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Siemens pre-employment training equips young people with skills for the workplace

Siemens, the global engineering and technology company has again demonstrated its leadership in skills and training with the recent launch of its Pre-Employment Programme. Pioneered by Siemens in Lincoln, and aligned to the national Employer Ownership of Skills initiative, its Pre-Employment Scheme aims to provide young people with the skills needed to boost their level of employability and the knowledge to operate effectively in an engineering environment.

Aimed at the unemployed demographic of 18 – 24 year olds, the 2013 cohort of trainees has been recruited following a selection and assessment process run in conjunction with Lincoln College, Lincoln Job Centre, Ingeus and A4E.

The twenty trainees come from a broad range of diverse backgrounds and varying levels of previous engineering experience. The trainees have all now completed their EAL NVQ Level 2 in Performing Engineering Operations and three have been offered apprenticeships by Siemens.

Commenting on the scheme, Paul Birt, human resources director for Siemens in Lincoln said:

"The Government's Employer Ownership of Skills initiative fits with the Siemens philosophy of tailored training programmes extremely well. By involving employers like Siemens in both the development and subsequent management stages of the programme it clearly benefits the participants by ensuring the training closely meets industry requirements."

Typical modules of training are a mix of 'core' electrical and mechanical engineering skills, such as hand fitting techniques and equipment maintenance, safety training, as well as communication, team and management skills. Trainees are also given the opportunity to participate in a Siemens-led Interview Skills training course focused on boosting their confidence to operate successfully within a work-place.

Angela Borman, entry level talent manager at Siemens in Lincoln has been instrumental in developing the programme, and believes it offers many benefits.

Borman said:

“The programme is helping trainees develop a real passion for engineering. The group is bright and enthusiastic and has demonstrated this in the quality of their work and positive feedback from college tutors. We are delighted to hear that as a result of the programme trainees feel inspired to pursue careers in engineering and utilise their new-found talents to secure employment. We have in fact offered apprenticeships to three of the trainees – what greater tribute to the success of the initiative do we need!”

Siemens is a pioneer in skills and training, nationally and locally. Nationally, Siemens runs a much-prized apprenticeship and graduate programme and has invested significantly in its in-house training infrastructure. In Lincoln, Siemens has worked with the University of Lincoln to establish the UK's first purpose-built school of engineering for 20 years and is also part of the new Lincoln University Technical College together with Lincoln College and the University of Lincoln.

-ENDS-

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* Data includes intercompany revenue. Data may not be comparable with revenue reported in annual or interim reports.