



CAREERS GUIDE

MOTORSPORT INDUSTRY ASSOCIATION
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What do I need for a career in motorsport?

...or other high performance engineering sectors such as Defence, Marine or Automotive?

The apparent 'glamour' of motorsport - Formula 1™ especially - is a powerful attraction to many; fast, noisy, colourful, broadcast on television from exotic locations with the 'beautiful people' in attendance... "I'd like to be there!"

Of course you would, but this is merely the televised pinnacle of a hugely diverse sport serviced by a relatively small global Industry, the heart of which is based in the English Midlands in an area identified as *Motorsport Valley*®. As with all other sectors, the impact of the world-wide recession and COVID-19 pandemic has been considerable. Opportunities to join the UK-based industry workforce of around 40,000 are few and open only to the 'best of the best'. Consequently, the right qualifications and, perhaps even more importantly, the right attitude and enthusiasm, are reviewed critically by would-be employers.

In most professions, GCSEs, or the equivalent, in English and Maths are desirable... In engineering, strength in these core subjects - and science - is essential for both *Engineer* and *Technician* pathways.

So, whatever your ambition, the journey to a career in motorsport or high performance engineering must begin with a dedication to these subjects at school. Later, at secondary level, some schools offer vocational qualifications in Engineering, IT and similar subjects. These provide skills and knowledge for a particular job and are taken by students who prefer a more work-focussed approach to study.

But motorsport is not only about engineering: Like any other industry, there are requirements for supporting business skills - sales, marketing, accounting, project management...

If you are not sure which appeals to you, don't limit yourself too early. Think about how you like to learn, what you enjoy and perhaps where you see yourself in the future: Do you favour an office-based role? Or are you happiest in a practical, hands-on environment? Your Careers Advisor will be able to provide information about the various job roles. With this information, you can look at the core subjects which offer the study and career options you wish to pursue.





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Advice for Students

- Whatever path you choose, gaining experience is very important. There are lots of opportunities to get involved in both the Sport and the Industry - just volunteering to wash wheels, sweep-up or even make the tea demonstrates a willingness which will endear you to a prospective employer - provided you do it well and you make a nice cup of tea, of course! It also helps to 'open doors' and meet people - this might well pay dividends later on.
- There are several school and student-based programmes - some within the national curriculum. Others operate outside the national curriculum and will greatly enhance your understanding of the sector. These place a focus on the teamwork and the commitment that both the Sport and the Industry demand.

For more information, go to:

Formula 1 in Schools	www.f1inschools.co.uk
Formula Schools	www.engineeringyourfuture.com/formula%20schools.html
Greenpower	www.greenpower.co.uk
Formula Student	www.formulastudent.com
Shell Eco Marathon	www.shell.com/global/environment-society/ecomarathon.html

- Use every opportunity to gain work experience through school, at weekends, evenings, or unpaid during the holidays. Try to pick an activity which will help you gain experience relevant to your future career and make sure you ultimately include this in your CV - even when applying for informal, perhaps unpaid, positions.
- If you live near a race track, go along and volunteer to get involved - that's where you'll find the wheels to wash, the pits to sweep and the teas to be made...!
- Read the motorsport magazines: Motorsport News, Autosport, Motorsport Magazine, Race Car Engineering, Race Tech, Classic and Sports Car - and get to know the business you plan to be involved in. You will also find names and addresses of the companies looking to recruit.
- Autosport International at the NEC, Birmingham, takes place every January. This is the largest motorsport show in Europe with a huge number of companies exhibiting - you'll learn a massive amount by attending and you might even get to speak to your future employer. For 2021 this event will go online due to the current COVID-19 pandemic restrictions. Find out more at www.autosportinternational.com
- Attend as many race events as possible and network with as many people as you can - they are in the business and you might be able to find out why! Have a personal profile or your CV with you at all times - ready to hand out to anyone who shows an interest - and request a business card in return. When you have contact details, you can do just that - get in contact!



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- Consider marshalling at rally or race events - be it cars, motorcycles or karts. Volunteer marshals are always in demand and this work can help you learn the rules of the circuit and the way motorsport functions.

