

★ RATEMY APPRENTICESHIP



A GUIDE TO CAREER OPTIONS 2020

For school and college leavers

Take the opportunity of a lifetime



Traditionally, there's only been one route when school comes to an end. University. Degree. Career. But things have changed.

Gain work
experience whilst
at school or college

Get a Head Start on
our school and college
leaver programmes

No matter which path you choose, there are no limits
as to how far you can go and how much you can achieve.

Go to uni and
give your career
a Flying Start

Join us
whilst you're
at university

Our school leaver programme, just like our graduate programme, offers structured career development as well as learning on-the-job, and study towards real business qualifications. And on one of our Flying Start degree programmes, you'll get the opportunity to go to uni and start your career with us at the same time.

So whichever path leads you to us, and we have a few, we'll take your career further. **Join PwC. We'll help you realise your potential.**

To find out more and apply, go to:
pwc.co.uk/schools

PwCCareersUK

pwc-uk

pwc_uk_careers

WELCOME TO A GUIDE TO CAREER OPTIONS 2020

Deciding what to do when you leave school or college can be tricky. Almost as tricky as finding the barcode on a toy zebra.

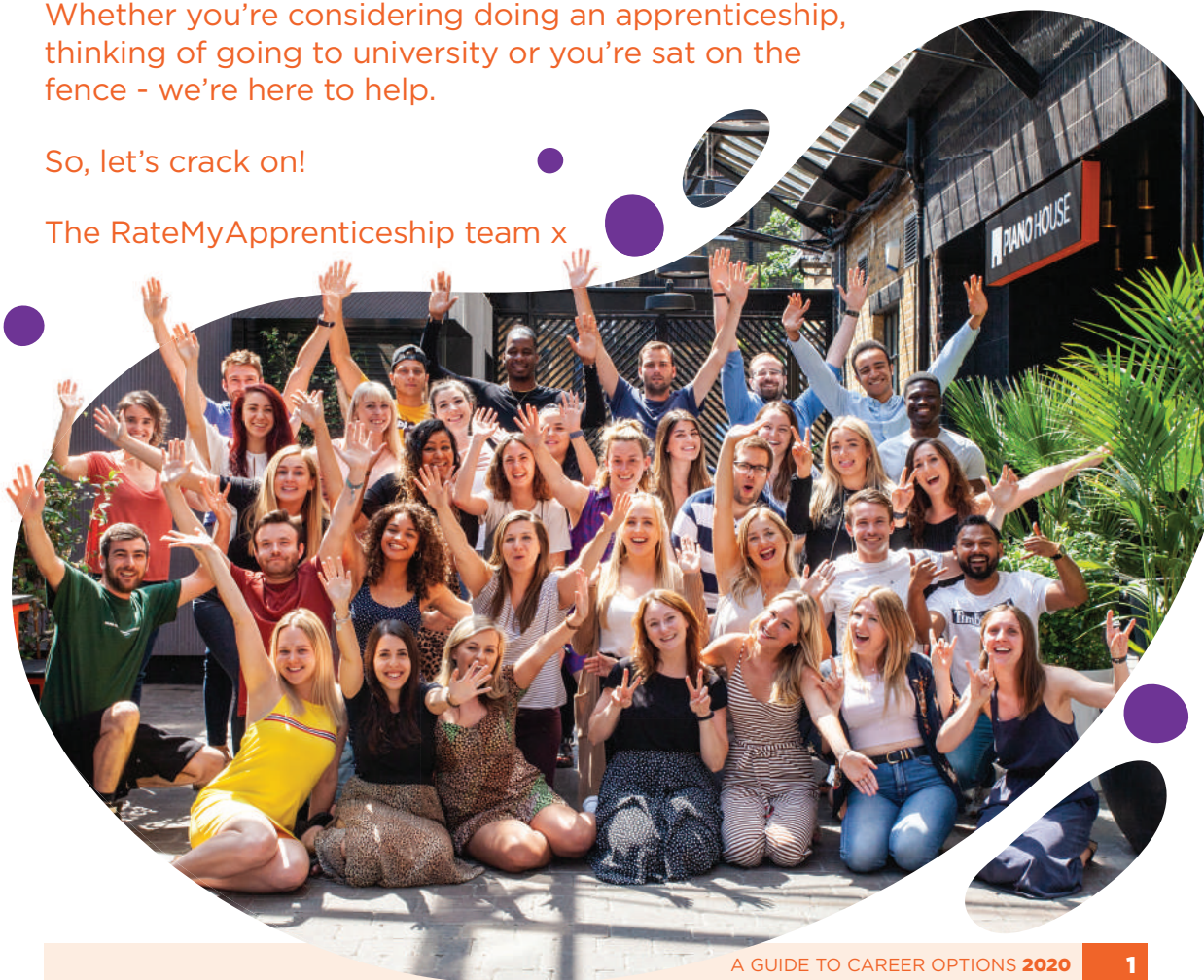
You just have so many options! And that's why we created this guide - to help you figure out which path is right for you.

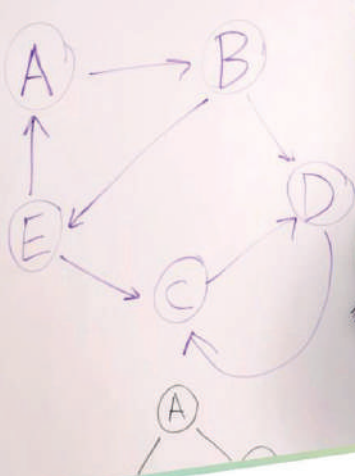
The guide also features the **Top 100 Apprenticeship Employers 2020**, which is based on thousands of reviews written by current apprentices. These employers are the best in the country when it comes to apprenticeships and work experience schemes for young people.

Whether you're considering doing an apprenticeship, thinking of going to university or you're sat on the fence - we're here to help.

So, let's crack on!

The RateMyApprenticeship team x





```

Map m = new HashMap<Character, Character>();
String input = " ";
for (int i = 0; i < input.length(); i++) {
    char c = input.charAt(i);
    char d = c + " ";
    m.put(c, d);
}
for (int i = 0; i < m.length(); i++) {
    System.out.println(m.get(i));
}

```

You solve problems. So do we.

See yourself here.

At Goldman Sachs, we believe who you are makes you better at what you do. We seek out people with all types of skills, interests and experiences. Even if you've never imagined a career in finance, there's a place for you here.

For us, it's all about bringing together people who are curious, collaborative and have the drive to make things possible for our clients and communities.

The Degree Apprenticeship Programme provides the opportunity to complete an apprenticeship within Goldman Sachs Engineering while studying for a degree at Queen Mary University of London.

After the four-year programme, you will graduate with a bachelor's degree in Digital and Technology Solutions and the potential opportunity for a full time position with Goldman Sachs.

2020 Goldman Sachs Engineering Degree Apprenticeship Programme, London

Application Deadline: 9 February

- This programme is suited to students looking to commence a university degree with a keen interest in building solutions to complex problems
- Applicants will be required to meet the minimum entry requirements of Queen Mary University of London
- Given government requirements, only European Economic Area nationals are eligible for this programme
- All applications should be made online at www.goldmansachs.com/careers by 9 February 2020

Make things possible.



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TOP 50 TRAINING PROVIDERS 2020

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TOP 100 APPRENTICESHIP EMPLOYERS 2020

TOP 100 APPRENTICESHIP EMPLOYERS TWO-PAGE PROFILES

Accenture	52
Aldi	54
BAM Nuttall	56
Barclays	58
BBC	60
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CGI	64
Costain Ltd	66
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Financial Conduct Authority	74
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HSBC	78
IBM	80
JN Bentley	82
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Motus Commercials	88
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TOP 100 APPRENTICESHIP EMPLOYERS ONE-PAGE PROFILES

Co-op	100
Cushman & Wakefield	101
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GSK	103
Jisc	104
KPMG	105
Mace	106
McDonald's	107
Pfizer Ltd	108
Premier Foods	109
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KEITH SMITH, DIRECTOR OF APPRENTICESHIPS AT THE EDUCATION AND SKILLS FUNDING AGENCY

An apprenticeship is a real job, with hands-on experience, a salary and the chance to train whilst in work. Becoming an apprentice is an opportunity to fulfil career ambitions in a real work environment, developing competence in a specific occupation and enabling everyone in that role to work at a consistently high standard. Apprentices are treated just like all the other employees they work alongside, with a contract of employment and paid holiday leave.

Anyone aged 16 or over can become an apprentice. There is no upper age limit, so we are seeing more and more individuals start their career, change career, or return to the workplace as an apprentice. New apprenticeship standards are available all the time, in a broad range of occupations, including manufacturing engineer, nursing and architecture and ranging from a Level 3 ambulance support worker to a Level 7 auditor. There really is an apprenticeship for everybody and the variety and richness of apprenticeships on offer means they

are becoming a more appealing option for individuals and employers alike.

There are lots of benefits to being an apprentice, from getting paid and training at the same time, with at least 20% of your time spent in 'off the job' training - often at a college, university or with a training provider. Apprentices benefit from receiving the training, needed by industry, whilst being on the career path of choice. The future potential for apprentices looks good too - with 90% of apprentices staying on in their place of work after completing their apprenticeship.

Apprenticeships are the way for individuals to reach their potential. RateMyApprenticeship does a great job in showcasing the real impact apprenticeships have in this guide.

Keith Smith,
Director of Apprenticeships



A NOTE TO PARENTS

With tuition fees costing a hefty £9,000 per year, more and more young people are swapping university for paid apprenticeships with the UK's biggest and brightest employers.

But how much do YOU really know about apprenticeships?

Let's start by answering a few questions...



RateMyApprenticeship.co.uk is committed to inspiring young people to reach their career goals, whether that starts with an apprenticeship or university.

Armed with this **Guide to Career Options**, you too can do everything within your power to help your child make an informed decision about their future.

For a closer look at apprenticeships, head to ratemyapprenticeship.co.uk/parents



Ella
Junior Management
Consultant Apprentice, IBM

HOW MUCH WILL MY CHILD BE PAID?

Based on the thousands of reviews submitted to RateMyApprenticeship.co.uk, the average salary for an apprentice in 2019 was **£18,390**. Apprentices are also entitled to employee perks such as paid holidays, sick pay and enrolment into a pension scheme.

WHO FUNDS APPRENTICESHIPS?

Every programme is co-funded by the government and the employer. This is possible because of the apprenticeship levy, which was introduced by the government in 2017 to replace all taxpayer funding of apprenticeships.

IS MY CHILD GUARANTEED A JOB AT THE END?

Not necessarily. However, 90% of apprentices go into work or further training after completing an apprenticeship, with two-thirds of those staying with the same employer.

HOW DOES IT AFFECT MY CHILD BENEFIT?

Families of apprentices are currently not entitled to financial support. This includes any child maintenance you may be receiving, and could also impact your working tax credits, housing benefit and/or council tax reduction.

GET YOUR FACTS STRAIGHT

It's time to shake the stigma attached to apprenticeships...



Rosie
Digital Apprentice, EY

● FICTION

An apprenticeship is not a proper job.

FACT

Apprentices get paid to work on projects that contribute to the business.

WHY?

Think apprentices get lumped with tedious tasks like refilling staplers? Nuh-uh. Apprentices are given real responsibility from day one, working alongside experienced professionals to ensure they gain the skills and technical knowledge they need to succeed in the industry. Sounds like a job to us.

● FICTION

Apprenticeships are for school dropouts and underachievers.

FACT

More and more high-achieving students are choosing to do apprenticeships.

WHY?

Ambitious school leavers are skipping three years of studying and student loans to go straight into careers with employers like EY, J.P. Morgan and Unilever. The traditional mindset that university is the default route to success is just no longer true.

● FICTION

Apprentices are financially worse off than graduates.

FACT

An apprenticeship is a debt-free path to success.

WHY?

Apprentices earn money whilst being trained in the soft skills that employers are struggling to find amongst graduates. The Sutton Trust revealed that higher apprentices can expect to earn £50,000 more in their lifetime than those who go to university.

● FICTION

University degrees are needed for most jobs.

FACT

Apprenticeships offer entry-level routes into hundreds of different careers.

WHY?

With so many top employers running apprenticeship schemes, it's worth asking yourself if you even need to go to university to land your dream role. These days you can do an apprenticeship in any number of high-skilled professions; from engineering to law, architecture and nursing.

THE SOCIAL PERKS OF BEING AN APPRENTICE

Think apprenticeships are all work and no play? Think again.

GET THE 'UNIVERSITY EXPERIENCE'

Larger companies tend to hire lots of apprentices each year, giving plenty of opportunities to socialise with people of a similar age. Some even have 'Freshers' Weeks' to help their new apprentices settle in quickly.

PwC, for instance, are taking on 540 apprentices next year. With that many young people working for the same organisation, doing an apprenticeship is not unlike going to university.

BECOME FINANCIALLY INDEPENDENT

The National Minimum Wage for an apprentice is £3.90 an hour, with many employers paying much, much more. Banking and finance apprentices, for instance, rake in an average salary of £20,218 a year.

Imagine what you could spend all that hard-earned dosh on... You could start saving for your first house. Or you could spend it all on trips to Thorpe Park.

MOVE AWAY FROM HOME

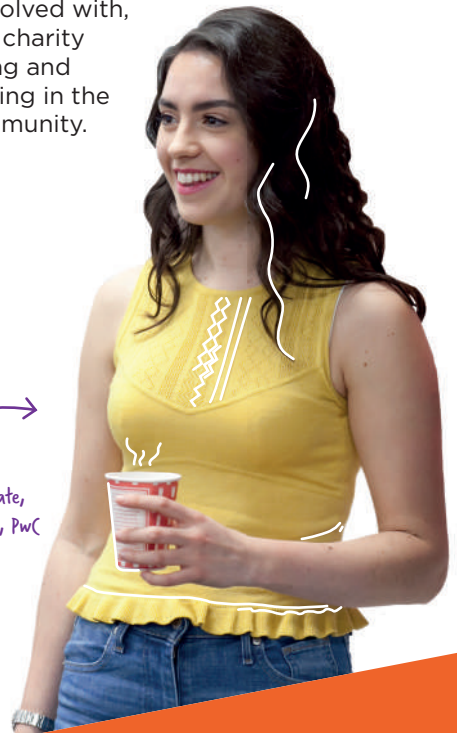
Many employers pay their higher apprentices enough to rent their own place; the average salary for a Level 4 apprentice is £19,043.

Others may require you to attend a residential training centre. For instance, Honda apprentices live in shared accommodation 2-8 times a year whilst carrying out training at the Honda Institute Centre of Excellence.

SOCIALISE AT WORK

People don't just stop having fun as soon as they put on a suit. Quite the opposite actually.

Apprentices at PwC have formed their own social committee and even use an app to organise quiz nights, sports teams and after-work drinks. There are also some great Corporate Social Responsibility initiatives to get involved with, including charity fundraising and volunteering in the local community.



Rose
Senior Associate,
Digital Audit, PwC

"PwC offers so many opportunities to socialise. Getting to know colleagues outside the office helped me integrate better into my team."
Technology Degree Apprentice at PwC



Unlock your potential

Our award winning apprenticeships enable you to gain full time experience in a wide range of business areas at Visa, whilst studying a 4-year University Degree, the cost of which is covered by Visa!

Whether you aspire to work in **Marketing, HR, Client Support, Consulting & Analytics**, or anything in between, our apprenticeships will give you a range of experience to help start your career.

We're looking for unique trailblazers, disruptors and risk-takers who are excited by new technology and want to impact the way business is done around the world, invest in their career growth, and join a diverse and inclusive workplace.

You're an individual. **We're** a team where you'll fit right in. **Together**, let's transform the way the world pays.

Take the first steps toward a degree apprenticeship now at:

www.visa.co.uk/careers.html

VISA everywhere
you want to be

TRAINING PROVIDERS EXPLAINED

Apprentices spend 80% of their time at work, learning on-the-job.

The other 20% is for off-the-job training. That's where the training provider comes in.

TYPES OF TRAINING PROVIDERS

There are four main types of training providers:

1

FURTHER EDUCATION COLLEGES

Just like a sixth-form college but in a much more adult environment. You'll call the tutors by their first names, and students are aged anywhere between 16 to 99 - but most will be 16 to 18.

2

INDEPENDENT TRAINING PROVIDERS

Employers that can't deliver the off-the-job training outsource it to these organisations. They only train apprentices, unlike colleges where apprentices mix with students in full-time education.

3

IN-HOUSE TRAINING PROVIDERS

Large employers have in-house tutors and training facilities. BAE Systems, Barclays and Virgin Media all have these capabilities within their company.

4

UNIVERSITIES

Universities and other higher education institutions act as training providers for level 4, 5, 6 and 7 apprentices.

HOW DO THEY SUPPORT YOU?

Your training provider is there to ensure you receive...

- an induction when you begin your apprenticeship
- a detailed training plan
- regular progress reviews
- opportunities to practice off-the-job learning
- mentoring and general support throughout your apprenticeship



Zaynab
Senior Associate, Tax, PwC

BEING SOCIAL MEDIA SAVVY

Social media is FAB for three main reasons...

1. You can keep up-to-date with pals and the news
2. Finding videos of dogs riding skateboards
3. It's also incredibly useful for getting a job!

BE PROFESSIONAL

More and more companies are using social media to screen candidates. It's so important your public profiles are clean and professional. Anything that may be deemed inappropriate could count against you! So to be safe, keep your accounts on a private setting.

INTERACT WITH COMPANIES

Don't be afraid to interact with companies on their social platforms. It's a really good opportunity to network with potential employers without meeting them face-to-face. Follow companies you're interested in on all of their platforms and be proactive.

