

# LEEDS MANUFACTURING FESTIVAL



## HOW TO GET INVOLVED

A GUIDE FOR EMPLOYERS, SPONSORS & SCHOOLS



# Leeds Manufacturing Festival Objectives

- Raising the profile of the city's manufacturing sector
- Raising awareness of the opportunities careers in manufacturing present
- Promoting better engagement between employers, schools and colleges

Manufacturing is a key sector for the economy of Leeds and West Yorkshire. Across the region there are nearly 5,600 manufacturing firms directly employing 104,000 people. Together they contribute over £7 billion – that's 13% of total GVA – to the West Yorkshire economy. The sector also supports thousands of

professional services and supply chain jobs in West Yorkshire and across the wider region. Careers in manufacturing offer great opportunities in leadership, professional and technical roles but employers face increasing competition for skills and talent from other sectors. Leeds Manufacturing Festival has

been set up to raise the profile of manufacturing in the city, raise awareness of the range of opportunities that careers in the sector present for young people and promote better engagement between employers, schools, colleges, training and skills providers to help attract a new generation into the industry.

“Careers in manufacturing offer great opportunities in technical, professional and managerial roles but it's vital to the future of our sector that young people joining the workforce are equipped with problem-solving and practical hands-on skills as well.”

**Ben Wilson, Managing Director,  
MPM Ltd and Chair of  
Leeds Manufacturing Alliance**







*“ We’re really pleased to be supporting the festival once again. Our engineering and manufacturing courses are one of the cornerstones of what we offer and, particularly with the new T levels, which combine classroom learning with hands-on experience in the workplace, our students are gaining skills that ideally equip them for the vast opportunities in the sector. ”*

**Mitch Scott, Head of School  
of Engineering, Leeds City College**



This year's Leeds Manufacturing Festival features a core programme of events and activity delivered in partnership with our sponsors, schools and colleges in Leeds. A highlight of the festival is sure to be the return of the 'Next Gen' awards, which this year include a new category for 'Employer of the Year'. Other events, including school careers fairs, talks and interview days will be scheduled as details are confirmed.

## FEBRUARY

- Leeds Apprenticeship Recruitment Fair, 6/2/23, First Direct Arena.
- Leeds Manufacturing Festival launch, 22/2/23, with Mayor of West Yorkshire Tracey Brabin and Make UK Chief Executive Stephen Phipson.

## MARCH

- Manufacturing careers showcase and panel, 22/3/23, hosted by Leeds City College.
- Let's talk manufacturing: live careers panel, 30/3/23, hosted by Temple Moor High School.

## APRIL

- 'Next Gen' awards, 20/4/23, for Apprentice of the Year, Rising Star, Future Manufacturing Leader and Employer of the Year, hosted by MPM Ltd.

- Manufacturing 'treks', 25-27/4/23. Workplace visits for Leeds City College engineering students.

## MAY/JUNE

- 'Manufacturing Futures' Virtual Summit, 29/5 to 2/6/23, presented by E3 Recruitment. A week-long series of webinars sharing best practice in recruitment, talent retention, attraction and onboarding. Delivered in collaboration with Ahead Partnership, Next Gen Makers and The LEP, sessions will provide invaluable insights for manufacturing leaders, HR and talent acquisition teams.

## JULY

- Sector experience and employability days, 4-6/7/23. Workplace visits and activities for students, delivered in partnership with Leeds City Academy.







# CALL TO ACTION

## HOW TO GET INVOLVED

- **Attend LMF events** and find out more about recruitment support, how to work with schools, colleges and other training providers to promote your business to the next generation
- Join us at the **Leeds Apprenticeship Recruitment Fair** where you can meet and advertise your vacancies to thousands of young people and their parents
- Take part in **school careers fairs, interview days and talks**
- Nominate rising stars and future manufacturing leaders in your team for the Leeds Manufacturing Festival **'Next Gen' awards**
- **Host an event** as part of Leeds Manufacturing Festival
- Take advantage of **apprenticeships and the levy transfer scheme** to offer training and development pathways for your workforce
- **Sponsor the Leeds Manufacturing Festival**



# First Direct Arena hosts 'biggest ever' apprenticeship recruitment fair

*“What a wonderful day and well done on a great event. It has given us lots of food for thought. The news spreads a lot of gloom and doom about young people and their aspirations but the young people of Leeds stood out and shone at this event. It really lifted our team. Manufacturing offers so many future possibilities for everyone who attended.”*

**Susan Ellison, Joint Managing Director, OPM Labels & Packaging**

Queues formed early outside the First Direct Arena at the beginning of February as over 8,000 school and college students, many accompanied by parents and family members, turned out for the 2023 Leeds Apprenticeship Recruitment Fair. They were there to find out more about apprenticeship vacancies and career opportunities being offered by employers in the city.

