

COVERIS™



MAKE THE FUTURE...

BECOME A **COVERIS** APPRENTICE

2025-26



If you really want to feel part of a team and gain a lot of experience and freedom within a large, fast-paced business, then I would definitely recommend an apprenticeship with Coveris.

BEN ANTHONY
ENGINEERING APPRENTICE



CONTENTS



Make the future with Coveris

4-6

What is an apprenticeship?

7

Apprenticeship qualification

9

Benefits

12

Our apprenticeships

14-27

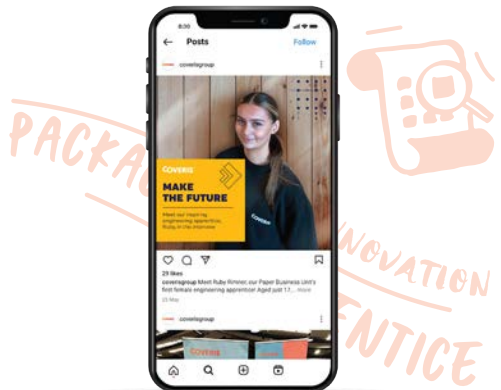
FOLLOW US

 Coveris Group

 @coverisgroup

 Coveris Group

 Coveris Group



MAKE THE FUTURE WITH COVERIS.

Coveris is a sustainable packaging company that manufactures plastic and paper products for the world's leading brands. Though you may not have heard of us, you will definitely have our innovative packaged products in your fridge and throughout your household. From perfume and drinks labels through to cheese and meat packaging, sandwiches, salads, pet food and even lifesaving medical equipment – we've got you covered!

As an international business with a local reach, we employ over 4,000 packaging professionals across 30 sites in Europe and the Middle East. Operating across two business divisions – Paper and Flexible plastics, with supporting recycling operations under our ReCover brand, we are a diverse packaging business with huge opportunities for development and growth.

With 16 of our facilities located in the UK, our manufacturing heartlands of Lincolnshire and Cambridgeshire serve as a platform to join a fast-growing, fast-moving business with an international reach. Targeting roles in these regions, plus others throughout the UK, Coveris is looking for a variety of young professionals to join its Coveris Academy and MAKE THE FUTURE with a packaging apprenticeship.

Never has packaging been so important in the face of growing concerns over climate change as well as the lengthening of supply-chains and food having to travel further and longer to get to us. Coveris remain at the forefront of sustainable packaging through our award-winning vision of NO WASTE and integrated recycling capabilities. We are focused on delivering a better future for our planet and to deliver this, we need the next generation of people to get us there.

We are looking for talented and passionate people to join our diverse team and lead the future of packaging. This doesn't just mean in print. Though packaging, printing and production makes up around 60% of our workforce, we are also a vast network of designers, technologists, engineers, front-line sales and business leaders. As a business we pride ourselves on long-lasting careers, progression and nurturing grass-roots talent.



Operating a culture of continuous improvement, we are constantly investing in world-class technology, processes and training to stay on track as a market leader in the packaging industry. If you are looking for an international business to invest in YOUR future, whilst giving you the opportunity to earn whilst you learn, then MAKE THE FUTURE and become a Coveris packaging apprentice!





The apprenticeship programme is a key priority for Coveris, allowing us to develop new talent and build a dynamic, highly skilled workforce to meet our future business needs. Apprenticeships provide the perfect opportunity to grow talent and nurture motivated individuals across all areas of the business, and it is one of the most important investment decisions we make each year.

JO ORMROD
COO COVERIS PAPER



WHAT IS AN APPRENTICESHIP?



Apprenticeships are a gateway to a lifelong career with the huge advantage of being able to earn whilst you learn! They're not just for school leavers; in fact, they are suitable for anyone wanting to gain experience, upskill or simply fancying a career change, subject to the below criteria.

THERE ARE MANY BENEFITS TO COMPLETING AN APPRENTICESHIP, WHICH INCLUDE:

- experience and skills development
- practical on the job training with social offsite learning
- a nationally recognised qualification, with NO tuition fees
- access to full employee benefits and a competitive wage
- exposure to industry professionals and international business opportunities

HOW LONG DOES IT TAKE?

