



Scottish Apprenticeships At RSE



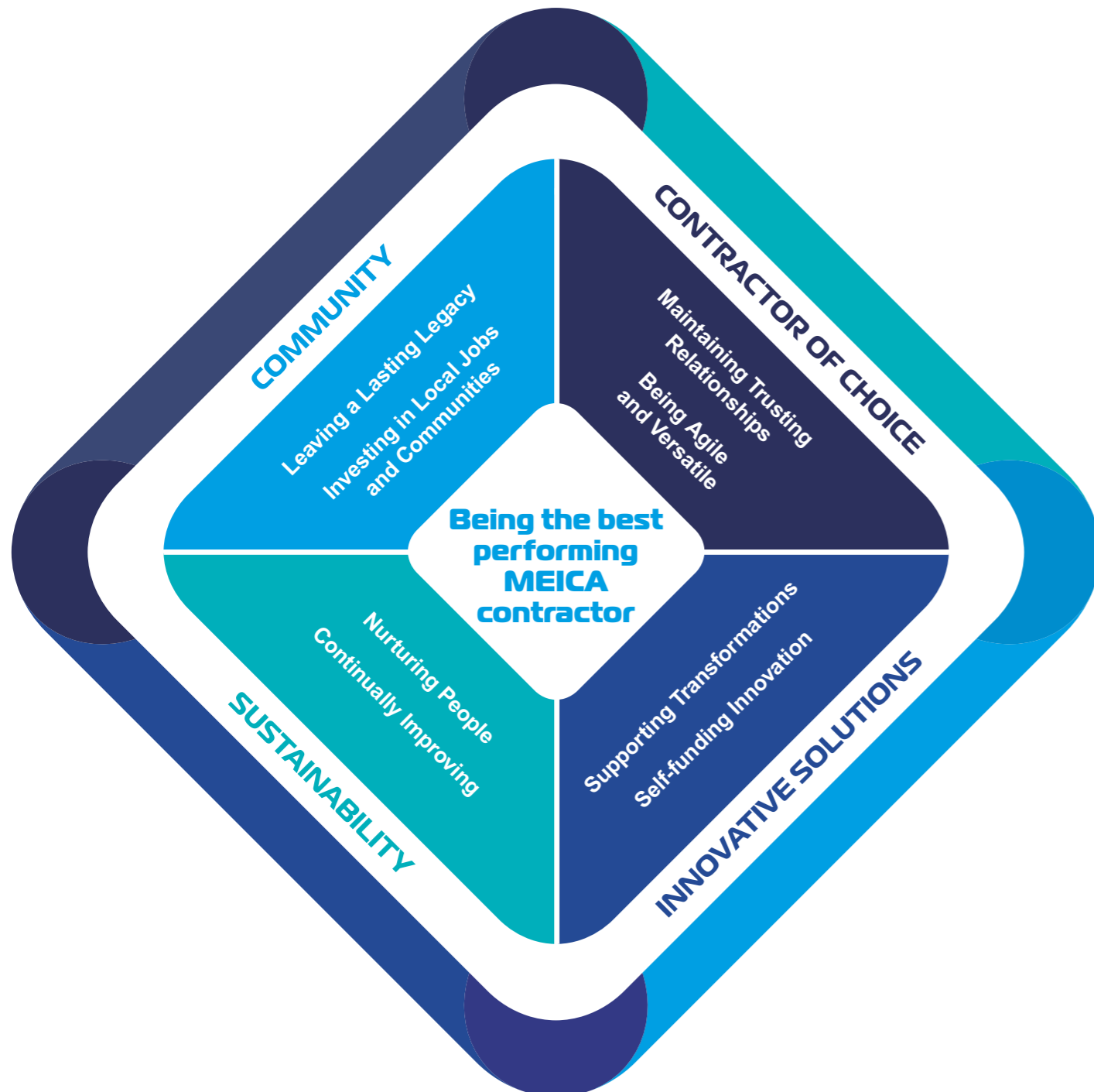
RSE offers apprentices the opportunity to launch their career through on the job training in their chosen field, whilst earning a qualification. The variety of apprenticeships allows apprentices to select a learning pathway that best suits their personal and professional development.

