

THE AUSTIN MOTOR COMPANY LTD.
LONGBRIDGE WORKS,
BIRMINGHAM.

April, 1937.

TRADE APPRENTICESHIP.

(WITHOUT PREMIUM).

The Management have recently decided to increase the facilities for Trade Apprenticeship at these Works, the details of the new Scheme being given hereunder—

RECRUITMENT.

Boys of good appearance, personality and suitable qualifications (i.e., satisfactory completion of ordinary school examinations) are accepted from elementary, central secondary and Junior Technical Schools. As there is only a limited number of vacancies for training in each Trade, preference is given to boys of outstanding merit.

AGE.

Although Trade Apprenticeship Indentures are only issued to boys over 16 and under the age of 18, boys are accepted on leaving school at an early age, on the understanding that subject to satisfactory progress in the Shops, and voluntary and progressive attendance at Evening Schools or Institutes, they will be indentured at the correct age. Those commencing an Apprenticeship on entering the employ of the Company will be indentured after three months probation (which time will be included in the indentured period.)

Wages paid to Trade Apprentices (subject to the requirements of the Engineering Federation) are as follows:—

	Rate		Cost of Living Bonus	
Age 14	10/-	+	2/-	Piecework Bonus (Should work warrant the same)
„ 15	12/-	+	2/-	„ „ „ „ „
„ 16	14/-	+	3/-	„ „ „ „ „
„ 17	16/6	+	4/6	„ „ „ „ „
„ 18	19/-	+	6/-	+ Piecework or Output Bonus.
„ 19	21/6	+	7/6	+ „ „ „ „
„ 20	23/6	+	9/6	+ „ „ „ „

Output Bonus. This bonus varies, but its average is 10/- weekly.

Piecework. Bonus is commensurate with the Work done.

MEDICAL CERTIFICATE.

Every youth commencing as a Trade Apprentice must be examined thoroughly by a Doctor, in order to determine his suitability and fitness to carry out manual work.

OVERALLS AND EQUIPMENT.

Trade Apprentices are required to wear special overalls, obtainable at the Works, price 7/- each. Where possible Trade Apprentices are advised to provide their own tools.

HOLIDAYS.

Usual Works' Holidays apply to Trade Apprentices, who are also bound by all Works' regulations concerning conduct, timekeeping, etc.

TRADES.

A limited number of Trade Apprentices are taken in the following Departments:—

Building Department } Carpentry.
 } Plumbing.

Pattern Shop.

Works' Electricians.

Millwrights.

BODY WORKS: { TRIMMING.
 } COACHBUILDING.

TOOL ROOM.

The bulk of the Trade Apprentices are trained as specialists in various branches of Tool Room Practice, viz. :—

GRINDING.	MILLING AND BORING.
FITTING.	SHAPING AND SLOTTING.
TOOL MAKING.	PRESS TOOL MAKING.
DIESINKING.	TURNING.

TECHNICAL EDUCATION.

Trade Apprentices over the age of 16 years are permitted to attend the Central Technical College, Birmingham, for Part-time Day Classes in appropriate courses and subjects. This is a privilege for which boys are paid wages as if working, and while the Management are prepared to give every encouragement to boys who show promise in this direction, others who do not maintain progress will be deprived of this opportunity for Technical Study, and will be expected to attend voluntary Evening Classes instead. The Part-time Day Classes vary accordingly, and include practical technical training for the following specific Trades :—

Coachbuilding	} Automobile Body Engineering.
Trimming.	
Press Tool Makers.	} Class in :
Diesinkers.	
Machine Tool Fitters.	
Machinists (Lathes, etc.)	
Jigs, Tools and Bench Work.	
Carpentry and Joinery.—Structural and Building Dept.	
Plumbing. - - - - -	" " " "
Electrical Engineering.	

AWARDS.

Trade Apprentices who are awarded a Free Studentship by the College Authorities (i.e., by obtaining over 70 per cent. in all results) will be rewarded by the Company. Success in the Higher National Examination will be similarly acknowledged.

CITY OF BIRMINGHAM CERTIFICATE.

In addition to the Indenture issued by the Company, Trade Apprentices are also eligible for the City of Birmingham Certificate of Apprenticeship awarded by the Engineering and Allied Employers' Federation in conjunction with the City of Birmingham Education Authorities. This Certificate is presented at the termination of Apprenticeship to those who have proved themselves competent in Workshop Practice and Technical Studies.

DEFERRED BONUS SCHEME.

All Trade Apprentices are entitled to benefit under this Scheme, which was instituted as an encouragement to all youths in the Factory to remain in the service of the Company until 21 years of age. They will pay to each boy on his 21st birthday, a deferred bonus, calculated from the time his name is placed on the approved list.

The scale is as follows :—

Age	Bonus per Week	Yearly Amounts
17 to 18	1/-	£2 12 0
18 to 19	1/-	£2 12 0
19 to 20	2/-	£5 4 0
20 to 21	4/-	£10 8 0
Total for 4 complete years		£20 16 0

Any Trade Apprentice who leaves the Company of his own accord or is discharged for inattention, bad timekeeping, disobedience, or misconduct (in fact any breach of indenture) before he has attained the age of 21, forfeits his right to any bonus that may have accumulated in his favour.

No boys in this scheme will be discharged for any reason other than the above.

All communications should be addressed to the Apprentices' Department (Reference T.A.), The Austin Motor Co., Ltd., Longbridge, Birmingham.



