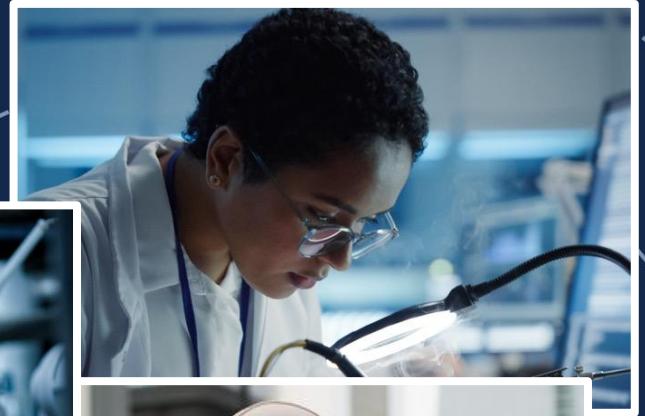




Defence  
Nuclear Enterprise

# *National Apprenticeship Week 2026 Employer Tuesday*

## *Real Stories, Real Impact*





## *Supporting Apprentices, Inspiring Futures: A DNE Apprenticeship Support Officers perspective*

### **What do you enjoy most about managing apprentices within the DNE?**

“What I enjoy most about managing apprentices within the Defence Nuclear Enterprise (DNE) is seeing their confidence grow as they realise just how capable they are. Watching someone start their apprenticeship with no previous knowledge, and then, with the right guidance, start contributing to real-world projects is incredibly rewarding. I love being part of their journey, helping them navigate new environments, celebrating their milestones, cheering them on at end of placement presentations and giving them the support they need to push past challenges”.

*“I love being part of their journey, helping them navigate new environments, celebrating their milestones, cheering them on at end of placement presentations”*



## *Supporting Apprentices, Inspiring Futures: A DNE Apprenticeship Support Officers perspective*

### **How do you help apprentices transition smoothly between college, university, and the workplace?**

I ensure I take time to understand each apprentice's individual needs and personal circumstances, so we can put the right support in place, whether that's adjusting workloads or travel patterns, arranging mentoring, or helping them build confidence in a new environment.

*"I ensure I take time to understand each apprentice's individual needs and personal circumstances"*



## *Supporting Apprentices, Inspiring Futures: A DNE Apprenticeship Support Officers perspective*

### **How does the variety of work within the DNE help apprentices understand their strengths and develop new skills?**

The variety of work on offer throughout the DNE gives apprentices the chance to explore different environments, projects, and ways of working, helping them quickly understand where their strengths lie and where they want to grow. It means they finish their programme not just with qualifications, but with a clear sense of direction, an understanding of The Civil Service, and the Defence Nuclear Enterprise, and the capability to thrive in a unique complex, fast-moving environment.

*“It means they finish their programme not just with qualifications, but with a clear sense of direction”*



## *Supporting Apprentices, Inspiring Futures: A DNE Apprenticeship Support Officers perspective*

### **How do you help apprentices settle in, build connections, and feel part of the Enterprise quickly?**

I help apprentices settle in quickly by giving them a structured, supportive start. This begins with a clear onboarding plan that sets expectations, introduces key contacts, and helps them understand their role. A strong induction then gives them a solid grounding in how the Enterprise works, the support available, and what to expect in their first weeks, with plenty of space to ask questions and get comfortable with the culture.

To build early connections, I've introduced a mentoring and buddy scheme: each apprentice is paired with an experienced colleague for guidance, and with another apprentice to form informal, peer-level support. Together, these approaches create a welcoming, people-focused experience that helps apprentices feel valued and build meaningful connections across the Enterprise.

*“These approaches create a welcoming, people-focused experience that helps apprentices feel valued and build meaningful connections across the Enterprise”*



## *Supporting Apprentices, Inspiring Futures: A DNE Apprenticeship Support Officers perspective*

### **In your opinion what makes DNE a unique place to start a career?**

The DNE is a unique place to start a career because apprentices are involved in work that is genuinely meaningful, varied, and rooted in national importance. The DNE offers a rare opportunity to contribute to projects that protect the nation while developing both technical and professional capability in a highly supportive environment.

*“The DNE offers a rare opportunity to contribute to projects that protect the nation while developing both technical and professional capability in a highly supportive environment”*