

BMW  
GROUP

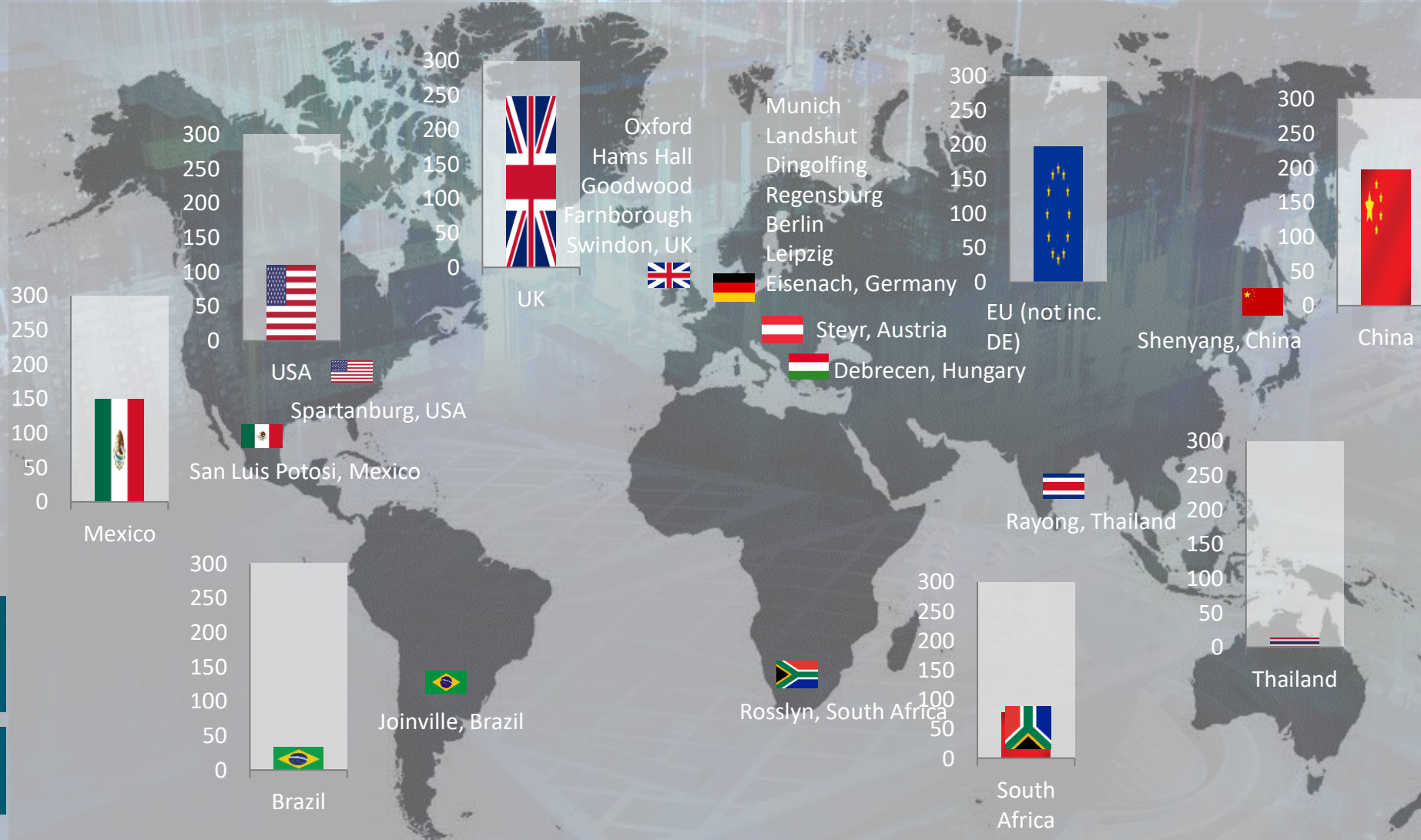


# PANEL DISCUSSION ON APPRENTICESHIPS & SKILLS.

BOB SHANKLY, HR DIRECTOR, BMW PLANTS OXFORD, SWINDON & HAMS HALL.

BMW GROUP UK.