INSTAGRAM

Brands use Instagram to show off their company culture including their team, their offices and their social events. If you want to know if you're the right fit for a company, pop over to their Instagram.

FACEBOOK

Most companies still use Facebook to advertise jobs, advice articles and competitions - so search there too. It's also a really useful tool for getting in touch with employers because of the high frequency of posts and swift replies to comments.

LINKEDIN

Consider setting up a LinkedIn profile - it's a professional networking platform and is a tool for connecting with employers. Your profile acts as an online CV.

Follow RateMyApprenticeship on all of our social platforms for more careers advice and job opportunities.

 @ratemyapprenticeship

 @ratemyapp_ship

 @ratemyapprenticeship

WHICH PATH WILL YOU TAKE?



Do you know what you're going to do when you finish school or college?

If you haven't got a clue - don't worry! Our Next Step Explorer can help you find the right path.

I AM 16-18

I AM 14-16

ARE YOU DOING
YOUR A LEVELS
OR A BTEC?

DO YOU WANT TO
DO A LEVELS OR
A BTEC?

DO YOU WANT TO
GO TO UNIVERSITY?

DO YOU WANT TO DO
AN APPRENTICESHIP?

DO YOU HAVE THE
REQUIRED GRADES?

NO

YES

YES

NO

NO

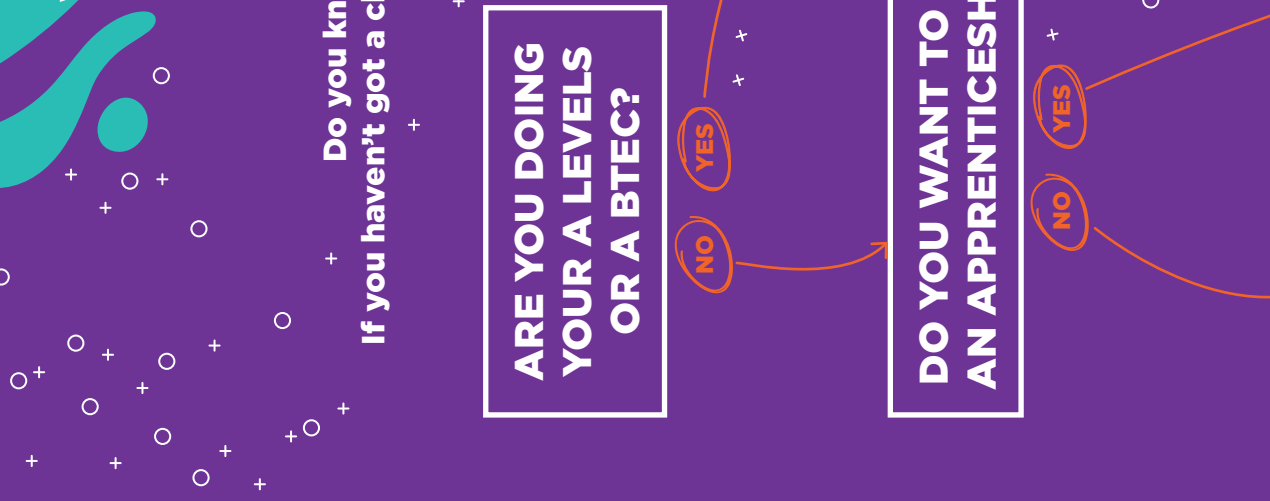
YES

NO

YES

YES

NO



GAP YEAR PROGRAMME
see page 38

see page 38

DO YOU MEET THE ENTRY REQUIREMENTS?

NO

YES

TRAINEESHIP
see page 40

INTERMEDIATE APPRENTICESHIP
see page 30

A TRAINEESHIP QUALIFIES YOU FOR...

DO YOU WANT TO COMBINE UNIVERSITY WITH WORKING IN INDUSTRY?

NO

YES

UNIVERSITY
see page 41

INTERMEDIATE APPRENTICESHIP
see page 30

ADVANCED APPRENTICESHIP
see page 32

CHECK WHEN CLEARING OPENS

DEGREE APPRENTICESHIP
see page 36

HIGHER APPRENTICESHIP
see page 34



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Friendships
Missions
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APPRENTICESHIP APPLICATION FORMS

Every apprenticeship begins with a blank application form.

Most forms are completed online. A super application will get you through to the interview stage. Apprenticeship application forms normally include:

PERSONAL INFORMATION

You might need your NI number.

DETAILS ABOUT YOUR EDUCATION

QUALIFICATIONS

ANY WORK EXPERIENCE

QUESTIONS FROM THE EMPLOYER

Examples:

Why are you a great candidate for this role?

Where do you see yourself in five years?

The image shows a laptop screen with an online application form. The form is titled 'APPRENTICESHIP PROGRAMME APPLICATION PROCESS'. It has several sections: 'PERSONAL DETAILS' with fields for Name, Address, Postcode, Date of Birth, Phone, Email, and NI Number; 'EDUCATION' with a table for Secondary School/College/University; 'QUALIFICATIONS' with a table for Qualifications; 'EMPLOYMENT' with a table for previous jobs; and 'QUESTIONS FROM THE EMPLOYER' with a text area. A 'PROCEED WITH APPLICATION' button is at the bottom.

TIPS AND TRICKS

1. Read the form from beginning to end before you start filling it in. Just like an exam paper.
2. Print off the job description and circle all the desired skills. Or write them down and make a checklist. Include these skills in your written answers.
3. Write your responses in a separate Microsoft Word or Google doc. Spell check your work, and then copy and paste it into the form.
4. Once you've finished, save a copy of all your responses. It means you have some answers ready to tweak and tailor for another application.

YOUR CV

This template has been put together to show you what your CV should look like and what it should contain.

CONTACT

✉ Email

☎ Phone

Add your LinkedIn and even your Instagram (if you have a hobby or work-related profile)

KEY SKILLS

- Put together a list of your key skills (in bullet-points).
- Focus on soft skills such as communication and teamwork as well as technical skills (like Adobe Photoshop).
- Look for the skills included in the job description so your CV is tailored to the role.

INTERESTS

A short list of interests and any extracurricular activities you're involved in. Any team activities are good to mention.

YOUR NAME

Don't write Curriculum Vitae as the title (unless your name is Curriculum Vitae).

PROFILE

A profile is like a short intro to your CV. Write a bit about yourself and why you're interested in the job/career. Aim for three or four sentences.

EDUCATION & QUALIFICATIONS

Put your most recent qualifications first.

You can include school/college projects you have completed that are relevant to the job you're applying for.

PREVIOUS EMPLOYMENT

Give start and end dates.

If you've had a job, list your key responsibilities and achievements.

WORK EXPERIENCE

Have you got any work experience that is relevant to the scheme you're applying for?

You can also list any voluntary or unpaid work you have completed.

REFERENCES

Choose references that know you personally.

Employers will contact you if they want to speak to your references - so write **'References are available on request'**.

WRITING A COVER LETTER

Writing a cover letter is a bit like getting in and out of tight trousers. It's tricky. Here's a guide to writing one...

A winning cover letter should encourage an employer to read your CV and seriously consider your application.

Avoid writing 'Dear Sir/Madam' or 'To whom it may concern'. If you're unsure who to address your cover letter to, contact the company and ask. It shows initiative!

YOU CAN ALSO RESEARCH:

- Origins of the company
- Background of founders or senior members of the team you're hoping to join
- Has the company been in the news recently?

The reviews on **RateMyApprenticeship** are also a great resource for company research!

Re-read your cover letter carefully and check the spelling and grammar before you send it.



Explain where you first heard about the company and the role. Companies love to know where you found them.

Dear Name,

Begin by specifying which job you are applying for, and where you found the job.

Then, explain why you are interested in the job. Do some research and relate it to the company's values, their vision or a recent project they have been involved in.

Next, you need to illustrate why you should be considered for the role. Focus on your experience or qualifications, and what skills you can bring to the party.

Thank the reader for considering your application and mention that you'd love to discuss your application further in an interview.

Yours Sincerely,

Your Name.

Your Name
Address
Telephone Number
Email Address
Date

Try and dodge using buzzwords and clichés, such as describing yourself as 'always giving 110%'.



TOYOTA

MANUFACTURING UK

Here at Toyota we believe in development, not only in our products but in our people, that's why we strive to provide the best opportunities to suit individual career paths.

We place great emphasis on learning by doing through our structured apprenticeship schemes and there are two Apprenticeship programmes on offer at Toyota Manufacturing UK for 2020.

Automotive Production Apprenticeships 12 month scheme

As pioneers of the famous Toyota Production System, we are looking for people to join our team and share our passion that there is always a better way. Throughout the apprenticeship, you will receive hands-on experience using advanced technology within an innovative company where members are at the heart of what we do.

Toyota Maintenance Apprenticeships 44 month scheme

Begin your career in our World Class Apprentice Training Academy where you will learn skills in welding, machining, hand tool use, electronics, robotics, fluid and air power, as well as communication, presentation, teamwork and problem-solving skills to name a few.

To find out more visit www.recruitment.toyotauk.com/apprenticeships

PSYCHOMETRIC TESTS

You might have to complete psychometric tests and other online tests when you apply for an apprenticeship. They work out if you're right for a job based on your reasoning skills and personality traits.

ABSTRACT REASONING

Used to judge your general intellect and reasoning skills.

APTITUDE TESTS

These tests measure your knowledge of a specific subject related to the apprenticeship.

NUMERICAL

Includes simple and more complex Maths questions - designed mostly for science, technology, engineering and maths (STEM) schemes.

PERSONALITY TESTS

You'll answer 50-100 quick-fire questions that analyse your behaviour and personality type.

VERBAL REASONING

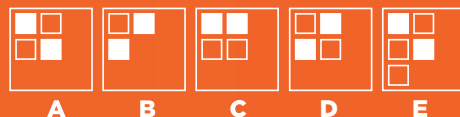
Here you'll read a detailed extract of written text and pull out the important information.

EXAMPLE QUESTIONS

Most of these tests are designed so that only 1-2% of candidates answer all of the questions correctly. So don't worry if you can't answer them all!

ABSTRACT REASONING

Which of these figures completes the series?



VERBAL REASONING

Jan is half as old as Dan, who is two years older than Pam.

Roxanne is 1 year older than Dan was 2 years ago.

Pam is 10.

Using this information, which of the following statements is true?

- a) Pam is the oldest.
- b) Dan is the oldest.
- c) Jan is the oldest.
- d) Roxanne is the youngest.

Find the answers on page 121



Khamal
Junior Management
Consultant Apprentice, IBM

Your career is our future...

You'll never know how satisfying it is to be a young professional until you walk through the doors at Smith & Williamson. If you're the kind of person who likes to follow your own path and you're looking for something more from your future career, we think you'll fit right in with us.

We are looking for trainees ready to start a career in various roles, including Accountancy, Tax Advisory or Investment Management in nine offices throughout the UK and Ireland.

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If you join us studying the ACA or Joint ACA/CTA route, you will also achieve the Level 7 Apprenticeship qualification.

Take your first step towards a career with Smith & Williamson, contact 0207 131 4000 or visit: smithandwilliamson.com/en/careers/trainee/



VIDEO INTERVIEWS

If you apply for an apprenticeship, you may have to complete a video interview. Here are some tips for how to prepare and how to approach it...



Danielle
Strategy Consultant Apprentice, IBM

- The employer will arrange a time, just make sure you're free. Politely ask to rearrange if it clashes with something important.
- Find somewhere quiet for your video interview, home is best.
- Check your laptop is charged and the webcam is working BEFORE the interview begins. If you don't have either, you might be able to use the camera on your phone.
- Have a glass of water close by. In case there is an awkward silence, sip your drink. If you are a rebel, maybe go for a fruit juice.
- If you have a rubbish internet connection or the video call cuts out, don't panic! Play it cool and treat it as a test of your adaptability.
- And don't be scared to ask the interviewer to repeat a question. If you can't hear or miss something, just ask!

NOTE

Some video interviews are pre-recorded. It's a one-way process - so you won't actually see the interviewer. You'll record answers to pre-prepared questions, and then your responses will be sent to the employer. Most video interview platforms allow you to have 2-3 practice goes before recording your final answer.



These tips are also relevant for phone interviews. Happy days.



Where can you help build for a better society?

Naturally Skanska

Skanska is one of the world's leading construction and development companies. We develop, design, build and maintain the built environment.

Our purpose is to build for a better society, and for us, that's one where we respect the environment, look out for the communities we build in, grow diverse and inclusive cultures and act ethically and transparently.

We're an inclusive and responsible business where you'll discover plenty of opportunities to grow your experience.

Apprentice and trainee roles are available in:

- quantity surveying
- civil engineering
- digital solutions
- mechanical and electrical engineering
- highways maintenance

Why is Skanska the natural choice for you?

On-the-job training gives you the chance to earn while you learn. As an apprentice or a trainee, you'll study for a college or university qualification while working with us and earning a salary.

Help us build for a better society: skanska.co.uk/careers

Sign up here to find out about the latest job opportunities: bit.ly/emergingtalentsignup

SKANSKA

FACE-TO-FACE INTERVIEWS

After a video interview, you might be invited to meet and chat to the employer at a face-to-face interview. This could also take place during an assessment day.

WHAT TO BRING



BEFORE THE INTERVIEW

- 1 The interviewer will question you on your CV and the answers from your application form - go back through each so you're ready to discuss them.
- 2 Google typical interview questions, and practice answering them with your parents or a pal. Practicing interview techniques will naturally improve your confidence and performance on the day.
- 3 You're very likely to be asked 'Why are you a good fit for this role?' so prepare 3-5 key skills based on your strengths and any previous experience.
- 4 Return to any company research you completed during your application, and do some more. If they ask 'Why do you want to join our company?' you'll have a 10/10 response.
- 5 Think of a few questions that you can ask at the end of the interview. You could ask about the company's social activities or the opportunities for personal development.

AFTER THE INTERVIEW

Send a thank you note. Thank them for giving you the opportunity to interview and mention anything you enjoyed about the experience.

An email is nice, a handwritten note is enchanting.

ASSESSMENT DAYS

88% of companies included assessment centres as part of their selection process for apprentices last year.

- They are usually hosted at a company's offices
- There will usually be at least four candidates attending (similar to a gameshow)
- The assessment centre is normally the final stage of the selection process

Here is an example of what you might encounter on the day...



THE NIGHT BEFORE...

Do some Googling and plan out your route to the venue the night before. It will ensure your journey there is a piece of cake.

WHAT TO EXPECT

07:00 AWAKE!

Set an unholy number of alarms to make sure you wake up early. Plan to have your favourite breakfast and set off with plenty of time for your journey.

09:00 ARRIVAL + INTRODUCTIONS

You'll meet your fellow (rival) candidates on arrival. Be friendly - it reflects well. Someone from the company will welcome you all and give you an agenda for the day.

Khamal
Junior Management
Consultant Apprentice, IBM



Ella
Junior Management
Consultant Apprentice, IBM

09:15 WELCOME PRESENTATION + ICE-BREAKER EXERCISES

The assessment centre usually begins with a short presentation about the company's history and values. Then, an ice-breaker exercise to lighten the mood and put all at ease.

14:45 INTERVIEW

The face-to-face interviews are usually at the halfway point. (See p.23 for advice on how to approach the interview.)

16:00 PRESENTATIONS

Prior to arrival, you may have been asked to prepare a short presentation to be presented in front of interviewers and fellow candidates. And you're going to smash it.

17:00 EXPENSES + GOODBYE

Before you go, you might have to fill out a feedback and expenses form. Smile and say goodbye, thank the employer for the experience then head to the nearest sweet shop.

KEY DATES FOR YOUR DIARY 2020

Apprenticeship application dates, UCAS deadlines, exams season, results days and careers events to look out for.

This is your diary for 2020.

01

JANUARY

- **A Guide to Career Options** launches in schools and online.
- A crazy busy time for apprenticeship jobs on **RateMyApprenticeship.co.uk** (for September starts).
- **15th** UCAS deadline for majority of undergraduate courses.
- **29th-30th** National Apprenticeship Show Exeter.

02

FEBRUARY

- **3rd-7th** National Apprenticeship Week - events organised across the UK.
- **25th** UCAS Extra opens (UCAS Extra is for students who receive no offers from their five choices).
- **28th-29th** WhatCareerLive Birmingham. WCL is a mahoosive event about career options.

03

MARCH

- **3rd-4th** National Apprenticeship Show London.
- **9th-10th** National Apprenticeship Show Milton Keynes.
- **20th-21st** WhatCareerLive Liverpool.

04

APRIL

- **27th** SQA exams begin (in Scotland).

05
MAY

- GCSEs and A Levels begin.
Good luck!



Fingers crossed

06
JUNE

- **4th** SQA exams finish - hurrah!
- **30th** All university entries received after this date are automatically entered into Clearing.
- GCSE and A Level exams finish near the end of June. Relax and go wild in equal measure.

07
JULY

- **5th** Last date for UCAS Extra choices.
- School's out for summer - have your sunhat ready.

08
AUGUST

- **6th** SQA Results Day.
- **13th** A Level Results Day.
- **20th** GCSE Results Day.

09
SEPTEMBER

- **21st** Final UCAS deadline for 2020 applications.
- **29th-30th** National Apprenticeship Show Cheltenham.
- Keep your eyes peeled for apprenticeship opportunities on RateMyApprenticeship.co.uk from September.

10
OCTOBER

- **6th-7th** National Apprenticeship Show Doncaster.
- **9th-10th** WhatCareerLive London (Olympia).
- **13th-14th** National Apprenticeship Show Bolton.
- **20th** Last day to add UCAS Clearing choices.

