



# Apprenticeships at Anglian Water

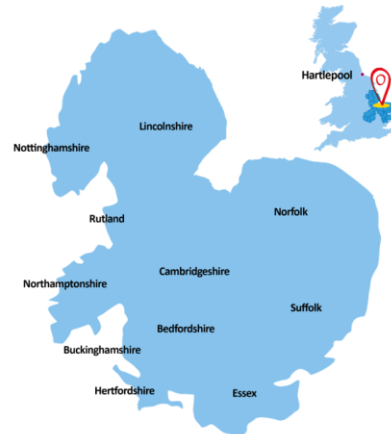


# About Anglian Water



**Our purpose**  
is to bring  
environmental  
and social  
prosperity to the  
region we serve  
through our  
commitment to  
**Love Every Drop.**

We are geographically the  
**largest water and sewerage  
company** in England and Wales



Serving  
**7 million**  
people across the East  
of England and Hartlepool

We operate and maintain  
**39,248km**  
of water mains.

Laid end to end, this is further  
than a trip to Sydney and back

And we operate and maintain  
**77,300km**  
of sewers



Laid end to end  
this is almost  
**twice around**  
the earth's  
circumference



**88%** have  
a meter fitted

We employ around **6,000** people, and  
work alongside a further **3,000** alliance  
partners and contractors.

Our AMP8 plan will  
see us create circa **7,000**  
new jobs across the region



We pump less water into supply  
every day now than we did in  
1989, despite supplying

**26% more properties**

Since privatisation in 1989, Anglian Water has invested **£16.9 billion** improving services in our region.

# Apprenticeships at Anglian Water

## 2-Year Apprenticeships

### Networks

Apprentices train to become Network Technicians within our Water Services team.

Network Technicians are responsible for planned and reactive activities in relation to network operations. This includes reacting to customer needs, planned preventative maintenance, leakage detection, water regulations and water quality.

### Restoration

Apprentices train to become Restoration Technicians within our Water Services team.

Restoration Technicians are responsible for reacting to interruptions to supply and deployment of alternative supplies including tankers, overland supplies, line stopping, emergency pumps and generators whilst maintaining the highest water quality standards both in and out of hours. Tankers carry potable water which is injected into a hydrant, and this goes directly into customer's pipes, providing a supply of clean drinking water until normal supply resumes.

### Bioresources

Apprentices train to become Bioresources Technicians within our Water Recycling team.

Technicians work at our Sludge Treatment Centres to recycle sewage sludge (a byproduct of the water recycling process) into bio-solids, which is used on agricultural land. Biogas is generated and used as a fuel for boilers to heat sludge prior to digestion.



## 4-Year Apprenticeships

### Asset Technicians

Apprentices work in our Supply teams in Water Services. They carry out electrical and mechanical maintenance to water supply assets, both planned and reactive, to help ensure treated water can be delivered to customers. This can include operating and maintaining boreholes, surface reservoirs, water treatment works and storage point assets, including water towers.

### Maintenance Technicians

Maintenance Technician Apprentices work in our Water Recycling Operations teams, who operate and maintain assets including sewage and vacuum pumping stations, water recycling and sludge treatment centres. Maintenance Technicians carry out electrical and mechanical maintenance to assets, responding to both planned and reactive work, on our Water Recycling sites to help ensure sewage can be treated properly and protect our environment.

### Process Commissioning

Apprentices train to become Commissioning Engineers within our Commercial Operations team. Commissioning Engineers help deliver our programme of capital investment. The commissioning team work as part of a larger team of partner contractors where we test, optimise and run new treatment plants and systems for the first time to prove reliability and performance prior to hand over to the end user.

Apprentices spend two years in an Anglian Water Operational team learning about the operation and optimisation of wastewater and sludge treatment assets and spend time on @one construction sites. Apprentices then go on to undertake a two-year Asset Management apprenticeship programme to understand treatment assets, investment and capital delivery.

