

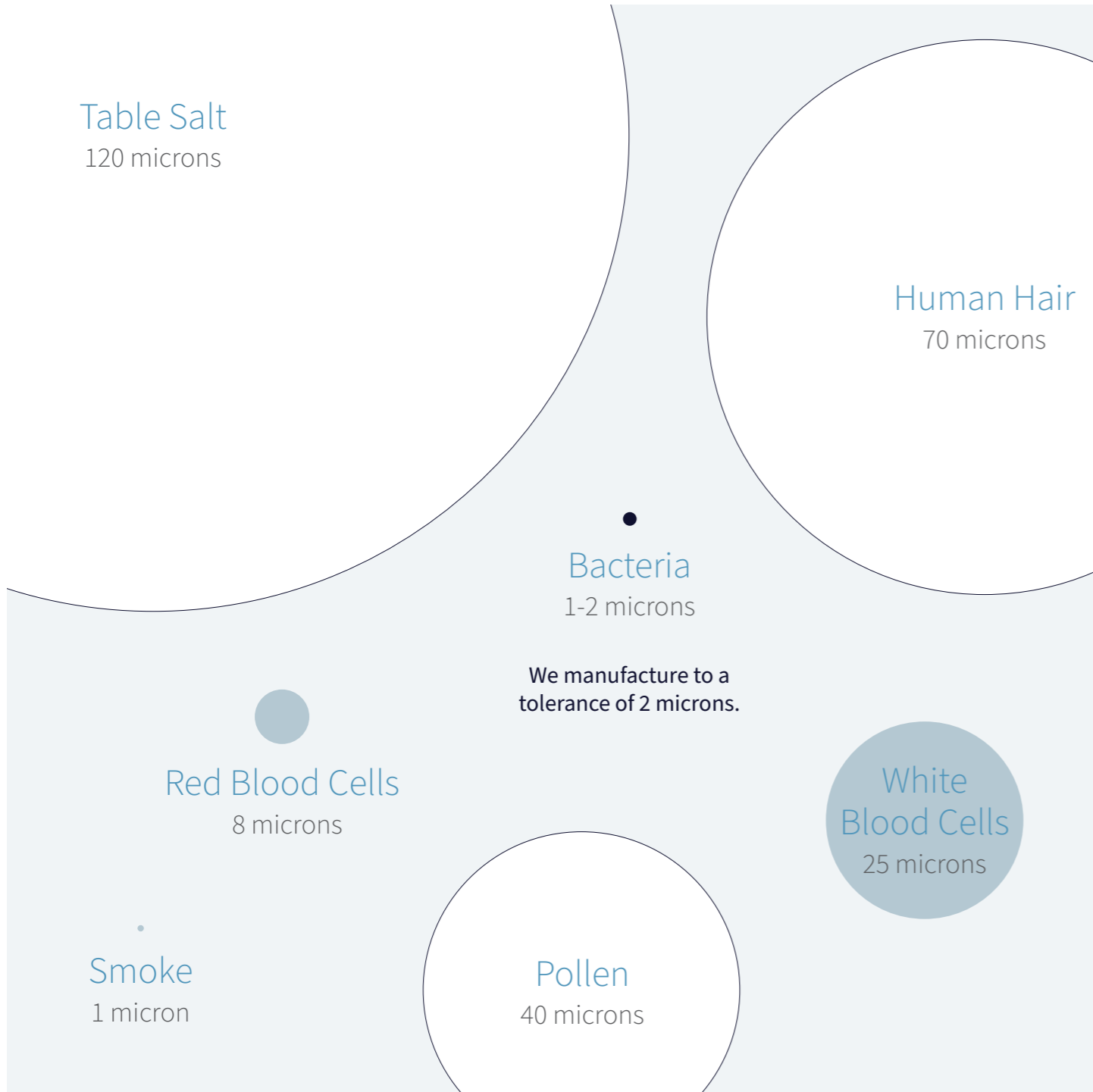


RELIANCE™  
PRECISION

## Toolmaking Apprenticeship



Reliance Precision Manufacturing (Ireland) Limited



# Welcome to Reliance

We are a family-owned business with sites in Bandon (County Cork) and Huddersfield (West Yorkshire, UK). We are looking for a Toolmaking Apprentice to join our team in Bandon.