For more information, go to:

Motorsport UK

www.motorsportuk.org

British Motorsports Marshals Club

www.marshals.co.uk

- Write to car clubs, circuits and race venues, for example:
 - 750 Motor Club www.750mc.co.uk
 - British Automobile Racing Club (BARC) www.barc.net
 - British Racing & Sports Car Club (BRSCC) www.brsccl.co.uk
 - Motorsport Vision www.motorsportvision.co.uk
 - Silverstone www.silverstone.co.uk
- Keep looking on the Motorsport Industry Association's own website for new jobs, work placements and training advice: www.the-mia.com
- Keep up-to-date! Ensure you have good background knowledge of the Industry - the MIA website has a news section and the previously mentioned recommended magazine reading list will complement this: www.the-mia.com/news
- Think what you can do to improve your employability so that you stand out from the crowd, and how you can better demonstrate your enthusiasm, commitment and hunger to be involved in this industry. Don't dream - ensure your ambitions are achievable and, once you have delivered, set new goals: It is OK to have an aiming point, but don't make it so remote that it sounds totally unrealistic.
- There are increasing links between the world of motorsport and other high performance engineering sectors such as Automotive, Defence, Marine and Aerospace. An increasing number of motorsport companies are working in, and supplying to, these sectors. The skills and qualifications required by all these industries are very similar. If jobs are scarce (as they are in the current climate) do take a look at the other sectors and what they might have to offer - your skills are often transferable.





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Job Applications

If, following your GCSEs or A-Levels, you prefer to start work straight away, speak to your Careers Advisor, visit the local Job Centre, check newspapers, recruitment agencies or appropriate websites on the internet for positions of interest. It is advisable to research employers in your area: Write to them and see what opportunities they may have. Of course, this takes time and effort, and it may require persistence.

When submitting a job application, take your time and avoid the temptation of sending a standard letter to several employers. You need the employer to feel that you will fit the opportunity on offer, that you have the type of personality that he is looking for and that there is a real chance you will fit comfortably into the company.

Your application is like the bait on the end of a fishing line - put the right fly or worm on the line and hope you get a bite - then you have a chance of landing the fish...or job!

It is worth taking the time to research the company you are hoping to work for. It is unlikely that the job advertisement details names of company personnel - if you can find out, it illustrates you have done your homework and are really keen to join the organisation. Also, make sure you carefully examine what the company is looking for and that you can fulfil the criteria stated. Detail your skills and qualifications accurately. Employers don't expect individuals in the early stages of their career to know everything, so be sure you succinctly describe the extent of your knowledge and experience - along with what you think you can offer. The likelihood of pulling the wool over the eyes of your interviewer is slim, besides being illegal! However, be warned, motorsport is a highly competitive sector and you will need to demonstrate commitment, enthusiasm and the right attitude, if you are to be successful.

Recruitment Agencies

There are a number of excellent motorsport industry-dedicated agencies which can assist those seeking employment.

Alexander Associates	www.motorsportrecruitment.com
Advanced Resource Managers	www.arm.co.uk
Euro Projects Recruitment	www.europrojects.co.uk
Jonathan Lee Recruitment	www.jonlee.co.uk
Motorsport Jobs	www.motorsportjobs.com
Racestaff	www.racestaff.com
TXM Recruit	www.txmrecruit.co.uk





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Additionally, all the dedicated motorsport magazines publish appointments and careers advertisements. They include:

Motorsport News	www.motorsport-news.co.uk
Motorsport	www.motorsportmagazine.co.uk
Autosport	www.autosport.com/mag
Racecar Engineering	www.racecar-engineering.com
Race Tech	www.racetechmag.com
Autocar	www.autocar.co.uk

Job Roles

To work in F1™ might well be your long-term goal, but given it is the pinnacle of the sport, understand that F1™ teams only employ the best and most experienced applicants. It is unlikely, coming straight from school, college or university that you will 'tick the boxes' - so when seeking opportunities, it is important to realise that experience and knowledge gained in any company within the sector - or even related sectors - might one day lead to the realisation of your ambition.

The motorsport industry is predominantly made up of small to medium sized companies (SMEs) supplying products and services to the teams which participate in a hugely varied series of events around the globe. These SMEs are involved in research and development, testing, race car construction and supply of products/components such as gearboxes and composites. Services such as hospitality, catering, media, logistics are also central to motorsport. Each one of these areas is involved in the engineering competition that is motorsport: It is the competition element which gives the industry its attitude - 'Can do, will do, done!' There are few, if any, other industries which respond to challenges in such a timely fashion.

In larger organisations, roles can be specialised to focus on a particular area or discipline, often demanding a high level of skill, expertise and specific knowledge. In smaller businesses, roles usually demand wider, multi-skilled capability and knowledge. It is therefore important to understand the business and functions of the company you are keen to work for.

The world of motorsport mirrors the wider world of work, so jobs exist in areas such as sales, marketing, hospitality, engineering, manufacturing, finance, IT and administration to name a few.

Manufacturing & Engineering

Within Motorsport, manufacturing consists of several different areas:

- Composites
- Model Making & Testing
- Machining
- Fabrication
- Quality & Inspection



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Components tend to be complex, low volume, high precision and high value. Roles span involvement with one or more elements of the manufacturing process such as programming, setting or operating machinery, painting, welding, assembling, and the use of materials such as carbon fibre or specialised weight-saving metals and alloys.

