

Workforce Pay Benchmark

Please complete this survey for employees based at **your site only**. If you would like to include other sites, please contact us so that we can advise you on how to include this data in the survey.

Coverage

The survey covers **only** those employees with clerical, technical or manual roles as shown in the job code lists. **Please exclude managers, engineers and directors.**

Please also **exclude** any of the following employees:

- Part-time employees
- Employees on temporary or short-term work

Note: Shift workers should be included but all shift premia should be removed from their pay.

How to complete the survey forms

On the 'Cover' tab please provide:

- Contact details
- The number of employees on site
- Annual company turnover (£m)

After completing the 'Cover' tab, please complete the 'Clerical and Technical' and 'Manual' tabs as appropriate. Please use the relevant form based on the enclosed job code lists and job descriptions.

Job Codes

Clerical & Technical Employees

Please include only those employees that match the attached job descriptions. Where roles overlap, please include employees who spend at least 80% of their time on the job in question.

Manual Employees

Please include only those employees that match the attached job descriptions. Where roles overlap, please include employees who spend at least 80% of their time on the job in question.

Number of Employees

In this column please enter the number of employees on the specified pay and hours. Where employees' pay or hours of work differ, even though they match the same job code, please list them separately.

Basic Pay

In this column please enter the pay, as defined below, for each employee you have included in the survey.

Salaries quoted should be the gross basic annual salary (before the deduction of tax, National Insurance and pension contributions) and should **exclude**:

- Overtime
- Shift payments
- Standby/call out payments

The current basic salary (i.e. as of 2019) should be noted. This refers to earnings paid following the implementation of your last pay review (including a pay freeze). If more than one person is employed in any job category, please provide each individual salary (unless they have identical salaries and benefits).

Bonuses

Please provide details of the **annual** bonus payments (gross amount or % of basic salary). This should be the last **actual** bonus received for each employee in the last calendar year (or previous 12 months) rather than the maximum bonus entitlement. If no bonus has been paid please enter "N" in the box provided. Annual bonuses can include:

- Profit sharing
- Company or individual performance related pay
- Commission payments

Basic Contractual Working Week

Please state the basic hours of work per week for each employee included.

Benefits

Please provide the following benefits that apply to each employee:

1. Life Assurance
2. Defined Benefit Pension (Final Salary), **however only list** where contributions **exceed** the minimum employer auto-enrolment obligations applicable to the specific Pension Scheme
3. Defined Contribution Pension (Money Purchase), **however only list** where contributions **exceed** the minimum employer auto-enrolment obligations applicable to the specific Pension Scheme
4. Private Health Insurance