### What do we do?

The Reliance Group provides engineering solutions for use in critical applications such as aircraft, satellites and analytical instruments. Reliance Precision Manufacturing (Ireland) Limited (or 'RPMI') is based in Bandon and serves as the global distribution and precision manufacturing hub for our range of standard products. We also produce ceramics used in quadrupoles for mass spectrometry. The precise nature of our work means that we manufacture and measure in microns - that's 1000 times smaller than a millimetre.

### Who are we looking for?

If you have a genuine interest in engineering and a real drive to learn more, then you could be a Reliance apprentice. We are looking for individuals who are motivated, honest and reliable with great problem solving and communication skills. You'll also need a positive approach to training, as well as being determined to work hard to develop your skills throughout your four-year apprenticeship.

### Entry Requirements

You should have, or expect to gain, grade D in at least five subjects in the Department of Education and Skills Junior Certificate Examination (or equivalent) including Maths and English. Candidates should also be computer literate and comfortable with the Microsoft Office Suite (e.g. Word, PowerPoint and Excel).



### Did you know?

You can visit our website to find out more information about Reliance.





# Gain practical skills through hands-on training

You will learn from our innovative engineers who have decades of experience in precision engineering.

A toolmaker is a skilled engineer who produces and maintains precision tools used in the production of components. The role involves interpreting drawings and technical data to machine and assemble jigs, fixtures, moulding tools, dies and punches with great accuracy.

Toolmakers require many different skills including:

- Working safely in a manufacturing environment.
- Accuracy with measurements and calculations.

- Ability to interpret engineering drawings and to plan the production of a given part or product to specification.
- Operating a range of manufacturing machinery across multiple disciplines.
- Assembly of components.
- Testing finished products and assessing for accuracy in accordance with drawings.
- Understanding and use of measuring equipment.