The Coveris apprenticeship programme takes two years for the majority of roles with the exception of engineering, which takes four years. Throughout the apprenticeship, individuals can expect progressive salary increases. All apprenticeships at Coveris culminate in an end-point assessment, which evaluates the knowledge, skills, and behaviours acquired during the programme. Successful completion of this assessment confirms occupational competence and is a prerequisite for receiving the apprenticeship certificate.

HOW MUCH DOES IT COST?

There are no student fees. Training costs are funded by Coveris and the UK Government.

WHO CAN DO AN APPRENTICESHIP?

In England, individuals with the right to work in the UK and not in full-time education, are eligible to apply for a Coveris apprenticeship. Whether just starting out in their careers, seeking a complete change, or looking to upskill, they can enrol in an apprenticeship with Coveris. Our existing colleagues are also eligible to complete an apprenticeship.

WHAT QUALIFICATIONS DO I NEED?

Strong Maths and English competences are essential for achieving success in your apprenticeship. To be eligible for a Coveris apprenticeship, you must have attained at least five GCSEs at Grade 4 or above, including Maths and English.



I'm a very practical kind of person. I like being able to learn-on-the-job while getting paid. At the end of the course, I'll have a nationally recognised qualification and there also lots of training and opportunities to progress after completing this.

BRADYN KEMP

PRINT TECHNICIAN APPRENTICE



APPRENTICESHIP LEVELS:

At Coveris, we provide intermediate, advanced, and higher apprenticeship opportunities. Eligibility requires 5 GCSEs Grade 4 and above, including Maths and English (or A*-C if taken in or before 2017). Higher apprenticeships are open to those with A-Levels or equivalent qualifications.

Upon completion of your apprenticeship, you will attain an equivalent level of education. For instance, finishing a level 3 apprenticeship will result in an achievement equivalent to an A-Level.

Level 2: Intermediate Apprenticeship

- > 12 – 18 months
- > Equivalent to 5 GCSEs Grade 4 or above including Maths and English



Level 3: Advanced Apprenticeship

- > 18 – 48 months
- > Equivalent to 3 A-Levels



Level 4 & 5: Higher & Degree Apprenticeship

- > 24+ months
- > Equivalent to foundation degree level





If you're looking for a career opportunity that offers hands-on, day-to-day learning, then a Coveris apprenticeship is definitely for you. The people are always so helpful and it's a really friendly environment where you get to learn the full operational process from start to finish. Being independent and knowing my role plays a part in putting major brands on the shelf every day is a really rewarding part of the job.

MATTHEW LEWIS

PRINT APPRENTICE



MEET OUR APPRENTICES:

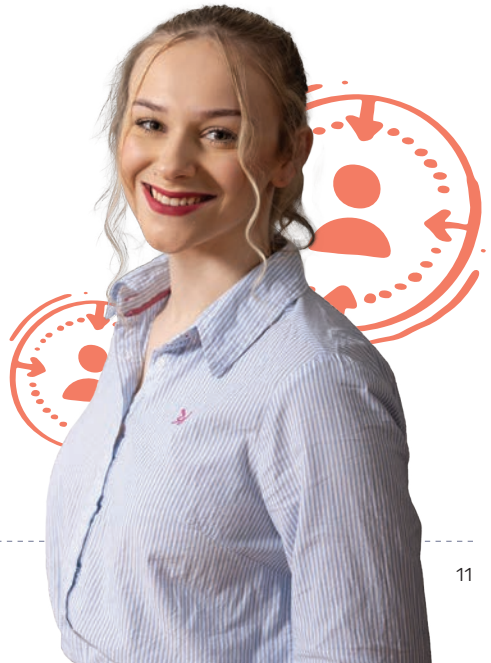
CHARLOTTE BERRY, HR APPRENTICE

Having joined Coveris at the age of 17, I have now worked here for 18 months and can honestly say it has been one of the best life choices I have made so far. Whilst I enjoyed school and achieved good results, the pressure of exams caused me a lot of stress and during my first year of sixth form, I started to explore other career paths outside of the standard A-Level to University route. I did my research into apprenticeships and that's when I knew that this was the correct choice that was much more suited to my needs and would offer me a career journey. I looked for opportunities in the fields I was interested in, which included HR and Business Administration, and was surprised to find the number of roles available at Coveris. I applied and was accepted into the HR Apprentice position at Coveris.