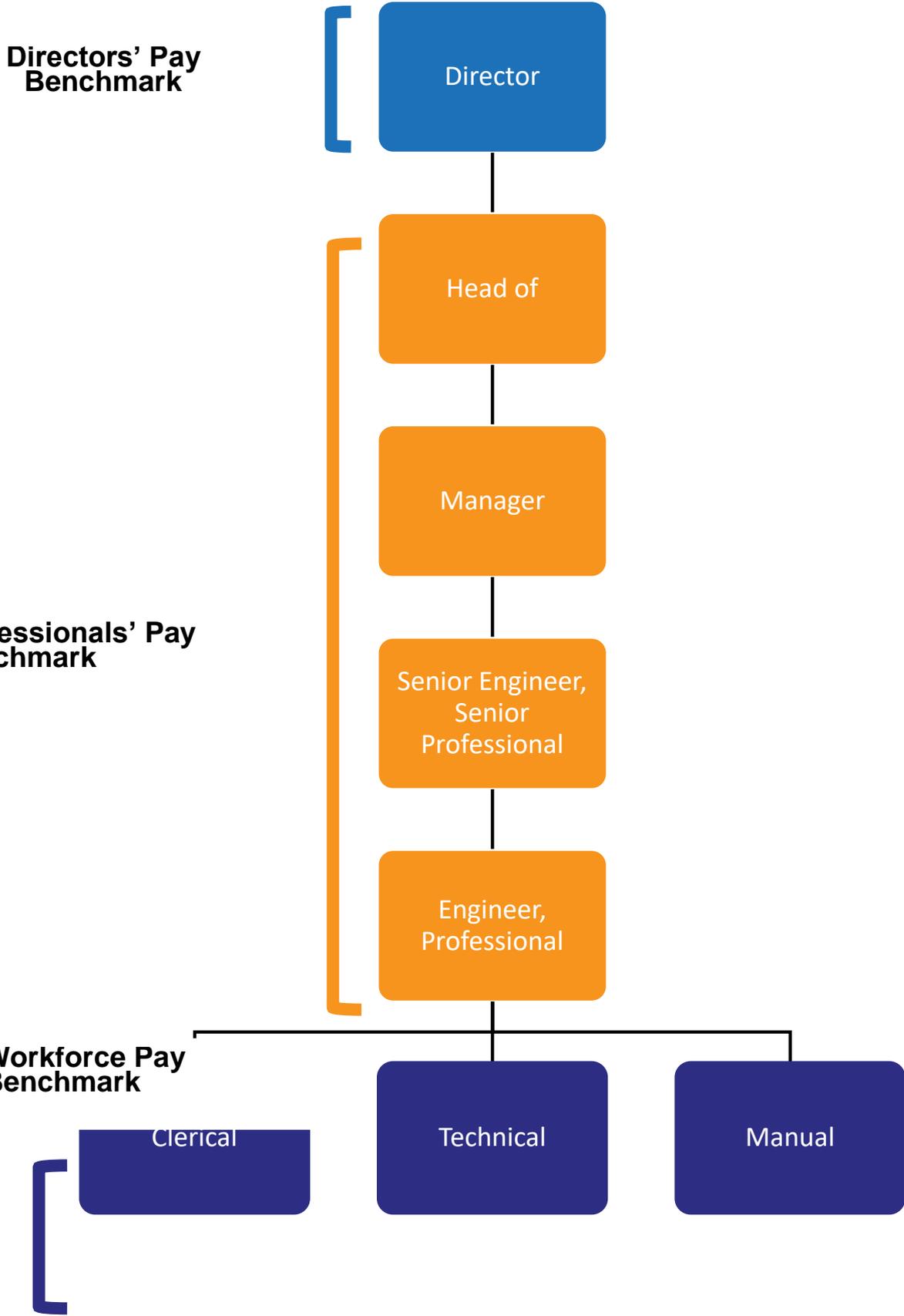
Paid Overtime

Please indicate whether the job holder is entitled to paid overtime.

Please return your completed questionnaire by 12 April to: research@makeuk.org

Alternatively post to: Information and Research Team, Make UK, Broadway House, Tothill Street, London, SW1H 9NQ

Please use the organization chart to help you decide where your employees fit in the Pay Benchmark surveys.



Workforce Pay Benchmark Job Codes

Clerical and Technical Job Codes

Administration

| | |
|-------------------------------|------------------------------------|
| C121 Secretary | C123 Senior Secretary / PA |
| C129 Receptionist | C130 Customer Service Advisor |
| C136 Administration Assistant | C151 Export Clerk |
| C153 Sales Administrator | C171 Human Resources Administrator |

Accounts

| | |
|----------------------------|--------------------------|
| C139 Payroll Clerk | C141 Sales Ledger Clerk |
| C142 Purchase Ledger Clerk | C143 Accounts Clerk |
| C144 Payroll Supervisor | C145 Accounts Supervisor |
| C146 Credit Control Clerk | C147 Credit Controller |

Design

| | |
|-----------------------------------|----------------------------|
| D211 Junior Design Draughtsperson | D251 Design Draughtsperson |
| D291 Lead Design Draughtsperson | |

Supervisory

| | |
|--|------------------------------|
| S401 Chargehand | S421 Supervisor – Production |
| S425 Supervisor – Maintenance | S426 Supervisor – Stores |
| S429 Supervisor – Other Trades/Departments | |

