



# IN SPIR ING

THE NEXT  
GENERATION

EDUCATION AND COMMUNITY OUTREACH PROGRAMME



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# INTRO DUCTION

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In 2022 Lotus launched *Driving Change*, our new Environmental, Social and Governance (ESG) Charter. It is paving the way for our future success as a responsible global business.

One of its four commitments stated that Lotus would work tirelessly to inspire the next generation, through education and outreach in the global communities where we operate.

It means that we're constantly striving to get closer to young people, supporting their personal development into the amazing automotive industry through achievement in Science, Technology, Engineering, Arts and Maths – the so-called STEAM subjects.

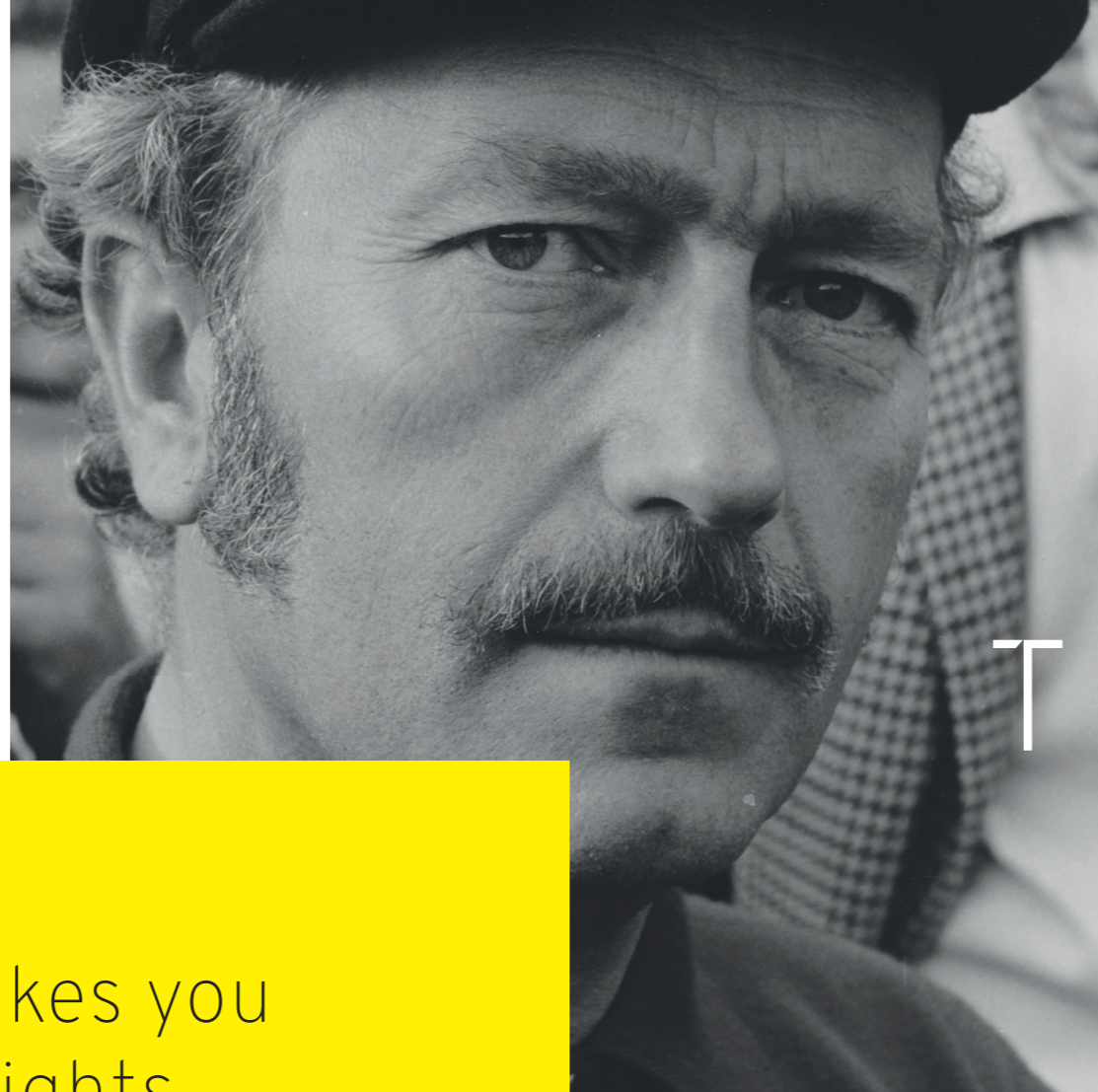
As a leading global performance car business and brand, Lotus will continue to focus on up-skilling the next generation in our local communities and further afield. We are giving young people the tools and resources they need to one day join 'US LOT' – the name we use for the global Lotus community.