The event is the biggest of its kind in the North of England and certainly lived up to its reputation. Over a hundred employers exhibited at the fair, organised by Leeds City Council, and there was strong representation from the city's manufacturing and engineering sector.

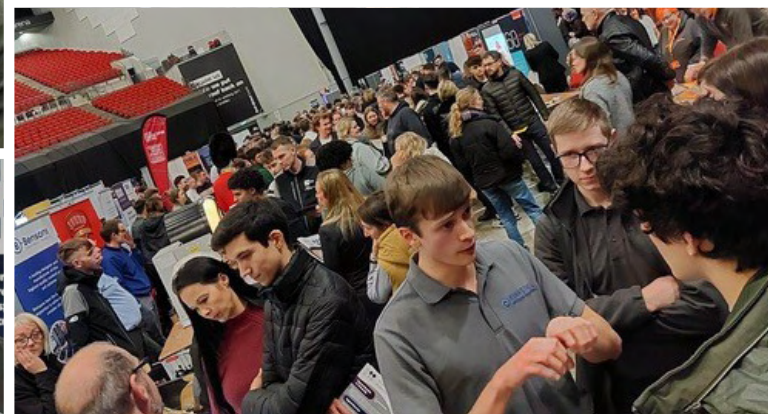
Employers **AW Hainsworth, MPM, Kirkstall Precision Engineering, Greyhound Box, Sound Leisure, LBBC, OPM Labels & Packaging, E3 Recruitment** and **Bensons Control Panels** joined the Leeds Manufacturing Festival exhibition stand, while **Brandon Medical, Leeds Welding Company, Pland Stainless, Sulzer** and **Depuy Synthes** also exhibited at the recruitment fair.

Specialist printing firm OPM Labels & Packaging exhibited with the Leeds Manufacturing Festival for the first time this year. They have already organised two work experience placements following on from the event and will be organising an open day at their Leeds factory for everyone their team spoke to on the day.



# NEXT GEN AWARDS CALL FOR YOUR NOMINATIONS

The 2023 'Next Gen' awards will be presented at an invitation-only awards evening for sponsors, participants and supporters of this year's Leeds Manufacturing Festival. The evening will be hosted by Greg Wright, business editor of the Yorkshire Post, and takes place on Thursday 20th April at the premises of MPM Ltd. Entries are invited in four categories: Apprentice of the Year; Rising Star; Future Manufacturing Leader; and Employer of the Year. **Check out our website for application forms and further information.**





**LEEDS  
MANUFACTURING  
FESTIVAL**

**NEXT GEN AWARDS  
2022**

**Apprentice of the Year  
WINNER**



# 2022 FESTIVAL HIGHLIGHTS

“ *This was a first time for the team at the apprenticeship fair and it was fantastic. The interaction with potential candidates and, in some cases their parents, as well as Leeds City College and UTC Leeds was great. The interest shown in engineering was very encouraging and we’ve had an excellent response since with lots of CVs and letters already received.* ”

**Iqbal Bahia, Managing Director,  
Kirkstall Precision Engineering**

## **Apprentices and younger employees take centre stage**

Plans for last year’s Leeds Manufacturing Festival came together early in the new year, with the festival launch hosted by Leeds City College at the beginning of February. At that stage we still didn’t know which direction the pandemic was going to take but the launch event proved to be a huge success with employers, sponsors, training and skills providers joining forces to find out more about the festival programme and how

they can work together to tackle the skills challenge facing the manufacturing sector.

A keynote of the launch event proved to be younger employees and apprentices who were featured in interviews broadcast live throughout the day of the launch by BBC Radio Leeds. It was a recurring theme of the festival with apprentices and younger employees taking centre stage in careers events and at the Leeds Apprenticeship Recruitment Festival (LARF22), talking to school and college students about why they chose a career in manufacturing, what their job involves and the opportunities working in the sector presents.

## **Festival provides platform for employers**

Collaboration is a key feature of the festival and a group of eight manufacturing employers exhibited together at LARF22. The recruitment fair attracts thousands of school and college students and their parents, providing a great opportunity to talk directly to young people, advertise live apprenticeship

vacancies and meet potential recruits.