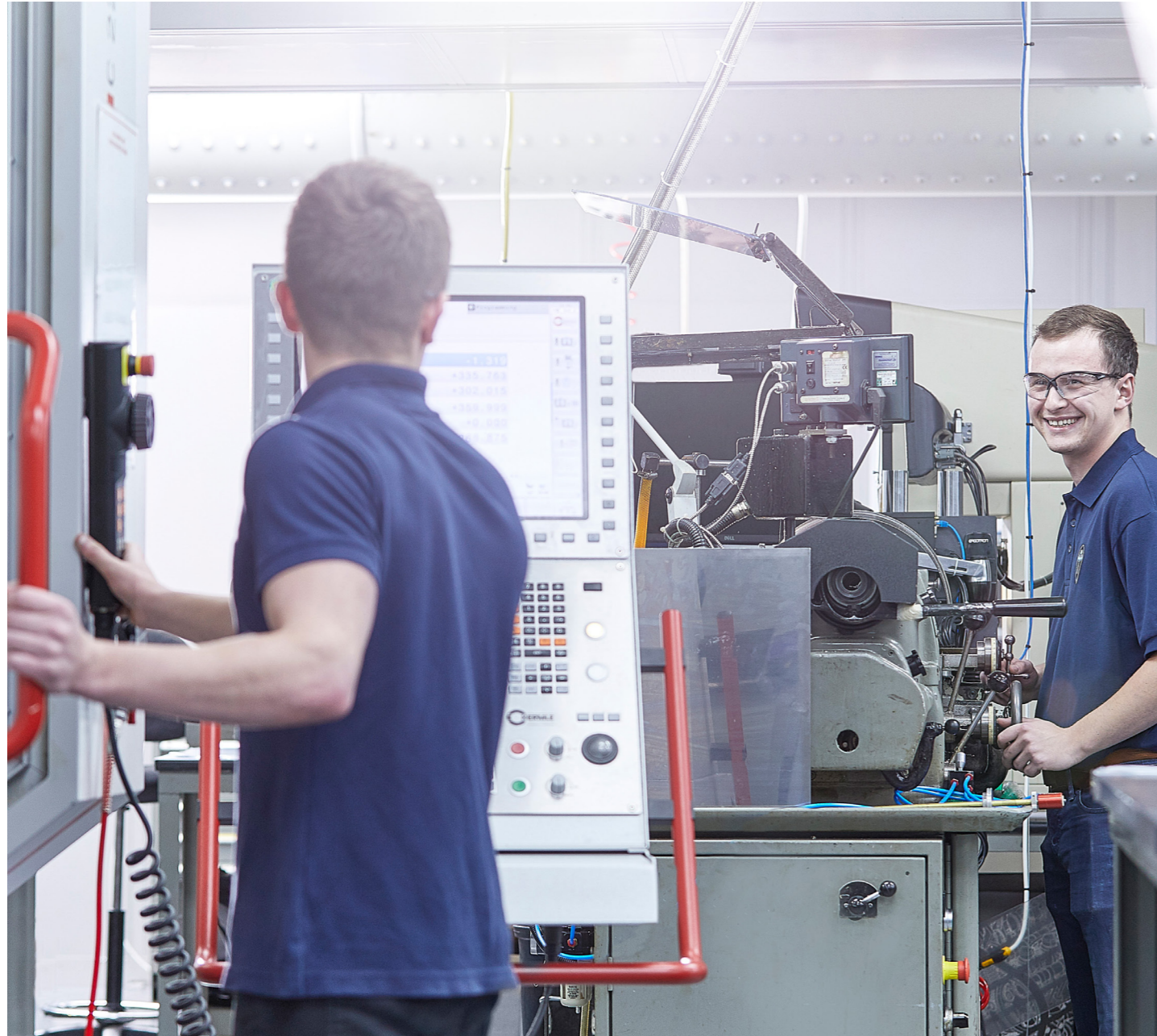
**Did you know?**  
Our Huddersfield-based apprenticeship scheme has been running for over 60 years.





#### Did you know?

In 2020 we celebrated 100 years of engineering excellence in the UK and 50 years in Ireland.



## Get paid to learn and achieve recognised qualifications

A Reliance apprenticeship is a paid position that offers rising pay as your skills increase.

You will be considered a Reliance employee, with a formal contract of employment, from the start of your apprenticeship. You will start earning from your first day and will be eligible to join our healthcare and pension schemes.

Over four years, you will complete seven phases of work, some working at Reliance and some at college. As part of these phases you will be required to pass theory/practical skills exams and submit assessments to evidence your learning.

Apprentices will be required to live away for the phases not spent on-site at Reliance. A training allowance is paid by the local Education and Training Board (ETB) during phases 2, 4 and 6. You will also be provided with accommodation during this time where you will get the chance to live with apprentices from different companies around the country.