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About RSE

RSE is the leading contractor of choice in the design, build and maintenance of water treatment and water recycling equipment. Delivering products and services to clients across the UK, our unique offering to the market focuses on innovation, efficiency, and excellence.

Established in 1982, RSE has grown into one of the most prominent specialist engineering businesses in the UK water industry. We have created an in-house full-service capability from project inception through to design, fabrication, and delivery by means of installation and commissioning.



Headquartered in Muir of Ord, RSE facilities are located across the UK including Inverness, Cumbernauld, Dalgety Bay, Leeds, Dewsbury, Basingstoke and London. We are market leaders in 3D BIM design, fabrication, manufacturing, clean factory assembly, pre-commissioning, delivery, installation, final commissioning, and handover of a complete range of modular transportable plants.

We have created a service offering for our clients that presents innovative solutions to our industry and our dedicated staff play a key role in delivering our business and sustainability goals.

We have grown to over 1400 staff across our Group of companies, with a strategic ambition that will see the business continue to grow as we expand our operations and diversify our products.

Recruitment and talent management remain a high priority for the company. To build successful teams and drive the level of quality that RSE is renowned for, we need the best people in the industry. Not only do we require the relevant skillsets, but we also need people with the right attitude and mentality to thrive and grow in such an innovative industry.

At RSE, you'll be given every opportunity to develop your career path and work in an environment that will require you to rise to the challenge of working for a market leader.

We run modern apprenticeship schemes, graduate recruitment programmes and a series of leadership development initiatives to support our sustainable growth plans.

Company Vision

RSE's Vision is to build a mid-sized financially sustainable MEICA contractor to the UK Water Sector, with a reputation for high performance, product innovation and a solutions-based approach to safely delivering customer needs.

Company Mission

Our Mission is to carefully build an offering that addresses the needs of the UK Municipal Water Authorities by enhancing the core strengths of RSE, maintaining focus and avoiding distractions.

Company Values

The cornerstone values that underpin RSE decision-making are:

- **Safety & Integrity:** We all take responsibility for safety, leading by example.
- **Innovative Thinking:** We challenge convention and drive efficiency.
- **Performance & Assurance:** We listen to our customers' needs and deliver on commitments.
- **People Development:** Supporting the growth of our employees and developing entrepreneurial leaders that leave a positive legacy.
- **Humility & Teamwork:** By working together we achieve more and find a better way.

About Our Apprenticeships

Scottish Apprenticeship Locations

- Inverness
- Muir of Ord (Primary Facility)
- Cumbernauld
- Dalgety Bay

RSE invests in continually developing our people so we can offer a fully integrated in-house, end-to-end delivery service to our clients. This includes talent development, through schemes such as the RSE Apprenticeship programme. The programme provides a combination of on-the-job training and mentoring, supported by formalised college/university learning to work towards achieving the required qualifications.

The recognition of young talent within our apprenticeship programme has allowed us to undertake further development of young people across a range of backgrounds and experience into senior roles. The diversity of our business allows career development to be structured throughout the company, ensuring that our apprentices gain appropriate skills and experience in the relevant areas.

At RSE, we are seeking motivated and ambitious individuals who excel in a team environment with a hands-on approach to learning, and work under their own initiative. To be successful within the role, apprentices must be excellent communicators and natural problem solvers, with the ability to work well under pressure.

Apprentice candidates should be keen to learn and progress alongside their peers and mentors in their chosen apprenticeship field.

Types of Apprenticeship

Foundation Apprenticeship

Foundation Apprenticeships are aimed at secondary school pupils in either S5 or S6. Lasting one or two years, pupils spend time out of school with a company (such as RSE) and complete the Foundation Apprenticeship alongside their other subjects like National 5s and Highers.

Completion leads to a qualification at the same level of learning as a Higher (Scottish Credit and Qualification Framework (SCQF) Level 6) and can lead to progression on to a job, such as a Modern or Graduate Apprenticeship. Foundation Apprenticeships are recognised as entry qualifications by all Scottish colleges and universities.

Modern Apprenticeship

Modern Apprenticeships are aimed at people aged 16 and over and are a viable alternative to university, providing the option for candidates to gain hands-on experience while earning a wage and studying towards an industry-relevant qualification.