The Manufacturing Careers Showcase, organised by Ahead Partnership on behalf of Leeds Manufacturing Festival, also gave employers a platform to meet and talk to students from Leeds City College School of Engineering, from UTC Leeds and Gorse Academy Trust.

## **Insight into modern manufacturing careers**

School students across Leeds were able to tune into an online careers panel recorded with Year 9 students from Allerton Grange High School. The interactive session gave students the chance to find out first-hand what it’s like to work in a modern manufacturing environment and provided a resource to share with other schools across the city.

Along with the ‘Let’s Talk Manufacturing’ video series, it offered real insights into the diversity of manufacturing in Leeds and the range of career opportunities for young people working in the sector.



“ *To address the skills gap that manufacturing and engineering faces, it's more important than ever that we promote our industry to young people, advising them on the opportunities and careers that are open to them.* ”

**Matt Booth, Associate Director,  
E3 Recruitment**

### **College launches new T-Level qualification**

Leeds City College played a major role as a festival sponsor, hosting the launch event and manufacturing careers showcase, together with a breakfast briefing on the new T-Level qualifications in engineering and manufacturing. Industry placements are at the core of the new qualification, offering students a mixture of classroom learning plus 'on-the-job' training and experience.

[www.leedsmanufacturingfestival.co.uk](http://www.leedsmanufacturingfestival.co.uk)

The college also hosted a networking event bringing together employers, school careers advisers and members of the LEP Schools Partnership team to find out more about how they can work together and opportunities for employers to shape careers advice in schools.

### **Solving the skills challenge**

Recruiting next generation skills and talent is at the heart of Leeds Manufacturing Festival but solving the skills challenge is as much about recruiting higher level skills and providing training and development opportunities for existing staff. So, we were delighted that Clade Engineering Systems agreed to host an event in partnership with the LEP Skills for Growth team, looking at how employers can engage and work with universities and colleges in the region to recruit students and influence curriculum development. The event was a first in being jointly organised with Bradford Manufacturing Weeks and we are looking forward to further collaboration in 2023.

### **'Next Gen' award winners**

The undoubted highlight of the festival proved to be the inaugural 'Next Gen' awards, recognising the achievements of

the sector's rising stars. Yorkshire Post business editor Greg Wright compered the awards, which took place at the premises of jukebox manufacturer Sound Leisure.

Louis Audain of Brandon Medical scooped 'Apprentice of the Year', while Adam Ben of LBBC Beechwood took the 'Future Manufacturing Leader' award. The award for 'Rising Star' was shared by Eleanor McGuire of specialist chemicals business Sika UK and Corin Townsend, a production technician at engineering firm Sulzer Pumps.

“ *It was exciting to meet the future stars of manufacturing and engineering in Leeds at the careers showcase, and to see them so keen to meet businesses in the industry. We were really impressed by the interest they showed in working in the sector and we had some very well thought out questions about our business. Sulzer Pumps has always supported apprentices, with some of them moving into management roles and others now celebrating 30 years with the company.* ”

**Natalie Hodgson, HR Business  
Partner, Sulzer**







# Who took part and what did we achieve?

**“** *It was fantastic to receive students from the college into our mill. They were extremely engaged throughout the day and asked some great questions! We are fully committed to investing and developing opportunities for young people. We're developing traineeships, traditional in-house apprenticeships and collaborating with local educational and industry providers to shape up specialist engineering apprenticeships.* **”**

**Amanda McLaren, Managing Director, AW Hainsworth**

More employers and more schools, colleges and training providers took part in the 2022 Leeds Manufacturing Festival than ever before and we expect to extend the reach and influence of the festival even further this year. The festival enables young people at schools and colleges in Leeds to see for themselves what it's like working in the sector, find out more about career opportunities and how to get a job in manufacturing. Ahead Partnership organised a series of 'manufacturing treks' for students in Leeds City College's School of Engineering, who spent the day with AW Hainsworth, MPM and Sulzer. They surveyed students taking part in the treks and found:

- **91% now have a better understanding of what manufacturing is**
- **88% are aware of job opportunities in manufacturing**
- **72% would consider a career in manufacturing**

A number of employers including LBBC, Kirkstall Precision Engineering, C-Capture and Vickers Laboratories recruited as a direct result of their involvement with the festival. Others such as HWL Windows are now working directly with UTC Leeds on employer-led projects to develop skills specific to their industry.