11
NOVEMBER

- **10th-11th** National Apprenticeship Show Newcastle.



12
DECEMBER

- Ask Santa for an apprenticeship. (And a pet alpaca).



Alfie the Apprenticeship Alpaca



WORK. EARN. LEARN.

Arnold Clark apprenticeships are a fantastic way to start working, earning and learning new skills straight away.

91% of our apprentices go on to get full-time jobs with us, which makes choosing an apprenticeship a great way to get on the road to career success.

We offer apprenticeships in the following areas:

- Body repair
- Spray painting
- Vehicle Parts
- Garage Equipment engineering (Scotland only)
- Alarm engineering (Scotland only)
- Light Vehicle maintenance and repair

Do you work with young people? Bring the apprenticeship experience to your school.

We have an interactive apprenticeship experience van available for events and school visits to give young people an engaging insight into our apprenticeship programmes. We also offer work experience throughout the year across all apprenticeship disciplines in all our branches.

Find out more at ArnoldClark.com/apprenticeships

Arnold Clark



YOUR NEXT STEP

On the following pages you will find overviews of all the options that are available to you after school and college...



PROGRAMME

LEVEL 2

INTERMEDIATE
APPRENTICESHIP

DID YOU KNOW?

According to reviews submitted by apprentices on RateMyApprenticeship, the average salary for an intermediate apprentice was £16,321 in 2019.

First things first, what is an intermediate apprenticeship?

Designed primarily for 16 year olds, intermediate apprenticeships are the first rung on the apprenticeship ladder. They are a brilliant way to break into an industry straight out of school or college.

How do they actually work?

Intermediate apprentices split their time between working for an employer, and studying towards professional qualifications at a college or training provider.

Each programme is organised differently. You might spend one day a week studying at college and the other four days at work. Or you might work on a full-time basis and be released for study periods throughout the year.

Why do an intermediate apprenticeship?

As well as paying a decent wage, these entry-level schemes will help you gain the soft skills you need to confidently enter the workplace.

During the apprenticeship, you'll work towards professional qualifications that are recognised across your industry. These are equivalent to five GCSE passes graded at 9 to 4 (A* to C), and can be used to apply for an advanced apprenticeship or find permanent employment.

What are the entry requirements?

These vary from scheme to scheme, but most require you having two or more GCSEs graded at 9 to 4 (A* to C) under your belt. An equivalent qualification, such as a traineeship, will also do the trick.

Some companies will accept applicants without these grades if they have relevant work experience. If that is the case, expect to be tested on your numeracy and literacy skills.

PROGRAMME EMPLOYERS



→ Top 100 pos. **1st** / Pg. **88**



→ Top 100 pos. **14th** / Pg. **96**



→ Top 100 pos. **16th** / Pg. **60**



→ Top 100 pos. **17th** / Pg. **82**



→ Top 100 pos. **19th** / Pg. **111**

CASE STUDY

LEVEL 2

INTERMEDIATE

APPRENTICESHIP



Emily Holmes
The AA
Automotive
Apprentice

Hi Emily. First off, tell us what your apprenticeship involves...

The first year introduces you to all different types of vehicles, their classes and how to service and maintain them. The apprenticeship course has taught me about the range of vehicles, faults and the tools available to fix these.

“My team are great, without them it’d be a very different environment. I’m well supported - everyone is happy to help.”

What attracted you to The AA?
The AA is such a well-known, reputable brand. I’m proud to say, “I work for the AA.”

The day-to-day work was totally new to me. That’s what attracted me to the role - the fact that I could start something new, with no previous experience. There wasn’t anything else out there that could offer me that.

What are you enjoying most about it?
My team are great, without them it’d be a very different environment. I’m well supported, and everyone is happy to help. I enjoy my monthly

off-site training weeks with the training provider too.

Getting to drive nice cars is also a bonus!

What advice would you give someone taking on an apprenticeship like yours?
If any girls are thinking of applying, I can say from my experience that being the only female member was daunting at first, but the lads have never made me feel any different. Don’t hold back! Grasp every opportunity you’re given and push for the things you want.

Since this interview, Emily won The AA’s Apprentice of the Year Award!

Congratulations, Emily!

To find out more visit:
www.theaacareers.co.uk



PROGRAMME

LEVEL 3 ADVANCED APPRENTICESHIP

DID YOU KNOW?

Advanced apprenticeships were the most reviewed programme on RateMyApprenticeship last year, with a staggering 1,475 reviews submitted.

What is an advanced apprenticeship?

These splendid programmes are the next step up from intermediate apprenticeships. They're a great fit for students looking to advance their careers after finishing GCSEs, A Levels or Level 2 apprenticeships.

How do they actually work?

Advanced apprenticeships combine on-the-job training with studying for nationally-certified qualifications. These qualifications (NVQs, BTEC diplomas and HNCs) are generally considered to be equivalent to two A Levels. Programmes last around 24 months, giving you plenty of time to soak up all that knowledge.

Why do an advanced apprenticeship?

By the time you finish, you'll have at least two years of relevant work experience, a bunch of practical skills and a few qualifications on your CV too. All of which make you every employer's dream candidate. In fact, an impressive 90% of apprentices go into work or further training after completing their apprenticeship.

Oh and did we mention you get paid too?

The current National Minimum Wage for apprentices aged 16-18 is £3.90 an hour, with many employers offering heftier pay packets to tempt top students.

What are the entry requirements?

Employers usually want you to have either completed an intermediate apprenticeship, or to have qualified with a certain number of GCSE passes, including English and maths.

PROGRAMME EMPLOYERS



→ Top 100 pos. **1st** / Pg. **88**



→ Top 100 pos. **6th** / Pg. **115**



→ Top 100 pos. **11th** / Pg. **103**



→ Top 100 pos. **14th** / Pg. **96**



→ Top 100 pos. **16th** / Pg. **60**

CASE STUDY

LEVEL 3

ADVANCED

APPRENTICESHIP



Holly Berlemont
Tech Data
Technical Internal
Sales Apprentice

I chose the IT Technical Sales Apprenticeship because I was very indecisive on going to University. I wanted to go into work and make money but I still wanted a career that I was interested in and that I could see myself doing for a long time. So I thought doing an apprenticeship would be the best thing as I am gaining valuable on-the-job experience as well as learning.

“The advice I would give for a smooth transition from school into work is making sure you understand the values and culture of the company you are applying for and what will be expected from you.”

The first thing I do when I get to work is proactively start planning my day. I make sure I am up to date with emails from the day before, check for any urgent requests and log into our customer relationship management tool.

Within the IT Technical Sales Apprenticeship role my main responsibilities are making sure I am on time, hitting daily call statistics and making sure my pipeline is updated. Other responsibilities are making sure my

apprenticeship work is done on time and to the best standard.

The aspects of my role I enjoy most are prospecting customers. Calling customers and discussing their needs, finding new opportunities and putting my knowledge from working with other areas of the business into play. I enjoy being able to advise and help my customers whilst delivering excellent customer service, my role can be exciting and rewarding.

The advice I would give for a smooth transition from school into work is making sure you understand the values and culture of the company you are applying for and what will be expected from you. Make sure you apply for roles that interest you and are what you want to do. Make sure you realise time keeping and professional behaviour is always important. Start the right way!

My top tips for working as an IT Technical Sales Apprentice are to start networking around the company from a very early stage, getting to know people helps with increasing your knowledge of products and how the company works. Having a positive attitude even when it gets tough because there is always someone there to help and guide you. Every opportunity you get for technical training or development, take it as you can never have enough knowledge. Also ensure you don't neglect your apprenticeship and that you stay up to date with your apprenticeship work.

To find out more visit:

www.techdatacareers.co.uk/apprenticeships.php

PROGRAMME

LEVEL 4/5 HIGHER APPRENTICESHIP



DID YOU KNOW?

The average salary for higher apprentices was £20,329 in 2019 (based on reviews submitted by apprentices on RateMyApprenticeship).

What is a higher apprenticeship?

These are a match made in heaven for students looking to fast-track their career after finishing A Levels. Award-winning employers like BBC, Santander and Goldman Sachs all offer higher apprenticeships in order to find and shape their future leaders.

How do they actually work?

Higher apprentices work for a company full-time, developing the skills they need to launch a career in that industry. This is coupled with studying towards relevant qualifications; including a Level 4 (or above) competence qualification and a knowledge-based qualification (a Higher National Diploma or foundation degree).

Each scheme is structured slightly differently, with some companies sending you off to study with a training provider or college for one day each week. Others organise study breaks intermittently throughout the year.

Why do a higher apprenticeship?

Higher apprentices spend up to four years training for a specific role. They finish the scheme fully competent in soft skills, specialist knowledge and professional qualifications. This makes them extremely attractive to future employers.

What are the entry requirements?

Competition for higher apprenticeships is intense. Real intense. Entry requirements vary, but you will need at least two A Levels, graded at 9 to 4 (A* to C), or an advanced apprenticeship on your CV to be in with a chance.

Many employers will expect you to have studied subjects relevant to the apprenticeship. Some form of professional experience will also help set you apart from other candidates.

PROGRAMME EMPLOYERS



→ Top 100 pos. **7th / Pg. 90**



→ Top 100 pos. **8th / Pg. 72**



→ Top 100 pos. **10th / Pg. 56**



→ Top 100 pos. **17th / Pg. 82**



→ Top 100 pos. **41st / Pg. 58**

CASE STUDY

LEVEL 4/5 HIGHER APPRENTICESHIP



**Afam
Barclays
Leadership and
Management Higher
Apprentice**

It's been a life-changing experience. I have been put in a position that I could have only dreamt of, and I've made my family so proud.

Before joining Barclays on my traineeship, I had certain ideas about what an apprenticeship would be. I didn't think it would be real, actual work. But I was so wrong. Since I started, I've entered such a buzzing environment, full of ambitious people.

"I certainly see my career remaining with Barclays, so many doors have opened for me and I've gained fantastic experience. With this level of opportunity, it's obvious to me that I've made the right choice. Once I finish my Higher Apprenticeship, I'm going to work hard to secure a leadership position, because I know I can add value and feel valued here."

And that's driven me too - from Traineeship to Foundation to Advanced to Higher, I've

kept moving forward. I would never have imagined four years ago that I would have gained so much knowledge and skills that I'm now able to support other bankers in my department.

I certainly see my career remaining with Barclays, so many doors have opened for me and I've gained fantastic experience. With this level of opportunity, it's obvious to me that I've made the right choice.

Once I finish my Higher Apprenticeship, I'm going to work hard to secure a leadership position, because I know I can add value and feel valued here.

To find out more visit:

joinus.barclays/apprenticeships

PROGRAMME

LEVEL 6/7

DEGREE

APPRENTICESHIP



DID YOU KNOW?

An analysis of the reviews on RateMyApprenticeship revealed that the average salary for a degree apprentice was £21,067 in 2019.

What is a degree apprenticeship?

A degree apprenticeship does exactly what it says on the tin; combining studying towards a Bachelor's or Master's degree with paid on-the-job experience.

Schemes are currently available in a vast range of sectors - including forensic science, aerospace engineering and bespoke tailoring - with plenty more in the pipeline.

How do they actually work?

These terrific schemes are designed to give students the best of both worlds. Degree apprentices split their time between working for an employer and studying for a Level 6 (Bachelor's) or Level 7 (Master's) qualification at university.

Not only do degree apprentices earn a proper salary from day one, they don't pay a penny for their degree. The government pays two-thirds of the tuition fees (capped at £18,000), while their employer covers the rest.

Why do a degree apprenticeship?

The traditional university student racks up an average debt of £50,000 and often leaves university with little or no work experience at all. In comparison, a degree apprentice graduates with a full degree, zero debt and three to six years of professional experience on their CV.






Whilst employers are struggling to find 'work-ready' graduates, apprentices are trained in the exact skills they need to thrive in the industry. It's a no-brainer really.

What are the entry requirements?

Entry requirements vary between programmes, but they tend to be similar to traditional university courses (three A Levels graded at A* to C).

Most employers also accept applications from school leavers who have completed lower level apprenticeships, with some taking on students with BTEC qualifications.

PROGRAMME EMPLOYERS

-  → Top 100 pos. **7th / Pg. 90**
-  → Top 100 pos. **8th / Pg. 72**
-  → Top 100 pos. **11th / Pg. 103**
-  → Top 100 pos. **12th / Pg. 112**
-  → Top 100 pos. **52nd / Pg. 84**

CASE STUDY

LEVEL 6/7

DEGREE

APPRENTICESHIP



Nancy Taylor-Hughes
Lloyds Banking Group
Supplier Manager

I chose a Master's Degree Apprenticeship in Digital and Technology Solutions because... I wanted to continue my education while working at LBG. I had previously completed a Level 3 apprenticeship and a degree apprenticeship with the company and felt fully supported by both my team and Manchester Metropolitan University throughout. Knowing that this support was in place made me feel like I could take on another challenge, although I do wonder why I keep signing up to do assignments...

“Jump into your apprenticeship; ask questions, be enthusiastic, get to know your team. Ultimately, you'll find that you're able to add value in a lot of different ways that the existing team can't.”

The first thing I do when I get to work is... Check my emails! If you know anyone that works in IT who doesn't check their emails first thing, then it's because they're off on the hunt for coffee instead.

Within IT Supplier Management your main responsibilities are... To look after the relationship between LBG

and a portfolio of our third-party IT suppliers. Part of the role includes compliance and assurance activities, but there are also lots of opportunities to delve into the service our suppliers offer us and find ways to add more value to the relationship.

The aspects of my role I most enjoy are... Speaking to the suppliers and building a relationship with them. They are always really nice, friendly and approachable.

The advice I'd give for a smooth transition from school into work is... Jump into your apprenticeship; ask questions, be enthusiastic, get to know your team. Ultimately, you'll find that you're able to add value in a lot of different ways that the existing team can't. It goes without saying that no one is there to make you fail - they want you to succeed as much as anyone else. Remember to reach out for support if you need it.

My top tips for working as a degree apprentice are... As soon as you know your assignment deadlines, put them in your work diary. Don't be afraid to ask for extra support as you head towards the end of the academic year. Find a group of like-minded people at university, from your own company or from other companies, and get that group chat going - if I didn't have that support network in place, I wouldn't have achieved a First!

To find out more visit:
www.lloydsbankinggrouptalent.com/apprentices

PROGRAMME GAP YEAR PROGRAMME



DID YOU KNOW?

Year Out Group found that a whopping 80% of 'gappers' thought that their gap year made them more employable.

What is a gap year?

A gap year is a chance for you to get some real life experience before starting university, an apprenticeship or full-time employment.

How does a gap year work?

After all those years in the hamster wheel of education, you're free to do whatever you want with this time. Here are a few ideas:

- 1. Get ahead of your peers with overseas work experience:** This is a brilliant way of ticking off your bucket list and kicking off your career at the same time. If you want to stay closer to home, lots of companies in the UK run paid school leaver programmes too.
- 2. Use your powers for good:** There are heaps and heaps of gap year programmes out there; from football coaching in Ghana to rehabilitating injured orangutans in Borneo. Check out Frontier or Kaya Responsible Travel for advice on volunteering abroad.
- 3. Get a job and start saving money:** If you don't want to work at the shop down the road, there are plenty of ways to line your pockets whilst living in another country. These include Teaching English as a Foreign Language (TEFL), doing a ski season or getting a summer camp job in the USA.

Why do a gap year?

Gap years these days are less 'Gap Yah', more 'fill-in-the-CV-gaps year'. With competition for top universities and apprenticeships hotting up, savvy gappers are swapping full moon parties for internships, volunteering programmes and employment.

These experiences are all CV gold. You'll pick up a bunch of skills along the way that employers love, such as teamwork, resilience and adaptability.

You'll also get some breathing space to have a real think about what you want from your future. Are you happy with the degree you've chosen? Is an apprenticeship right for you? You might even find your true calling and decide to dedicate your life to rescuing a particularly rare breed of puffin.

PROGRAMME EMPLOYERS

IBM



Top 100 pos. **50th / Pg. 80**

CASE STUDY

GAP YEAR PROGRAMME



Cólín Casey
IBM
UK Talent Acquisition
Coordinator

I chose the Futures Scheme as it looked like a really exciting scheme to be part of. To get stuck into a job at one of the biggest technology firms in the world isn't an opportunity you turn down. The responsibility of a job where what you did mattered was very appealing and was a big contrast to school life. It would put me one step ahead and improve my employability.

“The responsibility of a job where what you did mattered was very appealing and was a big contrast to school life. It would put me one step ahead and improve my employability.”

The first thing I do is check my emails and calendar for the day to find out if I have any upcoming calls. Then I check the student recruitment email to answer requests from candidates to facilitate the recruiting process. Next, I work through the Global Opportunities Marketplace where we store all candidate applications and process them.

My responsibility is to oversee the recruitment process all the way from application to offer. This includes things like calling candidates

and sending them communications, arranging for managers to review candidate applications and organising assessment centres which I then run.

The aspect of my role I enjoy most is seeing candidates who I've been corresponding with for weeks and met at assessment centres receive job offers. The aim of my job is to recruit new talent into the firm and so it's immensely satisfying when we find a suitable candidate – it means I'm doing my job properly.

For a smooth transition I would recommend you understand the role you are moving into as best you can. Take every opportunity to ask questions in interviews and when you start. It will be a huge learning curve so be prepared to take on a lot of information very quickly and don't be afraid to make mistakes!