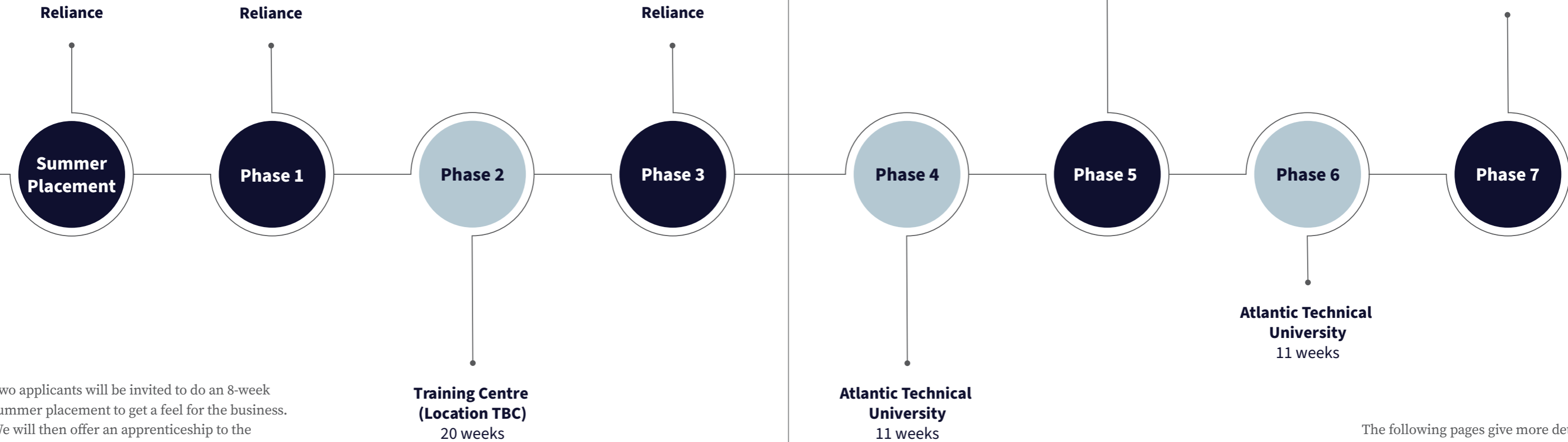
Upon completing the four years of your apprenticeship you will be awarded a Level 6 Advanced Certificate Craft - Toolmaking.





# Discover your apprenticeship journey at Reliance

This is an overview of the phases a Reliance apprentice will complete as part of their apprenticeship. Some phases are completed on-the-job at Reliance Precision Manufacturing (Ireland) Limited, whilst others are completed off-the-job at designated training facilities.



Two applicants will be invited to do an 8-week summer placement to get a feel for the business. We will then offer an apprenticeship to the successful candidate.

**Training Centre  
(Location TBC)**  
20 weeks

**Atlantic Technical  
University**  
11 weeks

**Atlantic Technical  
University**  
11 weeks

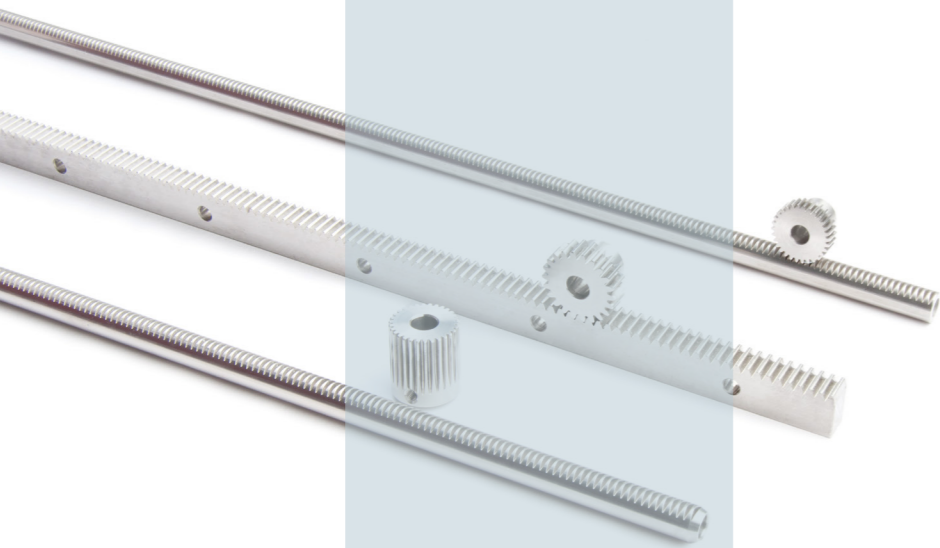
The following pages give more detail about each phase...



**Did you know?**

We like to ensure that work is enjoyable and rewarding so that everyone gets their chance to progress and grow.





# Phase 1

Phase 1 of your apprenticeship will be spent on-the-job at Reliance.