As an engineer in motorsport, you are likely to work with some of the most advanced technologies in the world. Given the speed of development of new products and solutions, motorsport is often looked upon as the 'laboratory' for proving components and systems that have applications not only to the core business of motorsport, but also in other engineering sectors such as, Defence, Marine, Aerospace and general Automotive. Therefore, opportunities exist in a wide range of organisations involved in design, development, manufacture, supply and preparation.

In the first instance, employers are looking for core engineering qualifications. Of course, you may subsequently be required (or wish) to specialise - but the majority of employers are likely to deliver training for these specialist roles in-house. The industry moves at such a pace that today's 'specialism' is tomorrow's 'norm' so, from an educational standpoint, it is impossible to second-guess the pre-eminent specific skill and/or knowledge of the future.

To enter manufacturing or engineering, there are essentially two approaches:

Technician route

The preferred route for those wishing to mechanic or fulfil machining and fabrication manufacturing roles is via vocational programmes or apprenticeship schemes - both combine academic study with practical work experience.





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Engineer route

This route normally relies on the successful completion of a University degree course in a relevant subject. Most employers favour Mechanical Engineering qualifications - but success in electrical, aerodynamic or aeronautical engineering also appeals to certain employers.

Whatever your chosen academic learning path, it is absolutely vital that you complement your qualification with practical work experience - and the more the better: Your prospective employer will want to know that you understand the difference between a 'hammer and a spanner'!

This route will position you for roles in R&D, testing and design to name only a few.

Sales

Acting as the first point of contact, sales people provide advice and actively sell, a range of products and services. They need to have a full and knowledgeable understanding of the items they are selling in order to assist their customers in solving the problems or requirements they might have.

A sales person would generally be expected to generate new enquiries and business opportunities, follow-up existing customers to establish satisfaction and gauge on-going requirements. Most salespeople will usually be rewarded according to a commission structure (linked to success and achievement) which can enhance earning potential.

The hours, as with most roles in Motorsport, usually require flexibility and quite often the job involves travelling, sometimes internationally, depending on the company and products you are working with.

In F1™ and some of the other international categories of the sport, you may find Business Development/Account Management opportunities. These generally involve the search for new sponsors, investors and partners for whom the organisation can deliver a commercial opportunity or advantage through their motorsport endeavours.

Entry requirements for sales can vary widely from company to company. More specialist areas such as composite or technical product sales will require relevant technical qualifications and experience, but all will require a personality and general demeanour which puts the customer at ease.

You may wish to consult the following organisation: The Institute of Sales Management - www.ismprofessional.com

Marketing

Marketing involves developing methods to promote the organisation's products and services in order to increase brand awareness and business opportunities. This is mainly achieved through promotional techniques such as social media, advertising, sales promotions, publicity, events and public relations. Motorsport - with its wide appeal, television coverage and perceived glamour - is the perfect vehicle for many of these techniques. Consequently, the role of the marketer involves devising strategies and making arrangements to entertain existing and potential sponsors/partners at events and promotional opportunities to ensure continuing and sustainable support.



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Like sales, this role is likely to involve travel (possibly international) - depending on the role of the company and product involved.

To enter a marketing role, employers generally look for a professional qualification such as Chartered Institute of Marketing Diploma or a Business or Marketing degree. Any evidence of previous experience or involvement with motorsport, will clearly benefit an application.

You may wish to consult the following organisations:

- Chartered Institute of Marketing - www.cim.co.uk
- The Institute of Sales Management - www.ismprofessional.com

Logistics & Stores

Logistics and Stores Management is as varied as the different companies involved with Motorsport: If you work for an engineering or manufacturing company involved in the supply of components, then your role can be similar to that of Logistics or Store Manager in any other company - your job will be to ensure a regular supply of parts to the factory floor and the arrangement of deliveries/collections to and from the factory.



But motorsport rarely operates like that, the time parameters defined by race schedules being as they are. You will be responsible for ensuring that parts and/or people are in the right place at the right time and this means anticipating needs, having back-up plans for products and alternative suppliers so that the race is not lost for want of a simple component.

You may wish to consult the Chartered Institute of Logistics and Transport - www.ciltuk.org.uk

Purchasing

Purchasing generally involves finding a provider who can supply a specific product or service to a specification, negotiating prices and then arranging delivery according to the needs of the company.

Buyers in the motorsport industry commonly have specialist experience of engineering and/or manufacturing. The role can be highly demanding and competitive - a direct consequence of the response rate and tight lead times demanded by the rapid rate of R&D at the heart of motorsport operations.