My tips for working as a Future are, firstly, don't worry about your age. You are treated just like any IBMer and most people won't even realise your age – and certainly will be surprised if they find out. Secondly, enjoy it! The scheme is such a good opportunity to discover your interests within business and tech so get stuck in with anything you can!

To find out more visit:
www.ibm.biz/ibmschoolleaver

PROGRAMME TRAINEESHIP

DID YOU KNOW?

Traineeships topped the leaderboard on RateMyApprenticeship, with an average rating of 8.76 / 10 (based on thousands of apprentice-written reviews).

What is a traineeship?

Traineeships are short programmes designed to help young people gain the skills and qualifications that, for whatever reason, they may not have picked up at school.

How do they actually work?

The content of each programme is tailored to the individual, depending on where they require the most training. However, they all include the following:

- **Work preparation training:** Developing the professional skills that employers are looking for (e.g. communication, problem-solving and time management), as well as help with CV writing, filling in application forms and preparing for interviews.
- **Maths and English tutoring:** Most school leaver programmes require candidates to have GCSEs in Maths and English. If you don't have the grades, a traineeship can offer academic support with passing these core subjects.
- **Work experience:** Put your new skills into practice by working for a local company. These short CV-boosting placements are generally unpaid, but should cover your travel and food expenses.

Your traineeship will finish when you are **work-ready**. This can take anywhere between six weeks and six months.

Why do a traineeship?

You need experience to get a job, but you need a job to get experience. It's frustrating!

However, 94% of employers think traineeships increase young people's chances of finding paid work and apprenticeships. That's because trainees develop the relevant skills, technical knowledge and go-getting attitude they need to confidently enter the world of work.

What are the entry requirements?

A traineeship is suitable for 16-24 year olds who are unemployed and have no qualifications above GCSE level (or equivalent). In order to apply you also need to be eligible to work in the UK.

PROGRAMME EMPLOYERS



→ Top 100 pos. **1st / Pg. 88**



→ Top 100 pos. **93rd / Pg. 86**



DID YOU KNOW?

HESA revealed there are over 2.3 million students currently in higher education (undergraduate or above) in the UK. That means around 1 in 23 adults are students!

Where and what can you study?

The UK is home to 131 universities, but where you apply will depend on what you want to get out of your time there. You might be tempted by Newcastle's wild party scene, or you may prefer a small seaside town like Falmouth.

You can study almost anything at university; including business studies, medicine and journalism. There are some pretty peculiar courses too, such as stand-up comedy or parapsychology (the study of ghosts). People tend to pick a subject they are interested in, or one that will prepare them for their dream role.

How does university work?

Most students spend 3-4 years studying full-time for a Bachelor's degree. However, there are plenty of options to study part-time and some universities even offer two-year accelerated degrees. These are intense but mean you finish your degree a year earlier, saving 20% on tuition fees.

Lots of courses include a 'placement year', where students take time out of university to work full-time for an employer. This is a dynamite opportunity to get some professional experience under your belt before you graduate; something that employers prize extremely highly. Visit our sister website www.ratemyplacement.co.uk for inspiration!

What are the entry requirements?

Every university sets their own entry requirements, and these vary depending on the course. They include qualifications (GCSEs and A Levels, or equivalent), your suitability (skills, interests and experience) and an admissions test or interview (not applicable to all courses).

Why go to university?

For many people, university will be 'the best years of their life'. That's because you get to spend three years becoming an expert in your subject, partying on Wednesdays and living off instant mash potato.

However, it's important to remember that university is not a doss, nor is it cheap. Your lectures might start at 11am, but it takes a lot of self-motivated study to get those top grades - and it will cost you up to £9,250 a year. So unless you've got your heart set on a specialised profession like dentistry, it's worth weighing up all your options.

REGIONAL EMPLOYERS

This map shows the Top Employers in each region, the average salaries and number of employees in the Top 100 that hire apprentices in that location...

SCOTLAND

Top 5 Employers:

- 1) **Motus Commercials**
- 2) **Pinsent Masons**
- 3) **BAE Systems**
- 4) **Direct Line Group**
- 5) **EY**

No. of Employers*: **35**

Average Salary: **£18,331**

NORTHERN IRELAND

Top 3 Employers:

- 1) **Fujitsu**
- 2) **PwC**
- 3) **Deloitte**

No. of Employers*: **6**

Average Salary: **£24,318**

NORTH EAST

Top 5 Employers:

- 1) **GSK**
- 2) **Sage**
- 3) **Siemens**
- 4) **EY**
- 5) **Accenture**

No. of Employers*: **48**

Average Salary: **£15,863**

YORKSHIRE & THE HUMBER

Top 5 Employers:

- 1) **Solenis**
- 2) **PWC**
- 3) **BAE Systems**
- 4) **Syngenta**
- 5) **Morrisons**

No. of Employers*: **44**

Average Salary: **£16,826**



NORTH WEST

Top 5 Employers:

- 1) **BAE Systems**
- 2) **BBC**
- 3) **MAG Airports**
- 4) **booking.com**
- 5) **AstraZeneca**

No. of Employers*: **67**

Average Salary: **£17,237**

WEST MIDLANDS

Top 5 Employers:

- 1) **The AA**
- 2) **JN Bentley**
- 3) **Mitchells & Butlers**
- 4) **BMW Group**
- 5) **EY**

No. of Employers*: **55**

Average Salary: **£19,090**

WALES

Top 5 Employers:

- 1) **GE (General Electric)**
- 2) **JN Bentley**
- 3) **BBC**
- 4) **Co-op**
- 5) **Aldi**

No. of Employers*: **20**

Average Salary: **£17,508**

EAST MIDLANDS

Top 5 Employers:

- 1) **Dixons Carphone**
- 2) **Siemens**
- 3) **E.ON**
- 4) **Barclays**
- 5) **Severn Trent**

No. of Employers*: **52**

Average Salary: **£19,616**

EAST OF ENGLAND

Top 5 Employers:

- 1) **BT**
- 2) **GSK**
- 3) **TUI UK**
- 4) **Aon**
- 5) **AstraZeneca**

No. of Employers*: **49**

Average Salary: **£17,764**

CENTRAL & GREATER LONDON

Top 5 Employers:

- 1) **M&G Prudential**
- 2) **Warner Bros.**
- 3) **EY**
- 4) **T.S.S. (Total Security Services)**
- 5) **Mace Group**

No. of Employers*: **68**

Average Salary: **£21,879**

SOUTH EAST

Top 5 Employers:

- 1) **University of Oxford**
- 2) **Softcat**
- 3) **Tech Data**
- 4) **PwC**
- 5) **Unilever**

No. of Employers*: **71**

Average Salary: **£18,633**

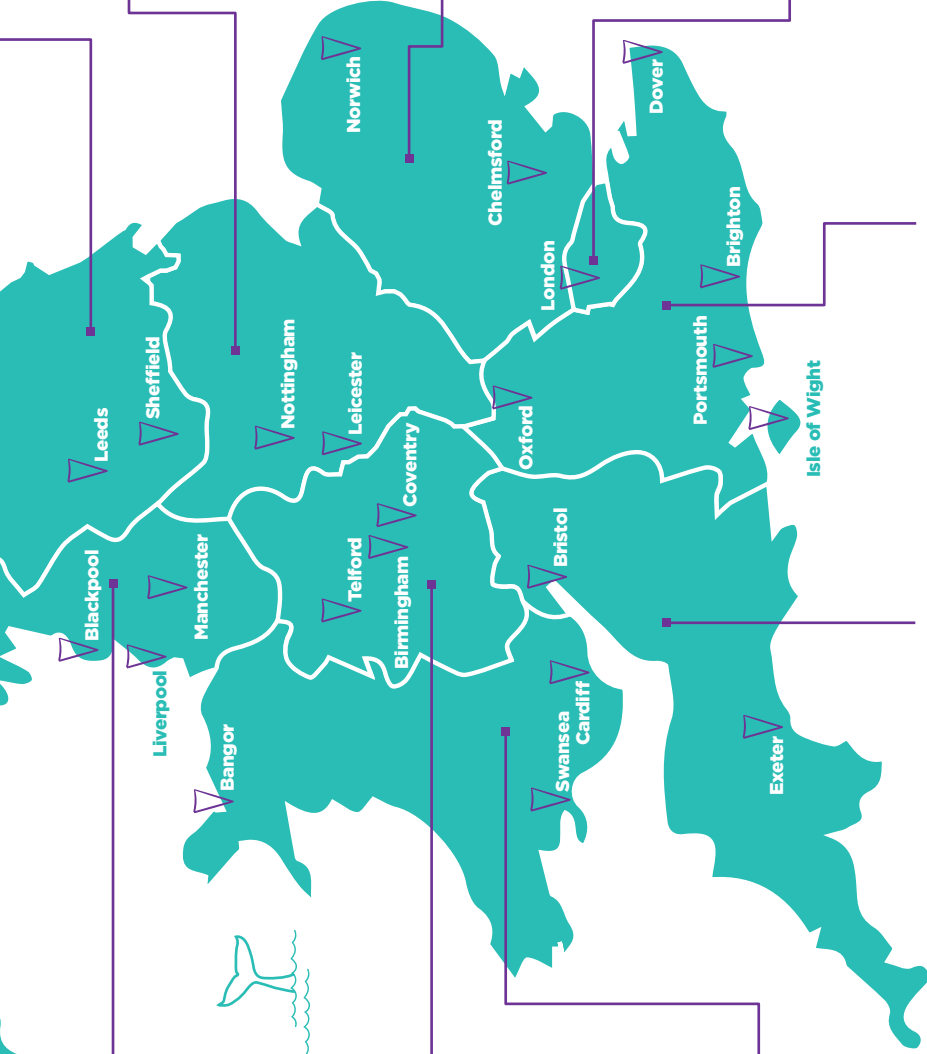
SOUTH WEST

Top 5 Employers:

- 1) **BMW Group**
- 2) **BT**
- 3) **Network Rail**
- 4) **EY**
- 5) **Siemens**

No. of Employers*: **58**

Average Salary: **£18,588**



*Number of employers in this region from the Top 100 table.

NORTH EAST REGIONAL WINNER

1 GSK



WHAT ROLE OPPORTUNITIES DO GSK HAVE IN THIS REGION?

Advanced, Higher and Degree level apprenticeships in Laboratory Science, Data Science, Business and Supply Chain, Manufacturing and Engineering.

GSK's presence in the North East is at Barnard Castle in County Durham. This secondary manufacturing site is one of the largest in our Supply Chain. The site provides global supply and new product introduction for a diverse portfolio of steriles, inhalations and dermatology products.

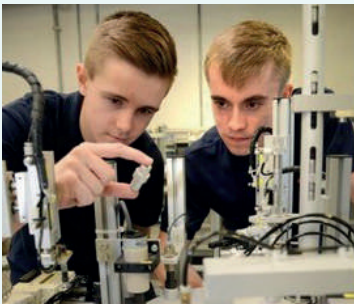
Our apprentices work across the site in manufacturing, engineering, packaging technology, pharmaceutical technology, laboratory science, project planning, IT and the supply chain providing a diverse range of apprenticeships. The apprentices receive fantastic development opportunities which include off-site events such as Outward

Bound in the Lake District, a Resilience week and a Communications week in Hereford and a Final Year event at our Headquarters working with some of our charitable partners. These events are an exciting opportunity to travel and network with apprentices across GSK.

Our apprentices are fantastic STEM ambassadors and regularly visit schools and colleges to inspire the next generation from assemblies to careers fairs and contributing to school projects and Industrial Cadets.

The site continues to set stretching challenges for the apprentices. In 2019 the apprentices opened an Early Talent Hub which had been a derelict cottage. Apprentices took the lead in the project management of the redevelopment - finance, drawing plans, dealing with contractors and procurement. The Early Talent Hub is now a fit-for-purpose unit where school groups can come and learn about the site and the science behind our medicines.

THOUGHTS FROM GSK'S APPRENTICES...



"Working at GSK is fantastic! I am very happy to come into work everyday and work alongside exceptionally talented people. I have been given so many opportunities during my apprenticeship and I am excited for what the future holds."

"I am very grateful for the trust and confidence my teams have invested in me. They have all

given me the opportunity to take on responsibility and make the most out of each rotation I have embarked on."

"It is very rewarding knowing how my day-to-day work impacts the patient/consumer at the end of the Supply Chain."

SCOTLAND REGIONAL WINNER

1 Motus Commercials

MOTUS
COMMERCIALS



WHAT ROLE OPPORTUNITIES DO MOTUS COMMERCIALS HAVE IN THIS REGION?

Intermediate and Advanced apprenticeships in Mechanical Engineering and Business. Advanced and Higher apprenticeships in Human Resources, Team Leading and Management.

With five dealerships across Scotland, opportunities arise in a range of functions from Technicians to Parts Advisors and Administrators. Our apprentices work alongside our manufacturing partners including DAF & Fiat Professional, to deliver exceptional service to our clients whether you sell, invoice, repair or maintain their vehicles.

Our DAF Apprentice Technicians make up the largest percentage of our Scottish apprenticeships and our young people work with experienced and qualified mentors to ensure they learn every aspect of the role. In addition to the work-based learning, our apprentices benefit from college

blocks with our education partners at City of Bristol College and on site visits from our training provider Skillnet, ensuring on completion of their level 3 qualification they possess excellent levels of practical and theoretical knowledge. Upon graduation, our apprentices benefit from ongoing training and development opportunities tailored to their individual needs, setting them on a pathway to further development to meet their individual career aspirations, whether that is to be one of our invaluable DAFaid Roadside Technicians, a Master Technician, a Service Manager or even a Director!

Our apprenticeships are just the start of a long and successful career with Motus!

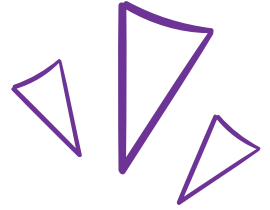
THOUGHTS FROM MOTUS COMMERCIALS' APPRENTICES...



"Motus Commercials is one of the biggest companies in the motor industry and I feel they are the best. I could not give any negatives towards the company. They have supported me fully from the start to the end of my full apprenticeship and I thank them for it."

"Excellent company to work for, competitive wage and excellent opportunities for training and progression into other roles within the company. Everyone I have met who works for Motus has been friendly and had a positive attitude towards the company, the employees and the welfare of everyone they meet."

HOW IS THE TOP 50 TRAINING PROVIDERS TABLE CREATED?



The role of training providers is to support you and aid your development during your apprenticeship.

A 10/10 training provider goes hand in hand with a 10/10 apprenticeship. And these are best.

Josh
Digital Degree
Apprentice, EY



1

A young person writes a review of their apprenticeship or work experience and submits it on RateMyApprenticeship.co.uk.

2

They respond to ten questions about their role, the organisation and the social perks of their scheme, ranking each out of ten. Q2, Q6 and Q7 relate specifically to their training provider.

3

All reviews are checked by the RateMyApprenticeship team.

4

After the review has been checked, it goes live on the website.

5

Once a training provider has 10 reviews, they are eligible for the Top 50.

6

Our digital team plug all the scores from Q2, Q6 and Q7 into an algorithm (created by the founders of RateMyApprenticeship) and like magic, **RateMyApprenticeship's Top 50 Training Providers** comes into being.

TOP 50 TRAINING PROVIDERS 2020

KEY

Position in the
Top 50 table →

1



It's official! These companies are the BEST training providers in the UK for school and college leavers. Take a look at the official Top 50 rankings below and head to RateMyApprenticeship.co.uk to find out more.

1		2		3		4		5	
6		7		8		9		10	
11		12		13		14		15	
16		17		18		19		20	
21		22		23		24		25	
26		27		28		29		30	
31		32		33		34		35	
36		37		38		39		40	
41		42		43		44		45	
46		47		48		49		50	



Accountancy...

A Career For YOU

One day, you could be earning more than £60,000 a year... imagine the sandwiches you could buy with that.

So if you match the following criteria:

- Attending a state school or college and;
- In year 10, 11, 12 or 13 (or equivalents in Scotland/Northern Ireland) and;

And the below applies to you:

- Eligible for free school meals or;
- Attending a school that is above the regional average in terms of the number of students eligible for free school meals or;
- Would be the first member of your immediate family to attend university

You are eligible for a **work experience placement with an accounting firm. HOORAY!**

Visit www.accessaccountancy.org/students to find out more.

HOW IS THE TOP 100 TABLE CREATED?



The Top 100 Apprenticeship Employers table is based on 4,637 reviews that were written by young people about their experiences on apprenticeships over the last year.

Their honest and thoughtful feedback has helped us put together this list of the very best apprenticeship employers.



1

A young person writes a review of their apprenticeship or work experience and submits it on **RateMyApprenticeship.co.uk**.

2

They respond to ten questions about their role, the organisation and the social perks of their scheme, ranking each out of ten.

3

All reviews are checked by the RateMyApprenticeship team.

4

After the review has been checked, it goes live on the website.

5

Once a company has ten reviews, they are eligible for the Top 100.

6

Our digital team plug all the scores into an algorithm (created by the founders of RateMyApprenticeship) and voila **RateMyApprenticeship's Top 100 Apprenticeship Employers** is formed.

←
Ella
Juniors Management
Consultant Apprentice, IBM

TOP 100 APPRENTICESHIP EMPLOYERS 2020

1 88		2		3		4		5	
11 103		12		13		14		15	
21 114		22		23		24		25	
31		32		33		34		35	
41 58		42		43		44		45	
51		52 84		53		54 92		55	
61 64		62 78		63		64 76		65	
71		72		73		74		75	
81 108		82		83		84		85 102	
91		92 109		93 86		94		95	

It's official! These companies are the BEST apprenticeship employers in the UK for school and college leavers. Take a look at the official Top 100 rankings below and head to RateMyApprenticeship.co.uk to find out more.

