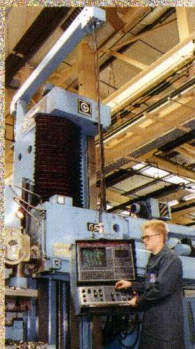




DOWTY AEROSPACE
GLOUCESTER

**Annual Apprentices
Prize-giving and
Indenture Presentation**
1990

MONDAY 17 DECEMBER



Ian Childs, who completed his craft apprenticeship last year, now an NDT technician carrying out ultrasonic testing of a composite propeller blade.



Programme of Events

7.15pm Welcome by Graham Lockyer,
Managing Director

Address by Professor Iain Mangham,
School of Management, University of Bath

Presentation of Prizes

Presentation of Indentures



Andrew Salcombe (seated), an ex-technical apprentice, now a section leader in the CAD facility in discussion with Nigel Woodford, systems integration engineer, a former graduate trainee.

FRONT COVER:

(Background Picture)

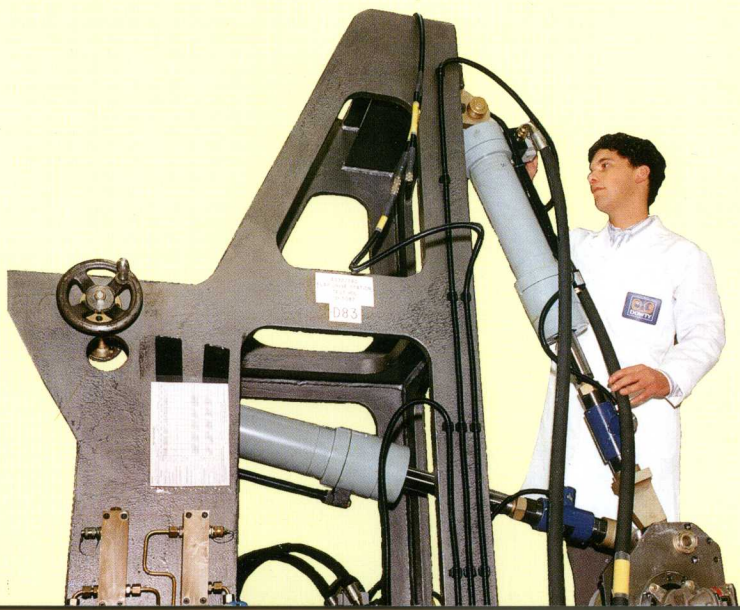
Amanda Evans, a first year degree student at Cambridge University, taking the first essential training steps towards her engineering career.

(Left) Gary James (left), who has just completed his apprenticeship, working on a Traub CNC machine in No.1 Shop with his production foreman, Grant Skinner (right), a recent graduate engineer.

(Top right) Paul Downham, an ex-technical apprentice and one of last year's indenture recipients, now a draughtsman in the technical office.

(Bottom) John Haines, a third year craft apprentice working in No.2 Shop on the A320 landing gear on a Giddings & Lewis CNC machine.

Adrian Lugg, a development technician and ex-technical apprentice, working on a development rig for the A330/340 flap actuation system.



Following the presentations, we invite parents and guests to visit selected areas of the factory. On display are some of our advanced technology machine tools and parts of our assembly facility. For safety reasons we ask that you remain on the route which is signposted from the main exit from the canteen. We should be grateful if you would ensure that your tour of the factory is completed by 9pm.

We also have an exhibition of our products in the canteen. Refreshments and a buffet will be available in this area from the end of the presentations until 9.30pm. Please take this opportunity to talk to members of the staff who will be pleased to answer your questions.

We hope you have an enjoyable evening.



Last year's technician engineering apprentices at the Gloscat award ceremony receiving their HND certificates. (Left to right) Nigel Miller, Ben Sutton, Adam Williams and Robert Paddock.