The specific qualifications needed for entry will vary depending on the apprenticeship, although most require three or more National 4s (or Standard Grades at general level).

Modern Apprenticeships are based on Scottish Vocational Qualifications (SVQs) and can include SVQs from SCQF Level 5 through to SCQF Level 12, although the majority of modern apprenticeship frameworks are at SCQF Levels 6 and 7.

Graduate Apprenticeship

Graduate Apprenticeships are the most advanced branch of Scottish apprenticeships, offering work-based learning and study up to master's degree level (SCQF Level 11). Graduate Apprenticeships are ideal for people looking to gain degree level qualifications and kick-start their career by gaining full-time industry experience at the same time as working towards their degree.

To apply, you'll need to be aged 16 or over and have the right to work and live in Scotland. Most Graduate Apprenticeships have entry requirements that are similar to an undergraduate degree but will also take into consideration alternative paths of learning.



Modern Apprenticeships

At RSE, we offer a variety of modern apprenticeships to kick start your career in your chosen trade field, with a particular focus on:

1. Electrical Apprenticeships
2. Mechanical Apprenticeships
 - Pipe Fitter/Welder
 - Fabricator/Welder
 - Mechanical Fitter/Machinist

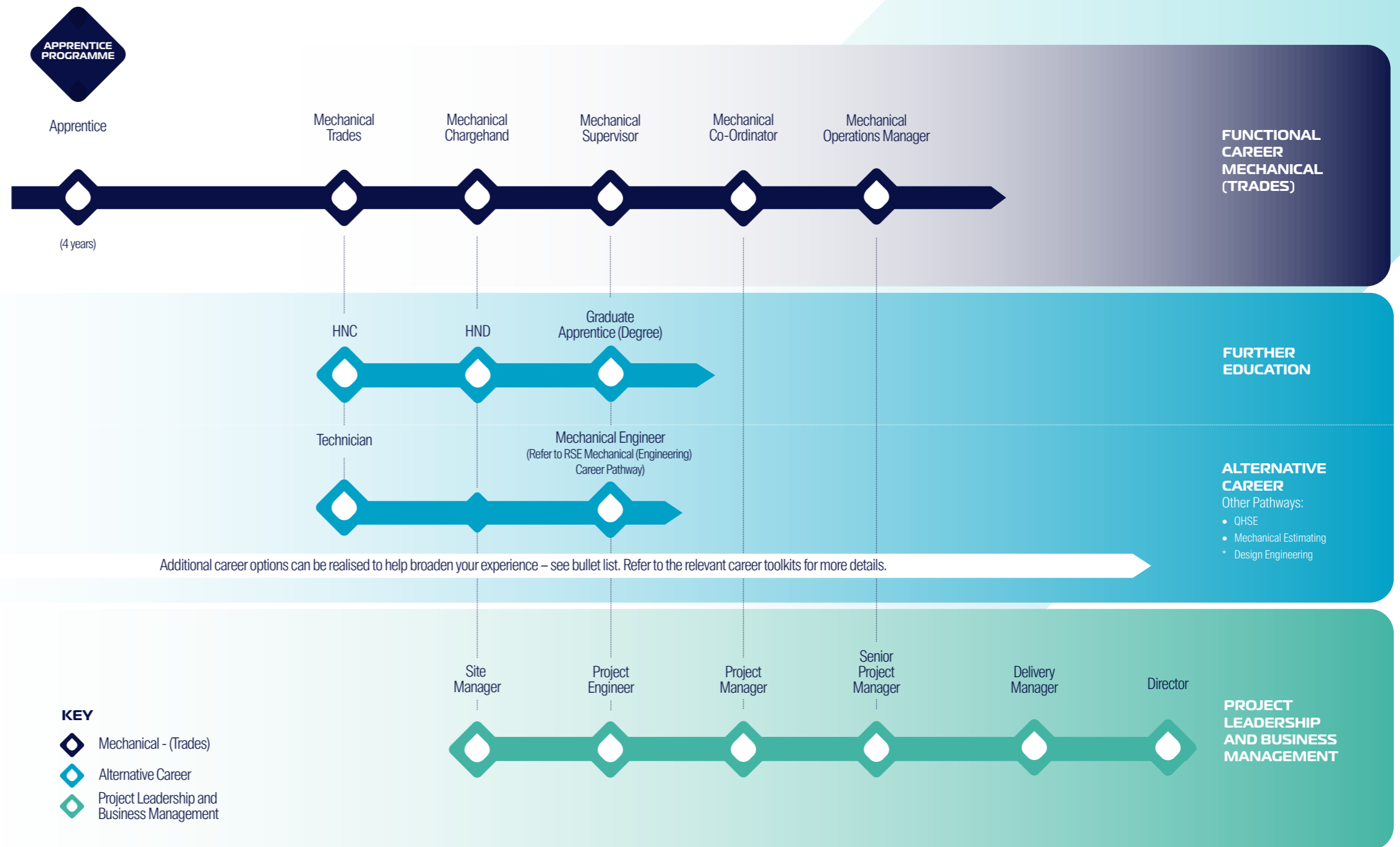
RSE Mechanical Apprentices

Mechanical Apprenticeships can be undertaken with RSE in varying ways. We provide the opportunity by taking on apprentices who are completely new to the industry and build their skills and knowledge from the ground up.

These apprentices undertake their first year of the apprenticeship (Year 1), by attending their chosen college to learn mechanical-based modules and complete SVQ Level 2 assessments. Thereafter, the Mechanical Apprentices will transition to the RSE workshop and on-site to complete a further 3 years of training (Years 2-4) to achieve SVQ Level 3 and any further education if required.

In Year 2, each apprentice will be assigned to experienced RSE tradespeople who will mentor them throughout their practical work and will provide guidance and exposure to the various experience the industry has to offer.

Mechanical Apprentices can alternatively be taken on to the RSE apprenticeship programme if they have previously achieved SVQ Level 2 from the Nigg Skills Academy. Apprentices who join the programme in this way will automatically enrol in second year (Year 2) and undertake the SVQ Level 3 qualification – progressing forward with the programme, although the training schedule remains the same.