THE FOLLOWING PAGES FEATURE COMPANIES AND THEIR SPECIFIC OPPORTUNITIES AND LOCATIONS.

KEY

Position in the Top 100 table →
Page number →

1
88



6 115		7 90		8 72		9		10 56	
16 60		17 82		18 106		19 111		20	
26 116		27		28 113		29 70		30	
36		37		38 105		39 98		40	
46 68		47 54		48		49		50 80	
56 110		57		58		59 62		60 94	
66		67		68		69		70 66	
76		77		78		79		80 100	
86		87		88		89		90	
96 74		97		98		99 101		100	

ACCENTURE TECHNOLOGY

23rd

accenture

Reviewed **8.62 / 10** by **80** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: Various, check [accenture.com/ukapprentices](https://www.accenture.com/ukapprentices) for details.

Qualifications & Training: All apprentices graduate with a BSc degree in Digital & Technology Solutions with a specialisation in IT Consulting.

Deadline: Check [accenture.com/ukapprentices](https://www.accenture.com/ukapprentices)

“We’re always on the lookout for powerful minds like yours to help our clients solve a wide range of business challenges. If you have a bright, inquisitive mind and the motivation to succeed, our apprenticeships are yours for the taking.”

In a nutshell, we develop, deliver and implement big ideas that improve the performance of other companies across a wide range of different industries. This could include anything from working with new technologies and offering better customer experiences to increasing profits and improving market share. By applying the latest innovations to create solutions that transform businesses, we keep our clients ahead of the game.

Secure a place on one of our apprenticeships and you’ll be hands-on from day one, making a real impact and working with industry experts. Because real work demands real pay, you’ll also receive a competitive salary. After three years of classroom learning and live project experience, you’ll not only have gained an invaluable set of skills, you’ll have earned yourself a degree level qualification too.

We’re always on the lookout for powerful minds like yours to help our clients solve a wide range of business challenges. If you have a bright, inquisitive mind and the motivation to succeed, our apprenticeships are yours for the taking. It’s important that you’re interested in technology too, and feel ready to bring your unique strengths to make a difference with a career at Accenture.

No. of opportunities:
70

Salary per annum:
£14,000 - £18,000
(dependent on location)

Roles available in the following locations:
London, Manchester, Newcastle, Edinburgh, Warwick



 www.accenture.com/ukapprentices

 [instagr.am/accenture_uk_careers](https://www.instagram.com/accenture_uk_careers)

 [www.fb.me/AccentureUK](https://www.facebook.com/AccentureUK)

 [@accentureukjobs](https://twitter.com/accentureukjobs)

 www.youtube.com/AccentureUKCareers

★ RATEMYAPPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYERS
2019 - 2020

>
accenture



We believe something pretty simple: there's power in difference. Every mind has its own way of working, looking at problems and finding solutions. That's its power. Offering the perfect blend of intensive training and live project experience, we're always on the lookout for powerful minds like yours, ready to help us find bigger, better, bolder solutions than before. Use the unique power of your mind to make a difference with Accenture.

**DISCOVER YOUR
POWERFUL MIND.**

Apply now at [accenture.com/RMA](https://www.accenture.com/RMA)

**CHIZARA,
TECHNOLOGY
APPRENTICE**

ALDI RETAIL

47th



Reviewed **8.31 / 10** by **55** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Store Management Apprenticeship only. GCSEs in Maths and English Grade 4 (minimum Grade C or equivalent).

Qualifications & Training: Level 2 Retailer Qualification, Level 2 Supply Chain Operative Qualification, Level 3 Retail Team Leader Qualification and Level 2 Driving Retail Goods Qualification and Category C+E Licence

Deadline: The application window is open all year round.

“You might be surprised to learn that some of the most successful people in retail today started off as apprentices. It’s all about spotting potential and providing the right people with the right environment to develop a practical, usable skillset.”

No. of opportunities:
830

Salary per annum:
£183 - £310 per week
depending on the
programme

Roles available in the
following locations:
UK wide



We’re bursting with pride here at Aldi. We’re one of the UK’s fastest-growing supermarket chains, and with over 830 stores and 32,000 colleagues. It is no wonder we were voted Britain’s Favourite Supermarket at the Good Housekeeping Institute Food Awards 2019. With our wonderful apprenticeship programmes, there’s more than one way to start a successful career here. You just have to want it.

You might be surprised to learn that some of the most successful people in retail today started off as apprentices. Aldi offers programmes in three areas: Stores, Logistics and Drivers. Store apprentices can enter the programme via two routes; the Career Starter route allows apprentices with no previous qualifications to work towards a career whilst completing the Retailer Qualification, or the Store Management Apprenticeship which lasts three years and offers a pathway to Management. The Logistics and Drivers Programmes are both one-year programmes based at the Regional Distribution Centres and offer full exposure into the inner workings of the warehouse and transport departments.

All of the programmes lead to a permanent role within Aldi and a nationally recognised apprenticeship qualification. But whichever route an apprentice takes, training and development carries on throughout your career.

 www.aldirecruitment.co.uk

 [instagr.am/AldiCareersUK](https://www.instagram.com/AldiCareersUK)

 [www.fb.me/AldiCareersUK](https://www.facebook.com/AldiCareersUK)

 [@AldiCareersUK](https://twitter.com/AldiCareersUK)



**I was eager to learn.
And Aldi taught
me everything.**

Stores, Logistics and Drivers Apprenticeship Programmes

- Nationally recognised qualifications
- £183 per week, 12 months (**Stores and Logistics Career Starter Apprenticeship**)
- £183 per week rising to £273 per week in year 3 (**Store Management Apprenticeship**)
- £310 per week (**Drivers Apprenticeship**)
- 28 days' paid holiday (**including bank holidays**)

Aldi's not like other supermarkets. And the Apprenticeship Programmes are definitely different too. I'm trusted to make real decisions that help our store succeed. If I really do well, I could even end up in management. That's what I'm aiming for.

www.aldirecruitment.co.uk/apprentice

EVERYDAY AMAZING.

★ RATEMYAPPRENTICESHIP
**TOP 100
APPRENTICESHIP
EMPLOYERS**
2019 - 2020



BAM NUTTALL ENGINEERING

10th



Reviewed **8.85 / 10** by **29** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: GCSE Maths grades 9 - 5 (A-B), and English and Science grades 9 - 4 (A-C); or equivalent.

Qualifications & Training: Technical membership through a professional body to gain engineering technician (EngTech) status with the Institution of Civil Engineers (ICE) or technical member (TCInstCES) status with the Chartered Institution of Civil Engineers Surveyors (CICES).

Deadline: Recruiting between November - February.

“At BAM Nuttall we also offer a range of apprenticeships such as Digital Engineering, IT, Data Analyst, Business Admin, Procurement, Craft/Trade apprenticeships - these apprenticeships will be listed on our website/careers section if available.”

No. of opportunities:
30 - 40

Salary per annum:
Competitive

Roles available in the following locations:
Sites Nationwide



At BAM Nuttall we are looking for people who are enthusiastic, hardworking and passionate about developing their careers within the civil engineering industry.

We recruit in excess of 30 apprentices per year, each forming a valuable part of our workforce.

Our apprenticeship programmes offer structured development and the opportunity to fulfil your ambitions through gaining valuable skills, knowledge, and experience, along with achieving industry-recognised qualifications.

Your time will be spent on exciting and varied projects, led by highly skilled and professionally qualified staff, to give you a broad understanding and grounding in our business in preparation for your future career.

If you are looking to start an inspiring career in the civil engineering industry, then look no further!

At BAM Nuttall we also offer a range of apprenticeships such as Digital Engineering, IT, Data Analyst, Business Admin, Procurement, Craft/Trade apprenticeships - these apprenticeships will be listed on our website/careers section if available.

 www.bamnuttall.co.uk/pg/careers

 [instagram.com/bamnuttall](https://www.instagram.com/bamnuttall)

 [www.fb.me/BAMNuttallWorld](https://www.facebook.com/BAMNuttallWorld)

 [@BAMNuttall](https://twitter.com/BAMNuttall)



CASE STUDY



“ I WOULD RECOMMEND AN APPRENTICESHIP IN THE CONSTRUCTION INDUSTRY TO EVERYBODY. ”



THE APPRENTICESHIPS WE CURRENTLY OFFER ARE:



CIVIL ENGINEERS



GENERAL OPERATIVE



STEEL FIXING



BUSINESS ADMINISTRATION



QUANTITY SURVEYORS



FORMWORK



IT



PROCUREMENT

NAME: Chloe Etheridge EngTech MICE

AGE: 24

JOB TITLE: Site Civil Engineer

BAM PROJECTS WORKED ON:

- Crossrail Western Running Tunnels - I&M and Utilities Section
- Crossrail Farringdon Station - Eastern Ticket Hall Section
- Crossrail Farringdon Station - Sprayed Concrete Lining Tunnels Section
- Crossrail Farringdon Station - Tunnel Fit Out Section

Q WHY DID YOU CHOOSE TO UNDERTAKE A BAM NUTTALL APPRENTICESHIP?

- A I think that BAM Nuttall’s approach to apprenticeships is leading the way. They ensure all apprentices receive the necessary exposure to construction works, on-site training, relevant academic qualifications and they also fully support professional qualifications. Before starting my apprenticeship I knew very little about Civil Engineering, but through a block-placement programme I have now completed various qualifications, achieved Technician membership of the Institution of Civil Engineers and gained invaluable site experience – all in four and a half years!

I personally chose an apprenticeship rather than the traditional university route into the industry for its many benefits. I have always been what you would call a kinesthetic learner. I prefer to learn by carrying out physical activities rather than listening or watching. Apprenticeships provide hands on work-based learning which suited me. My apprenticeship also allowed me to be independent and earn money whilst I was learning.

Q WHAT ADVICE WOULD YOU GIVE TO SOMEONE WHO IS THINKING ABOUT UNDERTAKING AN APPRENTICESHIP IN THE CONSTRUCTION INDUSTRY?

- A A career in Civil Engineering includes endless learning, problem solving, organisation skills, overcoming challenges, visualising and creating design - ultimately building exciting infrastructure to really make a difference to our current built environment. This is an exciting and rewarding industry with innovation now at the forefront.

I would recommend an apprenticeship in the construction industry to everybody. There are endless roles and something suited to everyone. Many skills are interchangeable between roles in the industry so there is always opportunity for change. Apprenticeships allow you to earn as you learn, travel the UK/World and work with a variety of knowledgeable and experienced people.

BAM Nuttall Ltd

St James House, Knoll Road, Camberley, Surrey, GU15 3XW Tel: 01276 63484

www.bamnuttall.co.uk

BAM Nuttall Limited is an operating company of the European construction group Royal BAM



BARCLAYS BANKING

41st



Reviewed **8.35** / **10** by **239** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs or equiv. at A*-C (or 9-5) incl. Maths and English.

Qualifications & Training: Improvement Practitioner, Developer, Cyber, Business/Data Analyst, Infrastructure Technician.

Deadline: 20th March 2020.

HIGHER APPRENTICESHIP

Entry Requirements: 3 A Levels at AAA-BBB or BBC (England)/4 Highers at B (Scotland) incl. Maths or Computing.

Qualifications & Training: Data Science, Digital and Technology Solutions Degree, Software Engineering BSc Hons Degree, Management for Business Degree.

Deadline: 20th March 2020.

"If you have the right attitude and you're willing to work hard, we're here to back you all the way..."

No. of opportunities:

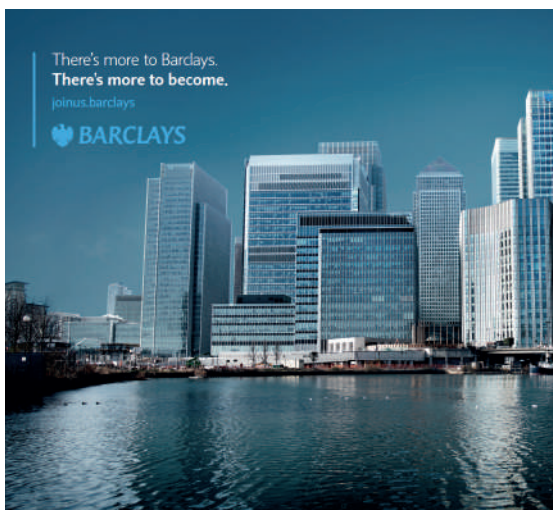
194

Salary per annum:

£17,000

Roles available in the following locations:

London, Northampton, Cheshire, Manchester, Glasgow



Ever since we launched our apprenticeships, we've worked hard to create more and more options for people looking to build a rewarding career. Every apprentice matters to us.

If you have the right attitude and you're willing to work hard, we're here to back you all the way - with all the heartfelt support and training you need. Whoever you are, one thing's for sure: you're ready for that next step. Because there's more to discover. There's more to become.

Foundation Apprenticeship

As a Foundation Apprentice, you'll take on a role in one of our business areas (we'll tell you more about that later) and work towards professional qualifications. All with constant support and plenty of personalised training.

Higher Apprenticeship

Getting qualified. Whether it's a degree or professional status, it's a huge achievement that can completely change your prospects. We'll help you gain a university-level or professional qualification while building an extraordinary career at Barclays.

joinus.barclays/apprenticeships

[instagr.am/joinusbarclaysuk](https://www.instagram.com/joinusbarclaysuk)

[www.fb.me/joinusbarclaysuk](https://www.facebook.com/joinusbarclaysuk)

[@joinusbarclays](https://twitter.com/joinusbarclays)

Picture this.
You've just started at Barclays.
You believe we shouldn't ever settle for 'good'.
And so do the people around you.
You've got the drive. The ideas.
And the space to run with them.
To realise the downright extraordinary.
This is what it feels like to have
the backing of a world-class bank.
Because with us, there's more to discover.

There's more to become.

Graduate and apprentice opportunities

joinus.barclays



Belief

BBC

BUSINESS, MEDIA & TECHNOLOGY

16th

BBC

Reviewed **8.73 / 10** by **62** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

ADVANCED APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

HIGHER APPRENTICESHIP

Entry Requirements:
Minimum 5 GCSEs:
Maths and English at C or above (or equivalent).

Qualifications & Training:
BBC training will help you kick-start your career. Visit our website for more info.

Deadline: Various dates.

DEGREE APPRENTICESHIP

Entry Requirements:
A*-C A-Levels in relevant subjects (or equivalent).

Qualifications & Training: BBC Academy training and university course. You will receive a degree at the end of your scheme.

Deadline: Various dates.

Be part of something special. Join the BBC. The BBC offers work experience and apprenticeship schemes in production, journalism, technology and business areas. As a production apprentice you could be behind the camera or supporting behind the scenes for one of our TV or radio shows. Our Design & Engineering apprentices work on broadcast technology for our news and production teams across the country. From local news to sports updates – our digital journalism apprentices get to tell authentic stories through social media and online. Our business apprentices explore the world of project management and data analysis and learn what really makes the BBC tick.

Working here means you'll be part of something genuinely special. No matter what department you work in, the work that you do will contribute to the shows and content that are enjoyed by millions. Almost everyone in the UK spends time with our content each week and it feels great to be part of something that reaches so many people.

We're looking for people who are passionate about kickstarting a career in one of the most interesting, demanding and creative industries out there. We're not focused on your qualifications – we're looking for creativity, commitment and potential; helping the BBC to produce great content which informs, educates and entertains.

No. of opportunities:
90

Salary per annum:
£14,250 - £19,000

Roles available in the following locations:
Nationwide



 www.bbc.co.uk/careers

 [instagram.com/bbcgetin](https://www.instagram.com/bbcgetin)

 [@bbcgetin](https://twitter.com/bbcgetin)



ALEX APPRENTICE BROADCAST ENGINEER

TELL US ABOUT YOUR EXPERIENCE ON THE BROADCAST ENGINEERING APPRENTICESHIP?

Throughout my time on the scheme, I have found everyone is really happy to help and show me things. I've been able to see so many different areas of the organisation and placements provide an invaluable variety of experience. The BBC Academy provides opportunities to learn and experiment in a way not possible in a live environment, knowledge which is then reinforced and related to the real world whilst on placement.

We've had various opportunities whilst on the scheme, including a visit to IBM for an inter-company challenge day, and an Outside Broadcast development day exploring venues around Birmingham and the many considerations in planning an OB. We also travelled to International Broadcasting Convention 2019 in Amsterdam to experience the conference and exhibition.

**I've been able to see so many different areas
of the organisation and placements provide
an invaluable variety of experience.**



WHAT'S YOUR BEST PIECE OF ADVICE FOR NEW APPRENTICES OR SCHOOL LEAVERS?

Ask questions and get involved. It can be uncomfortable approaching people for things to do all of the time, but they never seem to mind and it really does make a difference to what you take away at the end. Similarly, asking other departments if you can visit and shadow them, the worst they can say is no – not that I've had that once yet!

Before joining the BBC, I was involved in technical theatre, experimenting with using technology in different ways. I'd always been inquisitive and enjoyed taking things apart, traits which have been encouraged and useful to me in my role.

BDO ACCOUNTANCY & FINANCE

59th



Reviewed **8.18 / 10** by **13** young people

PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 3 A levels at grades A*-C, excluding General Studies and Extended Projects and 9-4 at GCSE in Maths and English Language.

Qualifications & Training: You may go on to study ACA, ACCA, CTA, ACA/CTA as relevant.

Deadline: Although we recruit all year round, early application is advised.

