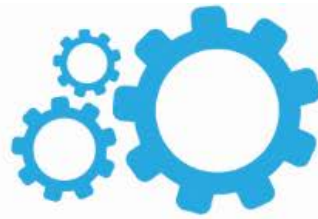


NORTH



DEVON

MANUFACTURERS

A S S O C I A T I O N

**Undergraduate Sponsorship
Graduate Recruitment & Retention**

9th March 2016



- NDMA Background
- NDMA Activities with Schools
- NDMA Careers Booklet
- Arkwright Scholarship Trust
- The NDMA Undergraduate Sponsorship proposal



- NDMA:
 - Membership: ~60 members (large, medium and small)
 - Aim: to promote and support best practice in the area, in terms of innovation, manufacturing excellence and skills.
 - Achieved by:
 - best practice events throughout the year (visits, briefings etc)
 - Annual Awards (in 19th Year)
- Awards Event includes Schools Technology Awards:
 - To help promote STEM subjects in schools and colleges
 - Supported and co-ordinated by ESB/ND+
 - Age Groups 13-16; 16-18;
 - 2014: 49 entries from 7 schools
 - 2015: 96 entries from 12 schools
 - 2016: Entries invited; Primary School challenge introduced
- Helped us recognise that we could do more



- **Careers Booklet**

- NDMA Members highlighting difficulties in recruiting high quality qualified staff
- High calibre local students leave area
- Perception that North Devon is a “career cul-de-sac”

- Collaborative project with ND+/ESB

- Case Studies from a variety of companies in the area

- Launched November 2015
 - Large print run – copies available

- Soft copy booklet available to download




NDMA website under the “Careers & Skills in North Devon” tab



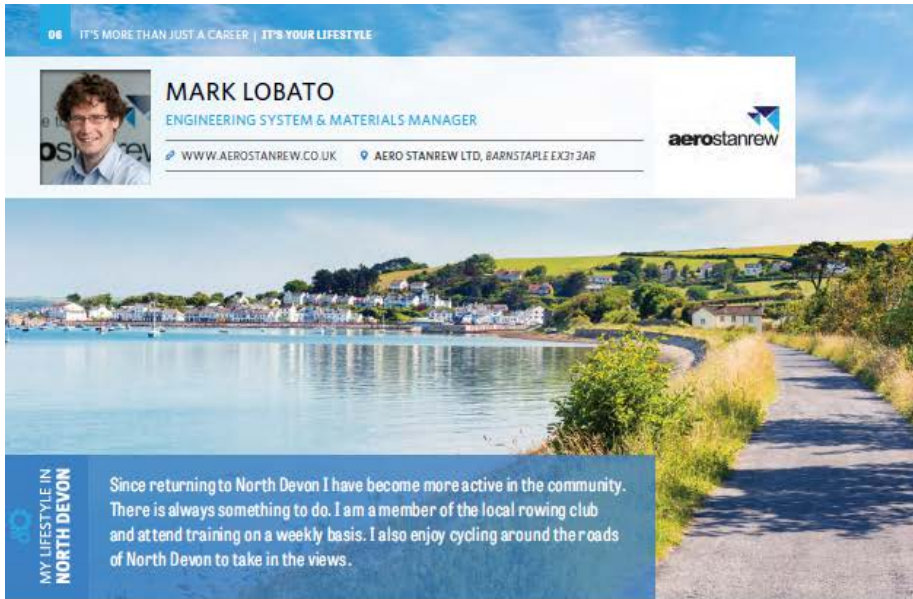

Careers Booklet - example

06 IT'S MORE THAN JUST A CAREER | IT'S YOUR LIFESTYLE



MARK LOBATO
ENGINEERING SYSTEM & MATERIALS MANAGER

WWW.AEROSTANREW.CO.UK | AERO STANREW LTD, BARNSTAPLE EX21 3AR



MY LIFESTYLE IN NORTH DEVON

Since returning to North Devon I have become more active in the community. There is always something to do. I am a member of the local rowing club and attend training on a weekly basis. I also enjoy cycling around the roads of North Devon to take in the views.

NORTH DEVON MANUFACTURERS ASSOCIATION | WWW.NDMA.ORG.UK



07

MY CAREER IN NORTH DEVON

From a young age I have been interested in designing and making anything I could think of. For A-Levels I studied Maths, Physics, ICT and Design Technology. This developed as I got older and helped me with my decision to read Mechanical Engineering (BEng) at Aston University in Birmingham where I gained a 2:1 (Hons) degree.