I have never looked back and I'm really proud of myself for making the decision to go down the apprentice route and also being accepted by such a dynamic, growing business as Coveris. One of the main things I like about being an apprentice is being able to learn whilst I earn. Apprenticeships give you real-life, experience in the workplace with a recognised qualification on top of lifelong skills which in my role translate to teamworking, communication and professionalism.

I have really enjoyed the shift from school life to working in a professional, fast-paced environment and being mentored by my team. As part of my role, I am now required to attend careers fairs at schools whereby I can share my own experience and encourage students to explore apprenticeship options and the scope of roles available to them within the business. I am proud to have had a positive influence on students and potentially open doors for others that they had not previously explored.

For anyone thinking about further education on the basis of wanting a long-term career but is not sure about university, you should definitely consider an apprenticeship!



COVERIS BENEFITS

Earn whilst you learn and grow with an award-winning company! Aside from offering world-class training and the opportunity to gain real experience and a recognised qualification with an international business, we offer the following benefits to all our colleagues:

- State-of-the-art facilities and manufacturing environments
- Safe, inclusive workplaces which embrace diversity and make everyone feel part of the team
- International career development opportunities
- Support for our local environment and communities through our dedicated Coveris Community Fund (CCF)

- Life cover
- Employee Benefits Hub with access to exclusive deals, discounts and more
- Leading cycle to work scheme
- Expert funded pension advice
- Long service rewards and recognition
- Employee Assistance Programme (EAP): 24/7 365-day wellbeing helpline with qualified counsellors

WE ALSO OFFER THE FOLLOWING BENEFITS SPECIFICALLY TO OUR APPRENTICES:

- Higher than national average starting apprenticeship salary
- Designated mentor
- External Employee Assistance Programme (EAP) for physical and mental wellbeing in and out of the workplace

MEET OUR APPRENTICES:

MADDIE OSBOURNE, H&S APPRENTICE

I joined the Coveris apprenticeship programme at the age of 17, I have now worked here for 18 months and I have enjoyed every moment of it! I feel like as a person I have grown and I have expanded my knowledge to lengths I didn't think I would achieve. I attended college for the first year after school and I could tell that it wasn't for me. After completing a year at college, I started to look for different routes for different careers this is when I came across Coveris' Health and Safety Administration apprenticeship, and I felt that this was a potential future career for me.

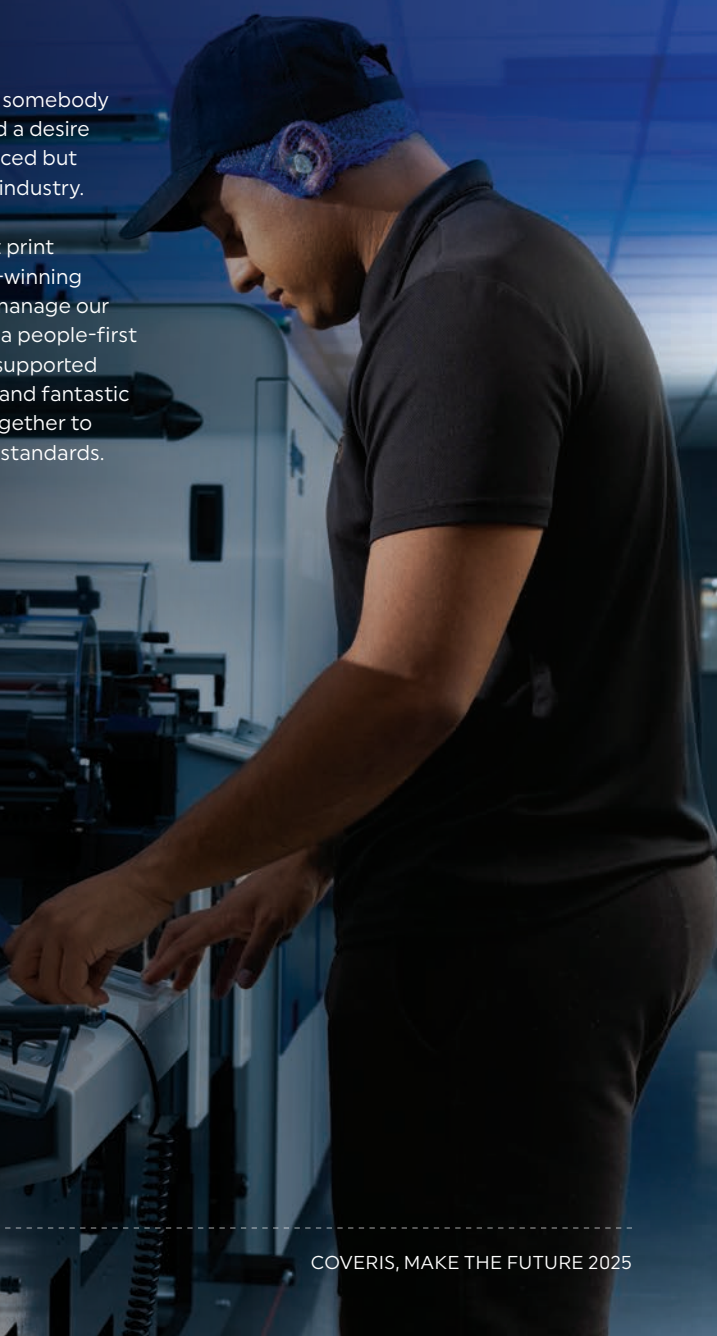
Ever since joining this apprenticeship I have been provided with opportunities that I don't feel I would have received anywhere else. I have joined a high-performance team that have made me feel welcome in the business and who offer me support whenever I need it. I am learning lifelong skills that I will carry with me such as time management, problem solving, and communicating with people from different age ranges, knowledge, and experience.