"We offer an apprenticeship programme that will provide you with ongoing training alongside your job so that you gain practical work experience whilst pursuing a respected professional qualification."

No. of opportunities:
100+

Salary per annum:
£15,500 - £22,000

Roles available in the following locations:
England and Scotland



We're one of the UK's largest Accountancy and Business Advisory firms, providing integrated advice and solutions to help our clients succeed in today's fast-changing world.

Our clients are Britain's economic engine. They're fast-growing, ambitious and cover a wide range of industries. They want to work with people who take the time to understand their needs. They're looking for experts with confidence and experience to help guide them through unfamiliar territory, to provide valuable, practical solutions and advice.

Our apprenticeship programme will provide you with ongoing training alongside your job so that you gain practical work experience whilst studying towards a respected professional qualification. We'll ensure you have both paid study leave and real responsibilities from the outset, giving you all the tools you'll need to be successful in your role. It's a great opportunity to build technical knowledge in addition to valuable experience to ensure you're equipped with the skill set you'll need to advance your career.


Even better, from day one we'll pair you up with a buddy and a counselling manager to support you through your exams so you'll never be without guidance.

Our application process comprises: application form, online strengths-based tests, video interview and an assessment day.

 www.bdoearlyincareer.co.uk/apprenticeship

 www.facebook.com/bdotraineesuk

 [@BDO_Trainees_UK](https://twitter.com/BDO_Trainees_UK)



BEGIN YOUR DREAM JOB

Early in Career programmes at BDO

We inspire our people to reach their full potential. We look for talented school leavers who demonstrate a commitment to learn and offer them training and ongoing support on our Apprenticeship programme. Ensuring our apprentices are positioned for success, we help them to make meaningful contributions to our clients whilst working towards a respected professional qualification.

Get on the path to a rewarding career
bdoearlyincareer.co.uk

IDEAS | PEOPLE | TRUST

BDO

CGI
IT

61st

CGI

Reviewed **8.16** / **10** by **64** young people

PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 64 UCAS points across 2 A Levels (or equivalent) at grade C or above.

Qualifications & Training: Our higher apprenticeships are a level 4 qualification, training you in key areas of our business.

Deadline: Please check our website for available vacancies.

DEGREE APPRENTICESHIP

Entry Requirements: 120 UCAS points across 3 A Levels (or equivalent) at grade C or above.

Qualifications & Training: Gain a degree, debt free, whilst starting your professional career.

Deadline: Please check our website for available vacancies.

No. of opportunities:
50

Salary per annum:
£19,000 - £20,700

Roles available in the following locations:
Nationwide



**BE PART OF
#GENERATIONCGI.**

Be part
of our story

#ExperienceCGI

Leaving school means a new start for you and at CGI we've got some amazing opportunities to set you on a really exciting career path.

You might not have heard of us yet, but what we do changes your world... in fact everyone's world. The IT services that we deliver to our clients achieve amazing things. From using satnavs to voting on TV programmes and even texting your friends! Imagine being part of a company that can get you involved in these and many other things that make the everyday easier for all.

You've finished school and it's time to find a new direction. How does working on a real-life project at the same time as working towards a qualification sound? Plus, you'll get paid too! We offer higher apprenticeships if you want a professional qualification in a particular area but aren't quite sure if doing a degree is right for you, or we offer degree apprenticeships, enabling you to get a debt free degree from a great university, all whilst gaining invaluable on the job experience working for us.

The application process is simple. Once you have completed our online application form, we'll review it and if your application meets our business requirements, we'll invite you to attend an assessment centre. After the assessment centre, if you are successful then we'll make you a conditional offer.

www.cgi-group.co.uk/careers

[www.fb.me/CGISponsoredDegree](https://www.facebook.com/CGISponsoredDegree)

[@CGI_UK_Students](https://twitter.com/CGI_UK_Students)

The CGI logo is displayed in a bold, red, sans-serif font. It is positioned in the upper right corner of the advertisement, set against a white background that is part of a larger red and orange graphic element.

Experience the commitment®

The background of the advertisement features three young professionals—a Black man on the left, a white woman in the center, and a white man on the right—all smiling warmly. They are standing in front of a city skyline across a body of water, with modern skyscrapers and a bridge visible in the distance. The woman in the center is holding a red folder. The overall scene is bright and positive, suggesting a successful career path.

JOIN THE INNOVATION GENERATION. #GENERATIONCGI.

Leaving school means a new start for you and at CGI we've got some amazing opportunities to set you on a really exciting career path.

Be part
of our story

#ExperienceCGI

COSTAIN LTD

TECHNOLOGY & ENGINEERING

70th

COSTAIN

Reviewed **8.10 / 10** by **29** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Minimum of 4 GCSEs at grades 4 - 9 (GCSE C or above) including English and Maths.

Qualifications & Training: Dependent on programme, see website for details.

Deadline: Rolling.

HIGHER APPRENTICESHIP

Entry Requirements: Minimum of 4 GCSEs at grades 4 - 9 (GCSE C or above) including English and Maths.

Qualifications & Training: Dependent on programme, see website for details.

Deadline: Rolling.

DEGREE APPRENTICESHIP

Entry Requirements: Three A Levels (or equivalent, for example NVQ/SVQ Level 3 or a BTEC National).

Qualifications & Training: Working towards a degree and gaining on-the-job experience.

Deadline: Rolling.

Costain helps to improve lives with smart infrastructure solutions, using innovative approaches and new technologies to safeguard the security, increase the capacity, improve customer service and drive efficiency in our clients' infrastructure programmes.

We know that deciding which career path to take is an important and often challenging decision, but it can also be an exciting one. We've got real opportunities for those who want to learn, adapt, be challenged and grow. No matter what your background.

Our apprenticeship programmes offer the chance to gain practical work experience and build core skills and contacts within our Energy, Water and Transportation sectors. You'll be supported to achieve professional qualifications, such as diplomas and degrees, and earning a salary at the same time.

You do not need to have any prior work experience; instead we're looking for enthusiastic, driven and innovative individuals, with a passion for business and technology.

No. of opportunities:
30

Salary per annum:
**Starting £14,000 -
£19,000 per annum
depending on qualification**

Roles available in the
following locations:
Nationwide



 www.costain.com/careers



Our apprenticeship programme offers **structured career** development as well as **learning on-the-job**.

The programme will enable you to work towards real business qualifications ranging from Higher Apprenticeships to Degree Apprenticeships, which will give you the opportunity to go to Uni and start your career with us at the same time. Both pathways allow you to develop your career and can lead to becoming professionally recognised. We will support you to define your career path and to realise your potential with Costain.

Nawaal Abdalla Omar
Apprentice Civil Engineer

www.costain.com/careers

DELOITTE ACCOUNTING & FINANCE

46th

Deloitte.

Reviewed **8.32** / 10 by **116** young people



PROGRAMMES

ENTRY LEVEL APPRENTICESHIP

Entry Requirements: Five GCSEs including a grade 4 (C) in English Language and Maths.

Qualifications & Training: Your qualification depends on the team you join. As well as formal study, you'll receive coaching and both technical and skills training.

Deadline: March 2020.

BRIGHTSTART HIGHER APPRENTICESHIP

Entry Requirements: UCAS points 104 if 2017 or after (260 if before); GCSEs grade 4 (C) English Language and grade 6 (B) Maths.

Qualifications & Training: The professional qualification you study towards depends on the business area you join. You do this alongside work on your everyday projects, but don't worry you'll get dedicated study time.

Deadline: March 2020.

Welcome to the home of the curious. A place for those who know that imagination, ingenuity and solution finding are what humans are made of. We offer life-changing careers and professional qualifications, for those who set no limits to their dreams and ambitions.

Thinking college or university might not be for you? But eager to keep learning and gain career-boosting qualifications? How do you reconcile the two? A Deloitte apprenticeship is a chance to earn a real salary, while you learn. With real work and projects from the start. On a structured career path that means you can shape your own future.

At Deloitte, an apprenticeship is not just a training scheme, it's a permanent job. That comes with a generous salary, annual pay reviews and potential bonuses, as well as an absolute commitment to your lifelong professional development. You'll also have access to a wealth of flexible benefits, including gym membership, pension and healthcare.

We have opportunities across our entire business, from Audit & Assurance and Cyber to Legal and Technology. Looking for a career full of challenges, learning and progression? Driven by curiosity? Then Deloitte could be right for you.

No. of opportunities:
300+

Salary per annum:
Competitive

Roles available in the following locations:

From Aberdeen to Jersey, we've opportunities in 23 locations across the UK and Channel Islands

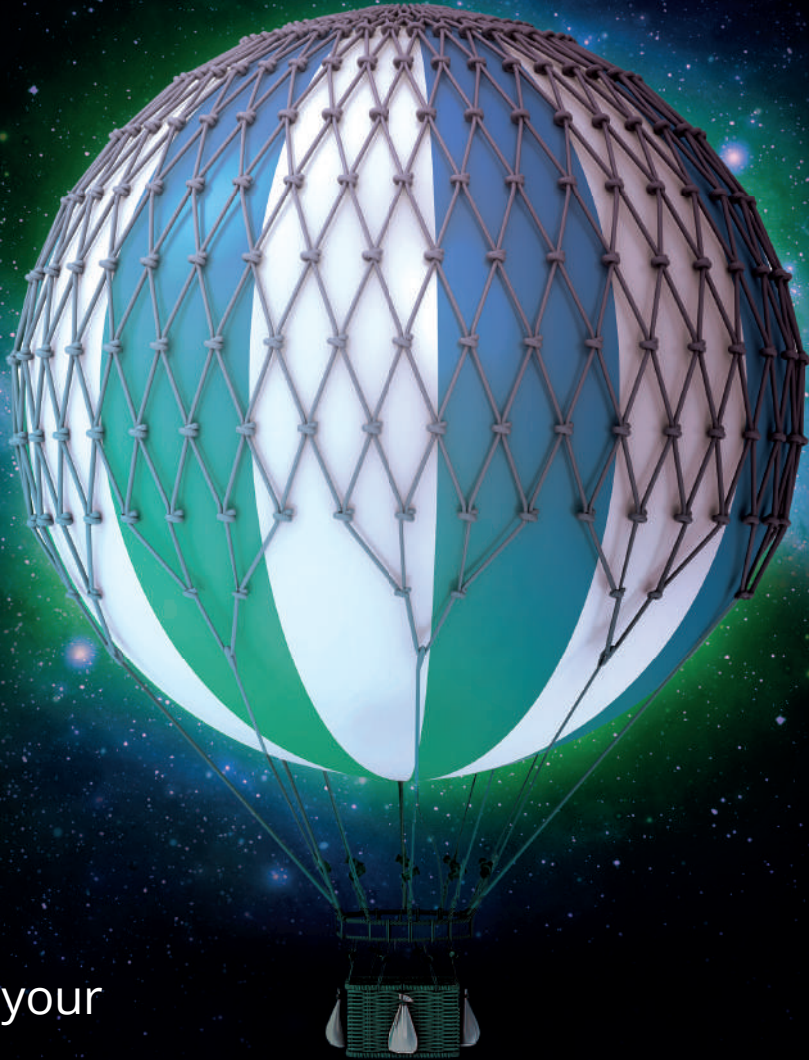


 www.deloitte.co.uk/careers

 [instagr.am/deloittecareersuk](https://www.instagram.com/deloittecareersuk)

 www.fb.me/DeloitteCareersUK

Deloitte.



Discover your potential

Welcome to the home of the curious. A place for those who know that imagination, curiosity and solution finding are what humans are made of. Thinking college or university might not be for you? But eager to keep learning and gain career-boosting qualifications? This is a chance to earn a real salary, while you learn. We offer lifechanging careers where you'll be working with our clients on projects from the start.

deloitte.co.uk/careers

What impact will you make?

DIXONS CARPHONE TELCO, RETAIL & TECHNOLOGY

29th



Reviewed **8.56 / 10** by **55** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: No prior experience required.

Qualifications & Training: Receive support to earn a Business Administrator qualification whilst based in a commercial function.

Deadline: Please check our careers website.

DEGREE APPRENTICESHIP

Entry Requirements: See our website for specific programme requirements.

Qualifications & Training: Receive training from our Retail Academy and attend university for a fully funded degree in Leadership, all whilst earning a salary.

Deadline: Please check our careers website.

“Join us and you’ll also get a springboard into the Dixons Carphone world: a recognised qualification, invaluable experience and a wealth of new skills.”

No. of opportunities:
Circa 100

Salary per annum:
Role specific – please see website

Roles available in the following locations:
Nationwide



There are so many reasons to choose an apprenticeship with us. For starters, we’re the UK’s market leader when it comes to helping people enjoy amazing technology. We’ve got more than 41,000 colleagues across 9 countries, including the UK and Ireland. We’re one really big family with an even bigger passion; technology. We sell it, deliver it, install it, support it and fix it. We love everything about it. As an apprentice, you’ll get to share our passion.

Join us and you’ll get a springboard into the Dixons Carphone world: a recognised qualification, invaluable experience and a wealth of new skills. Our aim is to set you up for success, whether you join us in retail, commercial or another team. With our range of brands including Currys PC World and Carphone Warehouse, the opportunities are vast. All involve standout training – because we care about your development. And, as you learn, you’ll be well paid and enjoy great rewards. When you’re ready to move up, we’ll be ready too, with opportunities to build an exciting future.

Because you’ll be working with like-minded people, you’ll soon feel right at home in our team. From day one, you’ll be meeting experts from different departments and people who’ll support you and help you learn.

 careers.dixonscarphone.com

 [instagram.com/dccareers](https://www.instagram.com/dccareers)

 www.facebook.com/dixonscarphonecareers

 [@JobsatDC](https://twitter.com/JobsatDC)

MANPREET,
IT APPRENTICE

SWITCHED ON?

POWER UP

If you've got a passion for tech and the drive to bring it to customers, we'll give you the training and development to kick off an amazing career. We have apprenticeships in areas ranging from Distribution and Services to Corporate and Retail. And all of them come with the chance to earn, learn new skills and gain a qualification.

Visit our website to apply
careers.dixonscarphone.com



TECH LOVERS UNITE



EY ACCOUNTING, BUSINESS & FINANCE

8th



Reviewed **8.86 / 10** by **252** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Level 2/GCSE in English Language and Maths and 3 A-levels (or equivalent).

Qualifications & Training: On-the-job experience whilst studying for a professional qualification.

Deadline: Refer to our website.

DEGREE APPRENTICESHIP

Entry Requirements: Level 2/GCSE in English Language and Maths and 3 A-levels (or equivalent).

Qualifications & Training: Work towards a degree and gain on-the-job experience.

Deadline: Refer to our website.

WORK EXPERIENCE

Entry Requirements: Year 12/5th year completing 3 A-levels, 5 Scottish Highers (or equivalent), with Level 2/GCSE in English Language and Maths (or equivalent).

Qualifications & Training: Gain paid work experience and build business skills through real client work and training sessions on the EY Business Academy.

Deadline: Refer to our website.

Wherever you are in your career, EY will help you keep learning, evolving and building the future that's right for you.

We help some of the largest, most influential businesses worldwide navigate ever-changing markets and the new technology that's driving them. We do this throughout our Assurance, Consulting, Tax and Transactions business areas.

With 270,000 experts in more than 150 countries, our people get the support and opportunities they need to create the careers they want. We believe they work best when they're free to be themselves, so we've created a welcoming, flexible culture that focuses on helping everyone learn new skills for the future.

If you're interested in shaping the way organisations do business and influencing the world we live in, discover a role that's right for you at: ukcareers.ey.com/students


No. of opportunities:
300

Salary per annum:
Up to £22,000

Roles available in the following locations:
UK Wide



-  www.ukcareers.ey.com/students
-  [instagr.am/EYUKCareers](https://www.instagram.com/EYUKCareers)
-  [www.fb.me/EYCareersUK](https://www.facebook.com/EYCareersUK)
-  [@EY_CareersUK](https://twitter.com/EY_CareersUK)
-  www.youtube.com/EYUKCareers

A young woman with brown hair tied back, wearing a bright yellow turtleneck sweater, is pointing her right hand towards a whiteboard. She has a focused and engaged expression. The background is a blurred office or meeting room with a whiteboard and other people seated at a table.

Enjoy what you do, learn while you do it.

Learn new skills, build your professional network and get a head start on your career with one of our programmes. We offer graduate opportunities, apprenticeships, summer internships and more. By starting a career with us, you'll build a future that's right for you, whether that means earning a qualification or building the skills that set you up for whatever you choose to do.

ukcareers.ey.com/students

Connect with us:

📍 EYUKCareers

📘 EYCareersUK



Building a better
working world

FINANCIAL CONDUCT AUTHORITY REGULATION & FINANCE

96th



Reviewed **7.49 / 10** by **11** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Senior Financial Services Customer Advisor, Digital Marketing, Compliance & Risk Officer.

Deadline: Spring/summer 2020.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Data Analyst, Cyber Security Technologist.

Deadline: Spring/summer 2020.

DEGREE APPRENTICESHIP

Entry Requirements: 5 GCSEs (A-C) and 2 A Levels.

Qualifications & Training: Accountancy, Digital Technology Solutions.

Deadline: Spring/summer 2020.

The Financial Conduct Authority is the regulator for UK financial services. We aim to make financial markets work well for consumers, business and the whole economy.

We work to:

- protect consumers
- protect financial markets
- promote competition

We regulate thousands of firms to improve how they behave and treat their customers. So our work protects millions of people and has a positive impact on the wider economy. We exist to protect everyone who uses financial services. We regulate banks, pension providers, insurers, payday lenders and debt brokers, and we work closely with the Prudential Regulation Authority (part of the Bank of England) to do this. We are an independent body, accountable to the Treasury and Parliament.

