



# ENGINEERING APPRENTICESHIP SCHEME

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[www.lucygroup.com](http://www.lucygroup.com)



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## Lucy Group

### Why become an apprentice?

An apprenticeship gives you hands-on experience, a salary, and the opportunity to gain qualifications while you work. You earn and learn from day 1, giving you a sense of fulfillment alongside valuable training and development that serves as an investment into your future career prospects.

If you're looking for your first step on the career ladder and university debt doesn't appeal to you, it's an attractive option. Being an apprentice is not inferior to being a graduate – it's a different career journey that suits the way some people are wired, especially those who prefer practice to theory.

# Lucy Group Profile



## A growing multinational company

Lucy Group is a growing multinational company headquartered in Oxford. We are no. 22 in the Thames Valley 250's latest ranking of privately owned businesses.



## Our important mission

Our mission is to develop innovative solutions that advance the built environment and gear it up for net zero. Through game-changing energy distribution technology, smart control, and eco-friendly homes, we're working tirelessly to make the structural landscape sustainable and to safeguard our planet for future generations.



## Our manufacturing heritage

Originally established in 1812 as an iron foundry, manufacturing is part of our DNA. We have production facilities in Thame, Sowerby Bridge and Newcastle, as well as developing control automation in Basildon and Swindon. We also manufacture in Brazil, India, Saudi Arabia, Thailand and the UAE.

# What do we do?

### Energy Distribution

Our electric switchgear and expertise in digital monitoring & control link energy generation to consumption, while supporting the transition to renewable energy.

### Smart Cities

Our intelligent street lighting, electric vehicle charging infrastructure and IoT connectivity deliver operational efficiencies and energy savings while reducing CO2 emissions.

### Electrical Safety

Our fuse products offer a reliable, zero maintenance means of protecting equipment, keeping people safe, and ensuring uninterrupted power.

### Real Estate

Our real estate businesses support sustainable living through responsible property development and investment.





# Why become an apprentice at Lucy?

Wired for success

Embarking on our apprenticeship scheme is a transformative journey that merges hands-on experience with expert mentorship.

It provides the ideal foundation for mastering a trade and accelerating career growth.

- 1 You join a widespread organisation involved in growth markets, so can benefit from multiple career pathways.
- 2 You will be allocated a mentor to provide guidance and make sure you are settled and happy at work.
- 3 We offer variety and choice, with rotations of between 6 and 10 over a period of 12 to 24 months. These this will be designed with the Development Partner and Department Head, there will also be involvement from the leading mentor.
- 4 You will be set performance and development objectives straight away to outline what you will be doing and what is expected from an outcome perspective.
- 5 You start as an apprentice but, if you have what it takes, the sky is the limit.



# What you need to become an apprentice



## ENTHUSIASM

Enthusiasm in an apprenticeship fuels the drive to learn, grow, and excel in a chosen trade.



## KEEN TO LEARN

Commitment to personal and professional development opens the door to career advancement.



## DEDICATION

Receive continued professional development whilst gaining real world experience in your chosen profession.



## Meet some of our current apprentices



Dan has been an apprentice for three years, furthering his learning by putting it into practice. His role is critical to product development. He gets involved in manufacturing prototype parts, assembling new products, and conducting dielectric and mechanical tests to ensure that new products fulfil the required quality standards.

Scan the barcode below to view the video



Sam is in his third year as an apprentice, learning on the job to become a skilled quality engineer. His role ensures that the finished product meets customer expectations. That involves investigating faults on a product, checking new components, dealing with line stopping issues, and visiting suppliers or customers. For Sam, no two days are the same.

Scan the barcode below to view the video



Jack is in his first year as an apprentice and is in full time education. He enjoys understanding how products and components are made, machining parts, and fault finding on electrical circuits. He has visited the factory for induction days and met all team leaders across the departments that he will be working with over the next two years.

Scan the barcode below to view the video



Apprenticeships bridge the gap between knowledge and skill, transforming potential into expertise through hands-on experience.

- Matt Byrant, Talent Development Partner, Lucy Group



# Apprenticeships FAQ



## Why do apprentices matter to Lucy?

- Apprenticeships are the foundation of our workforce. As we adapt and change with evolving markets, the requirements for new and exciting skillsets increase.
- A key example is the shift towards digitisation in engineering disciplines, which is key to our future success.
- We are always looking to introduce fresh talent and ideas to our business, across all age and experience brackets.

## What kind of work is on offer and for whom?

- We partner with a number of organisations and education bodies throughout the UK to offer a variety of apprenticeship roles across our departments.
- Whilst a lot of learners enter their apprenticeships between the ages of 16-21, they are open to everyone and can be used as a form of CPD (Continuing Professional Development) within your current role.
- Some of our apprentices have very little experience and some are even looking for a career change; we help to develop our apprentices with time off for study and exams, internal support and new opportunities within an expanding international business.

## Where can an apprenticeship take me?

- The engineering and manufacturing sectors have a rich history of using apprenticeships to bring talented people into the industry.
- There is no limit to progression. Apprentices can choose to specialise or to get involved in different aspects of the business. Their hands-on experience and knowledge stands them in good stead for career advancement.
- Many apprentices progress into more senior roles using the skills and knowledge they gained during their training to make an impact, not only within the business they start in, but in the wider industry too.



## Engineering Technician Apprentice

The Engineering Technician Apprentice completes a three-year Level 3 apprenticeship, gaining hands-on experience across various departments such as operations, automation, and quality engineering. The role involves working on production tasks, safety compliance, and liaising with internal and external stakeholders. The apprentice develops technical skills in tool usage, machinery handling, and report production, with support from managers and teams.

Lucy Group emphasises collaboration, development, and sustainability, offering opportunities for international exposure in its global operations.