You may wish to consult the Chartered Institute of Procurement & Supply - www.cips.org



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Accounting & Finance

These functions are the same as within any other industry. Typically, an employee in this area is involved with the smooth running of the accounts function, sales and purchase ledger, invoicing, producing and analysing management accounts, month-end routines, VAT-reporting and returns. Seasonal budgets and analysis of sponsorship and investor inputs is of vital importance since - typically for a race team - 70% of revenue is derived from such a source.

Given that the industry reinvests an average of 30% of revenue on R&D, knowledge of specialist topics such as R&D Tax Credits, is increasingly important.

These roles are usually office-based and, in some smaller organisations, the role is combined with other duties such as administration, payroll and employment legislation.

In normal circumstances, employers will be seeking individuals professionally qualified in these subjects.

You may wish to consult the following organisations:

- Institute of Certified Bookkeepers www.bookkeepers.org.uk
- The Association of Accounting Technicians www.aat.org.uk
- Institute of Chartered Accountants in England & Wales www.icaew.com
- Institute of Chartered Accountants of Scotland www.icas.com





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Advice for Parents

Parents and family can have enormous influence on young people when making their career choice.

- Help your child to understand what interests them - since these are the areas in which they are most likely to be successful. If they are unsure of their specific career path, consider core subject training which will allow them to specialise later.
- Almost any career in motorsport relies on mathematics, the sciences and English - like aviation, English is the language of motorsport. Many youngsters opt out of studying the so-called STEM subjects (Science, Technology, English and Maths) at an early age. No one should be encouraged to continue studying subjects in which they fail to reach the required academic standard, but failure to pursue the STEM subjects to Key Stage 4/5 will preclude a career in most motorsport roles.
- Help your child to research their career idea. Job roles and responsibilities constantly change and, given the rapid development of new technologies in this sector, it is important to have access to current information.
- Avoid the temptation of ringing employers directly on your child's behalf. The first contact is an important part of the application process and employers are keen to see initiative and enthusiasm directly from their potential employee.
- Encourage your child to attend careers events to talk to education providers and/or employers. Your school or local Connexions Office should be able to help them find where and when they are held.
- Encourage your child to speak with their school's careers advisor. They have a wide range of literature and access to software packages which can help your child choose the right route.
- When practically possible, encourage your child to get involved in as many relevant activities outside school as possible. This will increase the chances of success when trying to secure employment.
- Manage your child's expectations without limiting their ambition. Motorsport is based on competition and not everyone can be a World Champion driver, design engineer or team manager - but there are approximately 40,000 people enjoying their roles in this Industry and contributing to the teamwork which delivers success.

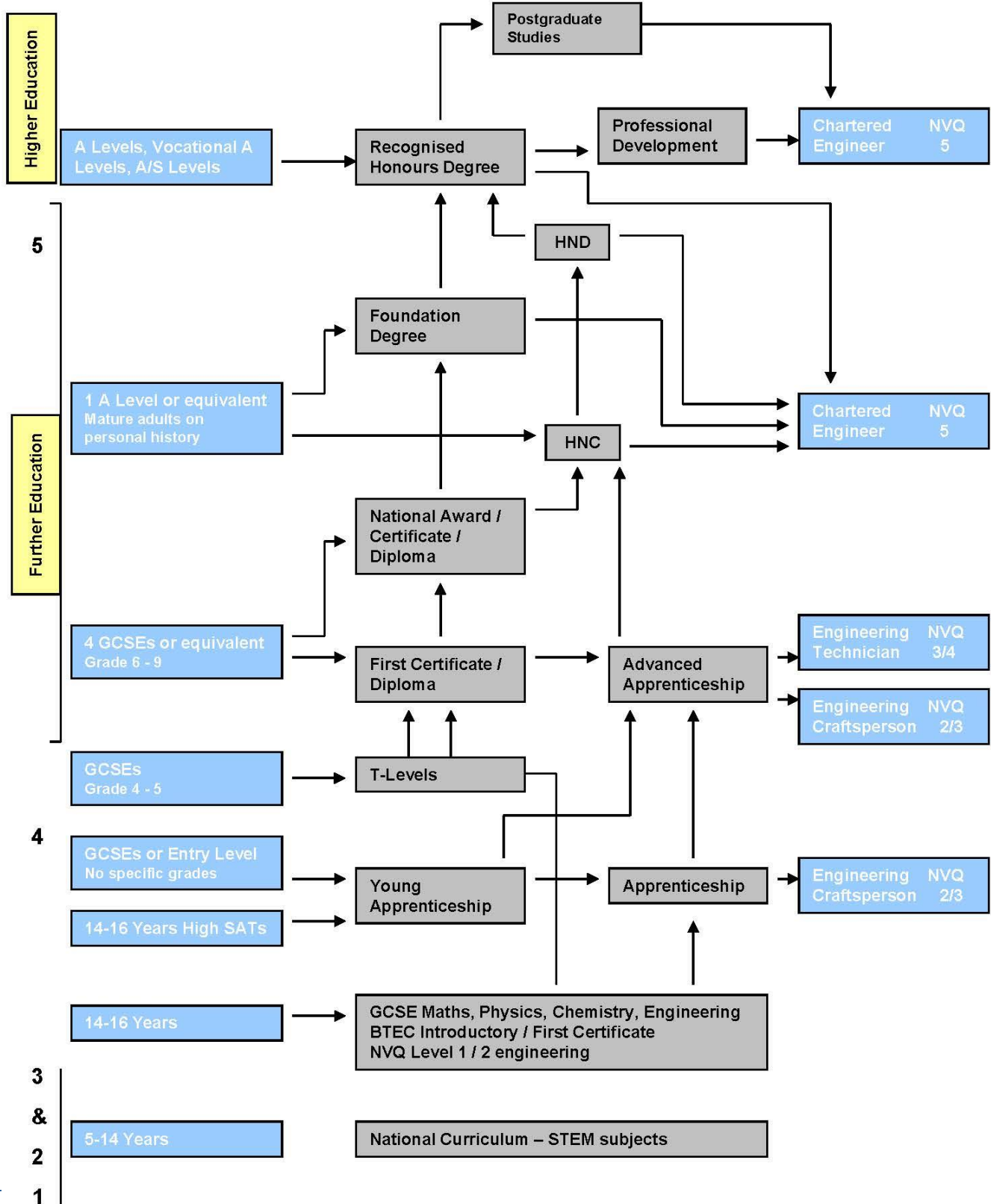
There are many ways into this Industry and the requirements vary role by role and from company to company. Employers are looking for skilled and well qualified staff, but more importantly they must be passionate, committed, determined, proactive and competitive individuals who recognise that coming second is simply not enough! Does that sound like your child...?