During this phase you will complete your company induction as a new employee. You will cover the principles of manual turning, milling, grinding and gear cutting as well as learning how to work safely in a manufacturing environment.



#### Did you know?

Our apprenticeship scheme plays an important role in generating future talent for the business. Approximately 28% of our workforce (across the Reliance Group) are current or former Reliance apprentices.

# Phase 2

Phase 2 is delivered off-the-job in a training centre environment.

The course content covered in Phase 2 of your apprenticeship includes bench fitting, turning, milling, surface grinding, press tools, mouldmaking, jigs and fixtures. It will also include an introduction to Computer Numerical Control (CNC) machining.





## Phase 3

For Phase 3 you will begin a rotation around different departments at Reliance.

Your rotation will involve spending time in each of our manufacturing cells, learning CNC turning, milling and gear cutting. You will also visit our Huddersfield site to see the wider business (1 month total across multiple trips). This will allow you to gain experience across a wider range of equipment and is a chance to meet your UK colleagues, including your fellow apprentices.



### Did you know?

We are able to modify all of the standard products we produce. Our skilled assembly engineers can also combine them to create a more complex Integrated Solution.

## Phase 4

Phase 4 is spent at the Atlantic Technical University in Sligo.

You will attend the Atlantic Technical University for 11 weeks (accommodation provided) where you will continue to learn more about turning, milling, surface grinding, engineering steels, mouldmaking, jigs and fixtures, CNC programming, operations and computers.







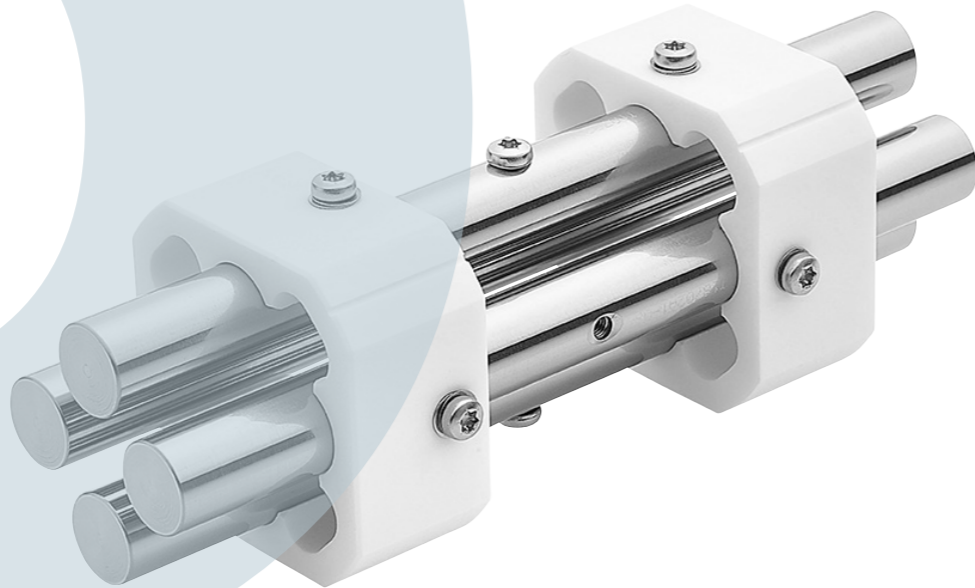
#### Did you know?

Our apprenticeship scheme in Huddersfield was ranked as one of the Top 50 SME Apprenticeship Employers in the UK in 2023. We came in at #50 overall and #4 in the manufacturing sector.

## Phase 5

Your rotation around each department continues as part of Phase 5.

You will spend time in our Inspection/CMM and Assembly departments before moving to the Production Engineering Department (PED). You will also visit our Huddersfield site again (1 month total across multiple trips).

