

FAQs

What does Thales do?

Thales is a French multinational company that researches, develops, manufactures, and supplies technology to five key markets; space, aerospace, defence, security, and transportation.

Where is Thales based?

We have sites across the UK including Crawley, Reading, Cheadle, Templecombe, London, Belfast, Glasgow, Cambridge and Doncaster.

What apprenticeship opportunities are available in the UK?

Thales offers a range of apprenticeships across the UK that can be divided into three key areas; engineering, manufacturing, and business. For more information on what these roles include, head over to the Thales Early Careers website –

www.ukearlycareers.thalesgroup.com.

Why should I do an apprenticeship?

Apprenticeships are a way to gain work experience alongside your qualification, whilst earning a salary. Qualifications are fully funded by your employer.

How do I apply?

Visit www.ukearlycareers.thalesgroup.com to see our vacancies. You can filter by location or discipline. From here, you will be asked to submit your CV and answer a couple of questions around your motivation to work at Thales. If you are successful at this stage, you will then move forward to an assessment centre at the location you applied to. If you are successful in the assessment centre, you've got the job!

When should I apply?

Our apprentice roles typically go live in December for a start date of the following September, i.e. Dec 2017 for a Sept 2018 start.

What happens at assessment centres?

At assessment centres, you alongside several other prospective apprentices will complete a group exercise, a written exercise, and a competency based interview. Assessment centres take place at the Thales site you applied to, and usually last about 4 hours.

What grades do I need to be an apprentice?

For a Level 3 apprenticeship you will need 5 GCSEs grade A-C including English and Maths. For Level 4 and above you will need 3 A Levels grade A-C including a relevant subject. Engineering programmes require Maths or similar.

Do I need to be a school leaver to apply?

No. Apprenticeships are available to people of all ages.

Can I do an apprenticeship if I hold a degree?

Yes you could do an apprenticeship in a different subject. An apprenticeship is only appropriate if you are learning something new or at a higher level. If you hold a degree in software engineering then it wouldn't be appropriate to do a software degree apprenticeship. You could complete a degree apprenticeship in a different subject to software engineering.

How much will I earn?

How much you earn is dependent on your role. However, you will receive a bi-annual performance based salary review every March and September.

What qualification will I get?

All our apprenticeships are tied to a recognised qualification relevant to the programme that you chose. Information about the qualifications within each programme can be found in the adverts on the early careers website, once our roles are launched.

How long does the programme last?

Duration is dependent on which programme you apply for. Typically a Level 3 apprenticeship will last 3 years. A Level 6 degree apprenticeship may last between 4-5 years.

What happens when I finish the programme?

All Thales apprentices join the business in permanent roles. Upon completion of the programme, and assuming good performance apprentices receive a grade review, a salary review and a promotion into the next level of role.

What support is there to help me complete my qualification?

As an apprentice at Thales, you will have on site support from your line manager, your mentor, and your buddy. The training provider will also offer lots of support with the course itself.

How many apprentices do you take on per year?

Our numbers change year on year based on business need. As a guide we recruited 85 apprentices in September 2017.

I have a question. Who do I contact?

Nicola Anderson, Head of Apprenticeship Development can help with any queries on nicola.anderson@uk.thalesgroup.com.