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EDUCATION ROUTE MAP

FIND YOUR WAY THROUGH THE EDUCATION MAZE





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Definitions

The National Curriculum

The National Curriculum is a framework used by all state-maintained schools to ensure that teaching and learning is balanced and consistent.

It sets out:

- the subjects, skills and knowledge taught
- an understanding required in each subject
- standards or attainment targets in each subject - teachers can use these to measure your child's progress and plan the next steps in their learning
- how your child's progress is assessed and reported

Within the framework of the National Curriculum, schools are free to plan and organise teaching and learning in the way that best meets the needs of their pupils.

Many schools use the Qualifications and Curriculum Development Agency (QCDA) Schemes of Work to plan their curriculum. These help to translate the National Curriculum's objectives into teaching and learning activities.

The National Curriculum is organised into blocks of years called 'key stages'. There are four key stages as well as an Early Years Foundation Stage (EYFS). The EYFS covers education for children before they reach five (compulsory school age).

For full details go to www.gov.uk/national-curriculum

Key Stages

A Key Stage is a stage of the state education system in the UK – it sets the educational knowledge expected of students at various ages.

The stages are as follows:

[Key Stage 1](#): Years 1 to 2 (5–7 years old)

[Key Stage 2](#): Years 3 to 6 (7–11 years old)

[Key Stage 3](#): Years 7 to 9 (11–14 years old)

[Key Stage 4](#): Years 10 to 11 (14–16 years old).

- The exams at the end are typically of the GCSE Level.

The [National Curriculum](#) sets out targets to be achieved in various subject areas at each of the Key Stages.

For full details go to www.gov.uk/national-curriculum



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STEM

Science, Technology, Engineering and Mathematics are the higher value, more difficult, strategic subjects which are crucial to the country's future competitiveness.

General Certificate of Secondary Education (GCSE)

A GCSE is an academic qualification awarded in a specified subject, generally taken in a number of subjects by students aged 14–16 in [secondary education](#) in England, Wales, and Northern Ireland. (In Scotland, the equivalent is the [Standard Grade](#).)

General Certificate of Education (A-Levels)

An A-Level is a qualification offered by education institutions in [England](#), [Northern Ireland](#) and [Wales](#). It is also offered by a small minority of, typically private, institutions in [Scotland](#), where students usually take [Highers](#) and [Advanced Highers](#) of the [Scottish Qualifications Certificate](#) instead. A-Levels are usually studied over a two-year period and are widely recognised around the world - as well as being the standard entry qualification for assessing the suitability of applicants for academic courses in UK Universities.