Mechanical Apprenticeship Trades

Pipe Fitter/Welder

RSE offers a complete 4-year apprenticeship in Tig Welding and Pipe Fabrication, in both carbon and exotic materials. Training involves reading of Isometric Drawings and Piping and Instrumentation Diagrams, including the full knowledge requirements of these systems.

Mechanical Fitter & Machinist

RSE offer a complete 4-year apprenticeship in Mechanical Fitting & Machining. Full training will be provided in Heavy Mechanical Plant Fitting, including valve assembly and the dismantle and maintenance of mechanical equipment. RSE additionally provides full training of Computer Numerical Control (CNC) lathes, mills and borers.

Fabricator/Welder

RSE offer a complete 4-year apprenticeship in Welding and Fabrication, in both carbon and exotic materials. Welding coding will be achieved in both Flux-cored Arc Welding (FCAW) and Metal Active Gas (MAG) Welding. Training involves reading of fabrication and design drawings and developing a full knowledge of the systems around these.

Programme Breakdown:

- **1st Year:** College-based learning and assessment to achieve SVQ Level 2.
- **2nd & 3rd Year:** Combination of work-based and site-based learning and experience, dependent on business requirements. The apprentice will aim to achieve SVQ Level 3 over the next 2-3 years but must continue to complete the 4-year programme to achieve the overall apprenticeship qualification.
- **4th Year:** After 3 years RSE can support the apprentices to pursue an HNC qualification in their relevant mechanical discipline, depending on a strong track-record of previous college achievements.

RSE looks to progress Mechanical Apprentices of all trades who demonstrate the aptitude and potential to further their career after the apprenticeship programme, developing their career into roles such as Project Engineer and Project Manager.



“Working in the Assembly Shop gave me first-hand experience in the construction of Transportable Treatment Units and ultimately working in the Stainless-Steel Shop allowed me to attain my welding qualifications.

Learning from experienced colleagues was, and continues to be, instrumental to the advancement of my learning and development.”



RSE Electrical Apprentices

The Electrical Apprenticeship at RSE requires the apprentice to attend their chosen college on a block release rota throughout Years 1-3 of their apprenticeship.