**“** *It was great to see just how many parents had taken the time to accompany youngsters to offer their support and discover for themselves the huge range of opportunities available in the Leeds area. There is clearly a huge amount of talent out there and, as a result of the fair, we're extremely confident of finding the right student to fill our apprenticeship vacancy.* **”**

**Andy Quayle, General Manager, LBBC Beechwood**



# 2022 FESTIVAL GOERS

**AW Hainsworth** **MPM Ltd** **LBBC Group**

Brandon Medical Company SIKA UK (Everbuild)

CCL Stressing Systems

**Sound Leisure**

Greyhound Box Medasil Surgical Vickers Laboratories

**Daletech Electronics**

Pland Stainless

Clade Engineering Systems

**Kirkstall Precision Engineering**

**Sulzer**

**Saftronics**

Love Handmade Cakes

Kingfisher Lubrication

Brigshaw High School

**Leeds Welding Company**

Leeds West Academy

**HWL Windows**

Lavoro Print Troy Foods

**Roundhay School**

Lonestar Leeds

**Oilgear**

Sigmat

Gorse Academy Trust

**Ahead Partnership**

**Saffrey Champness**

**Allerton Grange High School**

**Leeds City Council**

**MAKE UK**

Co-op Academy Leeds Ralph Thoresby School

**Leeds City College**

**LEP Skills for Growth & Schools Partnership**

STEM Learning

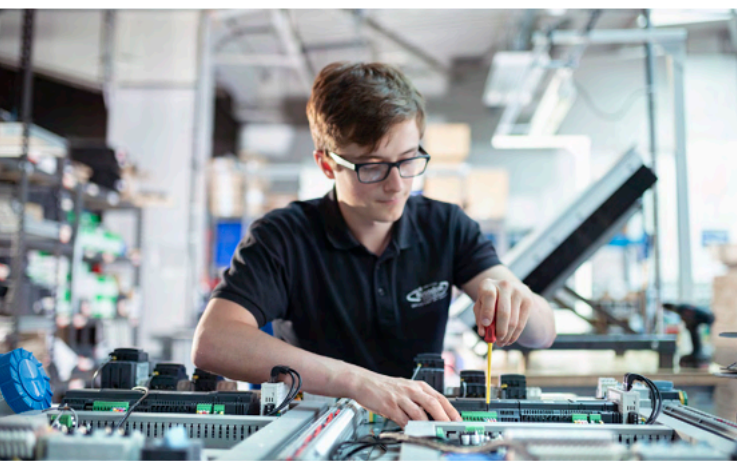
Appris

Cockburn School / Woodkirk Academy

**E3 Recruitment**

West & North Yorkshire  
Chamber of Commerce

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# CAREER OPPORTUNITIES IN MANUFACTURING

Manufacturing in Leeds and West Yorkshire is a thriving and diverse sector offering great opportunities and jobs that pay well above average rates – in some cases, much higher than salaries seen in other sectors.

See for yourself by taking a look at a selection of the jobs recently advertised on the website of our sponsor E3 Recruitment:

## **Manual Machinist**

**Up to £30,500 per annum**

## **Chemical Plant Operator**

**£32,000 - £34,500 per annum**

## **Process Operator**

**£32,797 - £37,257 per annum**

## **Maintenance Engineer**

**£40,000 - £44,000 per annum**

## **QSHE Manager**

**£55,000 - £65,000 per annum**

## **Logistics Team Leader**

**£29,250 - £31,300 per annum**

## **Junior Software Developer**

**Up to £28,035 per annum +  
flexible working hours**

## **Project Engineer**

**Up to £47,000 per annum  
+ excellent benefits**

## **Assembly Fitter (day shift)**

**£29,250 - £33,150 per annum +  
9% pension + 31 holidays**

## **CNC Machinist**

**Up to £29,100 per annum + 14%  
Pension + 33 Holidays**

## **Sales Manager**

**£50,000 - £60,000 per annum +  
bonus & benefits package**

## **Engineering Manager**

**£55,000 - £60,000 per annum +  
competitive pension**

## **Warranty & Service Administrator**

**Up to £27,500 per annum**

## **Junior CAD / Draftsperson**

**£20,000 - £25,000 per annum**

Of course, the top rates of pay are for well-qualified and experienced staff or for managerial roles that carry a lot of responsibility. But many employers offer generous training and in-work development programmes, allowing staff to sharpen their skills and work towards qualifications to help them progress.

And if you're starting out as an apprentice, rates of pay in manufacturing are often well above the national minimum apprenticeship rates. Rather than taking out student loans to pay for your education, an apprenticeship also gives you the opportunity to earn while you learn.

So, if anyone tells you that working in manufacturing is a dead-end job with little or no prospects, think again. Careers in modern manufacturing are better paid and open up more opportunities than ever before.



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