



Fergusson Marine Port Glasgow Apprenticeship Programme Information Pack 2021

Fergusson Marine Port Glasgow (FMPG) have an exciting Apprenticeship Programme, we have partnered with West Scotland College which allows us to offer a complete apprenticeship programme which includes achieving a nationally recognised qualification, alongside bespoke on the job training.

FMPG is delighted to be able to recruit up to 15 new apprentices as part of our workforce growth strategy, our apprentices continue to play a key role in the development and sustainability of the site and provide an excellent opportunity for our experienced and skilled tradesman to pass on and share their skills.

This guide provides the basic information required, however, should further support be needed or if there are additional questions please contact apprenticeships@fergusonmarine.com to register your interest and to receive an application form.

WHAT IS AN APPRENTICESHIP?

An Apprenticeship is a combination of employment and training; the Apprentice obtains a nationally recognised qualification upon completion. Employers train individuals within the context of their organisation, so apprentices contribute to the organisation's productivity whilst developing their own skills.

WHY CHOOSE AND APPRENTICESHIP?

Apprenticeships are a great asset to FMPG and bring significant benefits to our business and existing workforce. Apprenticeships are a unique way for the company to 'grow our own'; the apprenticeship programme combines on-the-job training in our organisation with off-the-job learning, providing an effective way of growing our skills base. The apprentice's learning takes place in context and provides a real understanding of the working world, combining practical skills with theoretical knowledge. Apprenticeships can therefore offer a career route into our organisation and an invaluable opportunity to develop the expertise we need now and in the future.

WHY UNDERTAKE AN APPRENTICESHIP PROGRAMME?

The Programme will enable individuals to develop a career in the engineering industry, whilst gaining a valuable and nationally recognised qualification. There is also the opportunity to earn whilst studying. The Apprentice will be given the opportunity to receive practical, relevant experience and training, whilst gaining an insight into the working world and gain more confidence in a working environment.

OUR PARTNERSHIP WITH WEST COLLEGE SCOTLAND

FMPG have been in partnership with West College Scotland for several years. The team here at FMPG went through a rigorous selection process to recruit a training provider that best suits our business needs. The Senior Management Team and the College are committed to the on-going development of young people, particularly in the engineering industry.

Therefore, we work in partnership with West College Scotland as they can offer bespoke courses which are tailored to support our apprentices and will take an active interest in the training that is undertaken on-site at FMPG and not just in the classroom.

The training you will receive whilst at college will simply be an extension of the workplace, operating with similar equipment to what we use at our facility. Safety is also one of our main priorities. West College Scotland adopt several industry standard safe working practices in the learning environment which we replicate in our Health and Safety Policy.

The Clydebank and Greenock campuses have departments which offer state-of-the-art facilities including well equipped engineering and construction workshops. The teaching and support staff are of an exceptional standard and will work closely with the support network at FMPG to ensure that individuals get the required support throughout the apprenticeship programme.

Our close partnership allows students to gain first-hand industry experience whilst we can be completely satisfied that our apprentices are gaining exceptional training and will be well equipped to join the FMPG Marine team.

HOW WILL THE APPRENTICESHIP PROGRAMME WORK?

The Apprenticeship Programme is aimed at individuals with a strong passion to develop a future career in the engineering industry. This Programme will be a 3-year course, combining work placed learning and college tuition.

As part of the Apprenticeship journey, you will be required to attend college as well as work on the site and contribute to the companies' productivity levels.

This will help to ensure that all individuals have received high quality training to support their career in the industry after completing their Apprenticeship. Individuals will be required to pass all units of their qualifications to complete the apprenticeship programme.

FMPG staff will be available to provide support and guidance for everyone throughout the Apprenticeship Programme. Each Apprentice will also receive continued support from an Assessor, the HR team, and their supervisors/mentors.

Throughout the year, FMPG will assess learners' progress towards their qualifications using a variety of methods including written and verbal assessments, observation, professional discussion with the learner and requests for witness testimonies will be made to the learner's supervisor/mentor.

WHAT WE OFFER OUR APPRENTICES

At FMPG, not only do we offer our apprentices a competitive salary with excellent employment terms and conditions, in addition, we also offer:

- Fully funded college placements
- A tailored learning and development plan
- Paid weekly allocated study time in years 2 & 3 of your apprenticeship
- Mentoring and support from a management team and workforce with significant experience within the industry.