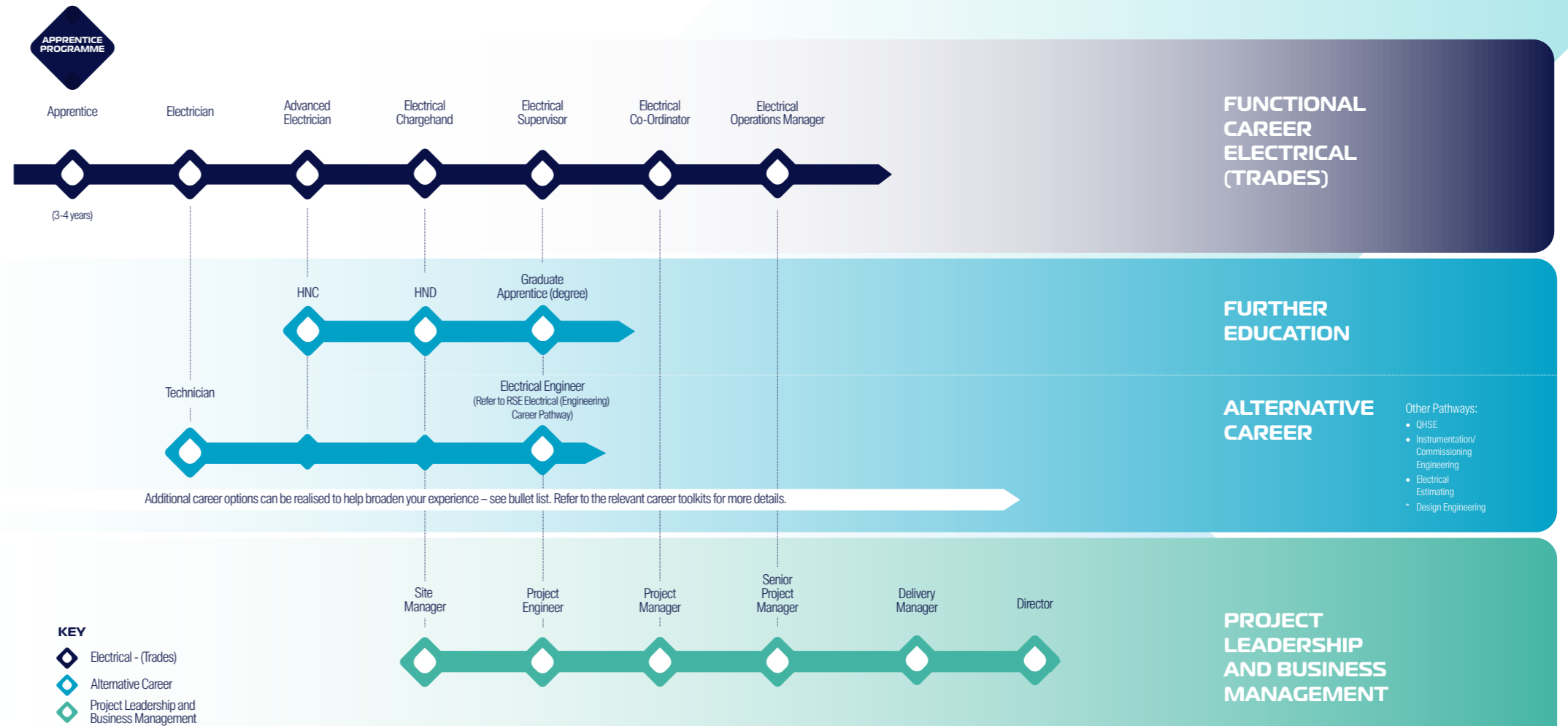
- Year 1 consists of a 5-week block of college learning, followed by a further 3 blocks of 4 weeks, enabling the college timetable to run from September through to June.
- Year 2 consists of 4 blocks of 3 weeks, and Year 3 consists of 1 week of college learning in October/November and 1 week of college learning in May/June.

Whilst not attending college, the apprentices will undertake work-based learning in the RSE workshops and on-site. This practical learning time is evenly split between the Capital Delivery (Projects) business division and the Electrical & Mechanical department, to give the Electrical Apprentices a versatile blend of the projects RSE undertakes.

