

APPRENTICESHIP SCHEMES

Pendennis - Luxury Superyacht Refit & Custom Build Facility

Pendennis started life in 1988 with the build of the 125' sailing yacht *Taramber*. We quickly developed and maintained a reputation for building and refitting luxury motor and sailing yachts to the highest of standards, including iconic yachts such as *Adela*, *Rebecca*, *Hemisphere*, *M5* and *Aquila*.

Our award-winning apprenticeship programmes have continued to grow and develop since they started in 1998. Today we employ over 450 craftspeople and support staff in Falmouth, of which more than a third are either currently undertaking, or have completed an apprenticeship. Recruitment varies every year, but we look to recruit enthusiastic individuals for the following programmes:

- 1 General Apprenticeship Scheme
- 2 Yacht Painting Apprenticeship Scheme
- 3 Trade Specific Apprenticeship Scheme

1 General Apprenticeship Scheme

Our four year General Apprenticeship Scheme will start in summer 2026. Attending college three days a week during term time in Year 1, new apprentices will follow a bespoke General Engineering & Electrical Programme which includes aspects of our various in-house trades. Subsequently, at the end of the first year apprentices will select their specialist trade to progress into from the following trades:

- Engineering (including Hydraulics and Plumbing)
- Electrical
- Joinery/Furniture Making
- Fabrication/Welding

Throughout the four-year apprenticeship, apprentices will spend time attending Cornwall College as well as working at Pendennis. Upon completion, General Apprentices will have gained qualifications in:

Year 1: the Level 2 Maritime Mechanical and Electrical Mechanic Apprenticeship Standard

Year 2: the qualification is dependent on the apprentice's chosen pathway:

- Electrical Standard Level 3
- Joinery/Furniture Standards Level 2 & 3
- Marine Engineer Level 3
- Metal Fabricator Level 3

To apply you will need to have, or be likely to obtain a minimum of 4 GCSEs at Level 4 or above (or equivalent qualifications).

These must include Maths and English.



2 Yacht Painting Apprenticeship Scheme

This day release, four-year programme leads to Apprentice Standards at Level 2 and then Level 3 in Lean Manufacturing and Yacht Painting. It covers all aspects of yacht finishing, exterior coatings, varnishing, interior lacquer, and use of the latest application technology such as electrostatic spray guns. Apprentices will spend time building their skillset at Pendennis and at college.

To apply you will need to have, or be likely to obtain a minimum of 4 GCSEs at Level 4 or above (or equivalent qualifications). These must include Maths and English.



3 Trade Specific Apprenticeship Scheme

This programme is typically between two to four years and enables apprentices with either previous experience of an apprenticeship or good transferable skills to develop a career in one of our teams. Starting in late summer apprentices will spend one day a week at college and the rest of the time working at Pendennis. Trade Areas include:

- Fabrication
- Joinery /Furniture Making
- Machining

Application criteria is the same as above.



Pay Conditions

As a first-year apprentice you will be paid the national apprentice hourly rate, with pay increments at the start of the 2nd, 3rd & 4th years or related to age. Normal hours of work are 8am to 4.30pm when at Pendennis with a 3.30pm finish on a Friday, and 9am to 4.30pm when at college.

Whilst on the programme all apprentices will participate in extra-curricular activities such as the Duke of Edinburgh Gold Award scheme, RYA Sailing qualifications as well as attend events outside of working hours. You will be entitled to 20 days annual holiday rising to 24 days over the four years plus statutory bank holidays. All apprentices will have employed status throughout their programme.



How to apply

Visit www.pendennis.com/apprentices for more details about apprentice recruitment or scan the QR code. For any questions or further information please email apprenticeships@pendennis.com



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