OUR APPRENTICESHIPS: PRINT

This career journey would suit somebody with a mechanical interest and a desire to learn a new skill in a fast-paced but rewarding and long-standing industry.

We work with state-of-the-art print technologies, applying award-winning manufacturing processes to manage our busy production schedule. As a people-first business, colleagues are fully supported through our training network and fantastic on the job teams that work together to ensure we deliver the highest standards.





KEY RESPONSIBILITIES

- > Candidates will spend time gaining experience and knowledge of all manufacturing processes
- > These areas will include: printing, cut/crease and glue minding (Cartonboard sites only) and printing and finishing (Label sites) - giving you a holistic overview of how print operations work
- > Support the print department and learn 'all things print' working with world-class technology and production teams
- > Active involvement and support in any site continuous improvement events, suggesting ideas to improve processes

QUALIFICATIONS

- > **Level 3 Print Technician**
- > **3-year course duration**
- > **Entry requirements - 5 GCSEs Grade 4 and above, including Maths and English**
- > **Delivered at various classroom locations across the UK, once a month**

OUR APPRENTICESHIPS: FINISHING

This role will suit a motivated, hands-on individual who wants to develop a long-lasting career within a technologically advanced industry.

As a finishing apprentice, you will have lots of opportunities to work with state-of-the-art machinery and learn from subject experts.





KEY RESPONSIBILITIES

- > Candidates will learn how the end-to-end print production process works, specialising in the post-print process
- > Work with our experts to learn the manufacturing process in depth, looking at areas including: pre press, printing, cut crease and glue minding
- > Active involvement and support in any site continuous improvement events, suggesting ideas to improve our processes

QUALIFICATIONS

- > **Level 3 Print Technician**
- > **3-year course duration**
- > **Entry requirements - 5 GCSEs Grade 4 and above, including Maths and English**
- > **Delivered at various classroom locations across the UK, once a month**

OUR APPRENTICESHIPS: **CUSTOMER SERVICE**



Are you passionate about working with people and in a fast-paced role? If so, then our Customer Service apprenticeship offers the perfect career opportunity to join our front-line sales team. Learning the sales process from step one and working with a wide and varied network of leading brand owners and retail customers, this is an excellent way to start your journey and watch your career take off.