Technical

| | |
|------------------------------|--|
| T502 Estimator | T505 Quality Controller |
| T506 Production Controller | T514 Production Planner |
| T503 Laboratory Technician | T504 Production/Manufacturing Technician |
| T510 Maintenance Technician | T524 Electrical/Electronic Technician |
| T560 Quality Technician | T571 Test Technician |
| T570 Technical Author/Writer | |

Information Technology

| | |
|------------------------|---------------------------------|
| Z901 Helpdesk Operator | Z902 Network Support Technician |
|------------------------|---------------------------------|

Manual Job Codes

Skilled

| | |
|--------------------------------------|-------------------------------|
| 107 Fitter – Production | 121 Fitter – Electrical |
| 122 Fitter – Mechanical | 212 Machinist |
| 271 Setter – Non CNC | 274 Setter – CNC |
| 275 Setter/Operator – CNC | 287 Setter/Operator – Non CNC |
| 288 CNC Programmer/Setter | 301 Sheet Metal Worker |
| 311 Welder | 317 Plater |
| 344 Wirer | 361 Inspector |
| 370 Team Leader | 384 Moulder |
| 403 Maintenance Fitter | 418 Maintenance Electrician |
| 420 Multi-Skilled Maintenance Worker | 450 Tool Maker |
| 490 LGV Category C, Class 2 Driver | 492 LGV Category C + E Driver |

Semi-Skilled

| | |
|----------------------------------|-----------------------------|
| 501 Machinist | 509 CNC Operator |
| 531 Setter/Operator | 534 Press Operator |
| 536 Press Operator – Heavy Power | 537 Stamping Press Operator |
| 538 Food Production Operative | 550 Foundry Worker |
| 554 Moulding Machine Operator | 564 Fettler |
| 577 Cupola/Furnace Operator | 602 Fitter & Assembler |
| 603 Assembler | 604 Electrical Assembler |

617 Plastics Moulding Machine Operator
672 Inspector/Viewer
685 Storekeeper
696 Packer
764 Forklift Truck Driver

654 Painter/Sprayer
681 Material Handler
694 Warehouse Operative
720 Team Leader
782 Van Driver

Unskilled

851 Labourer

Apprentices

951 Year 1 - Intermediate Engineering Apprentice (Level 2)
952 Year 2 - Intermediate Engineering Apprentice (Level 2)
953 Year 3 - Intermediate Engineering Apprentice (Level 2)
954 Year 4 - Intermediate Engineering Apprentice (Level 2)

961 Year 1 - Advanced Engineering Apprentice (Level 3)
962 Year 2 - Advanced Engineering Apprentice (Level 3)
963 Year 3 - Advanced Engineering Apprentice (Level 3)
964 Year 4 - Advanced Engineering Apprentice (Level 3)

971 Year 1 - Higher Engineering Apprentice (Levels 4 and 5)
972 Year 2 - Higher Engineering Apprentice (Levels 4 and 5)
973 Year 3 - Higher Engineering Apprentice (Levels 4 and 5)
974 Year 4 - Higher Engineering Apprentice (Levels 4 and 5)

981 Year 1 - Degree Engineering Apprentice (Levels 6 and 7)
982 Year 2 - Degree Engineering Apprentice (Levels 6 and 7)
983 Year 3 - Degree Engineering Apprentice (Levels 6 and 7)
984 Year 4 - Degree Engineering Apprentice (Levels 6 and 7)

Workforce Pay Benchmark Job Roles

Clerical and Technical

Administration

C121, Secretary: Provides a range administrative duties including compiling, typing and distribution of documents, handling correspondence and enquiries, diary management, arranging internal and external meetings and organising travel arrangements. Works for a manager or department head, but not a Director, Senior Director or the Managing Director/CEO.

C123, Senior Secretary/Personal Assistant (PA): Provides a range administrative duties including compiling, typing and distribution of documents, handling correspondence and enquiries, diary management, arranging internal and external meetings and organising travel arrangements. Works for a Director, Senior Director or the Managing Director/CEO.

