

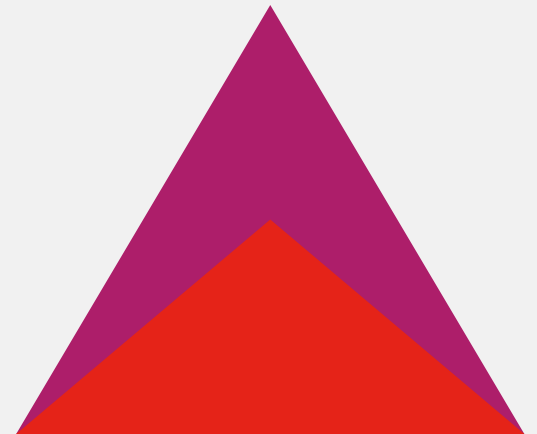


ESSENTRA

INTRODUCING APPRENTICESHIPS AT ESSENTRA

Symon Irving – UK Recruitment Manager

OCTOBER 27,
2017

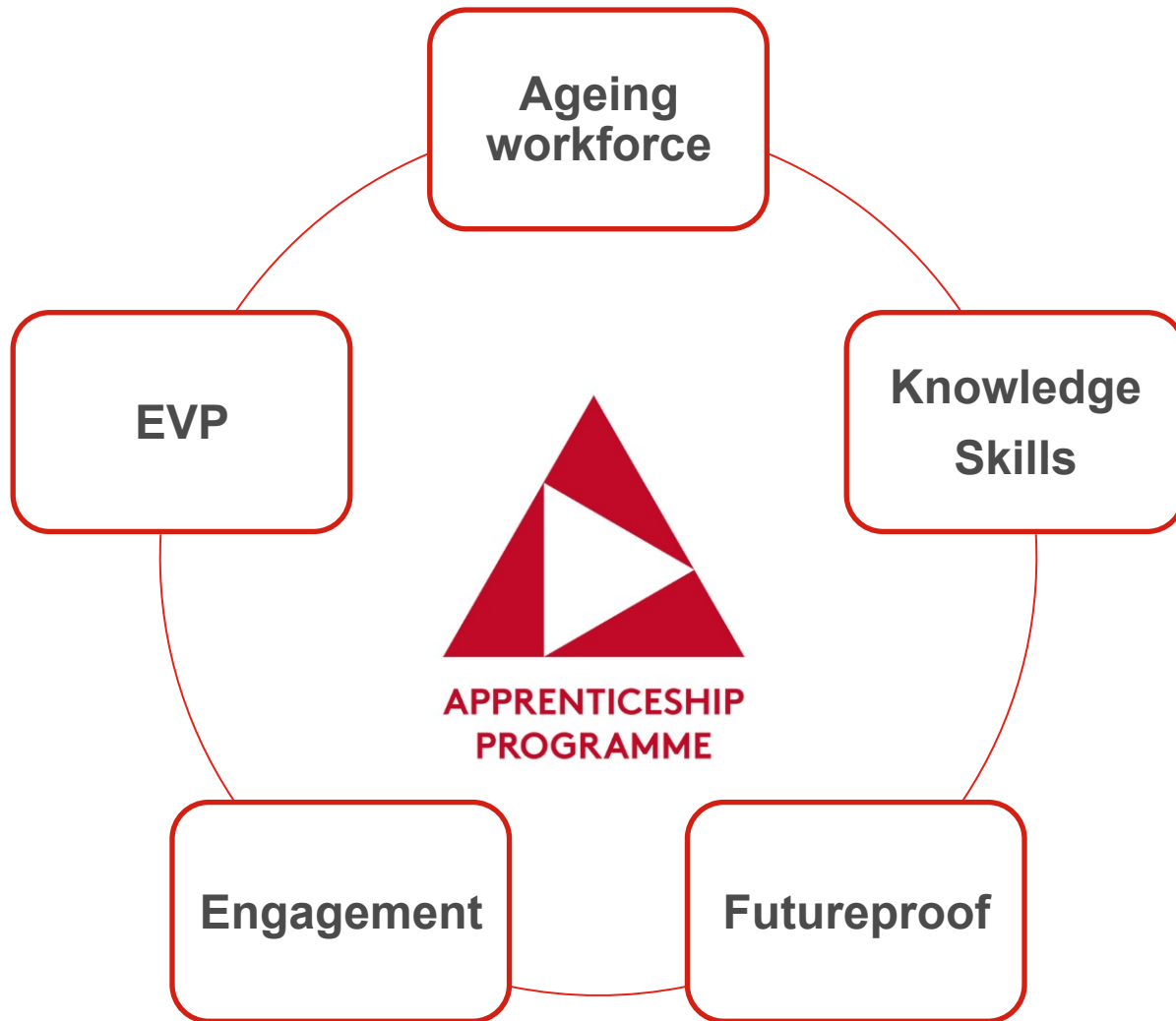


ESSENTRA – WHO ARE WE?