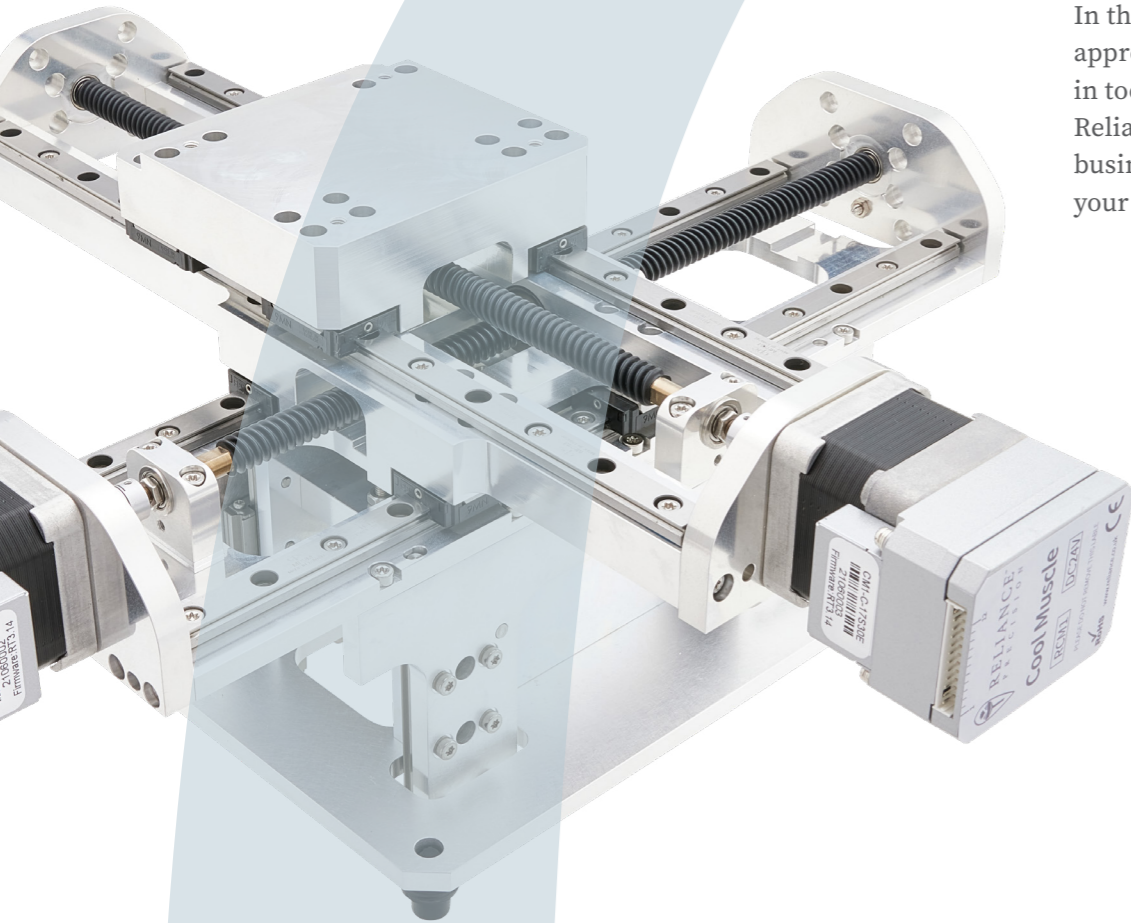


## Phase 6

For Phase 6 you return to the Atlantic Technical University in Sligo.

You will attend the Atlantic Technical University for a further 11 weeks of learning where you will study machining and press tools, polymer forming techniques and CAD/CAM (Computer Aided Design/Computer Aided Manufacture).





# Phase 7

During Phase 7 you will be working full time at Reliance.

In the final phase of your apprenticeship you will specialise in toolmaking in the context of Reliance. You will be responding to business needs, whilst completing your final assessments.



#### Did you know?

The Reliance Group supplies to a diverse range of international markets including aerospace defence, scientific, medical and space.