C129, Receptionist: The job holder will meet and greet visitors to the company. Deal with main calls coming into the company, either by transferring to relevant person/department or by responding to enquiries. May also assist other departments with routine administrative tasks.

C130, Customer Service Advisor: Responsible for handling customer queries and/or complaints via email/telephone, liaising with internal stakeholders as needed. The job holder will provide details to customers on areas such as availability, delivery timescales and pricing, as well as maintaining customer records.

C136, Administrative Assistant: Will undertake basic administrative tasks including word processing, data entry, filing, answering the telephone, copying and scanning documents and dealing with incoming and outgoing post. May also be required to order materials such as stationary, and update databases.

C151, Export Clerk: Job holder prepares export documentation and checks and records all items loaded for shipment/export. Upon completion of shipment, closes out orders and forwards documentation to appropriate departments. Also notifies supervisor when major discrepancies occur, over-shipments or substitutions have been made. Maintains other records such as goods returned, and collects information from damage claims on in-transit damage.

C153, Sales Administrator: Provides administrative support to the sales team. Duties include processing orders, dealing with customer queries as well as maintaining customer records. The job holder will liaise with other departments such as accounts and warehouse to ensure orders are processed. This will also be responsible for keeping sales and stock records and supplying product information internally and externally. May also contact suppliers to ensure delivery dates can be met.

C171, Human Resources Administrator: Provides administrative support to the Human Resources function. Duties will include maintaining and updating HR policies procedure and records. The job holder will also administer tasks in relation to recruitment such as advertising vacancies, setting up interviews and issuing HR documentation to new starters. They may also be responsible for keeping accurate records of attendance and producing regular reports.

Accounts

C139, Payroll Clerk: Processes payroll and other payments such as expenses and maintains appropriate records. The job holder will respond to payroll enquiries and may also produce reports in relation to payroll.

C141, Sales Ledger Clerk: Responsible for raising invoices, reconciling and receipting payments. The job holder will also respond to any customer queries in relation to payments. They may also be required to set up customer accounts, run reports on debtors and assist with credit control.

C142, Purchase Ledger Clerk: Responsible for processing invoices, posting them onto purchase ledger, ensuring invoices are paid within the payment terms and reconciling statements. Will liaise

internally to secure necessary authorisation for payments. May be required to respond to suppliers' queries and/or process employees expenses.

C143, Accounts Clerk: Checks accuracy of financial transactions, prepares provisional balances, reconciles these with appropriate accounts and keeps financial records up to date. Performs other financial and related clerical duties.

C144, Payroll Supervisor: Supervising payroll clerk(s), the job holder will be responsible for ensuring weekly/monthly payroll runs accurately and deadlines are met. Responsible for: PAYE calculations, holiday and sickness calculations and HMRC reporting compliance. They may also prepare reports for management and deal with routine queries from employees.

C145, Accounts Supervisor: Supervises the accounts section, planning and managing the team workloads. Will prepare reports for management. May be required to prepare and submit VAT returns and assist in the preparation of year-end accounts.

C146, Credit Control Clerk: Carries out an administrative role within a department receiving requests for credit submissions, lending proposals and collecting debt. They will be responsible for the administration of credit control and debt recovery and may be required to chase late payments via phone or email.

C147, Credit Controller: Is responsible for credit control and debt collection activities for the company. The job holder will be responsible for chasing and retrieval of debt, investigating credit rating of companies and dealing with queries concerning acceptance or rejection of credit applications. They may also be responsible for placing accounts on stop, and setting up and maintaining credit limits.

Design

Creates drawings using CAD software for new component manufacture or the modification of existing components, based on the designs and specifications supplied. Undertakes technical calculations as needed and produces any associated documentation, such as a bill of materials.