## Electrical Apprentice

The Apprentice Electrician role involves supporting the assembly, wiring, and testing of Equipped Pillars while ensuring accurate recording of work hours and orders. The apprentice also assists in addressing quality issues by implementing corrective actions to prevent recurrence.

This permanent position offers opportunities for career growth, competitive pay, and benefits within a dynamic work environment.

The role focuses on developing skills in electrical installation and maintenance.

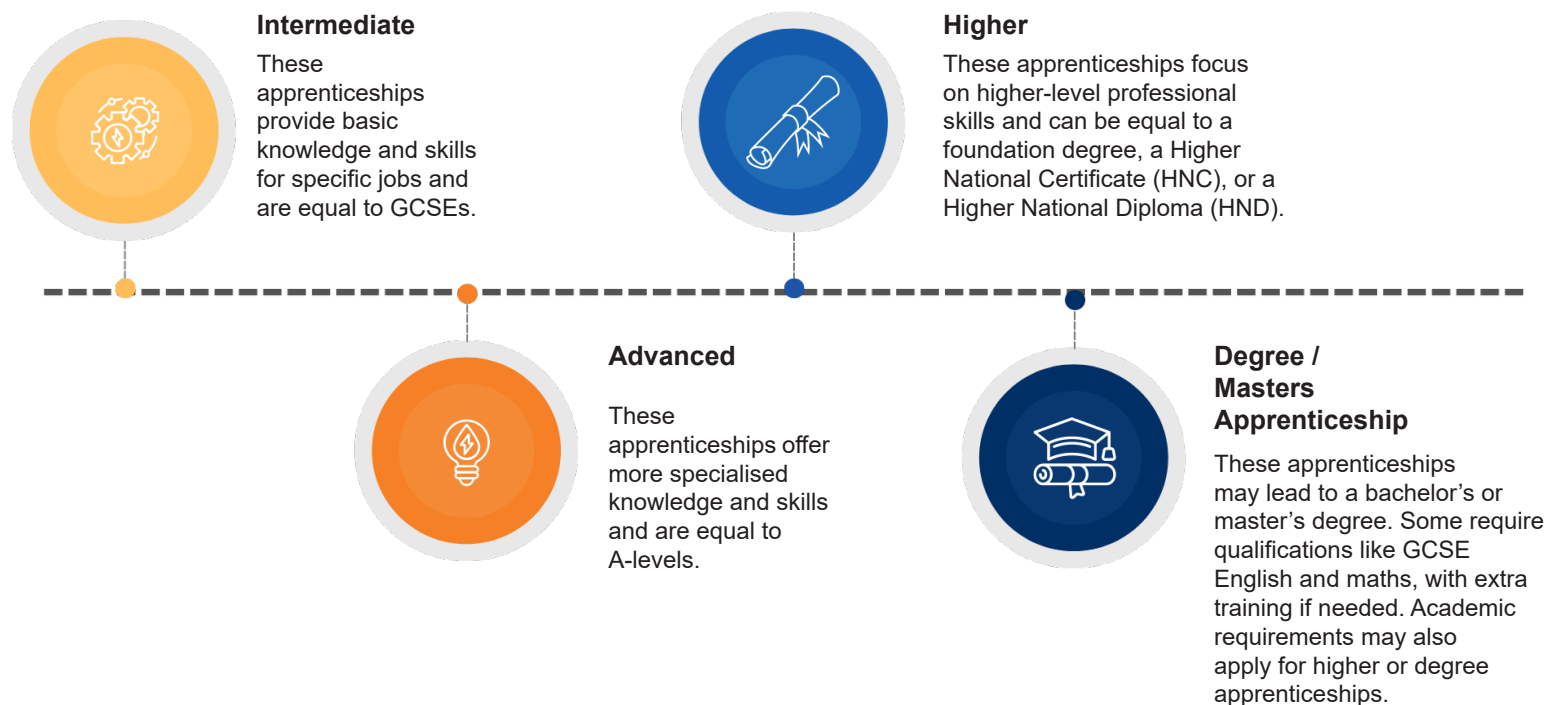
Transform your career prospects as a **Lucy apprentice.**



# Apprenticeship Journey

Apprenticeships are an awesome way to progress your learning while also earning.

You can start at the Intermediate level and work your way up, depending on your own choice and the type of role you want within the company.





# Recruitment Process

Whatever your interest or passion, come and have an informal chat with us. That way, you can get a better feel for whether or not it might interest you. After that, there's no obligation to join us.

We like to meet all candidates. It's important that we are a good fit for you and you for us.

Start by contacting Matt Bryant, our Talent Development Partner: [matthew.bryant@lucygroup.com](mailto:matthew.bryant@lucygroup.com)

Understand where your passion lies and research the best options for you.

**Decide on an apprentice route**

**1**

**Online application**

Make sure to include a comprehensive CV and Cover Letter.

Our recruitment experts will shortlist candidates and coordinate with the hiring manager to finalise the interview list.

**Shortlisting by Lucy Group talent team**

**3**

**Invite for a virtual interview**

If shortlisted, you'll be invited to a 45-minute virtual interview, typically within 2 weeks of applying.

**4**

If successful in the virtual interview, you'll be invited to a 1 to 1.5-hour competency-based interview with the apprenticeship team at the relevant Lucy Group office.

**Invite for a face-to-face interview**

**5**

**Vocational aptitude assessment**

A vocational aptitude assessment evaluates an individual's abilities, interests, and traits needed for success in a specific occupation and is the final step before an offer.

**6**

Lucy Group would make a formal offer based on the outcome of the interviews and aptitude assessment.

**Formal offer**

**7**

**Start your apprenticeship**

The beginning of your apprenticeship development journey!

**8**



MAKING THE BUILT  
ENVIRONMENT SUSTAINABLE



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