Prizewinners

First Year Prizes	Andrew Jarvis Peter Harding	<i>Craft Technical</i>
Intermediate Prizes	Lee Williams Richard Parker	<i>Craft Technical</i>
Final Year Prizes	Julian Bradley Nigel Miller Jonathan Lea	<i>Craft Technical Student</i>
Special Craft Prize	Robert Beck	<i>For outstanding practical ability and productivity</i>

Schools Technology Award

Churchdown Comprehensive School	<i>For outstanding achievement in Design and Technology</i>
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Steven Munday, a third year craft apprentice on the Training Centre's new £85,000 Traub CNC machine.



Chris Cameron, a fourth year craft apprentice, under instruction in No.1 Shop from skilled machinist Michael Roberts, an ex-craft apprentice.

Indenture Recipients

Stephen Bartlett	Matthew Griffiths	David Murton
Jason Baxter	John Haines	Philip Newman
Robert Beck	Timy Hau	Gavin Phillips
Julian Bradley	Jason Hobbs	Trevor Price
Ian Brinkworth	Andrew James	Colin Salcombe
Philip Brooks	Timothy John	Andrew Thomas
Jonathan Chestney	Suthagar Kugathasan	Michael Turley
Robert Cockshull	Jonathan Lea	Cleston Turner
Craig Cox	Paul Levy	Richard Venn
Stuart Craddock	Colin Linley	Gareth Walters
Paul Crowfoot	Iain McKee	Stephen Wheatley
Mark Cruse	Nigel Miller	
Paul Empson	William Morgan	

Profile of Dowty Aerospace Gloucester

The team of ex-apprentices and prize winners at last year's ceremony pictured with Graham Lockyer, managing director and Professor Terry Hill, guest speaker.



Dowty Aerospace Gloucester is a major British company employing 3,100 people in the design, manufacture and support of equipment for civil and military aircraft. The company continues to grow and change through new people, new facilities, new markets and new technology. This growth is the result of the commitment and co-operation of a wide variety of specialists working together as a team.

This year saw the passing of two major milestones in the development of the company; the launch of a new group corporate identity and the restructuring of the Aerospace Division into business units.

The objective of the corporate identity programme is to bring about a change in our business relationships, from being a supplier to achieving 'preferred partner' status. From the managing director down, all employees have been encouraged to take ownership of this new Dowty image, not just the new symbol itself, but what it represents: a new attitude to customer service.

The objective of the Aerospace Division restructuring is to re-position ourselves in order to better focus upon our customer needs in the global market place. Rather than the present site based organisation, the common elements of the various international aerospace companies will be combined into new business units. Skills and expertise across the world will be focused to meet the challenges of winning new business and serving international customers.

Dowty Aerospace Gloucester aims to grow to become the number one supplier in the manufacture and support of landing gear, propellers and hydraulics. Last year's sales were £154 million with an outstanding order book over

£250 million, both record levels for the company. Our record for export achievement is formidable with two thirds of sales going to overseas customers.

This year we were selected to supply both the landing gear system and gearbox for the new European Fighter Aircraft. These initial development contracts are the first phase of a prestigious programme with a potential value of £260 million over the projected life of the aircraft.

Development work is continuing with a number of other new projects including the propeller system for the Saab 2000 fast regional jetprop; the flight testing of a new propeller for the latest Allison propulsion system; and machining of components for the Airbus A330/340 landing gear.

We are not complacent about the competition we face for future business and markets. To continue our success we must apply all our skills and effort to new products and processes which will give customers what they want: superior service.

With the changes to our organisation and systems together with the introduction of new facilities we can do just that and achieve the levels of profit to support future investment.

However, investment in equipment alone is not enough. It is also important that we have a regular flow of new blood into the company, trained and qualified in the latest techniques and technologies. This guarantees a constant pool of specialists essential for the development and growth of the company.

We look forward to a successful and prosperous future, assisted by ex-apprentices, who have joined Dowty Aerospace Gloucester in the last year and whom we are pleased to welcome formally to the company tonight.



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