- **D211, Junior Design Draughtsperson:** a junior member of the team, who will be supervised by and take work instruction from either the Design Draughtsperson or Lead Design Draughtsperson.
- **D251, Design Draughtsperson:** an experienced member of the team, this role may report into a Lead Design Draughtsperson or Design Manager.
- **D291, Lead Design Draughtsperson:** a senior member of the team, but not a manager. They are likely to lead the other members of the team, advising them and overseeing their work.

Supervisory

Works under the direction of an Operations Manager or Production/Manufacturing Manager, controlling a department either directly, or through Chargehands. Responsible for organisation, administration, control and discipline. Responsible for allocation and scheduling of work, setting of targets, the achievement of departmental standards (e.g. production, quality, scrap). May also be involved in the recruitment of new employees, training and suspension or dismissal of employees. Does not work with the tools of the trade as a means of production but handles them, for example, in a case of emergency or for inspection or training purposes. Supervisor may work in Production, Maintenance, Stores or Other Trades/Departments.

- **S421, Supervisor – Production**
- **S425, Supervisor – Maintenance**
- **S426, Supervisor – Stores**
- **S429, Supervisor – Other Trades/Departments**

S401, Chargehand: Works under the direction of a more senior supervisor. Supervises a small group of operatives and is the immediate level of supervision above them. Duties may include allocation of work, on-the-job training, setting up of machinery, achievement of production targets and basic record keeping. May work with the tools or use instruments in the normal course of their work.

Technical

T502, Estimator: Using information, drawings and specifications from other teams/departments will calculate costs and prepare quotes, and may also assist with bids for new contracts or projects. The job holder may be responsible for providing technical assistance and advice to colleagues or customers.

T505, Quality Controller: Implements procedures for the maintenance of quality standards and inspection systems and will maintain quality records. Works closely with production to investigate quality failures and makes recommendations to achieve required standards. May also check the quality of materials or components and assist with quality audits.

T506, Production Controller: The job holder will ensure production schedules run efficiently and will manage the flow of work within or between departments to expedite production. They will anticipate and resolve issues with production and the flow of materials. They may also be responsible for establishing priorities for specific customer orders. Will be responsible for ensuring quality standards are met and departments meet KPIs and production targets.

T514, Production Planner: The job holder prepares production schedules; determining customer requirements, calculating manpower, materials, equipment and tools required. They will revise schedules as needed to ensure timely delivery or to respond to things such as supply issues or design changes. They will also generate production reports and will be responsible for updating and maintaining a computerised planning system.

T503, Laboratory Technician: Tasks involve measuring, testing and analysis requiring the application of established prescribed scientific procedures and techniques.

T504, Production/Manufacturing Technician: Tasks involve maintaining, testing, assembly and manufacturing of production machinery.

T510, Maintenance Technician: Tasks involve diagnostic, repair and preventative planned maintenance to plant, equipment and electrical systems.

T524, Electrical/Electronic Technician: Involved in the design, build, repair, calibration, modification and test of electrical/electronic components, machinery, electrical control equipment and circuitry.

T560, Quality Technician: Tasks involve assisting with inspection, monitoring, research and testing in order to maintain or improve quality of a material/component/product.

T571, Test Technician: Assists with testing of products and will support the assembly, installation, calibration or set up of test equipment.

T570, Technical Author/Writer: Will gather collate, edit and maintain technical material for manuals, instruction books, reports, proposals, catalogues and other related technical publications concerned with work methods, procedures, installation, operation and maintenance of machinery and other equipment.

Information Technology

Z901, Helpdesk Operator: Provides first line support to PC users in the company, dealing with requests for advice and assistance from end-users. Conducts initial investigations into reported faults, advising users on the correct use of a variety of software and undertaking software fixes and repairs, escalating issues where necessary. Not only acts as the principal point of contact, but also liaison between end-users and technical support staff. May also conduct some user training and

create and maintain user computer access accounts and permissions, as well as maintain system information and logs.

Z902, Network Support Technician: Will provide technical support to the organisation's local and wide area computer networks including installation, configuration, maintenance, performance monitoring and fault management. Acts as the focal point for all technical issues involving network hardware and software. May manage or assist in the management of the work of contractors involved with data networking equipment.

