



May 2015

About Us

The Cooper & Turner Group of companies have longstanding reputations for quality products and service within the marketplace.

With operations in Sheffield, Glasgow, Rotherham, America and China, it allows us to service customers on a national and global scale. The Group has a longstanding enterprise in the areas of structural engineering and wind energy. We also service many blue chip customers in the tunneling, rail and OEM markets.

The addition of apprentices to our workforce can only benefit the Group.

A quote from the Managing Director Anthony Brown who supports the drive to employ apprentices:

"Apprenticeships are fantastic for Cooper and Turner. It's hard to recruit high-quality experienced engineers who have the specific skills the company requires, so we find it's often preferable to employ young apprentices.



**Our 2014/2015 Engineering Apprentices (l-r)
Adam Laithwaite
Ross Robertshaw
Joshua Godber**

We can train them specifically in our way of doing things, which is great for the company's needs, and also helps them to fit in nicely.

We find apprentices stay loyal to the company, almost without exception, as nearly all of them we have employed are still with us today.

By using apprentices we are also, in conjunction with the local college, training young people to a high standard, which in turn, raises the skills bar of the local workforce."

The Apprenticeship Scheme

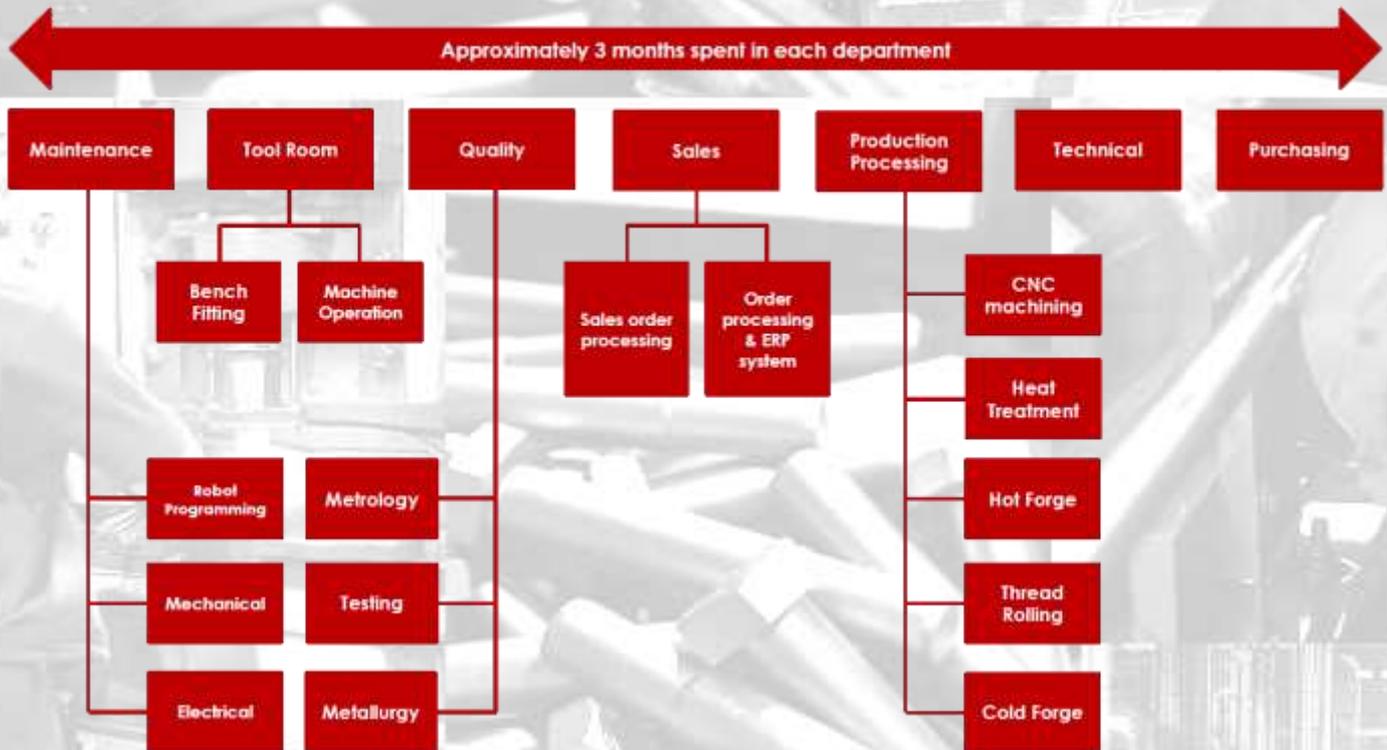
The apprenticeship scheme will be run in partnership with AMRC; Advanced Manufacturing Research Centre.