In return, we expect our apprentices to:

- Be committed, engaged, hardworking and flexible
- Have long term aspirations to fulfil a career in the engineering industry
- Fulfil the requirements of the Terms and Conditions of FMPG
- Engage and attend all training activity provided by FMPG
- Engage with College and employer expectations including code of conduct

APPRENTICE FUNCTIONS

In this section, we outline just some of the roles and responsibilities under the following functions. Also, included in each section is some of the key skills you will develop.

Fabricators/Welders



Fabricators cut, shape, and join sections of metal in a wide range of industries, such as construction and engineering, transport, aerospace, and offshore oil and gas. They also carry out repairs on manufacturing equipment and machinery.

Main duties for a welder include selecting and laying out materials to be cut or joined, following engineering instructions and drawings, adopting the most suitable welding method for the job,

inspecting text cuts and joins (using precision measuring instruments), and operating semi-automatic spot-welding equipment.

As well as working with metals and alloys, you may also cut and join composite materials, such as plastics, using specialist welding methods. Common types of welding include oxyacetylene, MIG (metal inert gas), MMA (manual metal arc), TIG (tungsten inert gas), laser and ultrasonic.

At FMPG, you will be exposed to several exciting marine and non-marine structures. The bid team are constantly looking at potential new projects to enhance our portfolio of service offerings.

By the end of your apprenticeship, we would expect our fabricator apprentices to have developed good hand-to-eye coordination, the ability to work accurately, good concentration levels, the ability to work without direct supervision, the ability to understand technical plans and drawings, good maths skills to calculate measurements and an understanding of safe working practices.

Engineering

Marine engineers work in a workshop environment where duties may encompass many areas of work. This could be in the repair and maintenance of main machinery including, however, not limited to pipework, pumps, engines, thrusters, assembly installation, hydraulics, and propulsion systems.

You may also be involved in commissioning the setting to work of pumps and main machinery within vessels in preparation for launch. Apprentices will gain experience in marking off for seats for drilling to take the pumps and main machinery including rudders, thrusters, gear boxes etc.



By the end of your apprenticeship, we would expect our engineering apprentices to have developed strong problem-solving skills, be comfortable with calculations, possess an underlying technical knowledge, be able to prioritise and work efficiently and have a strong awareness of health and safety procedures within the workshop.

Pipefitting

Pipefitting apprentices will gain a hands-on experience in learning to sketch and manufacture all sizes of pipe also including site run pipework. From here, you will learn about installing and welding different types of pipework on the vessel.

You will work with a range of material that includes, however, is not limited to stainless steel, cuni, mild steel and copper.

Technical



As a technical apprentice, you will be exposed to tasks such as lofting whereby you take drawings from all different parts of the vessel and create them in 2 dimensional drawings for the Messer. This allows production employees to construct the material, which comes flat packed, on arrival. On occasion, drawings are created by the draughtsmen that cannot be built easily. Therefore, you will gain experience in editing and amending drawings which will then be re-issued to production.

This is an exciting time for our technical apprentices as they we are currently implementing 3D drawing package, Ship Constructor. This will allow for the team to be able to view areas of the vessel in a virtual format. Throughout your apprenticeship, you will also be exposed to several other Autodesk applications including AutoCAD, CAD/CAM and Navisworks.

If you are undertaking your apprenticeship in this area, we would expect you to possess a technical mind and an eye for detail. To be successful in this field, a good level of technical drawing is required, and it gives you the opportunity to use your imagination. Additionally, apprentices will develop skills in Microsoft Office packages including Word and Excel as most activities are recorded in archive files. Communication is essential as you will be discussing information relating to the vessels with several stakeholders including production, management, and suppliers regarding materials, sizes etc.

HOW TO APPLY

Interested individuals can apply to be part of the 2021 Apprenticeship Programme by expressing your interest to apprenticeships@fergusonmarine.com and then completing an application form.

Minimum requirements

- National 5 level qualification in Maths and English as well as relevant technical subject.
- Able to attend and undertake the studying and coursework required to complete the course
- Able and willing to follow instruction and learn new tasks
- Able to work flexibly as part of a team
- Willing to learn and to take responsibility for their own development
- Commitment to completing the apprenticeship
- The right to work in the UK