# OVERVIEW OF BMW GROUP VOCATIONAL TRAINING WORLDWIDE WITH MORE THAN 4,600 TRAINEES IN THE DUAL SYSTEM.



**3,649**  
Apprentices in Germany

**1,137**  
Apprentices int.

**30**  
Professions

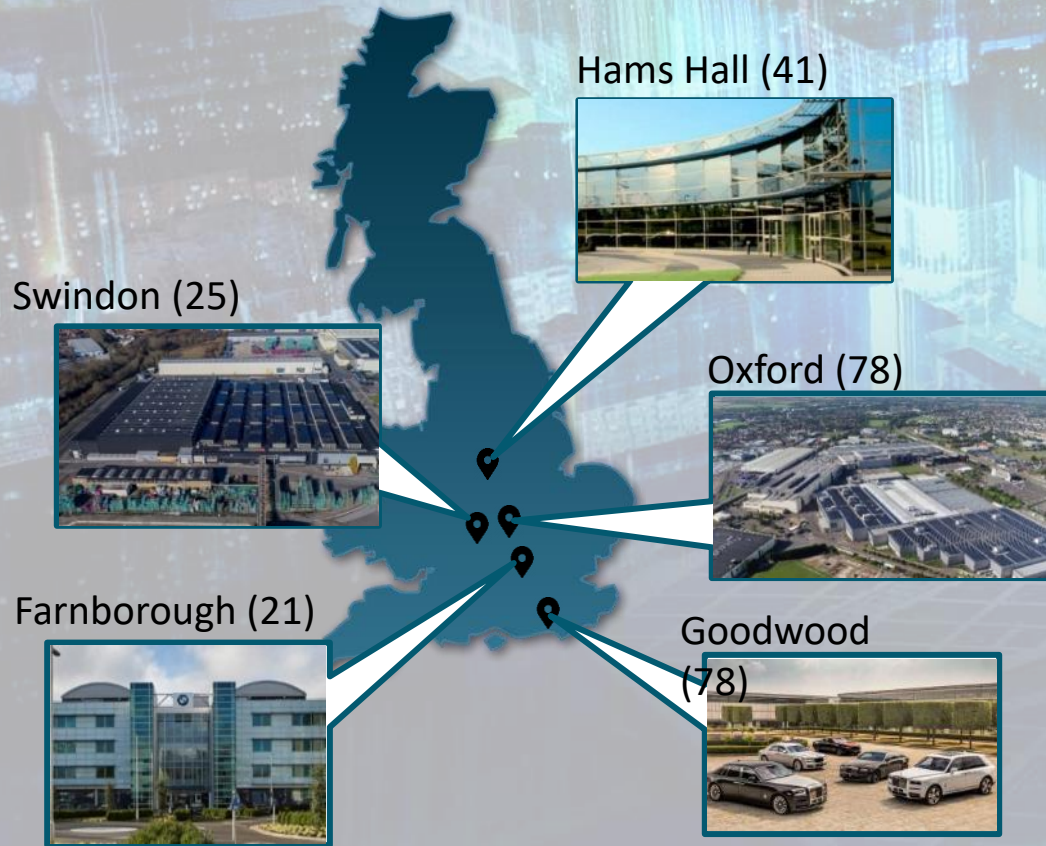
**20**  
Dual degree studies

**22**  
plant sites +  
18 subsidiaries

GLOBAL COMMITMENT TO APPRENTICESHIP PROGRAMS SECOND LARGEST APPRENTICESHIP MARKET AFTER GERMANY IS UK.

# OVERVIEW OF BMW APPRENTICESHIP PROGRAMMES IN THE UK.

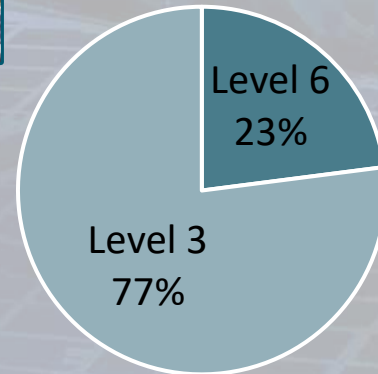
243 Apprentices in the UK



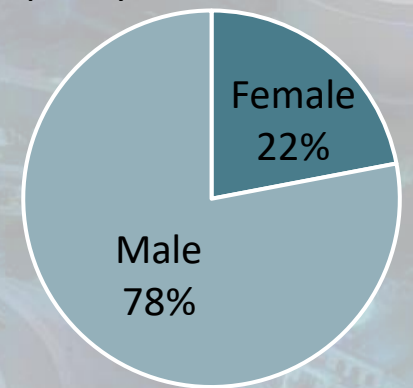
Number of UK Apprentices



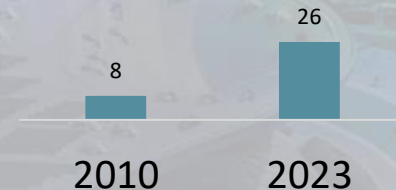
Split by Level



Split by Gender - 2022



Number of different apprentice types



26 DIFFERENT TYPES OF APPRENTICESHIP IN USE DELIVERED BY 15 EDUCATION PARTNERS – TECHNICAL CONTENT IS EQUIVALENT TO GERMAN STANDARD, ALL TRAINERS ARE EXTERNAL – RECRUITMENT OF APPRENTICES IS DRIVEN BY DEMAND FOR THE LONG TERM HEADCOUNT PLANNING.

# OUR APPROACH IN THE UK.



## Providers

- Circa 15 providers
- Use large FE Colleges near to plants
- Providers act as end-to-end service



## Induction

- Based in Plant Oxford
- Allows easy implementation of BMW Group standards
- Grows BMW associate from first day



## On-site School

- Based in Plant Oxford
- Allows easy implementation of BMW Group standards
- Grows BMW associate from first day



## Goodwood Diverse Apprenticeships

- High level of craft skill
- Apprentices train directly in production work
- Common technical induction

# CANDIDATE ATTRACTION.



- BMW experiences the same issues most organisations face recruiting into technical apprenticeships in the UK.