The Lotus Learning Academy and Early Careers teams have been working closely with industry and educational subject matter experts for a number of years. Together they have developed a comprehensive package of programmes that will support young people, from as early as the Reception years, to those who are 18+. You will find all the details on the following pages.

It is my pleasure to be able to welcome you to the Lotus brand, and I am sure that you will enjoy your experience with us.

”

**MATT WINDLE**  
Group Vice-President and  
Managing Director, Lotus Cars



# THE LOTUS STORY

“

Adding power makes you faster on the straights, subtracting weight makes you faster everywhere.

COLIN CHAPMAN

”



By remaining true to the ethos of founder Colin Chapman, Lotus stands alone as a brand dedicated to pure drivers' cars. Innovative engineering, cutting-edge technologies and advanced materials ensure that every Lotus proves the value of achieving performance through lightweight.

Reducing mass remains the most effective means of achieving a true connection between driver, car and road – a quality shared by every car to proudly wear the Lotus badge.

More relevant today than ever, it's a core principle that has been tested and proven at the highest level of motorsport. Lotus' efficient, lightweight construction boosts straight-line acceleration and braking and allows for sharper handling, plus better body and roll control. This makes a huge contribution to the poise and balance of a car during high-speed cornering.

Ultimately, the only way to truly understand a Lotus is to drive it. Only then can you feel the communication, agility and precision that makes Lotus a brand that is truly inspiring.

# LOTUS®

DRIVING CHANGE



Lotus has launched 'Driving Change', its new Environmental, Social and Governance (ESG) Charter. Its four core commitments will pave the way for the car maker's future success as a responsible global business. The four core commitments are:



## 01

- All new mainstream product launches from 2023 to be full EV

## 02

- Become a net zero company through a commitment to science-based targets

## 03

- Our people – US LOT – will be at the heart of our sustainable growth

## 04

- Inspire the next generation

To help inspire the next generation of Lotus colleagues, the business is leveraging its unique global appeal to stimulate the ambitions of young people, especially in the creative STEAM subjects (Science, Technology, Engineering, Arts, Mathematics). Educational outreach programmes, including school visits to Lotus manufacturing facilities and the Lotus Learning Academy, have proved popular with local communities and will continue and evolve.

Linked to this is how the company recognises that the Lotus family thrives beyond its site boundaries. It is already working with its communities outside the core business to provide support and stability within its environments.

To underpin the ESG Charter, Lotus is adopting and aligning its strategy to external frameworks including the UN Global Compact and Global Reporting Initiative (GRI). These frameworks follow recognised and accepted best practices for like-minded organisations. They include commitments to transparent, responsible, and ethical business management with complete compliance to all legislation yet allow Lotus as it grows to remain nimble so governance processes can expand and evolve.

Person Age	School Year	Key Stage
3-4	Reception	Early Years
4-5		
5-6	1	Key Stage 1
6-7		
7-8	3	Key Stage 2
8-9		
9-10	5	Key Stage 2
10-11		
11-12	7	Key Stage 3
12-13		
13-14	9	Key Stage 3
14-15		
15-16	11	Key Stage 4
16-18		
16-18	Post 16	Further Education
18+	Post 18	Higher Education

## DEFINITIONS

**Lotus Overview**

A comprehensive programme that gives an overview of Lotus Cars

**Departmental**

Time spent in a single department

**Rotation**

Placements rotate through various departments within Lotus Cars

**Webinar**

Pre-recorded or live sessions can be conducted via webinar conference style

**Lotus Learner**

During the time the person is on-site or interacting with an outreach ambassador, they will become an honorary member of #US LOT. They will be known as and referred to as Lotus Learners.

