



Technical Apprenticeships- General Information

Background

Since the company was founded in 2000 DH Marine has successfully steered 16 young people through modern apprenticeships (10 Electrical Engineers, 2 Mechanical Engineers and 3 in Business Administration). A further 2 Electrical Engineers are in the process of getting their qualifications. Twelve of our former apprentices are still employed by the company.

The Process

Qualifications are obtained through a mixture of college work and hands on practical experience, which is gained by working on the job whilst being mentored by our experienced workforce. A typical working day is varied; projects include marine, commercial and industrial engineering. The workplace on any given day could be a pelagic super trawler, passenger ferry, on site at Sullom Voe oil terminal or anywhere in between. There are also opportunities to work further afield, with more and more demand for our services outwith Shetland, working on other oil & gas installations, fishing vessels and rig support ships.

Electrical Engineers attend college in Inverness – with 4 x 4 or 5 week blocks away in the first year. We provide B&B accommodation (in one of two guest houses that we have used for many years), where the friendly landladies look after a number of young apprentices in their first ventures away from home. Travel costs to Inverness are also covered by us.

Mechanical engineers undertake college work in conjunction with Train Shetland at the NAFC in Scalloway. A large percentage of the first year is spent in the classroom. We have an extensive hire plant fleet and apprentices will learn how to take care of a variety of heavy plant and machinery, as well as work on projects in conjunction with our Electrical Engineering workforce. Again, pay structures are in accordance with rates laid down by the SJIB.

Apprentices are closely guided and mentored within their chosen field. Our aim is to provide a wide variety of work experience so that, on qualifying, our young employees will have the knowledge and confidence to approach a problem in any given situation. All apprentices who have completed their training and successfully qualified have gained permanent employment with us.

Pay rates are governed by agreed SJIB pay structures throughout the 4 year modern apprenticeship.

Rates of Pay- SJIB (2020)

	At Work	At College
Apprentice Stage 1	£5.52	£4.83
Apprentice Stage 2	£7.60	£6.91
Apprentice Stage 3	£9.67	£8.98