Manual

Skilled

107, Fitter – Production: Assembles components/equipment requiring considerable mechanical or pneumatic/hydraulic skills to defined quality standards and following engineering drawings.

121, Fitter – Electrical: Electrical assembly or installation requiring considerable electrical skills to defined quality standards and following engineering drawings.

122, Fitter – Mechanical: Fitting and assembling components/equipment requiring considerable mechanical skills to defined quality standards.

212, Machinist Skilled: Operates machines, machine tools and equipment to produce a range of components from drawings. The job holder will also set and make adjustments to the machinery/equipment.

271, Setter – NON CNC: Responsible for setting up machinery so that it can be operated by semi-skilled workers to produce components. The job holder will make regular checks to ensure machinery is operating correctly and will make adjustments to keep output to defined standards, as well as reporting faults.

274, Setter – CNC: Responsible for setting up CNC machinery so that it can be operated by semi-skilled workers to produce components. The job holder will make regular checks to ensure machinery is operating correctly and will make adjustments to keep output to defined standards, as well as reporting faults.

275, Setter/Operator – CNC: Responsible for interpreting technical drawings/programme and tooling information in order to set up and operate CNC machinery to produce a wide range of components/products to high standards, specifications and quality levels.

287, Setter/Operator - NON CNC: Responsible for interpreting technical drawings/programme and tooling information in order to set up and operate machinery to produce a wide range of components/products to high standards, specifications and quality levels.

288, CNC Programmer/Setter: Develops CNC programmes containing a set of commands for machinery to follow from technical drawings and specifications/plans. The job holder also sets up the machinery selecting the tools and materials for the job and plans the sequence of cutting and finishing operation. Would also test programmes to ensure the machine will function properly when set and that the output will meet specification.

301, Sheet Metal Worker: Fabricates metal components from sheet by cutting, shaping and assembling. Marks out for cutting from drawings using a template or by measuring. Cuts to shape by hand or machine and may fold, bend or drill. Assembles using a variety of joining methods including welding.

311, Welder: Undertakes welding activities to defined standards using a range of techniques and a variety of materials for production items in batches and/or "one off" pieces.

317, Plater: Working from engineering/technical drawings, sets up and controls plating equipment to coat metal objects electrolytically to provide protective or decorative surfaces or to build up worn surfaces according to specifications.

344, Wirer: The job holder will follow technical drawings and specifications/plans to undertake tasks such as wiring, crimping and soldering of components, cables, control panels or connectors. May test circuit to ensure electrical compatibility and safety of components.

361, Inspector: Inspects (including final inspection) and validates the output of others in accordance with prescribed standards, using a variety of measuring techniques, to ensure that components and/or finished products are within prescribed specification.

370, Team Leader Skilled: Responsible for the day-to-day management of skilled operatives including line efficiency, operator training, development and the welfare of employees, and ensuring there is safe working environment. They will be responsible for ensuring quality standards are maintained and they may also work with management to achieve KPIs. They may also assist team members when process abnormalities occur and support operators when they leave the line temporarily.

384, Moulder: Positions moulding frame over pattern, fills it with sand, loam or plaster and compacts by hand or machine. Transfers mould unit to oven for baking or harden by injecting carbon dioxide. Separates mould from pattern and repairs damaged mould surfaces. Applies refractory bonding solution to mould to prevent molten metal fusing with sand.

403, Maintenance Fitter: Maintains plant and equipment and effects repairs to overcome breakdown, using mechanical skills.

418, Maintenance Electrician: Maintains plant and equipment, undertakes fault finding, and effects repairs to overcome breakdown, using electrical skills.

420, Multi-Skilled Maintenance Worker: Undertakes maintenance work across disciplines e.g. a mechanical fitter who also undertakes electrical/hydraulic/pneumatic repairs.