**LLA**

Lotus Learning Academy

## SUMMARY OF OFFERINGS

Placement category	Age range	Scope	Location on-site (Lotus site)/off-site	Placement time (working days)	Business commitment (per annum)	Max capacity (people)
Work Experience	Key Stage 4 - Higher Education	Lotus Overview	On-site Lotus Learning Academy	Minimum 4 Max 10 Unpaid	2x5 Day blocks	15
Summer Vocational Attachment	Key Stage 4 - Higher Education	Lotus Overview	On-site Lotus Learning Academy and HQ or LAS	8-10 Unpaid	1 Offer during summer shut-down	15
Taster Sessions	Key Stage 4 - Higher Education	Departmental	On-site	Minimum 1 Max 3 Unpaid	4 Sessions	1:1 Outreach Ambassador: Student
STEAM	Early Years - Higher Education	N/A	On-site Off-site	Minimum half day (3 hours) Maximum 1 day (6 hours)	9	30 Off-site 15 On-site
Employability Skills	Key Stage 4 - Higher Education	N/A	On-site Off-site	Minimum half day (3 hours) Maximum 1 day (6 hours)	9	30 Off-site 15 On-site
Human Skills	Key Stage 4 - Higher Education	N/A	On-site Off-site	Minimum half day (3 hours) Maximum 1 day (6 hours)	9	30 Off-site 15 On-site
Work Placement	Further Education Higher Education	Lotus Overview Departmental Rotation	On-site Lotus Learning Academy and HQ or LAS	Course dependent	3x5 Day blocks	15
Community Outreach (Norfolk)		N/A	On-site Off-site	Minimum 1 Max 2	4	N/A
Community Outreach (Outside of Norfolk)		N/A	On-site Off-site	Minimum 1 Max 2	4	N/A
End Point Assessment EPA project consultation	Further Education Higher Education	N/A	On-site Off-site	Minimum half day (3 hours) Maximum 1 day (6 hours)	Term time	N/A
Undergraduate Placement	Higher Education	Learn and Earn	On-site	8 Weeks or 12 months	Business dependent	N/A
Graduate Placement	Higher Education	Learn and Earn	On-site	24 Months	Business dependent	N/A

# WORK EXPERIENCE

Here at Lotus, we understand the importance of giving people the opportunity to learn about the world of work through hands-on experience in a real-time, industrial setting. Work experience placements are designed to put the Lotus Learner right at the centre of the business so they can learn and feel what it's like to work amongst the hustle and bustle of a busy automotive business.

**It's an opportunity to:**

- Test out career ideas
- Improve and learn new skills
- Demonstrate your commitment and enthusiasm

**Use work experience as research:**

- Find inspiration and direction
- Discover strengths, values, motivations and interests
- Meet new people and build a network of contacts
- Identify any reasonable adjustments you may need because of a disability or long-term health condition

**Build human skills:**

- Become trustworthy and reliable
- Practice being a good communicator
- Be part of a great team
- Use analytical thinking to solve problems
- Willing to learn new things

## FAQ

**Will I need to make my own way to the venue?** Yes you will need to arrange your own way of reaching and leaving the venue. The venue will change throughout the week so transport options will need to take this into consideration.

**Will lunch be provided?** Lunch will not be provided only a selection of drinks. Lunch will be available from local establishments, but the Lotus Learner will need to leave site. Permission for under 18s to leave site will need to be given by a parent or carer.

**What should I wear?** Safety shoes, long trousers and short or long-sleeved top.

A comprehensive work experience package has been designed to ensure that people who visit Lotus for a week's placement will leave feeling excited and inquisitive about their future. The package has been designed to give every person an opportunity to learn new practical and human skills as well as an opportunity for self-discovery. Work experience and summer vocational attachments will be either 2x4 day blocks or 2x5 day blocks depending on business availability.

**DAY 1**  
09:00-15:00

An opening welcome from the Learning Academy Manager followed by an in-depth, interactive discovery session on Lotus brand history. The afternoon session consists of team-building exercises centred around the Lotus Learner

**DAY 2**  
09:00-15:00

A presentation on the Vision80 strategy and methods behind production and manufacturing. In the afternoon the Lotus Learner will spend time in session with a VIP guest. The guest will talk through their job role and have time for a Q&A session.

**DAY 3**  
09:00-15:00

Learners will be put through their paces in the dexterity testing area which will be followed by a short interview. The afternoon will be time for the LLA staff to give individual feedback on the Lotus Learners' results and give top tips on how to be successful in an interview.

**DAY 4**  
09:00-15:00

The Lotus Learner will spend the day working in the bespoke built Learning Academy Simulated Work Environment (SWE) learning about how to follow a process, working to improve the time taken to complete a task and rotating around each area to experience the various factories we have within the Lotus Cars Manufacturing Systems such as Engines & Modules, Body & Paint and Lotus Advanced Structures

**DAY 5**  
09:00-12:00

A tour of the Hethel production line with pit stops along the way to speak to our resident subject matter experts. Lotus Learners will need to make their own way to and from Hethel.