Apprentices will spend their first 6 months predominately at AMRC completing the technical support certificate that includes the NVQ Level 2 Performing Engineering Operations. After 6 months training at AMRC they will then come to Cooper and Turner, 4 days a week and remain on a day release at AMRC. Our apprentices will then spend approximately 3 months in each area of the business, as shown below, learning about the department and what effect it has on the company. In each department they will have a mentor who will guide them through their time in that department.



On completion of the three month training each apprentice will have a performance review to discuss what they have enjoyed about their training and what they haven't. The mentors will help guide the apprentices into which career path they think is most suited to their ability; skill and needs of the company.

C&T Outline training programme for apprentice scheme, aligned with AMRC



Current Employees

We spoke to a range of current employees at Cooper and Turner to see how they felt about having apprentices on site and working alongside them. Overall, the feeling towards apprentices was positive and members of staff were looking forward to working with our current and future apprentices. Here a few of the things our current staff had to say:

Paul Marston, Works Manager at Cooper and Turner Sheffield, said: "The apprentice scheme is fantastic, we need a young workforce to bring in new ideas and take the company forward"

Sam Wright who is a line operator said: "More young people need to get involved in the industry" and that "if you work hard it's a company where it gets noticed"

Others said that it is one of the best places they have worked in terms of health and safety.

Current Engineering Apprentices

Our three engineering apprentices have now completed their first 6 month training at the AMRC. All 3 were positive about their experience backing up their initial thoughts of the centre. They have now joined us in the work place and are completing their 3 week induction, which consists of Health and Safety, an introduction to our products and finally the Six Sigma- Yellow Belt training.

On completion they will begin the apprentice training program. Each of our apprentices are looking forward to getting stuck in and starting their careers and most of all learning about each department and contributing to the running of the business, with them all believing that their time at Cooper and Turner will be a positive and successful one.



Current Business Administration Apprentices

Both our Business Admin Apprentices Amy Flannery and Stacey Taylor were nominated for the Business Administration Apprentice of the Year Awards as part of the AMRC.

The girls attended the award ceremony along with representatives from the company, which were held on the 11th March 2015 at The Firth Hall in Sheffield.

Unfortunately, neither Stacey nor Amy didn't win the award but Cooper and Turner are proud of the achievement and recognition they have earned for themselves and Cooper and Turner after only 6 months at the company. Following this Amy was short listed as a finalist at the Made in Sheffield Awards, which again the company supported.

Here is what Amy had to say about the award ceremonies: "Both of the awards nights were very prestigious and the Made in Sheffield awards had a very encouraging attitude towards apprenticeships and they showed that they value all apprentices that took part which was very supporting and refreshing to see."

Promotion

As a company we attend a number of different events, where our stand is manned by our apprentices Stacey and Amy. Our most regular event is the AMRC Job Match, hosted by the AMRC Training Centre.

We also attend larger event such as LEAF and Get Up To Speed, both held at Magna. For the Get Up To Speed Event we were joined by Fiona and Rebecca who work at our operation in Glasgow, with Rebecca also being an apprentice.



Amy pictured at the Made in Sheffield Awards with the other finalists and Master Cutler.

THE COOPER & TURNER GROUP

The Cooper and Turner Groups' business focus is to offer a seamless, **'one stop shop'** in the manufacture and distribution of industrial fasteners.

The Cooper & Turner Group of companies have longstanding reputations for quality products and service within the marketplace.

This new 'Group' status means that the companies can collectively offer a depth and breadth of service that was not possible previously.

Strategic operations in the UK (Sheffield, Glasgow & Rotherham), China, USA and Qatar allow the Group to service customers on a national and a global basis.



The Group not only has a longstanding expertise in the areas of Structural Engineering and Wind Energy but also services many blue chip customers in the Tunnelling, Rail, Oil & Gas and OEM markets.



WORLD CLASS PRODUCTS FOR A WORLDWIDE MARKET



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