450, Tool Maker: Working from engineering/technical drawings will use hand tools and machinery such as lathes, presses, milling machines and grinders to manufacture tools. The job holder will also use precision measurement instruments such as micrometers and gauges to check the tool's dimensions. They may also be responsible for the repair and maintenance of tooling.

490, LGV Cat C Class 2 Driver: Drives and is responsible for any deliveries and collection of goods by vehicle. Other duties will include: vehicle checks; completing vehicle documentation and required routine maintenance (for example oil and water checks). When not driving the driver may assist in the loading of the vehicle. The driver must hold a class C licence, this entitles them to drive any large goods vehicle which has weight over 3500kg, with a trailer up to 750kg.

492, LGV Cat C + E Driver: Duties are likely to include collection, transportation and delivery of goods in addition to the clearing, loading and unloading of vehicles. May be responsible for the safety of the load and often able to deal with minor leaks and breakdowns. The driver must hold a class C+E licence, this entitles them to drive any large goods vehicle which has weight over 3500kg, with a trailer over 750kg.

Semi-Skilled

501, Machinist Semi-Skilled: Operates machines, machine tools and equipment to produce a range of components from drawings. The job holder may make some routine tool changes or machine adjustments to achieve defined quality standards.

509, CNC Operator: Responsible for operating CNC machinery to produce a wide range of components/products to high standards, specifications and quality levels.

531, Setter/Operator: Responsible for setting up and operating machinery to produce a wide range of components/products to high standards, specifications and quality levels.

534, Press Operator: Operates power press machines to bend, form, stretch, notch, punch or straighten metal/plastic plate and structural shapes.

536, Press Operator – Heavy Power: Sets up and operates heavy-duty power press to bend, form, stretch, and straighten metal plates, metal extrusions, formed sheet metal, structural shapes, forgings, and weldments.

537, Stamping Press Operator: Responsible for loading and operating of stamping press machines. Sets up dies and presses to form/stamp metal according to specifications. Performs quality checks and measurements on final product and makes minor adjustments to machine during operation as necessary.

538, Food Production Operative: The job holder is responsible for following work instructions or recipes to produce food products. Duties may involve weighing of ingredients, mixing, blending and packing – either by hand or through machine operation. They may also be responsible for quality checks on the product and cleaning of the machinery.

550, Foundry Worker: Performs any combination of tasks in foundry concerned with melting and pouring metal into moulds, removing castings from moulds, dressing castings, moving foundry materials and cleaning equipment and work areas.

554, Moulding Machine Operator: Operates moulding machine to form moulds used in production of metal castings.

564, Fitter: Job holder uses files, scrapers, grinders and other tools to fettle/finish machined components and fabricated parts.

577, Cupola/Furnace Operator: Operates furnaces, ovens, retorts and other heating vessels to smelt, reheat, re-fire and melt metal and metal articles for further working.

602, Fitter & Assembler: The job holder performs any combination of assembly line tasks to assemble and fit components or sub-assemblies using manual skills and possibly power tools, jigs and fixtures to create a final product or sub-assembly.

603, Assembler: The job holder puts together a number of components or sub-assemblies using manual skills and possibly power tools, jigs or fixtures to create a final product or sub-assembly.

604, Electrical Assembler: Assembles electronic/electrical circuits, wiring systems, electrical sub-assemblies or light mechanical products following detailed instructions. May perform some basic electrical wiring, crimping and soldering.

617, Plastic Moulding Machine Operator: Operates moulding, extruding, thermoforming, calendaring and other process equipment, to make and repair plastic products. Prepares machinery for use, weighs and mixes ingredients and controls temperature and pressure etc. May also trim and cut plastic using hand and machine tools.

654, Painter/Sprayer: Sets and operates machine to spray articles, work pieces or stock materials with dye, paint or similar finishing materials.

672, Inspector/Viewer: Inspects components, assemblies or finished goods to ensure that they meet defined quality standards. This may involve only visual inspection/assessment or basic metrology and/or use of gauges.