KEY RESPONSIBILITIES

- > To receive and action orders/ requests/account management responsibilities from customers and manage process through other departments
- > Day-to-day communication with a variety of internal and external stakeholders
- > Liaise with management team regarding ideas to change resources and/or processes that could help improve customer service
- > Working independently and seeking guidance from Manager/Supervisor/ other departments when necessary

QUALIFICATIONS

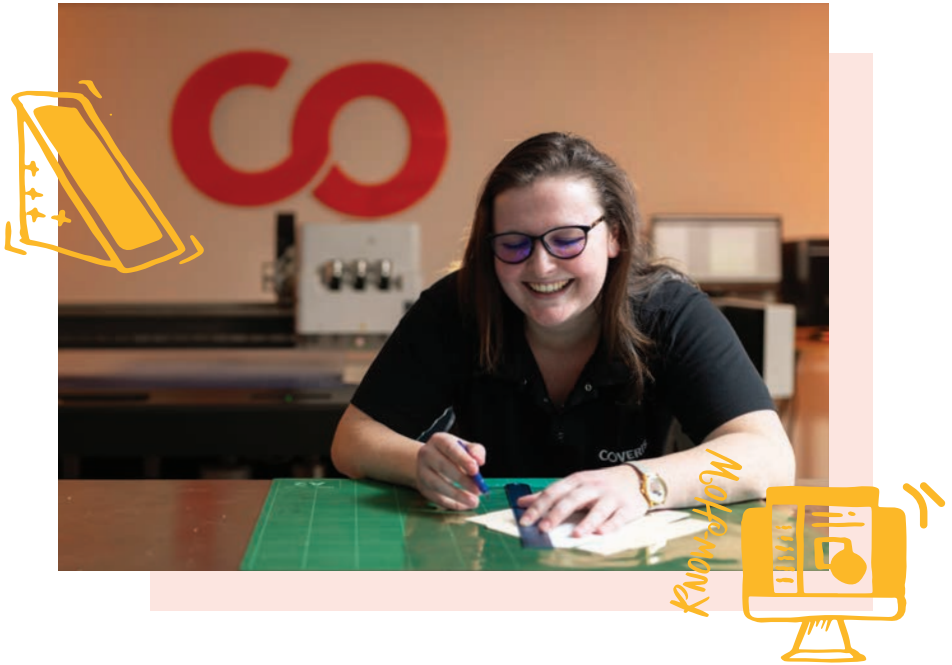
- > **Level 3 Business Admin**
- > **2-year course duration**
- > **Entry requirements - 5 GCSEs Grade 4 and above, including Maths and English**
- > **Training delivered at site once a month**

OUR APPRENTICESHIPS: **COMMERCIAL PRODUCT SPECIALIST**



We are looking for a creative young individual to join our commercial product department. This role will kick start your career in a commercial environment teaching you the principle building blocks of carton board design, forecasting and estimating.





KEY RESPONSIBILITIES

- > To follow the CAD element tree modules and take responsibility for the tasks assigned
- > Understand and drive best practice in the stocks process including material forecasting, stock sheets, production/planning wheels and warehouse
- > Support the Commercial Department for daily estimating and ensure quotes are completed to agreed KPI levels

QUALIFICATIONS

- > **Level 3 Business Admin**
- > **2-year course duration**
- > **Entry requirements - 5 GCSEs Grade 4 and above, including Maths and English**
- > **Delivered at various classroom locations across the UK, once a week**

OUR APPRENTICESHIPS: **ENGINEERING**

We are looking for aspiring engineers to join our UK team as apprentices. This role provides huge potential to kick-start your career within a specialist role and industry, providing you will all the mechanical and electrical tools and training to become our next generation of engineering experts. This is an excellent opportunity to start your engineering journey and watch your career take off.





KEY RESPONSIBILITIES

- > Work with our skilled engineering experts to learn both the electrical and mechanical elements of machinery and site-based equipment
- > Identify improvements to equipment to support future investment
- > Ensure the highest standard of operations are maintained in all work areas, including our world-class engineering workshops