- Generally our gender diversity is improving.
- Have routine promotion activities but progress remains difficult.



- Our different sites present different challenges dependent upon where they are situated and the nature and number of apprentices they wish to recruit.



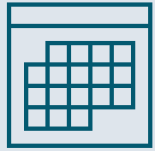
- Physical visits to schools remains our core activity
- Some site based work in support of this.

IF YOU CAN GET A YOUNG PERSON ON SITE, YOU CAN SHOW THEM THE INSPIRING WORLD OF MODERN MANUFACTURING.

# THE TALENT FACTORY UK – AGILE, DIGITAL, EFFECTIVE.

Duration

3 months



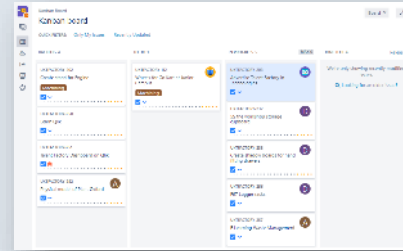
Capacity

3 Apprentices



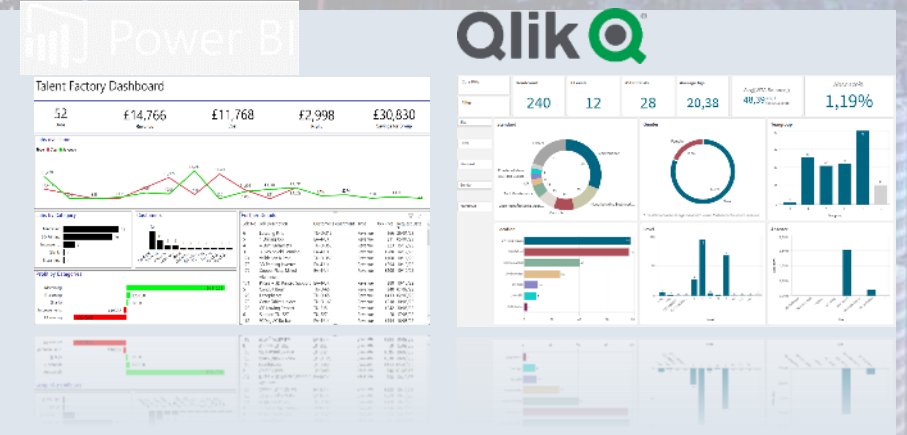
Digital Operation

Jira for workload management



Weekly sprints

Future Stream: Data as a Product



## Products and Services roadmap

2021

2024

3D Printing

Machining

eLearning

Data Visualisation

Data Analytics

AGILE METHODOLOGY AT THE CORE OF THE UK TALENT FACTORY – FOCUS TO DATE IS ON MACHINING/3D PRINTING FUTURE OFFER TO INCLUDE DIGITAL – BUILDING ON DATA ANALYTICS APPRENTICES – CREATION OF ELEARNING, ETC.

# OUR USE OF APPRENTICESHIPS FOR THE EXISTING WORKFORCE.

## Mature

### Apprenticeship

- c. 10/year
- Long standing programme for existing associates of all ages.
- Complimentary skills to future talent apprentices.

## ProLead

PROFESSIONAL LEADERSHIP  
AND DEVELOPMENT.

- 77 have completed, 106 on the programme
- Shop floor leadership developed from German Meister-Pruefung.
- - Developed into Process Leader apprenticeship standard.

## Data Analytics

- 45 currently on the programme
- Majority of candidates are existing employees.
- Recently introduced for future talent apprentices.

## Functional Skills

- Mandatory level 2 numeracy and literacy qualifications.
- Very challenging for some existing associates.
- But, solid numeracy is the basis of a data-driven organisation.

## On-the-Job Learning

- Often has significant synergies with associates' normal role.
- Requires high commitment due to conflicting time pressures.

## End Point Assessment

- EPA preparation requires additional effort to demo competence.
- Work and personal situations may have changed during apprenticeship.

# LOOKING TO THE FUTURE.



## Digital Content

- Increasing digital content in existing apprenticeships.
- Total content of apprenticeship continually growing.



## Traditional Mechanical Skills

- Continued significant use of Tool and Die apprenticeship.
- Traditional Mechanical Engineer skills.
- Craft skills in strong demand at Rolls-Royce Motor Cars.



## Apprenticeships

- Use of data/IT apprenticeships in traditional engineering and mechanical operational areas.



## Newer Ways of Learning

- Learning to become more self-directed.
- Learners to become more self-reflective.
- Trainers to become coaches.

DESPITE SHIFT TO DIGITAL, TRADITIONAL SKILLS ARE STILL REQUIRED – NEWER WAYS OF LEARNING/SELF-GUIDED LEARNING