LEVEL 3
ENGINEERING TECHNICIAN

PLEASE TURN OVER FOR THE OVERVIEW TABLE

Engineering Technicians work in many sectors, including aerospace, aviation, automotive and wider advanced manufacturing and engineering. It is a highly skilled career.

This dynamic course allows you to experience key parts of engineering and focus on a chosen key area that you would like to specialise in, working with Alpha Manufacturing or Bri-Stor Systems.

You can choose to specialise in anything from prototyping and electrical fitting to programming, punch and laser operations.

The course is delivered through a combination of theory and hands-on learning, gradually increasing in placement learning across The HEX Group.

QUALIFICATIONS

All apprentices will be required to achieve as a minimum:

- Level 3 Development Competence qualification
- Level 3 Development Technical Knowledge qualification

DURATION

36-month course

SALARY

Starting salary from £16,640

PREREQUISITES

Four GCSE passes (or equivalent) at grade 4 or higher in appropriate subjects, including Maths and English are required,

OR a BTEC Level 2 in Engineering required.

LEVEL 3

ENGINEERING TECHNICIAN

YEAR ONE

- Two days a week on-site, at The HEX Group and three days at The JCB Academy
- Phased introduction to the working area
- Academic support
- 20% theory and 80% practical work
- Studying topics such as technical drawing, CAD, electrical installations, and materials
- Residential trip
- Regular enrichment activities

YEAR TWO

- Four days a week on-site, at The HEX Group and one day at The JCB Academy
- Weekly off-the-job hours and classroom time
- Peer mentoring on the shop floor
- Study topics such as mechanical measurements, organisational efficiency, applications of mechanical systems, and PLCs
- Regular enrichment activities
- Academic support

YEAR THREE

- Five days a week on-site, at The HEX Group
- Tailored rotational plan
- Weekly off-the-job hours and classroom time
- Vehicle build project
- Regular enrichment activities
- Academic support
- Assistance in developing a CV
- End Point Assessment (EPA) Support

POST APPRENTICESHIP

- All apprentices that successfully complete their qualification are offered a full-time position in the business
- Continued mentoring for the first year post apprenticeship completion
- Achievements are celebrated at an annual awards evening

THE APPRENTICESHIP PROGRAMME

ENGINEERING APPRENTICESHIPS
EXCELLENT EMPLOYER
June 2026 – June 2028

ABOUT THE HEX GROUP

The HEX Group is a family-owned manufacturing and engineering business based in Hixon, Staffordshire. For over 40 years, our strategy has been about delivering consistent, organic growth by continually advancing our engineering and manufacturing capabilities and supporting customers who share our commitment to excellence.

In 2022, we became The HEX Group, a reflection of our group presence as six divisions. Operating in new and diversified markets, and with a strong balance sheet, our aim is to continuously invest in our people and processes. We are also committed to becoming a carbon-neutral business by 2037.

OUR PURPOSE & VALUES

Innovation is at the heart of The HEX Group and unites us in our purpose — to design and manufacture products that are the best available in the markets we serve and delivered with unrivalled customer service.

We are a proud business and each and every one of our colleagues is held accountable to our strongly embedded values; they are our guiding principles and underpin every decision we make, and every action we take.

As a forward-thinking company, we have developed an outstanding apprenticeship programme. This ensures we are helping in the development of new talent, creating outstanding opportunities for young people in the Staffordshire region.

ABOUT THE APPRENTICESHIP PROGRAMME

At The HEX Group, we're passionate about our young learners, which is why we continuously find new ways to make our four programmes exciting, dynamic and relevant to today's fast-paced world of work.

Each year, we recruit apprentices from local schools and colleges in the area surrounding The HEX Group headquarters in Hixon, Staffordshire. Our selective cohort sizes allow us to give our apprentices the time and care needed, ensuring they have all the guidance required to excel in their chosen pathway.

Since we launched our fully-accredited Apprenticeship Scheme in 2010, we have recruited over 220 apprentices. We are proud to have offered all graduates a full-time role within The HEX Group divisions.

This reflects the value we place on our apprentices. We see the enormous potential they bring to our business and continue to develop our schemes year-on-year to create the best possible learning environment.

Many of our apprentices go on to further their careers in one of our businesses and those with exceptionally high levels of drive and determination can go on to further educational courses. We even sponsor some of our graduate apprentices to complete a full degree.

Each year we build on the range of courses and the number of apprentices that are accepted into the business. Today, we have 55 apprentices, accounting for almost 10% of our total workforce.

IS ONE OF OUR APPRENTICESHIP SCHEMES RIGHT FOR YOU?

Across The HEX Group divisions, we service a vast range of industries, including automotive, agricultural, interiors, aerospace, utilities, and construction. We even make products for the garden lifestyle sector.

You can expect an exciting and varied career at The HEX Group, learning cutting-edge manufacturing techniques and using the very latest technology to learn core engineering skills. Every year we expand the opportunities available across many disciplines, reflecting our commitment to delivering a wider range of routes for young people starting their career.

TIMELINES

You will be able to apply online by uploading your CV from 1 November 2026.

Each year, we host an open evening where you can visit The HEX Group with your family and have a tour of the facilities at our Hixon site. **This will be hosted on 11 February 2027, which you can register for online.**

We close our applications in March and start our interview process in April. This is followed by assessment centres to determine the best applicants.

Following the assessment days, we have a period of reviewing applications before contacting those that are successful. Upon confirmation of acceptance, we take time to meet successful applicants with fun and informal Keep In Touch Days and induction activities.

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| thehexgroup.co.uk/**apprenticeships**

SCAN HERE TO FIND OUT MORE

THE HEX GROUP ACADEMY