR

IT

An IT apprenticeship is designed to develop knowledge and skills across key functions of the department including core applications and development, Infrastructure Planning, IT Operations and Cyber Security.



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DESIGN

Aston Martin also offer apprenticeships working in our Design studio, which offers the opportunity to experience a highly creative, fast-paced and dynamic environment, whilst also studying for a Level 3 or Foundation qualification in 3D Design or Art.

N.B. Vacancies for the below apprenticeships will be subject to business requirements and do not run annually. Please check our website for details of our vacancies.

CLAY MODELLING

As a clay modeller, you can expect to be working with your hands to create 3D clay designs across both current and future vehicle platforms. You will be involved in developing feasible solutions to design proposals and will need an interest in technical developments within the industry which influence the design process.



COLOUR AND TRIM

As a Colour and Trim apprentice, you will be generating innovative themes for both show car and production work through the creation of mood boards, as well as research into materials and trends. You will then be involved in developing and translating these ideas through to production, working within the boundaries of automotive testing criteria.

ENTRY REQUIREMENTS

INTERMEDIATE APPRENTICESHIPS

- Demonstrate an interest in the automotive industry through work experience, hobbies, project work etc.
- Be a strong team-player, demonstrate a positive work ethic, ambition and a passion for working in the motor industry.

ADVANCED APPRENTICESHIPS

- To have achieved or be predicted 5 GCSEs (or equivalent) at Level 4-9/ Grade A*- C to include Maths and English.
- To have **not** previously completed a degree in your chosen field of apprenticeship.

HIGHER APPRENTICESHIPS

- To have achieved 2 A-Levels at Grade C and above or a minimum of a pass in a BTEC Level 3 (or equivalent) qualification.
- For the Engineering Apprenticeship, you will need to have studied or currently be studying towards an A-Level Maths qualification.
- To have **not** previously completed a degree in your chosen field of apprenticeship.

SALARY

The starting salary for all Apprenticeship programmes is £10,591 rising to £12,936 after six months subject to performance. There will be developmental salary increases throughout the apprenticeship programme on successful completion at each stage, as well as access to an attractive employee benefits package.



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APPLICATION PROCESS

We open applications annually and the apprenticeships start in September of each year.

Review our Apprenticeship Opportunities

Search the Aston Martin website to find out about our Apprenticeship vacancies and to learn more about the company before choosing your area of interest

Apply

Complete and submit an online Application Form

Assessment Centre

If you are successful through the application stage, you will be invited to attend an Assessment Centre, during which you will complete a range of activities designed to assess your knowledge and skills.

Second Interview

If successful through the Assessment Centre, you will be invited to attend a second interview at our Head Office.

Decision

If you are successful through the second interview stage, you will be made an offer in writing to start your exciting career at Aston Martin.

CASE STUDIES

Todd Downs

Current Car Engineering
Former Apprentice



Why did you choose to apply for the apprenticeship scheme?

The idea of an apprenticeship appealed to me more than taking the sixth form/university route because you get to work towards highly recognisable qualifications and gain hands-on experience. The second reason is that this is Aston Martin! Ever since I was a child I have been obsessed with cars and I remember thinking that the dream of working with arguably the most beautiful cars in the world could soon become a reality if I applied.

How has the apprenticeship scheme helped you to develop?

When I started the apprenticeship scheme I was only 16 years old. It was my first introduction into the 'real world' and it has enabled me to grow into a confident, competent and eager young man. It has helped me develop a variety of skills from my communication to my work ethic. I can comfortably communicate with anyone in the business, even suppliers and customers and I know for a fact that I wouldn't have had the confidence to do that when I was at school! On reflection, I'm amazed at how much the apprenticeship has developed me not only as an apprentice, but as a person.

What is involved in your typical working day?

One of the best things about the apprenticeship scheme is that we have the opportunity to work in all areas of the business. As I am currently working for Quality, one day I could be auditing a customer's vehicle, the next I could be leading a team of 20 technicians in re-working defects. One thing that doesn't vary from day to day is how much I love my job. No matter what I am doing, how big or small a task may be, I know that I'm in an incredibly privileged position and I love every minute of it!

Would you recommend being an apprentice with Aston Martin?

I would 100% recommend becoming an apprentice at Aston Martin – in fact I already have to a few of my friends who love cars as much as I do, and one of them even got an apprenticeship here too! I love my job, I have great colleagues and together we make quite possibly the best cars in the world. If you love cars, are motivated and want to be a part of creating the 'power, beauty and soul' of Aston Martin, this is definitely worth an application!



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Tamsyn Merrick

Trim Development
Fourth Year Apprentice



Why did you choose to apply for the apprenticeship scheme?

Everybody knows who Aston Martin is! I had a love for sewing anyway but I had never thought about applying this to the automotive industry. This role has and is still giving me the opportunity to work with materials I probably never would have worked with. So I am very glad I applied!

What is the most rewarding part of your role?

The most rewarding part of my role is knowing that in some way I am participating in a group to help different departments achieve a common goal. It's also things like having the opportunity to work on the Aston Martin Vulcan and Vanquish Zagato as well as sewing different parts of new Vantage test seats. Another rewarding part is seeing such a small department pull off big projects that are given to them. They are just lovely people to work with.

What is involved in your typical working day?

My role was previously prep sewing sew kits for production, but now I work within trim development. I have my own projects to work on as well as helping everybody in the team which expands my knowledge. It is exciting because nearly everything in trim development is new to me and I have a lot to learn. In addition to that I attend college every Tuesday for our BTEC level 3 engineering course, and we have recently completed a performing engineering operations NVQ. Now, we all have our own area specific NVQ's to complete.

Would you recommend being an apprentice with Aston Martin?