## After your apprenticeship

*“Reliance is a great company to do an apprenticeship with. I knew I wouldn’t be suited to classroom learning so when I got the chance to do an apprenticeship, I grabbed the opportunity straight away. My advice would be, don’t let not knowing a lot about engineering stop you from applying. Between Reliance and college you’ll learn everything you need to know. As long as you have an interest in engineering and reasonably good maths skills – you’ll be fine!”*

### James Joyce

James became an apprentice in 2016 after completing his Leaving Certificate. He did a summer placement with Reliance and it helped to confirm for him that he was better suited to a more hands-on approach to learning as opposed to being based in a classroom. He was excited to be part of the workforce, even though this was quite different to what he was used to at school.

As a Toolmaking Apprentice, James was initially taught manual turning, milling, gear cutting and grinding through both his work at Reliance and his time at college. As he progressed through the phases of his apprenticeship, he was introduced to computer numerical control (CNC) machinery and programming as well as engineering drawing and design.

Although James lived locally to Reliance, he was required to live away from home for his college training. Accommodation was provided by the Education and Training Board (ETB) and he lived with other apprentices from companies around Ireland. James said:

*“I loved the living away aspect of the apprenticeship. It was a great experience for me. The toolmaking community in Ireland is relatively close-knit and I’ve made some life-long friends through the course”.*

James also spent time at Reliance’s Huddersfield site in West Yorkshire, UK. He was able to meet fellow apprentices and colleagues whilst gaining more experience across a wider range of equipment including 5-axis machinery.

Since completing his apprenticeship in 2020, James has continued to develop his milling and programming skills as a Toolmaker and Production Operator. He will soon begin a new role in the Inspection department where, among other things, he will use coordinate measuring machines (CMMs) to ensure components and assemblies meet specification.





## FAQ

Below is a collection of frequently asked questions about apprenticeships at Reliance. If you have further questions, please contact us.

### What are the entry requirements?

You should have, or expect to gain, grade D in at least five subjects in the Department of Education and Skills Junior Certificate Examination (or equivalent) including Maths and English.

### What happens after I apply?

Two applicants will be invited to do a 8-week summer placement to get a feel for the business. We will then offer an apprenticeship to the successful candidate.

### When is the deadline?

Applications are typically open from January to May, but this does vary. You can check our website to confirm opening/closing dates.

### Is the position full-time?

A Reliance apprenticeship is a full-time position. If you are over 18 you will work 40 hours a week in total, unless you are at college (where their hours apply).

### Is there an age limit?

Most of our apprentices join us after they have completed their Leaving Certificates (or equivalent). There is no upper age limit but you must be 16 or over to do an apprenticeship.

### Where will I attend college?

For Phases 4 and 6 you will attend the Atlantic Technical University in Sligo. Phase 2 is also spent away at college, but the location can vary.

### When does the apprenticeship start?

The apprenticeship starts in August or September each year, following your summer placement. You will be given an official start date if you are selected for the apprenticeship.

### How long is the apprenticeship?

It takes 4 years to complete the apprenticeship.

### Do I have to pay to become an apprentice?

No. It is a paid position, so we pay you! All study costs are covered by Reliance. The Education and Training Board (ETB) typically covers accommodation and provides a training allowance as part of your off-the-job college training phases.

### How many places are there?

We typically take on 1 apprentice per year.







## How to apply

If you are interested in becoming a Reliance apprentice you can download an application form from our website. Please submit your completed application form via email:

[apprenticeships@relianceprecision.ie](mailto:apprenticeships@relianceprecision.ie)

[www.relianceprecision.ie/apprenticeships](http://www.relianceprecision.ie/apprenticeships)

[Visit our website](#) 

[Download the application form](#) 

[Submit your application](#) 



**Reliance Precision  
Manufacturing (Ireland) Limited**

Parnell Street  
Bandon  
County Cork  
P72 EY77  
Ireland

+353 (0) 23 884 1642

[www.relianceprecision.ie/apprenticeships](http://www.relianceprecision.ie/apprenticeships)

[apprenticeships@relianceprecision.ie](mailto:apprenticeships@relianceprecision.ie)