“

The experience has been brilliant for their confidence. I know it has also made them appreciate that work can be demanding, but also very rewarding. I hope that many of them will now have a few more ideas of what they would like their future educational and career pathway to be.

**Advisor and Work Experience Coordinator**

”



# SUMMER VOCATIONAL ATTACHMENT

**Day 6**  
09:00-15:00

**Day 7**  
09:00-15:00

**Day 8**  
09:00-15:00

**Day 9**  
09:00-15:00

**Day 10**  
09:00-12:00

The Summer Vocational attachment is an extension of the work experience programme.

Workshops will be conducted on understanding their career aspirations.

Lotus Learners will have the opportunity to spend time with a manager to understand how to apply for a job with workshop sessions on email etiquette, interview techniques, and CV writing.

Another workshop day in the Simulated Work Environment. Throughout the day each learner will have a one-to-one with the learning academy manager for feedback on their progress through the SVA.

A tour of the Hethel production line with pit stops along the way to speak to our resident subject matter experts (Lotus Learners will need to make their way to Hethel).

Open for the Lotus Learners to decide what they would like to do for the final morning of the SVA (dependent on business status).

# TASTER SESSIONS

A taster session is built around the Lotus Learner spending time within a department selected by themselves geared towards the career they wish to pursue.

Taster sessions will need to be applied for on an individual basis as these will be on a one-to-one basis.

Lotus request that when a future Lotus Leaner applies for a taster session, they consider in depth the department they would like to spend time in. Due to the high-paced environment of Lotus, taster sessions will occur throughout the year in small numbers. Taster session applications will be filtered, and interviews conducted where needed. 1 taster session per Lotus Learner per year.

## Departments to select from:

HUMAN RESOURCES	TALENT ACQUISITION	LOTUS LEARNING ACADEMY	OPERATIONS
DESIGN	ENGINEERING	PUBLIC RELATIONS	FINANCE
I.T	LEGAL	LOTUS ADVANCED PERFORMANCE	MARKETING
PROJECT MANAGEMENT OFFICE (P.M.O)	QUALITY	SALES AND AFTERSALES	SUPPLY CHAIN





## AUTOMOTIVE STEAM SESSIONS

STEAM (Science, Technology, Engineering, Arts, Maths) is a collection of subjects that educational establishments are re-energising in the school curriculum which will help to support our future generations in becoming an educated and empowered workforce that can navigate its way in an ever-changing complex world. Lotus Cars recognises that by supporting our local students with STEAM subjects and demonstrating the importance of the subjects in real-life situations we can help to shape the educational system and give all a chance to deep dive into the amazing combination of Automotive and STEAM.

The STEAM session offering consists of a Lotus Cars Outreach Ambassador meeting with groups of people either on-site at Lotus Cars or your choice of location and teaching in a workshop style the importance of STEAM using various STEAM toys.

Lotus Learners will have the opportunity to practice coding, build engines, design vehicles, test them in the portable wind tunnel, and explore the automotive world further with other STEAM aids and Q&A sessions with our Lotus Outreach Ambassadors.

**Built into the package are working scenarios that encourage Lotus Learners to practice:**

- Team building
- Communication
- Mathematics
- Engineering
- Material selection and design
- Lean working methods and processes

The package is designed to cater for up to 30 Lotus Learners at one time and either a half-day or full-day package can be booked.

“

I'm going to finish school soon and having never had an interview I was nervous about what an actual interview is like. Today the Lotus Learning Academy has helped me to understand how to impress and what is expected of me during an interview. I learnt some new things about myself, and the dexterity testing help me understand what an assessment would look like.

**School Pupil**

”



## EMPLOYABILITY SKILLS

**First impressions matter and here at Lotus we want to ensure that throughout the UK we support the next generation in applying for and interviewing successfully into roles with #US LOT.**

Working with subject matter experts in our Talent Acquisition team Lotus have compiled several workshops that have been broken down into skill objective to support people in career-driven job roles.