681, Material Handler: Loads, unloads, and moves materials within or near plant, yard or work site. Reads work order or follows verbal instructions to ascertain which materials or containers are to be moved.

685, Storekeeper: Responsible for the flow of materials in and out of stores with the use of a manual/computerised recording system. Ensures adequate stock levels are maintained. May identify and validate receipts against purchase orders.

694, Warehouse Operative: Receives, stores, sorts and issues materials, equipment and other items from warehouse.

696, Packer: Responsible for packing, wrapping, filling, labelling and sealing of goods. May use lifting equipment to pack heavy goods. Packs items to specification and fills out any necessary documentation.

720, Team Leader Semi-Skilled: Responsible for the day-to-day management of semi-skilled operatives including line efficiency, operator training, development and the welfare of employees, and ensuring there is safe working environment. They may also assist team members when process abnormalities occur and support operators when they leave the line temporarily.

764, Forklift Truck Driver: Certified as competent to drive a forklift truck for the movement of materials for the majority of their time.

782, Van Driver: Drives commercial vehicles to transport goods and collect items. Responsible for ensuring that load is placed securely and safely, sometimes using mechanical handling equipment.

Unskilled

851, Labourer: Undertakes tasks that require a minimum amount of training and experience, such as manual lifting, carrying, swarf/waste removal, general cleaning of equipment and housekeeping.

Apprentices

Intermediate Engineering Apprentice (Level 2, equivalent to GCSEs): Apprentices work towards work-based learning qualifications such as NVQ Level 2, Key Skills and, and in most cases, an engineering based knowledge based qualification such as BTEC. The apprentice may spend a large amount of their time learning at a training provider or college, with some time spent with the employer.

- 951, Year 1 - Intermediate Engineering Apprentice (Level 2)
- 952, Year 2 - Intermediate Engineering Apprentice (Level 2)
- 953, Year 3 - Intermediate Engineering Apprentice (Level 2)
- 954, Year 4 - Intermediate Engineering Apprentice (Level 2)

Advanced Engineering Apprentice (Level 3, comparable to A levels): Apprentices spend most of their time working for an employer and learning on the job, but also spending time at a training provider or college to gain qualifications at Level 3. These will include a Level 3 competence qualification, a functional skills qualification and a relevant engineering based qualification.

- 961, Year 1 - Advanced Engineering Apprentice (Level 3)
- 962, Year 2 - Advanced Engineering Apprentice (Level 3)
- 963, Year 3 - Advanced Engineering Apprentice (Level 3)
- 964, Year 4 - Advanced Engineering Apprentice (Level 3)

Higher Engineering Apprentice (Levels 4 and 5, equivalent to foundation degree): Apprentices spend most of their time working for an employer and learning on the job, but also spend time at a training provider or college to gain qualifications at Level 4 and 5. These include a Level 4 or 5 competence qualification, a functional skills qualification and relevant engineering based qualification. Higher apprenticeships can offer a route to gaining a university qualification upon completion.

- 971, Year 1 - Higher Engineering Apprentice (Levels 4 and 5)

- 972, Year 2 - Higher Engineering Apprentice (Levels 4 and 5)
- 973, Year 3 - Higher Engineering Apprentice (Levels 4 and 5)
- 974, Year 4 - Higher Engineering Apprentice (Levels 4 and 5)

Degree Engineering Apprentice (Levels 6 and 7 equivalent to bachelor's degree): Degree Apprentices on completion of the apprenticeship will achieve a full bachelor's or master's degree at Levels 6 or 7. They combine working with studying part-time at a university. This can be on a day to day basis or blocks of time. Degree apprentices will take between three to six years to complete their course, depending on the standard.

- 981, Year 1 - Degree Engineering Apprentice (Levels 6 and 7)
- 982, Year 2 - Degree Engineering Apprentice (Levels 6 and 7)
- 983, Year 3 - Degree Engineering Apprentice (Levels 6 and 7)
- 984, Year 4 - Degree Engineering Apprentice (Levels 6 and 7)