The Electrical Apprentices can spend up to 4 weeks gaining workplace learning when not attending college learning blocks. The apprentices will spend time working with different tradespeople in the workshops, exposing them to the different skills and knowledge required of them when undertaking client projects.

The Electrical Apprenticeship with RSE takes between 3 - 5 years to complete, depending on individual performance. An Electrical Apprenticeship is a single trade apprenticeship and provides all electrical apprentices with the same qualification after completion - SVQ Level 3 at SCQF Level 7 in Electrical Installation Practices to BS7671.

"I love being on-site and tackling problems as they arise, as I have learnt how to deal with these types of situations during my apprenticeship".



Graduate Apprenticeships

Graduate apprenticeships are a way of gaining full-time industry experience while also achieving a degree.

By choosing to learn within the workplace after leaving school, graduate apprentices apply their academic learning directly to real-life situations, as well as accessing the same learning opportunities as those on a traditional course at college or university.

RSE currently offers four Graduate Apprenticeship courses to be completed between workplace learning and in the following disciplines:

Civil Engineering

A graduate apprenticeship in civil engineering will provide you with knowledge and work-based experience in key areas such as civil engineering design, analysis, specification and maintenance, project management, professional practice and interpersonal skills.

Construction and the Built Environment

The Construction and the Built Environment graduate apprenticeship focuses on delivering an understanding of key areas such as design and technology, business management, project and delivery management and valuation.

Engineering: Design and Manufacture

An engineering graduate apprenticeship in design and manufacture will explore engineering principles and enabling technologies, business management, project management, design and manufacture and interpersonal effectiveness skills. This course can also help you work towards achieving Incorporated Engineer (IEng) and Chartered Engineer (CEng) status.

Engineering: Instrumentation, Measurement and Control

During the course of the graduate apprenticeship, you will gain on-the-job experience in areas such as IMC engineering technology, engineering project and delivery management, highly developed practical skills and the principles of modelling and modern control concepts.

Studying as a Graduate Apprentice

Apprentices can progress to the highest level of professional qualifications with a range of entry and exit points from a Higher National Diploma (SCQF Level 8) to a Master's degree (SCQF Level 11). 80% of the time will be spent in the workplace, with the remaining 20% of time spent attending university module blocks. This will be on a day release or block release basis, depending on the university requirements.

A graduate apprenticeship at SCQF Level 10 (honours degree level) will take up to four years to complete, although you may be able to complete this in a shorter period of time if the course format allows you to continue attending university or college outside of traditional term times.

It is also possible to complete a graduate apprenticeship up to Master's level, which will take up to 5 years to complete, or an additional 2 years independent of a Bachelor's degree.



Case Studies

Jordan Geddes Modern Apprentice

Jordan Geddes started his career with RSE as a Labourer in 2019.

Since then, Jordan's ambition to gain professional experience and qualifications led him to undertake a Pipe Fitting & Welding apprenticeship. Jordan's potential as a 3rd year apprentice was quickly recognised by senior management and he was transitioned into the RSE Production division, to pursue a career in a Project Engineering role.

Jordan explains why he chose to complete an apprenticeship:

"After leaving high school, I had no idea what I wanted to do. The commitment of a university degree didn't appeal to me, so I opted instead to get a job while I attempted to figure out what it is I wanted to do. I ultimately got offered a job at RSE as a Labourer in 2019, prior to commencing my Pipe Fitting & Welding apprenticeship.

Primarily, the prospect of a job and the accompanying skillset of an apprenticeship appealed to me most. The fact that I could be paid whilst gaining an education along with my trade also made an apprenticeship an attractive prospect. I decided that an apprenticeship would be an ideal career route due to the skillset, qualifications and education obtained in the process that will be with me forever; furthering both my individual employability prospects as well as my ability to effectively contribute to an industrial working environment.