**The workshops are offered as half-day or full-day packages in which you can choose workshops that match your curriculum and skill gaps.**

- CV writing skills
- Interview techniques
- Full dexterity testing (On-site only)
- Practical training in the Simulated Work Environment (SWE) (On-site only)
- Mock interview and feedback sessions
- Evaluating job descriptions
- Discussing wages and understanding the use of wage brackets
- Understanding what are your aspirations
- Email etiquette
- Professional & corporate language – What does it mean?
- What is a professional and how to become one ?
- Basic to advanced IT skills



## PEOPLE SKILLS

People skills, sometimes known as “soft skills,” found our ability to relate to one another and refer to behaviours such as empathy and compassion. Individuals with solid people skills can form stronger relationships with colleagues, managers and customers as ultimately, they are self-aware. This serves as a strong basis for positive workplace performance in terms of innovation, adaptive thinking, collaboration, and more.

The workshops are offered as half-day or full-day packages in which you can choose workshops that match your curriculum and skill gaps.

- How to be human in a world of digital communication
- Emotional intelligence
- Effective communication
- Personal skills gap analysis and how to close them
- Analytical and creative thinking
- Problem-solving
- Conflict resolution
- Negotiation and persuasion techniques
- Adaptability



## COMMUNITY OUTREACH



## WORK PLACEMENT

Work placements are designed to allow the Lotus Learners to have an extended time within the Lotus Group. Work placement as a standard is given in 3 sessions over 5 days totaling 15 days a year however this is flexible and all efforts will be made to suit the applicant’s educational and personal schedule.

The allowance for the work placement will have 5 days as mandatory at the Lotus Learning Academy in line with the work experience offering. The remaining time allocated will be in a department chosen by the applicant and (determined by business needs) a rotation into another department can be arranged.



The term outreach spans many of the Lotus ESG commitments, but none is more important than creating touch points within our local community in Norfolk and the rest of the world.

Lotus is set to create a storm at local careers fairs, community events and national STEAM driving forces such as science festivals and family days.

### Examples of community outreach

- Driven by the communities within Lotus, the Lotus Learning Academy hosted an international women’s day event which saw 30 local school pupils join the industrious women of Lotus who each spoke about their own experiences and shared some of their compelling stories which supported in encouraging young women to join the revolution of women in engineering and management positions.
- Reaching out to RAF Marham the Lotus Talent Acquisition team partnered with the RAF to promote life at Lotus and some of the career opportunities Lotus have open.
- Lotus has also created a strong presence within our local school community and regularly offers time for subject matter experts to hold career conferences.

# END-POINT AND PROJECT CONSULTANTS



Throughout educational careers, end-point assessments are a crucial part of the marking and scoring system.

Lotus recognises that throughout certain projects there is a need for professional feedback and mentors. Where possible Lotus will try to match the project coordinator with a subject matter expert relevant to the project topic.

## LEARN AND EARN PLACEMENTS



### Undergraduate

Lotus Cars identifies that to create a sustainable pipeline of talent, On the Job Training (OJT) and becoming immersed in a professional environment is an absolute must. Therefore, Lotus have designed a bespoke programme that supports our Lotus Learners in gaining the expertise they need in not only the subject they study but also the human skills involved in becoming a rounded, reliable employee. From day one you will be submerged into the US LOT Team and set objectives to deliver project-related work that will make a difference to the overall department's Key Performance Indicators.

Currently, there are two placement options available in the Undergraduate programme:

- 8 weeks of paid employment available as a summer placement
- 12 months of paid employment

### Graduate

As part of the Graduate placement scheme, you will have the opportunity to put your degree into practice. Through On the Job Training in various departments you will be able to experience life as part of US LOT first hand and meet not only the people in your specialised department but also the wider business. Through a planned rotation you be working as a fixed term employee over 2 years.

Starting in your home department for 3 months you will be submerged into the world of work and have opportunities to practice technical and people skills, and contribute to real company targets. This key information learnt in your home department will be useful for the collaboration needed in the following 9 months of rotation into other departments. The final 12 months of the placement will be back in your home department.

Please note the above is all subject to business status.

# HOW TO

# APPLY

Send an email to the Lotus Learning Academy by scanning the QR code below or using [earlycareers@lotuscars.com](mailto:earlycareers@lotuscars.com)

In the email, please include the following information

- Full name
- Email address
- Contact number
- Requested placement category
- School year and age of the applicant(s)
- How many places are being requested if more than one
- Department preference. Please choose three departments and note in what preference order.
- Any other information you would like us to know.

Please note that all requests for departmental work placements will be considered on a case-by-case application. Business needs will determine if a placement can be accepted.

By sending the above email you agree to Lotus Privacy Policy which can be found by visiting:

[lotuscars.com/en-GB/privacy-policy/](https://lotuscars.com/en-GB/privacy-policy/)