Yes I would because you would be working for one of the most iconic brands in the world. Not only that, you get to learn from experienced, skilled and interesting people and that's better than learning from any textbook.

Adam Walsh

Advanced Manufacturing Engineer
Former Apprentice



What are the advantages of being on the apprenticeship scheme?

It gets you used to working life. You also have the opportunity to earn some money whilst gaining an education at the same time. This allows you to enjoy running a car or bike & going on holidays.

How has the apprenticeship scheme helped you to develop?

The apprenticeship gave me a very broad work scope. In the first year of my apprenticeship we rotated around the business getting good exposure to all areas of the business including Maintenance, Production, and Prototype. This was helpful to get a feel of the type of work I liked and helped me decide what type of job I wanted to do. Towards the end of the apprenticeship I was drafted in to the current vehicle engineering team where I worked as a body structures engineer.

What opportunities has the apprenticeship led to since you graduated?

An Aston Martin apprenticeship is a great foundation to your employment. Since graduating from the scheme I've worked in the Current Manufacturing Engineering team for a number of years supporting BIW & Chassis Build (tubs). I have also spent some time in the Advanced Manufacturing Engineering team to implement new model tooling and process for the next generation cars. All this wouldn't have been possible without a solid foundation to work from.

Would you recommend being an apprentice with Aston Martin?

Yes definitely. I always 'tell my story' to any work experience students we have. I think it's nice to share my experience and demonstrate an alternative option to sixth form and University.



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Warren Hoyte

Group Leader

Former Apprentice



Why did you choose to apply for the apprenticeship scheme?

I have been car mad since a young age and had a passion to work within the automotive industry when I left school at 16. I had heard about the Aston Martin apprenticeship scheme and could not let an opportunity pass to work for a leading British luxury motor company.

What are the advantages of being on the apprenticeship scheme?

I spent 3 years understanding how the different departments operate, from Trim & Final to finance and even works service. This enabled me to gain a broad understanding due to seeing many sides of the business.

How has the apprenticeship scheme helped you to develop?

I studied and gained additional skills and qualifications within my apprenticeship which has enabled me to progress within the business.

What opportunities has the apprenticeship led to since you graduated?

I am now a Production Group Leader within one of the most demanding manufacturing operation areas. I was fortunate enough to travel to Ecuador at the end of my apprenticeship with other apprentices from around the UK. We completed a life challenge where we helped rebuild a school and also hiked an active volcano.

Would you recommend being an apprentice with Aston Martin?

Yes, we are just starting the second century plan, designing and manufacturing beautiful luxury cars. To top it off, who wouldn't want to be part of the brand who build James Bonds cars!

FREQUENTLY ASKED QUESTIONS

WHAT IS THE TYPICAL TIMESCALE FOR APPLICATIONS?

Online applications open annually and you will receive feedback on whether you have been successful through the first stage within 2-3 weeks of the closing date for applications. Assessment centres and second interviews are then scheduled during the following two months and the start date for the apprenticeship is September.

**Please note that timings may be subject to change depending on business requirements at the time, however this will be communicated where applicable.*

WILL I HAVE TO PAY FOR ANY TRAINING FEES?

No, all your studies and exams will be funded by Aston Martin.

WILL I GET ANY SUPPORT WITH RELOCATION?

Unfortunately we are unable to support with relocation costs, however we can put you in touch with some local letting agents as well as other apprentices who you could contact to arrange house shares.

WHERE DO I STUDY FOR THE QUALIFICATION?

All academic courses are run by a local College or University either at their site or on-site at Aston Martin.

WHAT TYPE OF ROLE COULD I END UP IN IF I APPLY FOR A MANUFACTURING APPRENTICESHIP?

Our manufacturing apprentices have taken on a range of roles within the business since successfully graduating from the scheme including roles in Production, Manufacturing Engineering and Group Leaders. Please refer to the Case study page for further information.

WHAT HAPPENS WHEN MY COLLEGE OR UNIVERSITY IS ON HOLIDAY?

You are expected to come into your usual work area on the days when your college or University is closed to continue with your on-the-job learning.



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Further Insight...

"It's a great company to work for and an apprenticeship is one of the best ways in because you gain the qualifications and the experience. It sets up a career, not just a job."

- **Dan Olver, Former Apprentice**

"I've always had a keen interest in cars; gaining an apprenticeship enabled me to expand upon this passion. Since joining Aston Martin, I've learned skills I never knew existed and made some great friends along the way. It has been a brilliant way to gain qualifications and experience, and I'm getting paid to do a job I love."

- **Alex Pink, Former Apprentice**

"I have learnt many skills over my apprenticeship that I don't think I would have learnt at college or at university, mainly because the skills you learn are skills that will vitally help with your job role."

- **Mitchell Simpson, Former Apprentice**

"Coming to Aston Martin straight from school at the age of 16 was the best decision I have ever made. To be able to earn while you learn at a young age and learn so much about a truly iconic brand is extremely invigorating."

- **Jamie Cooper, Former Apprentice**

For further insight from our apprentices, please take a look at our apprenticeship [video](#)

EXTRA-CURRICULAR DEVELOPMENT

IMechE Challenge

Each year our apprentices enter the IMechE (Institute of Mechanical Engineers) Challenge to design an everyday home or garden product and build a prototype model. All 3 teams who have entered over the last 3 years have won the competition, most recently the team developed an automated baby gate.



Networking Events

Aston Martin actively encourage our apprentices to attend local networking events to not only build their network of contacts but to develop their confidence and inter-personal skills. In 2016 our apprentices attended a business networking event for South Warwickshire which was held at the Houses of Parliament.



School Visits

Apprentices regularly visit local schools and schools they attended themselves to give presentations to pupils about their experiences at Aston Martin and to give guidance and advice about the range of career opportunities that we offer.