At RSE, all jobs that I've undertaken during my apprenticeship were facilitated in a way that would directly enhance my understanding and further my development. RSE has given me the room to get "out there" and try new things wherever possible, such as an HNC in Engineering - which was not directly related to my trade. This furthered my understanding in Engineering from a theoretical standpoint and has allowed me to pursue the opportunity to study for a degree as a Graduate Apprentice. The combination of work-based development and academic development, and the explicit support of the two, has been extremely valuable in my personal and professional growth and facilitated my career pathway from an RSE apprentice to a Project Engineer".

Kathryn Dalglish Graduate Apprentice

Kathryn Dalglish embarked on a graduate apprenticeship in Civil Engineering whilst at Heriot Watt University, completing her degree whilst gaining on-the-job experience with RSE.

After a year studying full-time, Kathryn undertook a summer placement at RSE and learned of the Graduate Apprenticeship opportunities that Heriot Watt offered.

As a result, Kathryn approached RSE with an interest in continuing her studies as an Apprentice and RSE agreed to support her in completing the final 2 years of her degree whilst working as a member of the Civils team.

Kathryn graduated from her degree in Civil Engineering with a First-Class Honours, an outstanding accomplishment which is testament to Kathryn's hard-work and determination in earning her degree whilst gaining first-hand engineering experience.

Her significant involvement in the management of projects during her graduate apprenticeship with RSE was recognised when she was awarded the winner of the Rising Star of the Year category at the Water Industry Awards 2022.

Kathryn's experience gained during her graduate apprenticeship has allowed her to excel at identifying efficiencies to benefit RSE's reporting and inspecting forms, by suggesting and implementing a digitised process which automatically produces UKAS-certified reports on the day of site inspections. Due to its success, this resulted in Kathryn leading the launch of RSE's reporting apps, including Electrical Inspection and Commissioning.

Kathryn Dalglish, RSE Civil Engineer, said:

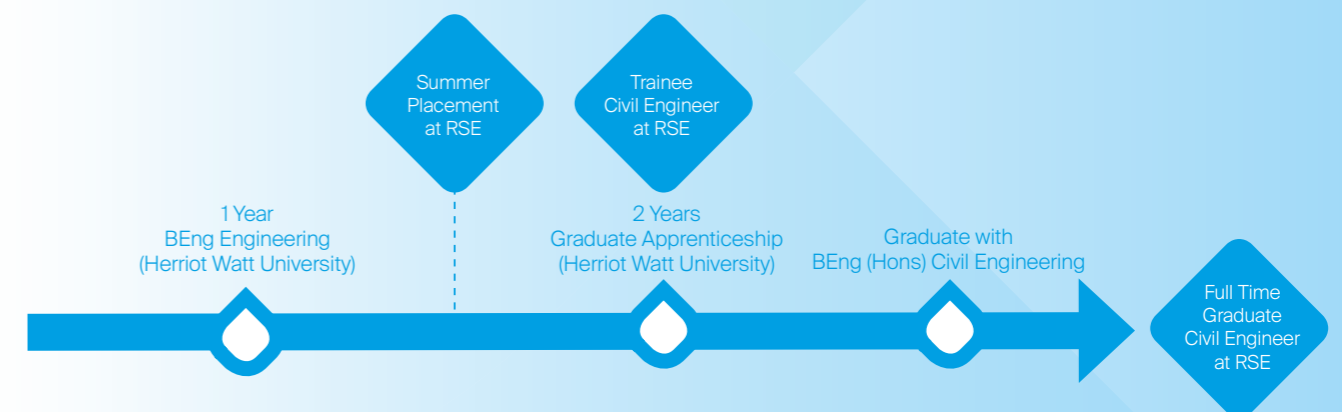
"RSE was very supportive in my development in allowing me to become a Graduate Apprentice and gain practical experience. I was also a part of RSE's Graduate Engineering Programme which gave me the opportunity to have a mentor in another department of the business, which provided me with an insight into the various work that RSE do and the projects I would be involved with in the future.

Undertaking a graduate apprenticeship enabled me to quickly gain the knowledge and experience I needed to apply to the reporting project which was recognised for its success at the Water Industry Awards".

Modern Apprentice



Graduate Apprentice





To find out more about our apprenticeship opportunities or to apply for an apprentice position with RSE, please send your CV and Cover Letter to

cv@ross-eng.com

For more information and contact details visit

ross-eng.com



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