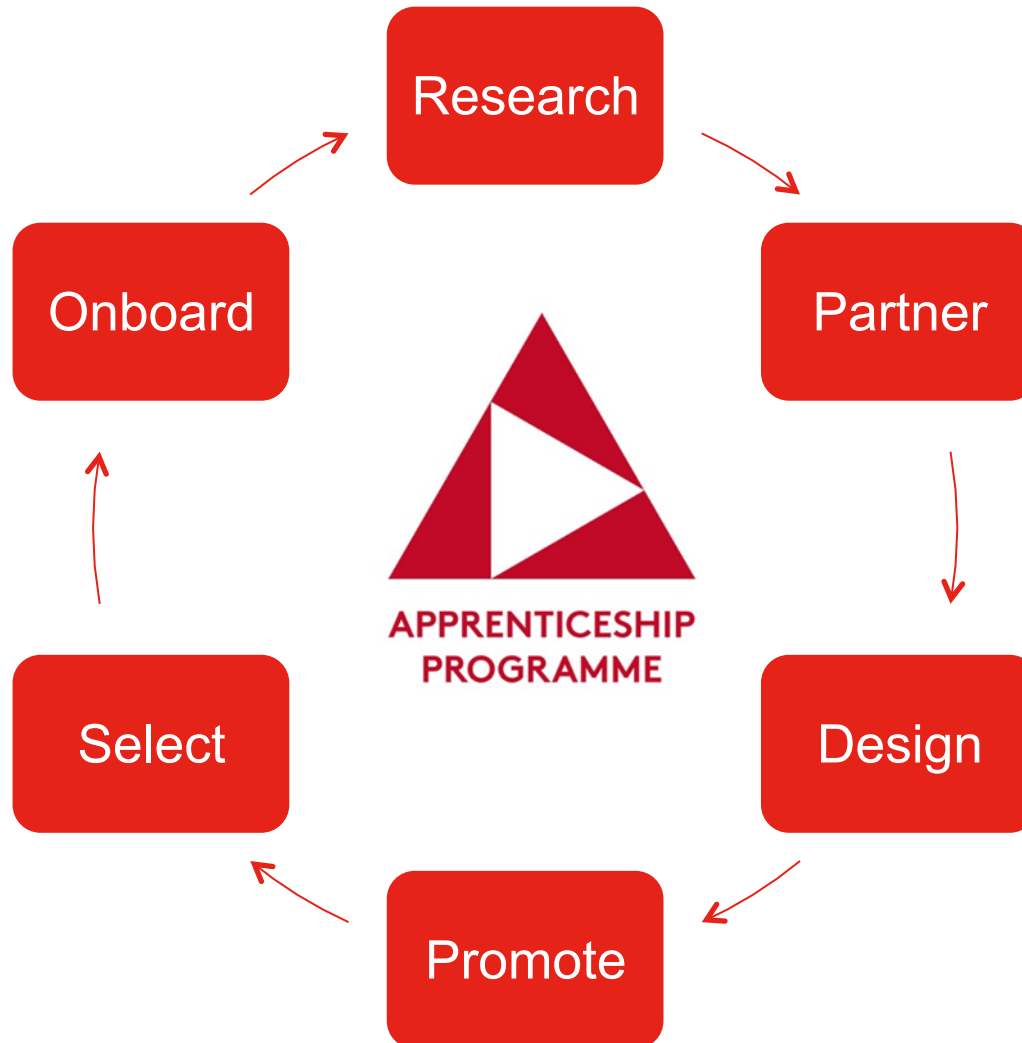
- Global manufacturer of products within 3 divisions, Healthcare Packaging, Components Solutions and Filter products
- Healthcare solutions include foils, leaflets, cartons and labels
- FTSE 250 company
- Sites in 33 countries, circa 9,000 employees
- 12 locations within UK, circa 1400 employees
- 1 site in Wales – Newport (Healthcare packaging)



WHY APPRENTICESHIPS?



HOW DID WE DO IT?



RESEARCH APPRENTICESHIP NEEDS

- Met with senior stakeholders
- Reviewed internal/external skills shortages
- Questioned how apprenticeships could solve shortages
- What does good look like?
- Secured budget for the programmes



PARTNER WITH PROVIDERS

- Listened to our internal experts
- Ensured that the training provided was within the funding banding
- Negotiated for “extras”
- Defined their offering to support our level of needs
- Understood implications within different UK countries



DESIGN THE PROGRAMME



PROMOTING THE PROGRAMME

- Primary objective – attract suitable candidates, secondary – promote brand
- Understand our audience
- The marketing dept is your friend!
- Chose the correct advertising & communications methods
- Used analytics to refine campaign
- Utilised referrals



**UNLOCK
YOUR
POTENTIAL**

Are you or anyone you know interested in joining a global, diverse industrial manufacturer?

Our Apprenticeship Programme offers the opportunity to enjoy a meaningful and developmental career with a global, diverse industrial manufacturing company. With “on the job” and theory based training conducted onsite, our apprentices will learn the complex skills required to become an Injection Moulding Technician.

To find out more visit:
www.essentra.com/apprenticeship



SELECTION PROCESS

- Designed indepth recruitment process to ensure we hire right candidates
- Prepped candidates so they fully understood process and position
- Managed the expectations of Managers
- **190** CVs reviewed, **25** telephone interviews, **9** face to face interviews = **1** apprentice hired!



ONBOARDING

- All new apprentices matched to a facilitator and a mentor
- Apprentices inducted to the site and to the training programme
- Regular meetings with facilitator, mentor, HR and site management
- Formal periodic reviews with training provider



**FUTUREPROOF
OUR INDUSTRY**

Apply for the Essentra
Apprenticeship Programme



THE OUTCOME...

- 8 apprentices employed from the first intake in May
- Currently part way through second intake, 2 apprentices recruited so far
- Excellent feedback from employees throughout the company
- Requests for apprentices in other parts of the business



NEXT STEPS

- Effectiveness review
- Open the programme to our existing workforce
- Broadening learning levels
- Skills & Apprenticeships Manager recruitment
- 2018 intake





ESSENTRA

ANY QUESTIONS?

UNLOCK YOUR
POTENTIAL



APPRENTICESHIP
PROGRAMME



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THANK YOU

For further information please contact:

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