As the regulator of the biggest financial market in Europe and the second largest in the world, we have an unparalleled outlook on the financial sector. A career with us gives you the chance to make a real difference.

No. of opportunities:
25

Salary per annum:
£19,000 - £22,000

Roles available in the following locations:
Stratford, London



 www.fca.org.uk/careers/early-careers

 @TheFCA

Choose a career that matters

Our apprenticeships give you the chance to take part in a variety of work, learn from the experts and achieve an industry-leading qualification while you earn.

We want passion and integrity, as well as ambition and aptitude – so visit www.fca.org.uk/careers/early-careers to find out more and register your interest.



FUJITSU BUSINESS & IT

64th

FUJITSU

Reviewed **8.14 / 10** by **27** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs incl. English and Maths.

Qualifications & Training: 2 year development programme and on-the-job training.

Deadline: Please check our website for role deadlines.

HIGHER APPRENTICESHIP

Entry Requirements: 3 A Levels or equivalent, 5 GCSEs incl. English and Maths.

Qualifications & Training: 2 year development programme and on-the-job training.

Deadline: Please check our website for role deadlines.

DEGREE APPRENTICESHIP

Entry Requirements: 112 UCAS points or Level 3 BTEC Qualification (Merit or above), Grade C/ Level 4 or above in English and Maths at GCSE.

Qualifications & Training: Alongside your apprenticeship qualification, you will also receive training and a 2-year development programme.

Deadline: Please check our website for role deadlines.

Fujitsu is the leading Japanese information and communication technology (ICT) company, offering a full range of technology products, solutions, and services. Approximately 132,000 employees support customers in more than 100 countries.

We'd love for you to be the next generation of our organisation. An organisation that is developing new technologies, pushing the boundaries of Digital, and shaping the way we live our lives. Our apprentice programme is a way for you to study whilst you earn with a wide range of different apprenticeships available for you to choose from.

At Fujitsu, we're looking for people who will bring their own personalities and skills to the role, those who are willing to learn and eager to push themselves. If you're unique and want to help us have a positive impact on society, then you're exactly the sort of person we're looking for.

No. of opportunities:
90

Salary per annum:
£15,000 - £20,000

Roles available in the following locations:

Bracknell, Basingstoke, Manchester and Warrington



 [fujitsu.com/uk/about/local/jobs/early-careers/](https://www.fujitsu.com/uk/about/local/jobs/early-careers/)

 [instagram.com/fujitsu_juniortalent](https://www.instagram.com/fujitsu_juniortalent)

 www.facebook.com/FujitsuJuniorTalent

 [@FujitsuJrTalent](https://twitter.com/FujitsuJrTalent)

 www.youtube.com/user/FujitsuTS

shaping
tomorrow
with you

FUJITSU

FUJITSU.
THE NEXT
GENERATION.

join us



★ RATEMY APPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYERS
2019 - 2020

★ RATEMY APPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYER
2019 - 2020
REGIONAL WINNER
Northern Ireland

HSBC BANKING & FINANCIAL SERVICES

62nd



Reviewed **8.15** / **10** by **37** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs or equivalent, including Maths and English above Grade 4.

Qualifications & Training: Paid on-the-job training alongside professional qualifications from the LIBF.

Deadline: Opening on the 3rd February 2020.

WORK EXPERIENCE

Entry Requirements: Current school or college student.

Qualifications & Training: Get real customer-facing experience and build business experience working at the heart of our branch network.

Deadline: Opening on the 4th December 2019.

“We also provide tailored training and support to help employees flourish in their chosen career path.”

No. of opportunities:
400+

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



At HSBC, we enable businesses to thrive and economies to prosper, helping people fulfil their hopes and realise their ambitions. This means people are at the heart of everything we do.

As an employer, we strive for a connected international workforce of unique thinkers that reflects the communities and markets in which they serve to help meet the needs of all their customers. That's why we hire, develop, and promote employees based on merit and provide an open, supportive, and inclusive working environment.

We also provide tailored training and support to help employees flourish in their chosen career path. We are looking for students who share our passion for exceptional customer service and want to make a difference to the lives of our customers. This is why we offer apprenticeships and work experience in a range of customer facing roles. This includes opportunities within our local branch network, contact centres and commercial business centres.

 www.hsbc.com/ukapprenticeships

 [instagr.am/HSBC_UK](https://www.instagram.com/HSBC_UK)

 [www.fb.me/HSBCUK](https://www.facebook.com/HSBCUK)

 [@HSBC_UK](https://twitter.com/HSBC_UK)

 www.youtube.com/HSBC



We value your courage. Because we're just as courageous.

At HSBC we encourage all our employees to have the courage to challenge the status quo. Because it's often the people who are bold enough to share and voice their opinions who can change the world for the better.

That's why we're looking for people who think, see and do things differently and who can represent and relate to our diverse global customer base. If you are a reliable, committed and enthusiastic individual looking to build a career, we can offer you opportunities across two of our business areas:

- Commercial Banking
- Retail Banking and Wealth Management

So, if you're a courageous mind wanting a career in banking visit [hsbc.com/uk/apprenticeships](https://www.hsbc.com/uk/apprenticeships)



Together we thrive

IBM

INFORMATION TECHNOLOGY

50th



Reviewed **8.29 / 10** by **36** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs grade 5-9.

Qualifications & Training: Learning patterns vary depending on the pathway and training provider, but you will be fully supported by IBM to achieve your education.

Deadline: End of March 2020.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs grade 5-9.

Qualifications & Training: Learning patterns vary depending on the pathway and training provider, but you will be fully supported by IBM to achieve your education.

Deadline: End of March 2020.

GAP YEAR PROGRAMME

Entry Requirements: 5 GCSEs grade 5-9 and 2 years in Higher Education.

Qualifications & Training: You'll have an Early Professional Manager looking after your ongoing development and your future career plans.

Deadline: End of March 2020.

No. of opportunities:
120

Salary per annum:
£18,000 - £20,000

Roles available in the following locations:
Nationwide



At IBM, work is more than a job - it's a calling: To build. To design. To code. To consult. To think along with clients and sell. To make markets. To invent. To collaborate. Not just to do something better, but to attempt things you've never thought possible. To lead in this new era of technology and solve some of the world's most challenging problems.

Whether you have decided to go straight into work, take a gap year before university, or are exploring your options post-education, our IBM School Leaver programs will enable you to gain the experience, skills and contacts you need to start building a bright future.

Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long, and successful career. We have your professional development in mind from the day you join us as a permanent employee. In addition to the day job there are plenty of opportunities to get involved in social activities and volunteering with other apprentices, students and graduates.

You do not need to have any prior work experience; instead we're looking for enthusiastic, driven and innovative individuals, with a passion for business and technology.

 www.ibm.com/jobs/uk

 [instagram.com/lifeatibm](https://www.instagram.com/lifeatibm)

 [www.fb.me/IBMCareersUKI](https://www.facebook.com/IBMCareersUKI)

 [@IBMCareersUKI](https://twitter.com/IBMCareersUKI)



Do your best work ever.

What can you do at IBM?

IBM school leaver opportunities are all about picking up skills for the workplace and embarking on a long and successful career. We have your professional development in mind from the day you join us as a permanent employee.

ibm.com/jobs/uk

Ellie
Joined IBM 2014



JN BENTLEY ENGINEERING & CONSTRUCTION

17th

Bentley 

Reviewed **8.69 / 10** by **67** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Commitment and a can-do attitude to complete the programme!

Qualifications & Training: Level 2 Cert, NVQ 2, opportunity to advance onto next level programme, earning whilst learning.

Deadline: Please check website.

ADVANCED APPRENTICESHIP

Entry Requirements: 3+ GCSEs grade 5-9.

Qualifications & Training: Level 3 Cert at college, opportunity to advance onto next level programme, earning whilst learning.

Deadline: Please check website.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs grade 5+ incl. English/maths/science and Level 3 qualification incl. A Levels.

Qualifications & Training: Level 4 qualification, foundation degree at college, earning whilst learning with chance to advance to degree.

Deadline: Please check website.

JN Bentley is a leading engineering and construction company, delivering design-and-build projects with clients in the water sector and beyond - right across the UK.

An apprenticeship at JN Bentley opens a number of future career prospects. Whether you're interested in working in a core operational role like civil engineering, or within one of our critical business support teams, you'll earn whilst you learn, working in an area of the business that you enjoy most.

It genuinely matters to us that you reach your potential, so we also invest in tailored training and development to help you flourish.

Our apprenticeships are hands-on from day one. You'll have dedicated mentors there to support your development, and have the opportunity to gain valuable experience and insight into the real world of work.

If you bring a can-do attitude and commitment, the hands-on experience and award-winning training and development that we provide will give you everything you need to develop your skills and build your career with JN Bentley.

No. of opportunities:

40

Salary per annum:

Circa £12k - £18k

Roles available in the following locations:

North East, North West, Yorkshire, Midlands, Wales, East of England



 www.jnbentley.co.uk

 www.facebook.com/jnbentleyltd

 [@jnbentley](https://twitter.com/jnbentley)

Build your career @ JN Bentley.



.....

An apprenticeship at JN Bentley is hands-on from day one. You'll have dedicated mentors there to support your development, and gain valuable experience and insight into the real world of work.

We run apprenticeships in:

- Civil engineering
- Mechanical, electrical and process engineering
- Quantity surveying
- Business administration
- Accounting
- Human resources
- IT
- Procurement
- Health and safety

If you bring a can-do attitude and commitment, the hands-on experience and award-winning training and development that we provide will give you everything you need to develop your skills and build your career at JN Bentley.

jnbentley.co.uk

Olivia, Level 4 apprenticeship in civil engineering and winner of our 'Rising Star' apprentice award

LLOYDS BANKING GROUP

ACCOUNTING & FINANCE, BANKING

52nd



Reviewed **8.25 / 10** by **39** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: GCSE Level English and Maths.

Qualifications & Training: Level 2 Apprenticeship Qualification. Examples: Financial Services Customer Advisor.
Deadline: Visit website.

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE Level English and Maths.

Qualifications & Training: Level 3 Banking Certificate. Examples: Senior Financial Services Customer Advisor.
Deadline: Visit website.

HIGHER APPRENTICESHIP

Entry Requirements: Varies per programme.

Qualifications & Training: Varies; most include professional qualifications. Examples: Software Developer, Data Analyst, Financial Services Professional
Deadline: Visit website.

DEGREE APPRENTICESHIP

Entry Requirements: Educated to A level standard, plus GCSE Maths and English.

Qualifications & Training: Bachelor's degree paid for by Lloyds Banking Group. Examples: Digital & Technology Solutions.
Deadline: Visit website.

As a major financial services group with over 320 years of history, Lloyds Banking Group is helping redefine financial services for millions of people, businesses and communities across the UK. Using the latest technologies to support over 26 million customers, we've got a shared goal across our well-known financial brands: to make a positive difference and help Britain prosper. That's why we need a broader range of skills and experiences than ever before.

Our range of apprenticeship programmes will provide you with all the training and development, support and mentoring you need to learn about our industry and develop your strengths. And because we know that people do their best work when they feel happy and valued, we offer a friendly and inclusive working environment where everyone feels free to be themselves and share their ideas from day one.

We're looking for motivated, forward-thinking school students who can bring their unique perspective to what we do and help drive our business forward. Whether you're passionate about building relationships with well-known clients or developing the next generation of digital banking solutions, you can help us build the bank of the future.

Discover careers with real impact.

No. of opportunities: **60**

Salary per annum: **£17,000+**

Roles available in the following locations: **Nationwide**

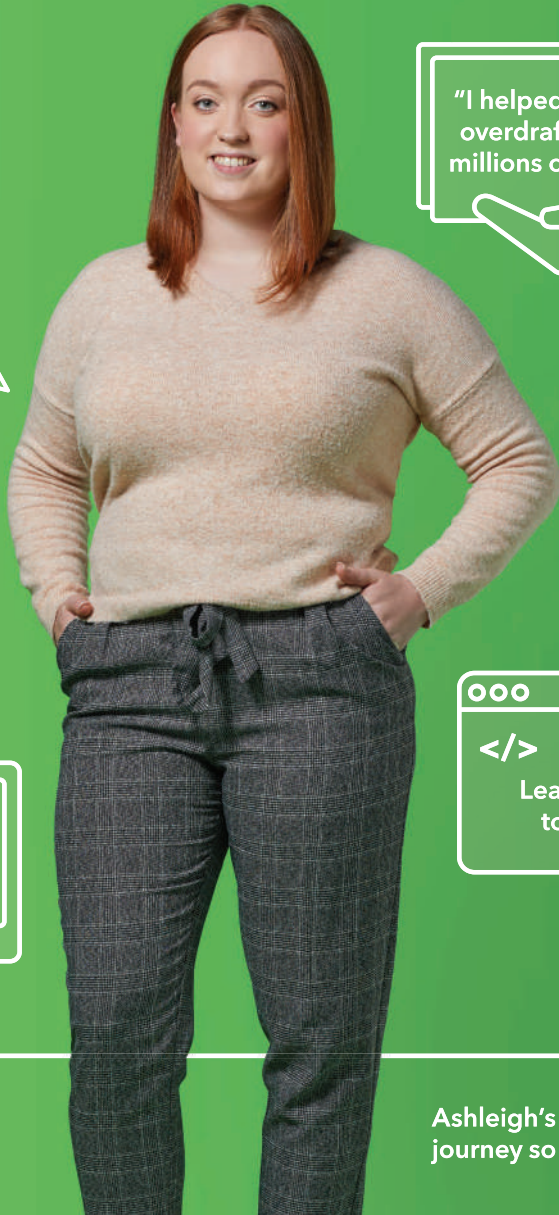
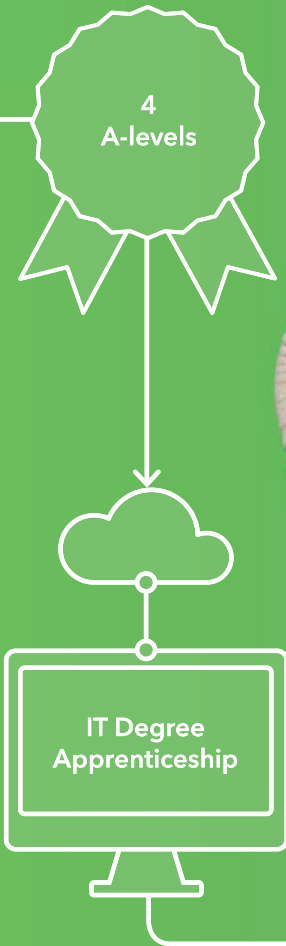


 www.lloydsbankinggrouptalent.com

 [instagram.com/LBGtalent](https://www.instagram.com/LBGtalent)

 www.fb.me/discoverwhatmatters

 www.youtube.com/lloydsbankinggroupcareers



"I helped improve our overdraft process for millions of customers."



ooo
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Learnt how to code

Ashleigh's apprenticeship journey so far...

DISCOVER CAREERS WITH REAL IMPACT

Find your opportunity at lloydsbankinggrouptalent.com

MAZARS

AUDIT, TAX & ADVISORY

93rd



Reviewed **7.61 / 10** by **10** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 96 UCAS points and B in English Language/ Maths GCSE.

Qualifications & Training: AAT.

Deadline: Ongoing.

DEGREE APPRENTICESHIP

Entry Requirements: 112 UCAS points and B in English Language/ Maths GCSE.

Qualifications & Training: ACA.

Deadline: Ongoing.

TRAINEESHIP

Entry Requirements: Obtained 2.1, 112 UCAS points and B in English Language/Maths GCSE.

Qualifications & Training: ACA, ACCA, ATT/CTA, DTS.

Deadline: Ongoing.

"...our job is to give you the tools and support you need to achieve your ambitions, whatever they may be."

No. of opportunities:
60

Salary per annum:
£22,500

Roles available in the following locations:
Scotland, North East, North West, Midlands, London, Outer London, South East, South West



Mazars is a positively different international and integrated professional services firm operating in 89 countries around the world; specialising in Audit, Tax, Consulting, Financial Planning, Accounting & Outsourcing and Advisory Services with entrepreneurship and a desire to create value at the heart of our DNA. We differentiate ourselves by the opportunities we offer our people, our approach to working with clients and our passion for responsible business.

In the UK, Mazars has approximately 140 partners and over 2,250 employees serving clients from 17 offices and is ranked one of the top 10 firms nationally. Globally, we draw on the expertise of 40,000 professionals to assist clients at every stage in their development.

At Mazars, we understand that everyone's career aspirations are different; our job is to give you the tools and support you need to achieve your ambitions, whatever they may be. As a globally integrated partnership, the opportunities to build and develop your career are infinite. Whether that's gaining exposure to different types of clients or learning new skills, we can open doors to make your years at Mazars, years that count.

 www.mazarscareers.co.uk



CAREERS
AT MAZARS

MOTUS COMMERCIALS

MECHANICAL ENGINEERING & BUSINESS

1st

MOTUS
COMMERCIALS

Reviewed **9.08 / 10** by **43** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
GCSE grade 4/C in
Maths and English.

Qualifications &
Training: Industry
experience and a
national qualification.

Deadline: See website
for live vacancies.

ADVANCED APPRENTICESHIP

Entry Requirements:
GCSE grade 4/C in
Maths and English.

Qualifications &
Training: Industry
experience and a
national qualification.

Deadline: See website
for live vacancies.

TRAINEESHIP

Entry Requirements:
GCSE grade 3/D in
Maths and English.