T-Levels

[T Levels](#) are a level 3 qualification (the same level as A-Levels) and are for young people (under 19) after their GCSEs. They include a significant work placement to put learning into practice. With a T-Level you spend about 20% of your time in the workplace and 80% in college.





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National Vocational Qualifications (NVQs)

National Vocational Qualifications (NVQs) are work-based awards in England, Wales and Northern Ireland that are achieved through assessment and training. In Scotland they are known as **Scottish Vocational Qualifications (SVQs)**.

To achieve an NVQ, candidates must prove that they have the ability (competence) to carry out their job to the required standard. NVQs are based on [National Occupational Standards](#) that describe the 'competencies' expected in any given job role. Typically, candidates will work towards an NVQ that reflects their role in a paid or voluntary position. For example, someone working in an office administrator role may take an NVQ in Business and Administration.

There are five levels of NVQ ranging from Level 1, which focuses on basic work activities, to Level 5 for senior management.

Higher National Diplomas (HNDs) / Higher National Certificates (HNCs)

Higher National Diplomas (HNDs) and Higher National Certificates (HNCs) are work-related (vocational) higher education qualifications. While Bachelor's degrees tend to focus on gaining knowledge, HNCs and HNDs are designed to give you the skills to put that knowledge to effective use in a particular job.

HNCs are highly valued by employers both in the UK and overseas, and can also count towards membership of professional bodies and other employer organisations.

HNCs and HNDs are provided by over 400 higher education colleges and further education colleges. HNCs can take one year to complete full-time and two years part-time (or in other situations such as distance learning). HNDs take two years full-time and can also be taken part-time (which takes longer).

HNCs and HNDs are at level 5 on the National Qualifications Framework. The framework shows how different types of qualifications compare in terms of the demands they place on learners.

For more information, go to www.whatuni.com/advice/Choosing-a-Course/What-is-a-HND-and-a-HNC/2116.

British Educational Technical Council (BTEC)

A BTEC (British Educational Technical Council) is a work-related qualification suitable for a wide range of students. They are designed to accommodate the needs of employers whilst also allowing progression to university. BTECs provide a more practical 'real-world' approach to learning (alongside a theoretical background) and can be taken as well as - or instead of - GCSEs and A-levels in schools and colleges.

BTECs are recognised by schools, colleges, universities, employers and professional bodies in the UK and in over 100 countries worldwide. Having been around for 25 years, their reputation is second to none, and they continue to grow and develop. It is estimated that 250,000 students completed a BTEC course in the UK in 2019.

For more information, go to <https://qualifications.pearson.com/en/home.html>



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Foundation Degree

Foundation Degrees are designed to equip you for a particular area of work - as well as giving you the general skills that are useful in any type of job. They are university-level qualifications (like other degrees), but Foundation Degree courses are designed with a particular area of work in mind - with the help of employers from that sector.

Typically, you'll get the chance to learn in the workplace as well as the classroom. And, because it's often possible to study flexibly, whether you're looking to change job, return to work or boost your career prospects, Foundation Degrees offer a route into higher education for people of all ages and backgrounds.

For more information, go to www.gov.uk/higher-education-courses-find-and-apply

Degree

A Bachelor's degree (sometimes known as an 'ordinary' or 'first' degree) is a course of academic study leading to a qualification such as a Bachelor of Arts (BA), Bachelor of Science (BSc), or Bachelor of Medicine (MB).

It usually takes three or four years to complete if studying full-time (normally four years if you're doing a sandwich course, which includes a year in industry or abroad). For some subjects, bachelor's degrees can take longer - for example, medical courses usually take five or six years. You can also study for a bachelor's degree part time or through flexible learning.

The qualification is designed to give you a thorough understanding of a subject. It helps you develop your analytical, intellectual and essay or dissertation writing skills. You'll also have much more of a say about the direction your learning takes than you've had previously.

Bachelor's degrees are at 'intermediate' and 'honours' levels in the Framework for Higher Education Qualifications. The framework shows how different higher education qualifications compare, in terms of the demands they place on learners.

For more information, go to www.gov.uk/higher-education-courses-find-and-apply

Postgraduate / Master's Degree

Taught postgraduate courses leading to a Master of Arts (MA) or Master of Science (MSc) degree usually consist of a one-year full-time course consisting of a series of lectures and coursework followed by an exam.

Research degrees such as the Master of Philosophy (MPhil), which usually takes one year full-time, or Doctor of Philosophy (PhD), which takes a minimum of three years full-time, involve an in-depth study of a specific subject or topic followed by a written dissertation or thesis. Most research degrees are taken under the supervision of an experienced researcher.

For more information, go to www.ucas.co.uk.



