

FTPublicity Client: Cross Manufacturing Company

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Apprentice Scheme “at the bedrock of our Company”



Pictured here, Cross apprentices past and present, including director Danny Squire. Throughout its near-eighty year history the Cross Manufacturing Company has always prided itself on taking on apprentices and is now asking school leavers to apply for this year's programme. The company is a world leading maker of aerospace seals, aircraft piston rings and custom seal rings for aircraft engines, steam turbines, vehicle turbochargers and control valves.

Clair Beaty-Pownall, human resources manager, explains: “At Cross our apprentice programme continues to be at the bedrock of our company.

“It is a ‘hands-on’, craft based approach. What we do is unique as the apprentices are moulded to support the business. Due to the lack of practical at college we run in-house training. There are few craft specific graduates.”

The company is offering a three-year apprenticeship, starting in July or August, and seeks a mix of both GCSE and A-level students who show interest in science, maths, engineering and design technology.

Apprentices earn a salary, working with experienced engineers and getting practical experience of processes such as milling, turning, welding and hand work. Apprentices also produce reports and are trained to understand technical data and drawings. During the apprenticeship time is spent attending college on a day release basis to gain an industry recognised qualification.

One of the longest serving employees, who started as an apprentice in the tool room, is Danny Squire, who is now a director with 36 years at the firm.

He said: "I left school at 16 and I wanted to join the Army or join an engineering company. The school gave me addresses of companies to write to. At school I had done a week's work experience at Cross and they took me on."

Danny completed an initial four-year apprenticeship and a two-year technician course.

He comments: "Once you have got the skill it's a trade forever. Apprenticeships are a good starting point to get a foothold in the industry."

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