# Being an Apprentice at Anglian Water



- An apprenticeship at Anglian Water provide **hands-on training** to **develop knowledge**. As an apprentice, you'll **earn while you learn**, in a **paid role** within the business, **learning new skills** and gaining a **nationally recognised qualification**.
- The **duration of your apprenticeship** will depend on the programme you choose, lasting either **two years** or **four years**.
- From **day one**, our apprentices receive **guidance** and **support** from our **team of experts** which include our Early Careers team, Mentors, Front Line Managers, College Providers, Professionals, Peers and other apprentices – just to name a few!
- Apprentices are **responsible** for their own **learning** (with the help of key stakeholders) to get the best out of their apprenticeship.
- We will provide you with the **time** and **support** to **study**.
- We want our apprentices to give their **best effort** both in the **classroom** and **on site**.
- It's vital our apprentices are **representing the company** with our shared values and **role model the right behaviours** in everything that they do.

**87% of our apprentices are still with us after 10 years!**



*"During my first three years at Anglian Water, working both on-site and on block release at college, I can comfortably say that the best thing about working in the company is the teamwork. Everyone is proud of everyone's work - whether that be admin or practical tasks.*

*During my apprenticeship I have been supported by various mentors, both in mechanical and electrical skillsets in maintenance and in everyday tasks. I'm always learning from the experienced individuals.*

*The working environment makes you want to strive and constantly improve your skills. All employees at the company support you and respect you, no matter your age or skill level, and there's always chances to improve. New and exciting opportunities are often coming up. The environment and culture of Anglian Water is beneficial in improving and progressing your career."*

- Maintenance Technician Apprentice (2024)

# Benefits and Wellbeing at Anglian Water



As well as attaining a nationally recognized qualification – Level 3 Apprenticeship Standard and a full-time role at the end of your apprenticeship\*, we are committed to providing a rewarding work environment where you can thrive and be a part of the future of water.

- Potential earnings of c. £35k upon completion of apprenticeship
- 25 days annual leave - rising with length of service
- Fully expensed accommodation close to the training centre
- Full expensed access tools, uniform and Personal Protective Uniform
- Competitive Pension Scheme - Anglian Water double-matches your contributions up to 6%

- Flexible public holidays - swap days off according to your values and beliefs
- Choose to buy or sell up to 5 days annual leave
- Family friendly policies:
  - Maternity and adoption leave - 26 weeks full pay, followed by statutory pay for a further 13 weeks.
  - Paternity leave – 4 weeks full pay



- Life Assurance (8 x salary) and personal accident cover (5 x salary)
- Private Health Care
- Remote GP Service
- Employee Assistance Programme
- Cycle2Work
- Gym and health club
- Retail discounts
- Among much more!





# Things to shout about



## Inclusion is for everyone.

That's our motto, but what does it mean? Simply, it means that everyone is welcome, free to be themselves and valued for who they are. The important thing to remember is that we all have a part to play in making Inclusion a reality at Anglian Water.

At Anglian Water we have several internal communities that colleagues can join, called our Employee Led Groups.

### Our Employee Led Groups:

- Embrace - race and ethnicity
- Pride Family - LGBTQIA+
- Ability Network - Disability, Neurodiversity and long-term conditions
- Young Professionals Community
- Menopause Support Group
- Women in Construction and Alliancing
- Later Careers Community
- Parents Community



## Supporting You

**Supporting Neurodiversity** – our aim is to support colleagues who think they might be neurodiverse by sharing our knowledge and experience to potentially make their journey a little easier.

**Wellbeing:** LIFE is our holistic approach to Health, Safety and Wellbeing at Anglian Water and is underpinned by the three pillars: Happier, Healthier and Safer which are all interconnected and support us to be safe and well at work.

**Occupational Health:** Support and guidance to help sustain attendance in work and support return to work after absence.

**Extra Benefits and Discounts:** Related to lifestyle, health, financial wellbeing and more.