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Additional Training

After formal education, you may want to consider further training to enhance your knowledge of race engineering. [The School of Race Engineering](#), created and run by the [Motorsport Industry Association](#) (MIA), is a focused and interactive course which bridges the gap between general motorsport engineering and becoming the Race Engineers of tomorrow. The wide range of topics covered are delivered by experienced and successful world class current Race Engineers from F1™, WEC, BTCC, Formula E and Indycar.

The MIA School of Race Engineering course is open to all UK and international candidates who are able to demonstrate good mechanical/engineering knowledge and are fluent in English. Some motorsport experience will be useful but not essential.

If you are employed in an engineering or technical role within any industry, or if you are a recent graduate/student and have a passion to learn more about race engineering, then this School is for you. On application your details will be assessed to make sure you have the required technical knowledge and enthusiasm to fully benefit from the school. However, if your qualifications are limited, you are still welcome to apply; you simply need to highlight your experience and motivation to join the School.

In addition to the main 4-day school which runs every Spring and Autumn, the School of Race Engineering also run a series of additional Online Modules, launched in 2020, designed to help you understand the theory behind Race Engineering before you get track side.

On successful completion of either the main school or any of the online modules, participants will be awarded an industry-recognised Certificate of Attendance from the MIA. For more information on any of the courses offered please visit www.schoolofraceengineering.co.uk

Apprenticeships & Further Education

With the appropriate GCSEs in your possession, you might consider starting work, completing an apprenticeship, or enrolling in courses of further study in Sixth Form or at College to secure NVQ, BTEC, T-Level and/or A-Level qualifications.

Some employers offer apprenticeship schemes, which, if you are keen to get a job and start earning, allow you to study towards a recognised qualification. It allows you to put newly learned skills into practice in the workplace straight away, while combining this with college training. To gain your qualification, you must complete your apprenticeship - so be sure of your commitment to do so before you start.



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Nationally, there are over 200 apprenticeship schemes covering 80 different industries, some of which relate to motorsport, engineering and business administration. The Government has recently invested £1bn in expanding the apprenticeship programme, and training leads to qualifications at NVQ level 2 and above - including key skills such as communication and problem-solving, and in some cases a technical certificate (such as a BTEC).

Apprenticeships vary in content and size and therefore the length of time taken to complete the programme varies according to the ability of the individual apprentice and the employer's human resource requirements. Expect anything from 1-5 year apprenticeships (although most will last 3 years) - an indicator of the commitment required to achieve an NVQ of Level 3 or higher.

The complementary study periods usually require day or block release, the latter delivered in chunks - usually a week or several weeks at a time - away from your place of work.

Entry requirements for apprenticeship programmes vary by subject. Typically, an Advanced Apprenticeship would require several GCSE passes at grade 4-5 or equivalent in relevant subjects. To ensure that you are making the right GCSE choices, it is important to find out what these subjects are early on.

Personality and attitude are often a key part of an employer's selection criteria and they are looking for individuals who can demonstrate interest and application - so display a positive attitude. Research your potential employer to identify the company's activity and role in the supply chain - employers are always impressed by the applicant who demonstrates that he/she knows something about the business.

Apprenticeships

As an apprentice, you will be employed to undertake education and training within a company that prepares for progression within your chosen career - you 'learn as you work'. This normally means you will go to a Further Education College and/or a Training Centre for either a day a week or for longer periods called 'block release'. This, combined with training 'on-the-job' in the company, provides the skills and knowledge that you will use in your future career.

Advanced Apprenticeships

Generally, if you wish to become an Advanced Apprentice as a Technician (NVQ Level 3/4) you will need 4/5 GCSEs at grade 4-5 as a minimum, including English, Mathematics and Science. For those who are seeking an Advanced Apprenticeship concerned with mainly practical craft skills (NVQ Level 3) then GCSE requirements are for 4 or more GCSEs at grade 3-4.

Employers really value formal training gained from an apprenticeship programme and the contribution their apprentices make to the business. An apprenticeship is just like any other contract of employment and, on completion, individuals generally continue to work hard and progress internally. Some even choose to go on to complete a degree course in their chosen subject and are often at an advantage as a result of the practical skills they have learnt during their apprenticeship.

Further information can be found at www.apprenticeshipguide.co.uk and www.apprenticeships.org.uk - alternatively, call the helpline on 08000 1506 00. These services offer a number of useful links and provide information about specific programmes in your area. Also, take a look at www.findcourses.co.uk.