QUALIFICATIONS

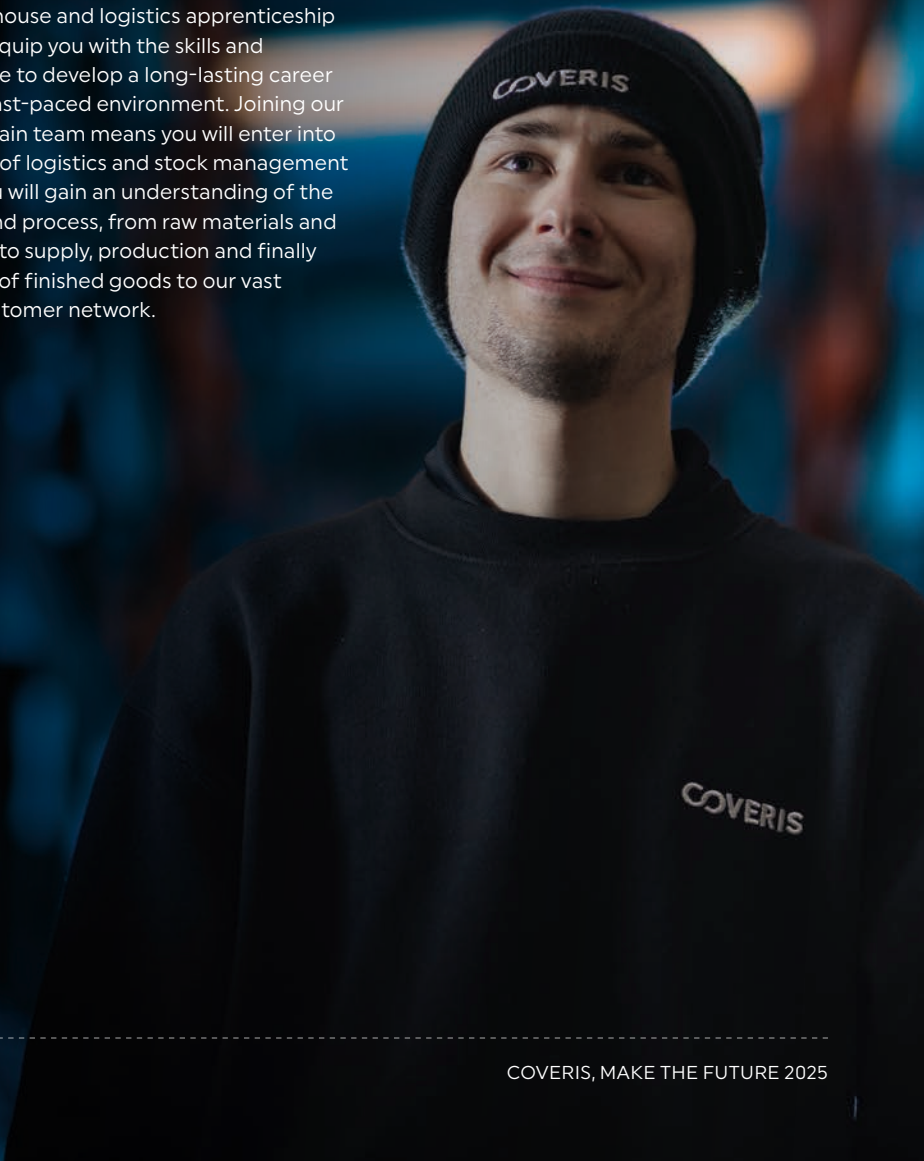
- > **Level 3 Engineering Maintenance**
- > **4-year course duration**
- > **Entry requirements - 5 GCSEs Grade 4 and above, including Maths and English**
- > **Delivered at college one day per week**

OUR APPRENTICESHIPS:

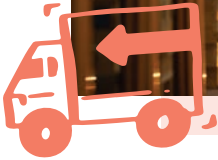
WAREHOUSE & LOGISTICS



Our warehouse and logistics apprenticeship will help equip you with the skills and knowledge to develop a long-lasting career within a fast-paced environment. Joining our supply-chain team means you will enter into the world of logistics and stock management where you will gain an understanding of the end-to-end process, from raw materials and goods-in, to supply, production and finally despatch of finished goods to our vast global customer network.



Applicants must be 18 and over due to handling health and safety requirements



KEY RESPONSIBILITIES

- > Understanding fast-paced operators and tracking systems - become an expert with documentation and regulations around international logistics - learning all things import and export
- > Gain training and experience/licences on various manual handling equipment

QUALIFICATIONS

- > **Warehouse - Level 3 Business Admin**
- > **15-month course duration**
- > **Entry requirement - Grade 2 or above, in Maths and English or equivalent**
- > **Delivered at Spalding College campus one day per month**

OUR APPRENTICESHIPS:

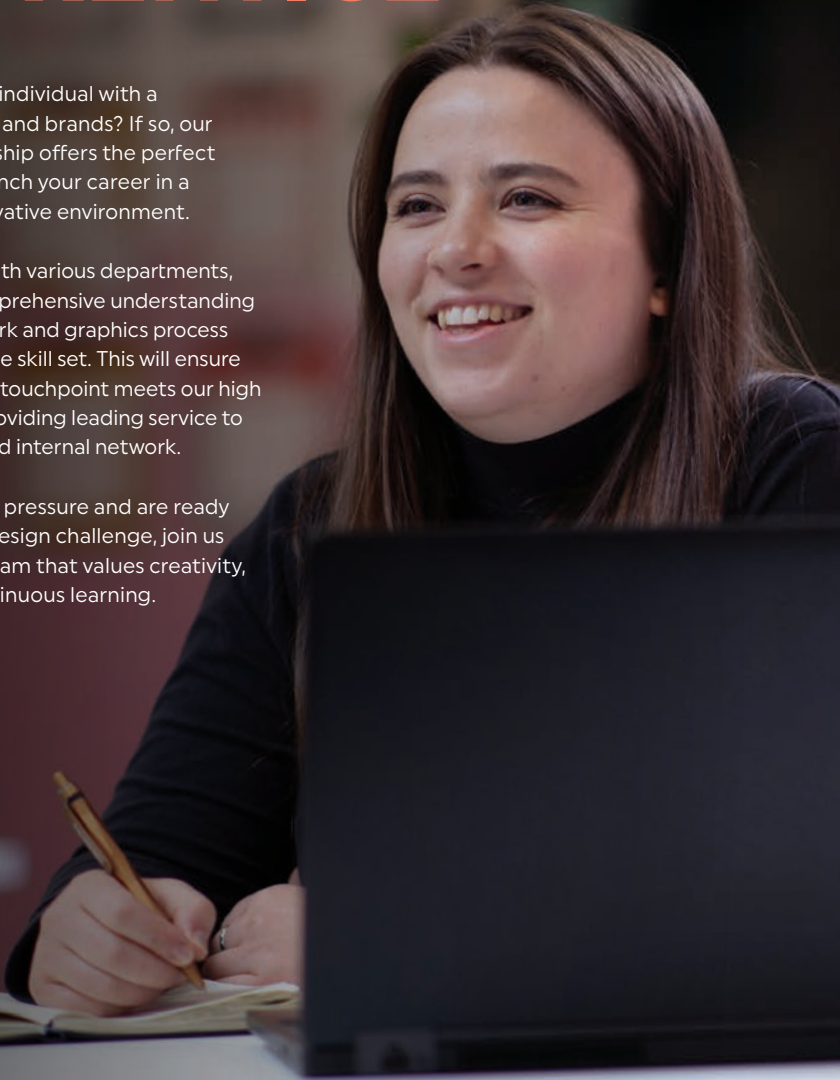
STUDIO APPRENTICE



Are you a creative individual with a passion for design and brands? If so, our studio apprenticeship offers the perfect opportunity to launch your career in a dynamic and innovative environment.

By collaborating with various departments, you will gain a comprehensive understanding of the entire artwork and graphics process to develop a diverse skill set. This will ensure that every artwork touchpoint meets our high standards while providing leading service to both our clients and internal network.

If you thrive under pressure and are ready to take on a new design challenge, join us and be part of a team that values creativity, precision and continuous learning.





KEY RESPONSIBILITIES

- > Manage and review artworks to deliver print-ready files
- > Prepare repro files to ensure press readiness
- > Process requests from internal Account Managers, checking accuracy of information
- > Coordinate and schedule tasks across a large team of artwork operators
- > Step 'one up' files to new production laydowns
- > Collaborate with internal and external stakeholders, including design agencies and brand to manage artwork and potential issues

QUALIFICATIONS

- > **Studio - Level 3 Print Technician**
- > **18-month course duration**
- > **Entry requirements – 5 GCSEs Grade 4 and above, including Maths and English**
- > **Online-based learning Tutor to attend site monthly for progress reviews**



coveris.com/careers



HOW TO APPLY

**THERE HAS NEVER BEEN A BETTER TIME TO JOIN COVERIS
AND PLAY YOUR PART IN HELPING US GROW.**

Please apply by contacting us via our website or details below:



01775 717351



employment@coveris.com