My parents moved to North Devon around 30 years ago and while I was in Birmingham I missed the Devon way of life and the surroundings more and more. The obvious solution was to return to the area.

After my degree I found employment with Aero Stanrew, which specialises in the manufacture of ruggedised, electromagnetic components and electronic systems. These systems are designed for the challenging requirements of the aerospace, oil and gas and other high reliability markets.

I oversee the engineering and material systems that we operate within the business and manage the mechanical design aspects of all projects. The job requires lateral thinking to resolve day to day problems, as well as efficient and effective communication. I am now studying a Master's degree in Engineering Management (MSc) at the University of West England - and I still enjoy making anything that comes my way.

"The area enables a good work / life balance".

IT'S MORE THAN JUST A CAREER | IT'S YOUR LIFESTYLE



- Arkwright Scholarships Trust
 - “identifies, inspires and nurtures future leaders in Engineering and Technical Design”
 - supported by companies, trade associations, universities, professional institutions, charitable trusts, armed services and personal donors.
 - provides Scholarships to A-Level Students; cost £1k pa over 2 years

 - TDK offered 2 Scholarships for Academic year Sept-15
 - Kingsbridge Academy, Devon
 - Torquay Boys Grammar School, Devon

 - Low presence in North Devon Schools

 - NDMA has publicised Trust to members, along with EDT (YINI)



The Arkwright Scholarship Trust

Arkwright's Affiliated Schools on Google Maps

Click on the pins on the map below to view Arkwright's affiliated schools in the UK and Channel Islands. We also work with British Overseas Schools - currently in Belgium, Chile and the USA.





Undergraduate Sponsorship: background

- The problem:
 - Young talent leaves the area for Higher Education elsewhere
 - Does not return after graduation
 - Result: Talent drain.

- Businesses requiring higher level technical skills struggling to recruit candidates for some roles
- National shortages in technical skills compound this problem for businesses in North Devon & Torridge

- Some teachers and school staff may be out of touch with the real-world context of the advanced manufacturing sector
- Risk that they share out-of-date thinking with students
 - Local career opportunities may not be seen



- Like-minded employers collaborate to develop a funded graduate programme for talented local youngsters.
- The offer:
 - employer will pay the graduate some or all of their tuition fees on completion of a two year, full-time work commitment
- The process
 - A/A* students in Maths & Physics will be invited to apply to the programme.
 - During the programme, vacation, or pre-course employment may be available
- Awareness
 - employer relationships with schools and key teachers will be improved and businesses will be better able to identify talent



- Building a cohort of local graduates time will help reduce impact of skills shortages
 - makes local recruitment easier
 - helps talent retention within the area
- Graduates become ambassadors for the programme
 - help raise awareness of the wealth of business opportunities available locally to young people.
- Further improves links between employers and schools
- Helps develop sector knowledge of teaching staff
- Initiative will lift career aspirations, and create a valuable and sustainable legacy.



University Sponsorship & Career Opportunities for North Devon & Torridge students



Are you thinking about a career in manufacturing & want to go to university to study a STEM subject?

STEM: SCIENCE, TECHNOLOGY, ENGINEERING & MATHS



A group of companies within the North Devon Manufacturers Association are offering to contribute towards your university tuition fees and with a good degree will offer you a role and a chance to start and grow your career.

Want to know more?

Please contact Janet Phillips: NDMAgraduate@anewsw.co.uk



PRESS RELEASE

For immediate release: March 2016

Manufacturers creating sponsorships for North Devon students.

Manufacturing is an important part of the North Devon economy, and local businesses are struggling to recruit candidates for roles requiring higher level technical skills. National shortages in technical skills compound this problem for businesses in North Devon & Torridge, who see young talent leaving the region for Higher Education elsewhere, and not returning after graduation

Seeing this talent drain, a group of diverse world-class manufacturing companies within the North Devon Manufacturers Association, are offering sixth form and college students, studying STEM (Science, Technology, Engineering & Maths) A-Levels, the opportunity to go to university and to return to North Devon as a graduate with a job.

The Sponsor company will contribute towards the university fees and with a good degree, the graduate will be offered a role and a chance to start and grow their career.

Phil Scotcher, Chair of NDMA said:

"We need to retain young talent within this area, focusing on specialist skills for the needs of our advanced technologies. We want to create opportunities for talented, driven individuals who want to go into higher education and study a STEM subject, though may not have the financial means to do so. These sponsorship places will enable us to grow the skills base that we need and provide job and career opportunities for those that want to take them.



Thank You