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Enhanced Diploma in Sporting Excellence (DiSE)

Formerly known as the Advanced Apprenticeship in Sporting Excellence (AASE), Motorsport UK offers the Enhanced Diploma in Sporting Excellence (DiSE) qualification delivered in collaboration with Loughborough College. The programme offers the perfect environment for talented competitors to combine the highest level of competition and development with a continued education. Based out of Loughborough College, the Motorsport DiSE programme provides young aspiring drivers and co-drivers, serious about their motorsport career, with a fantastic opportunity to train in a professional environment whilst also furthering their education, on a course which is suitable to their needs and interests. Using a structured training and development route, students are provided with everything they need to be successful at the top level – whether this is as a driver, co-driver or another motorsport related career path. For more information download the Motorsport UK programme guide - <https://www.motorsportuk.org/the-sport/motorsport-uk-academy/enhanced-dise/>

Higher Education/Full-time study

If you have successfully secured the appropriate grades at A-Level, you may have plans to continue on to university and study your chosen subject in more depth before embarking on your chosen career. For motorsport, courses with a high content of Mechanical Engineering, Electrical Engineering, Automotive Engineering, Aeronautical Engineering are favoured routes whilst the Business School is likely to provide the knowledge and qualifications for those attracted to the service roles essential to the industry. Details of all courses are available at www.ucas.co.uk and the Institute of Mechanical Engineers measures quality of the engineering courses on offer at www.imeche.org Further useful information is available from the Institution of Engineering & Technology www.iet.org

Work Experience

In assessing enthusiasm and attitude, the majority of employers will be looking for experience and/or anything which demonstrates your determination to be involved in the industry. Take any opportunity to gain some work experience - perhaps volunteer/help a local team, company, race track or karting centre at evenings or weekends. This experience will add a competitive edge to your CV, whilst such experience will also give you an understanding of how the sector works.

The contacts and knowledge gained may also prove useful if there is a need for more formal work placement or work experience commitment. Short-term placements (two weeks or less) are difficult for this industry to manage and most employers only consider longer placements www.placement-uk.com is a useful website.

The essential benefit of work experience is a personal one - you will get at least an understanding of the business, how it works and the demands it is likely to make of you. Motorsport, at whatever level, is not considerate, or respectful, of the 'work/life' balance; races customarily take place when the majority of the population is 'at leisure', so weekends and evening work is the norm and there was never a race which failed to start on time because a car or a motorcycle was waiting for a component or a repair! So, this is not a nine-to-five, five-day-week job - companies involved in Motorsport will demand whatever commitment is required to support tight deadlines ahead of events! This defines the result-focussed, team-based approach to work, where individuals are familiar with - and thrive on - working under pressure and meeting the challenging timescales.

If you are happy with these demands and convinced that it is really what you want to do, then you can now consider...



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Useful Contacts

Motorsport UK and the Auto Cycle Union are the governing bodies of 4-wheeled and 2-wheeled competitions in the UK. Both have websites detailing how to become involved in their respective activities. Visit their websites (www.motorsportuk.org and www.acu.org.uk) for further information.

The Motorsport Industry Association (MIA), the global industry's representative trade body, often advertises jobs and careers on behalf of members - www.the-mia.com.

There are many websites already mentioned in this document which will help - but others which you might find useful and detailed below:

Department for Business, Energy & Industrial Strategy

www.gov.uk/government/organisations/department-for-business-energy-and-industrial-strategy

This site holds a wealth of information for adults, learners, employers, students, job seekers, parents, school governors, teachers and young people.

National College for Motorsport - <https://www.nc4m.ac.uk>

The National College for Motorsport, a division of The Bedford College Group, offers training to meet the demands of the motorsport sector through programmes run from our purpose-built facilities at the Silverstone Circuit in the heart of Motorsport Valley.

Universal Jobmatch - www.gov.uk/jobsearch

Offers job search support, covering all individuals of working age.

Learn Direct - www.learndirect.co.uk – Telephone 01202 006 464

Help with finding a suitable course, exam venue, employment opportunities and a wide range of general advice including funding, childcare etc.

National Bureau for students with Disabilities - www.skill.org.uk

Promotes opportunities for young people and adults with any kind of disability in post 16 education, training, employment across the UK

National Careers Services

www.nationalcareers.service.gov.uk

www.myworldofwork.co.uk

www.nidirect.gov.uk/campaigns/careers

www.careerswales.gov.wales

All of the above offer advice and information on a range of careers and education in the home relevant countries.

Prospects - www.prospects.ac.uk

Aimed at graduates, this website provides links to postgraduate education opportunities, employment opportunities, news and careers events and general careers advice, including on-line planning tools.

SEMTA – www.semta.org.uk or <https://enginuity.org/>

(Science, Engineering, Manufacturing and Technology Alliance) is the adopted Sector Skills Council of the UK Motorsport Industry. They offer a useful website listing qualifications and apprenticeships, their frameworks, occupational standards and industry research.



MOTORSPORT & AUTOMOTIVE JOBS FAIR

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