

# 2016

## Employer of the Year | **Winner:** Safran Nacelles

Celebrating employers' commitment to developing their workforce through apprenticeships and/or training.

### Overview

Safran Nacelles is one of the leading players in the worldwide nacelle market for aircraft engines. A subsidiary of the Safran Group, it employs 3,500 people on eight sites in France, the United Kingdom and Morocco.

The company recruits both Composite Engineering Apprentices and Composite Operators into the business and the induction package provision reflect this.

Apprentices are enrolled on a four-year programme. The first year is based off-site at Burnley College; year two involves a structured rotation throughout the whole company – Clean Room, Laboratory, Autoclave, Composite Finishing, NDT, sheet Metal, Aircraft Fitting, Quality, Engineering, Tool Room).

Year three sees dedicated time in the clean room finishing in the fourth year with completion of a required phase test.

On commencement in the department, Composites Operators take part in a six week training programme, completing an in-line training review sheet daily/weekly. The sheet and the individual are reviewed weekly on a one-to-one basis with the Training Co-ordinator to go through any concerns, review the weeks training and to plan ahead for the following week. If an individual is not reaching the necessary standard as documented in the agreed plan, training is extended in line with requirements of the UAP (Unit of Autonomous Production) Leader and Manufacturing Manager to attain the appropriate level. This is done in conjunction with the Training Co-ordinator, following which the individual is transferred to a suitable position with the relevant department and an experienced colleague, who has also completed the Train The Trainer qualification, buddies up with the individual for the next 6-8 weeks.

Safran was one of the key companies who helped in create and trial the Composites Assured Practitioner Scheme, giving the composites industry a benchmarking assessment technique.



"I am incredibly proud of the hard work and dedication of the team in ensuring we provide all our employees with a structured and professional development programme whilst working within our composites facility. We work in partnership with our Learning and Development team and through our partnership with Composites UK we have jointly developed the bronze award for Operator Training. So far we have accredited over one hundred people at this standard. This award reflects true teamwork and dedication!"

**Graham Banks,**  
**UAP Leader**  
**(Composites),**  
**Safran Nacelles**



The Composites UK Industry Awards are presented at the black-tie dinner on the first Wednesday in November. The event is aligned with the Composites Engineering Show in Birmingham.

Keep an eye out for our annual nomination process every May for your chance to apply.

[www.compositesuk.co.uk/awardsdinner](http://www.compositesuk.co.uk/awardsdinner)