The Engineering Young Talent Programme (EYTP)

Over the past 3 years Hargreaves has developed a scheme to encourage high school students to consider careers in Engineering. To deliver this, Hargreaves introduce pupils to the real world of a manufacturing facility and the varied roles available within our industry.

At the core of this exposure, driving all activities is the Health and Safety message of keeping everyone safe to come to work in a safe environment and go home again after a safe days work, and the importance that these extremely important subjects have on employees’ lives and every facet of the companies activities.
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The activities are varied and provide a platform on which to understand Health and safety requirements and practical applications across a range of environments. The projects are designed to maintain the learning and enthusiasm in the scheme.

At all times the 1st thing these aspiring engineers are taught is that safety is always the number 1 priority in everything we do.
EYTP involves students from years 7-11 across 3 local schools. The scheme is developed as follows:

- Year 7 complete a Health and Safety project. Their group tasks, which span across the school year include creating a health and safety poster and designing a safe working environment. Their final task is to complete a presentation at the School’s Final Day to a group of influential people including HR representation and the Managing Director of Hargreaves. For this task they are asked to consider Personal Protective Equipment, Factory Rules and Regulations, identify important health and safety signs and design a safe factory floor layout.
- Year 8 complete a Quality project which involves the installation of a small HVAC system.
- Year 9 participate in the Open Day. Experiencing various areas including shop floor, CAD, Offices and a small ductwork installation task.
- Year 10 complete an Engineering project. The groups are given a brief to deliver a set task— in 2015 this was an egg drop challenge –They had to develop an action plan, using knowledge gained on tours of the building and information researched with staff from Hargreaves.
- Year 11 take part in Hargreaves mock interview/careers process.
Within the year 7, 8 and 10 groups, a Project Manager is appointed who can bring one other team member to Hargreaves for a facility tour.

Here, the pupils are given thorough health and safety briefings – through every stage of the tour, the relevant health and safety advice is explained and why this directly influences everything in the workplace.

It is part of the Project Manager’s task to relate this important health and safety information back to their group.
Year 9 students safely assembling ductwork at our Open Day

Year 7 students presenting their Health and Safety plan to the Hargreaves judges
Hargreaves staff advise students on the correct PPE for their task.

Our Production Manager shows students our factory communication stations, where important health and safety notices are displayed. ‘Toolbox Talks’ take place here.
EYTP School Finals Day

This annual event is held at the Museum of Science and Industry in Manchester.

- At the School Finals Day, the groups from all the schools present their projects to a team of judges; their attention to the health and safety considerations, and how well they reference this in their presentations is the most important aspect for their success.
- The projects teams are also interviewed by the panel on how they arrived at their considerations and how they worked together as a team.
EYTP Open Day

Last year’s open day saw 150 students visit Hargreaves’ premises over the course of the day.

• The importance of health and safety is once again stressed upon entry into the building.
• The first thing students are shown before they can begin the tour is the Hargreaves Health and Safety briefing film.
• This film instructs the pupils on topics of H&S inclusive of fire exits, evacuation, PPE requirements, traffic plan safety in manufacturing facility and how to report a Health and Safety observation.
• Students are actively encouraged to complete a Health and Safety observation card and submit at one of the many information stations around the building.
Hargreaves’ Production Manager briefs Year 9 students again about why health and safety is paramount, prior to the manufacturing floor tour.

The winning year 7 group impressed judges with their close attention to health and safety precautions in their Finals Day presentation.