

# Apprenticeship

Print and Mailing Industry

Business Management : Production

*Thinking of Joining us?*



# *From our Managing Director...*

"At Pepper we have great opportunities for School/College Leavers & Graduates and a first class track record of developing our team. Whether you are interested in production or business management the print industry is the 5th largest business sector in the UK, it's a great place to start a career.

Join us at Team Pepper as an Apprentice and you become part of a growing family business in Plymouth with excellent prospects..."

**Jude Whitford**

Managing Director

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Pepper is a family run marketing communications business, based in Plymouth for nearly 40 years and now run by four brothers.

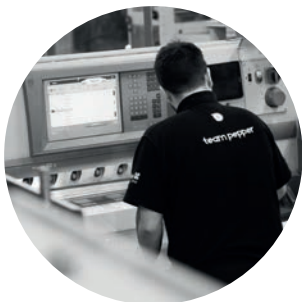


# From our Apprentices



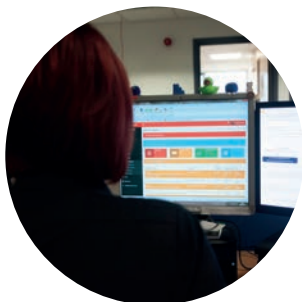
“You feel valued at Pepper: in my first proper job I’ve matured as a person and been able to grow in skills and knowledge in print production. **There is opportunity to go for other roles in the business, so you don’t stand still!**”

*Billy*  
Print Operator



“**I enjoy working at Pepper – it feels like one team!** I like the variety I have in my job, moving between machines, learning new skills... quality is important to me, and I like being able to work hard to help the Company.”

*Joanne*  
Mailing Operator



“I get the freedom to work independently, Pepper welcome personal creativity... **and offer the support that comes from working with expert colleagues in the sector...**”

‘I’m interested in business and working with multiple sectors, **I get insight into how different businesses work... there is plenty of variety working at Pepper...** seeing a client progress from an initial call all the way through to working regularly with them and developing that relationship from scratch. It’s really rewarding”

*Daniel*  
Business Development

# How it works...

As you've seen we have a track record of developing our team with some great opportunities. Our Apprenticeship Programme offers you a chance to see all areas of the business and to specialise in your chosen area of **production** or **business** in your first year.

You will have off the job training through the British Print Industry Federation and on the job mentoring with experts in their field. Each Apprentice will also have a family Director guiding the progress of your apprenticeship.

After the first year we'll talk with you about what you have most enjoyed and what the business needs, to shape your second year.

Production Apprentice	Business Apprentice
<b>Initial Induction (2 days)</b> Discover the different areas of the business	<b>Initial Induction (2 days)</b> Discover the different areas of the business
<b>Explore the main production Areas (1st year)</b> <ul style="list-style-type: none"> <li>• Design</li> <li>• Pre-Press</li> <li>• Press</li> <li>• Post Press</li> <li>• Mailing</li> <li>• Despatch/Warehouse</li> </ul>	<b>Explore the main business Areas (1st year)</b> <ul style="list-style-type: none"> <li>• Data</li> <li>• Sales</li> <li>• Finance &amp; Projects</li> <li>• Estimating</li> <li>• Key Account Management</li> </ul>
<b>Find out about business (1st year)</b> Learn about our sales, account management, development projects and finance. We will give you an overview in your 1st year.	<b>Find out about production (1st year)</b> Learn about our design, pre-press, press, post press, mailing and despatch/warehouse. We will give you an overview in your 1st year.
<b>Off the job training</b> <ul style="list-style-type: none"> <li>• British Print Industry Federation Apprenticeship</li> <li>• + Introduction to the Print Industry course</li> </ul>	<b>Off the job training</b> <ul style="list-style-type: none"> <li>• British Print Industry Federation Apprenticeship</li> <li>• + Introduction to the Print Industry course</li> </ul>
<b>Year 2</b> Become an expert in one production area and undertake a mini-project to develop the business.	<b>Year 2</b> Become an expert in account management and undertake a mini-project to develop the business.
<b>Year 3</b> Build a further skill in your portfolio working in a further production area and undertake a placement in sales or account management.	<b>Year 3</b> Build a further skill in your portfolio working in sales and undertake a placement in production to deepen your understanding in this area.
In Years 2 and 3 we will agree with you which further apprenticeship qualification to achieve based on your interests, aptitudes and business need.	In Years 2 and 3 we will agree with you which further apprenticeship qualification to achieve based on your interests, aptitudes and business need.





# We are looking for...

## Candidates who are ...

- Ready to learn and to gain specialist understanding in your chosen area
- Keen to get started in the real world of work
- Enthusiastic
- Able to work with others
- Motivated

We offer a great working environment, excellent pay rates and progression opportunities together with pension contribution, medical insurance, life insurance, cycle to work scheme and childcare vouchers.





# Put your grey matter to the test

Here at Pepper we like sharp thinkers. Try your hand at these brain teasers and see how you do.

1. A man stands on one side of a river, his dog on the other. The man calls his dog, who immediately crosses the river without getting wet and without using a bridge or a boat. How did the dog do it?
2. Arnold Schwarzenegger has a long one. Michael J. Fox has a short one. Madonna does not use hers. Bill Clinton always uses his. The Pope never uses his. What is it?
3. What five-letter word becomes shorter when you add two letters to it?
4. Your parents have six sons including you and each son has one sister. How many people are in the family?
5. Which type of cheese is made backwards?
6. I have forests but no trees. I have lakes but no water. I have roads but no cars. What am I?
7. I have keys without key locks. I have space without rooms. You can enter but you cannot go outside. What am I?

Answers: 1. The river was frozen. 2. Their surname. 3. Short. 4. Nine—two parents, six sons, and one daughter. 5. Edam. 6. Map. 7. Keyboard.

# Spot the difference?

Working at Pepper requires a keen eye and attention to detail. Can you use the 7 subtle differences?





# Get in touch ...

If you believe that you have what it takes, we'd love to hear from you!

Email your CV to: [jobs@pepper.co.uk](mailto:jobs@pepper.co.uk)

To find out more please visit our website...

## pepper.co.uk