Qualifications &
Training: 8 weeks
paid work experience,
with the aim of
securing a full time
apprenticeship!

Deadline: See website
for live vacancies.

WORK EXPERIENCE

Entry Requirements: A
genuine interest in the
automotive industry!

Qualifications &
Training: Insight
into work within our
dealerships.

Deadline: Contact
our Apprentice
Coordinator for info.

Motus Commercials are the largest independent commercial vehicle dealer group in the UK with 32 dealer locations across the country and are the largest DAF trucks dealer group in the world!

Our apprenticeship scheme has been running more than 50 years and grows and develops every year. With our own dedicated Apprentice Coordinator, our young people will always be supported, encouraged, challenged and cared for. We want our apprentices to have the best experience with us, and this helps ensure they build a happy, successful career with us! Our apprentices are encouraged to reach for the stars and as a result many have won prestigious industry awards including National Apprenticeship Service, IMI and World Skills alongside our own internal Apprentice of the Year competition which we use to recognise and reward our apprentice efforts. As promoters of lifelong learning, we are committed to providing continuous training and development for all employees throughout the business, enabling them to thrive in their roles, whether Technical, Parts, Sales, Admin or Accounts. All vacancies are advertised on our website and recruitment platforms and we welcome applications from anyone who is hard-working, career focused with a keen interest in the automotive industry!

No. of opportunities:
50+

Salary per annum:
£9,100 - £17,300+

Roles available in the
following locations:
**32 locations in Scotland,
The North, East & West
Midlands and South
Western Regions**



 www.motuscommercials.co.uk

 [instagr.am/motus.apprentice](https://www.instagram.com/motus.apprentice)

 [www.fb.me/motusukcareers](https://www.facebook.com/motusukcareers)

 [@mctruckandvan](https://twitter.com/mctruckandvan)

MOTUS

COMMERCIALS

★ RATEMYAPPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYER
2019 - 2020

WINNER

APPRENTICESHIPS

Our Apprenticeship Scheme is the perfect way in which you can kick start YOUR career with Motus Commercials.

Are you a hands-on mechanical person? Or do you like working directly with customers? We have a range of apprenticeships to suit your interests and talents:

- Technical
 - Parts
 - Admin
 - Sales
- Customer Service

Something for everyone



Join our award-winning Apprenticeship Programme

Contact Sarah Bardens to find out more

E: Sarah.Bardens@motuscommercials.co.uk M: 07791 550893

www.motuscommercials.co.uk

PwC

PROFESSIONAL SERVICES

7th



Reviewed **8.87 / 10** by **238** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Varies depending on programme.

Qualifications & Training: You'll work towards a Level 4/5 apprenticeship, and in some business areas will also finish with a professional qualification.

Deadline: Varies, see website for details.

DEGREE APPRENTICESHIP

Entry Requirements: Varies according to university requirements.

Qualifications & Training: Students will finish with a full degree alongside three year's worth of full-time work placements.

Deadline: 15th January 2020.

WORK EXPERIENCE

Entry Requirements: Student in Y12 (or equivalent in Scotland and NI) and studying for A-Levels / Highers / BTEC or equivalent.

Qualifications & Training: Gain a deep insight into the work we do, and problems we can help our clients solve.

Deadline: 14th February 2020.

Opportunities are at the heart of a career with PwC. Our purpose is to build trust in society and solve important problems for our clients, helping them tackle business challenges and improving how they work.

At PwC, you can expect to be part of a stimulating environment working on challenging projects where you'll have access to a world of opportunity and experiences, in a culture that embraces difference. PwC have a range of roles to suit everyone and we offer school and college leaver opportunities in Audit, Consulting, Deals, Tax and Technology. So if you're studying at school or college, and thinking about what's next, we've got real opportunities for those who want to learn, adapt, be challenged and grow. No matter what your background.

Apply now. Take the opportunity of a lifetime.

No. of opportunities:
540

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



- www.pwc.co.uk/schools
- [instagr.am/pwc_uk_careers](https://www.instagram.com/pwc_uk_careers)
- [www.fb.me/PwCCareersUK](https://www.facebook.com/PwCCareersUK)
- [@pwc_uk_careers](https://twitter.com/pwc_uk_careers)
- www.youtube.com/careerspwc

Take the opportunity of a lifetime



Traditionally, there's only been one route when school comes to an end. University. Degree. Career. But things have changed.

Gain work
experience whilst
at school or college

Get a Head Start on
our school and college
leaver programmes

No matter which path you choose, there are no limits
as to how far you can go and how much you can achieve.

Go to uni and
give your career
a Flying Start

Join us
whilst you're
at university

Our school leaver programme, just like our graduate programme, offers structured career development as well as learning on-the-job, and study towards real business qualifications. And on one of our Flying Start degree programmes, you'll get the opportunity to go to uni and start your career with us at the same time.

So whichever path leads you to us, and we have a few, we'll take your career further. **Join PwC. We'll help you realise your potential.**

To find out more and apply, go to:
pwc.co.uk/schools

PwCCareersUK

pwc-uk

pwc_uk_careers

SANTANDER FINANCE

54th



Reviewed **8.23** / 10 by **102** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
GCSE English and
Maths min grade 4.

**Qualifications &
Training:** Technical
and business skills, a
dedicated mentor and
developing a diverse
network of colleagues.

ADVANCED APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

**Qualifications &
Training:** Technical
and business skills and
a dedicated mentor.
Qualifications depend
on business area.

DEGREE APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

**Qualifications &
Training:** Technical
and business skills,
a dedicated mentor.
Qualifications depend
on business area.

HIGHER APPRENTICESHIP

Entry Requirements:
Min 104 UCAS points,
plus GCSE English and
Maths min grade 4.

**Qualifications &
Training:** Technical
and business skills,
a dedicated mentor.
Qualifications depend
on business area.

Santander. You probably know the name already. With 15 million customers, we're one of the UK's leading banks. Helping people with current accounts, mortgages, savings and more.

But did you also know we're part of one of the world's largest financial groups? That we're rated as one of the UK's Top Employers? Or that we've been investing in apprenticeship schemes in a big way?

There's still so much to learn about us and our focus on trust and responsible banking. Also, we don't just offer one apprenticeship scheme, we have a whole range. We're talking entry, higher and degree-level apprenticeships. In areas like Finance and Customer Service, as well as Technology - which is a pretty big deal for us right now.

So whether you've left school at 16 or after your A levels, there's bound to be a scheme for you here. What's more, on all our apprenticeships you can expect to enjoy:

- A real job with hands-on experience
- Decent salary from day one
- Tailored training and development
- Chance to gain an industry-recognised qualification
- The opportunity to join us full-time if you succeed

Put it all together and it's a pretty sweet package. Isn't it time you found out more about Santander?

No. of opportunities:
Approx. 100

Salary per annum:
£17,000 - £23,000

Roles available in the
following locations:
**Milton Keynes, Bradford,
Bottle, London**



 www.santanderjobs.co.uk/settingpotentialfree

 @SantanderUK



Prepare to fly

You've got potential. So let's unlock it and set it free. With a Santander apprenticeship, you'll be working in a real job from day one. Experiencing real business challenges, working towards an industry-recognised qualification and putting theory into practice every day.

#settingpotentialfree

TECH DATA IT & BUSINESS

60th



Reviewed **8.16** / **10** by **10** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: GCSEs 4 or C in English and Maths.

Qualifications & Training: Our apprentices will complete an IT Technical Sales apprenticeship at Level 3 standard.

Deadline: Open for applications from February 2020 - April 2020.

“We are looking for enthusiastic, driven and ambitious individuals. We seek out and value raw potential from diverse backgrounds, we value difference...”

Tech Data connects the world with the power of technology. We help customers weave technology into the fabric of 21st-century life and deliver solutions the world needs to connect, grow and advance. The IT channel relies on Tech Data's reach, technical knowledge and collaborative partnerships to create new opportunities that drive growth with speed, agility, insight and impact.

We offer Level 3 IT Technical Sales apprenticeships which is completed over 12 – 15 months and incorporates classroom-based, on-the-job and IT accreditation training. Our programme covers everything you need to know about Tech Data and our products, working in a corporate environment, developing technical sales skills and your personal brand, IT fundamentals, customer life-cycle management and pricing and profitability. Our apprentices are fully equipped as experts before starting their IT sales career.

We are looking for enthusiastic, driven and ambitious individuals. We seek out and value raw potential from diverse backgrounds, we value difference; some of our best talent is grown within our organisation and we are fully committed to providing the environment and opportunities for our apprentices to develop, grow and be rewarded for their success. All we ask for is passion, commitment and the willingness to jump into a real role.

No. of opportunities:
10

Salary per annum:
£16,000

Roles available in the following locations:
Basingstoke



 www.techdatacareers.co.uk
 @TechDataUK



Earn and learn your way to a career

Tech Data connects the world with the power of technology. We aim to be the vital link in the technology ecosystem by continuously satisfying the worlds ever-evolving demand for technology. Our apprentices are given the specialised skills and experience needed in this exciting industry.

We believe in turning today's talented people into the experts we need for the future. Our apprenticeship programme is a chance to jump into a real role whilst studying a nationally recognised qualification through structured learning and on the job training.



Kick start your career today
www.techdatacareers.co.uk

THE AA PATROL & CUSTOMER SERVICE

14th

AA

Reviewed **8.77 / 10** by **33** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: No prior experience required.

Qualifications & Training: Customer Service Practitioner: 13 – 15 months.

Deadline: Please check our website for locations and deadlines.

ADVANCED APPRENTICESHIP

Entry Requirements: No prior experience required.

Qualifications & Training: Roadside Patrol – Motor Vehicle Service and Maintenance Technician (Light Vehicle): 36 months.

Deadline: Please check our website for locations and deadlines.

Are you Ready for ANYTHING?

Develop skills for success with our bespoke apprenticeship programmes. If you've got the determination, desire and drive to achieve, the rewards are extraordinary.

We partner with the best apprenticeship training providers to create remarkable opportunities for you to flourish. You'll gain substantial business experience and work towards a nationally recognised qualification. All while earning a competitive salary.

Roadside Patrol Apprenticeship: Are you looking for a place to take your passion for fixing cars? Then take it to a whole new level, with our hands-on Roadside Patrol apprenticeships.

Customer Service Apprenticeship: Are you a genuine people-person, passionate about helping others? Then you could be exactly who we're looking for to join our dynamic Contact Centre teams in Cheadle, Oldbury or Newcastle.

This is an opportunity to launch a career full of variety. And there's no need to wait – because many of our roles accept applications all year round.

No. of opportunities:
50

Salary per annum:
£9,000+

Roles available in the following locations:

**Customer Service: Basingstoke
Oldbury, Newcastle, Cheadle
Roadside: Nationwide**



 www.theaacareers.co.uk

 [instagram.com/theaa_careers](https://www.instagram.com/theaa_careers)

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AA



TUI UK TRAVEL & TOURISM

39th



Reviewed **8.41 / 10** by **32** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 112 UCAS points, English and Maths GCSE level 4 or above.

Qualifications & Training: Level 3 Business Administrator.

Deadline: Rolling - apply early to be in with the best chance.

DEGREE APPRENTICESHIP

Entry Requirements: 96 UCAS points, English and Maths GCSE level 4 or above.

Qualifications & Training: BA (Hons) Chartered Manager degree (University of Hertfordshire).

Deadline: Rolling - apply early to be in with the best chance.

“We’re passionate about helping you unlock your full potential, by providing on-the-job training and coaching...”

No. of opportunities:
20

Salary per annum:
£16,920 - £18,700

Roles available in the following locations:
Luton, UK



Want to get your career off to a flying start? The sky's the limit with TUI.

We're the world's number one tourism business, with a global family of over 70,000 TUI colleagues spread across more than 180 destinations worldwide, who are focused on sending over 27 million customers on holiday every year, allowing them to discover their smile. This means unrivaled global opportunities for you and your future.

We're passionate about helping you unlock your full potential, by providing on-the-job training and coaching and encouraging our colleagues to explore new horizons by driving innovation and a culture of continuous learning. Alongside a comprehensive eLearning library, we also host regular learning and development sessions.

We're excited to offer some fantastic apprenticeships across many areas of our business, and have a proud history of our apprenticeship offering. Over the last 15-20 years we've supported more than 10,000 apprentices, and many of these are now part of our leadership team.

Passionate about holidays? Not sure if university is for you? Come and be yourself with us and discover a world of opportunity.

 bit.ly/TUI-Apprentices

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A WORLD OF OPPORTUNITY AWAITS

TUI is more than a brand, it's who we are. **Trusted – Unique – Inspiring.** Our people and careers are as diverse and exciting as our customers and the destinations we travel to. Come and be yourself with us and discover a world of opportunity.

Who knows where a career with TUI could take you – your journey starts here.

Begin your journey with us in:

- Analytics and Data Science
- Technology
- Commercial
- Engineering
- Finance
- Marketing
- ... and more!



tuijobsuk.co.uk

CO-OP

RETAIL, FUNERALCARE, LEGAL & BUSINESS

80th



Reviewed **7.95 / 10** by **49** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
Varied across
programmes.

Qualifications &
Training: 12-15 month
apprenticeships incl.
Retailer Level 2 and
LGV Driver Level 2
with licence.

Deadline: Ongoing.

ADVANCED APPRENTICESHIP

Entry Requirements:
Varied across
programmes.

Qualifications &
Training: 15-24 month
apprenticeships
incl. Law, Business,
Accounting and
Management.

Deadline: Ongoing.

HIGHER APPRENTICESHIP

Entry Requirements:
Various.

Qualifications
& Training:
Apprenticeships incl.
Project Management,
Software Development
and Accounting.

Deadline: Ongoing.

DEGREE APPRENTICESHIP

Entry Requirements: 3
A-Levels (C+) and Maths
and English Grade 4/C
and above.

Qualifications & Training:
Learning across a 5 year
solicitor apprenticeship
with development on an
LLB Degree.

Deadline: Ongoing.

Co-op is one of the world's largest cooperatives. Owned by more than 4.5 million members, we're the UK's sixth biggest food retailer, Britain's number 1 funeral services provider, and a growing legal services business.

As an award-winning apprentice employer, we're planning to grow our apprenticeship schemes over the coming years to help us develop our future leaders. We're looking for people with a desire to develop, and a shared passion for our values, to join our business and help us build a greater future.

With opportunities across the UK in our stores, funeral homes and support centres, from school leaver programmes to degree apprenticeships, there's something for everyone. And with great salaries and benefits on offer, our apprenticeships will give you the best start to your career whichever you're looking to get into.

No. of opportunities:
100+

Salary per annum:
£11,000 - £25,000

Roles available in the
following locations:
Nationwide



 jobs.coop.co.uk/apprenticeship

 [instagr.am/coopuk](https://www.instagram.com/coopuk)

CUSHMAN & WAKEFIELD REAL ESTATE, CONSTRUCTION & RESEARCH

99th



Reviewed **7.26** / **10** by **10** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: 3 Cs at A Level, or equivalent.

Qualifications & Training: Undergraduate degree in Real Estate, APC qualification, Chartered Surveyor status.

Deadline: Applications close 29 March 2020.

WORK EXPERIENCE

Entry Requirements: No minimum.

Qualifications & Training: Shadowing experience.

Deadline: Ongoing/Ad-hoc throughout the year.

“You will help to deliver a broad range of projects for our clients. In fact, there will be no limit to what you can get involved in.”

No. of opportunities:
10

Salary per annum:
Competitive

Roles available in the following locations:

UK wide including London, Manchester and Edinburgh



Cushman & Wakefield is a leading global real estate services firm that delivers exceptional value by putting ideas into action for real estate occupiers and owners.

In 2018, the firm had revenue of \$8.2 billion across core services of property, facilities and project management, leasing, capital markets, valuation and other services.

You will study the Level 6 Chartered Surveyor Degree Apprenticeship. This includes completing an undergraduate degree in Real Estate on a part time basis, whilst gaining real work experience. You will then take the Assessment of Professional Competence (APC) through the Royal Institution of Chartered Surveyors. As you train, you will take on various rotations across the business to build your practical experience. This could include regional or international.

You will help to deliver a broad range of projects for our clients. In fact, there will be no limit to what you can get involved in. And we will do all we can to ensure you gain the experience you need to obtain your undergraduate degree and APC qualification. So you'll need to show potential and be open to new opportunities as they arise.

 www.cushwakeearlycareers.com

 [instagr.am/CW_EarlyCareers](https://www.instagram.com/CW_EarlyCareers)

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FIDELITY FINANCE & TECHNOLOGY

85th



Reviewed **7.86 / 10** by **11** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements:
3 Cs at A Level (or
equivalent).

Qualifications &
Training: Level 3
apprenticeship in
technology.

Deadline: 1st February
2020.

HIGHER APPRENTICESHIP

Entry Requirements:
3 Cs at A Level (or
equivalent).

Qualifications &
Training: Level 4
apprenticeship in
technology.

Deadline: 1st February
2020.

WORK EXPERIENCE

Entry Requirements: On track to achieving 3 Cs at
A Level (or equivalent).

Qualifications & Training: Join our Sixth Form
Experience Programme to find out about life in
Fidelity.

Deadline: 1st February 2020.

Fidelity International provides world-class investment solutions and retirement expertise to institutions, individuals and their advisers.

We're a privately owned, value driven organisation that invests for the future. We've been enriching people's lives since 1969, from young to old, families to businesses, as they save for retirement or their long-term investment objectives.

Whether it's a pension fund, a bank or an insurance company; or helping people with their workplace pension, we offer tailored solutions and services to each one of our clients.

Our success is solely determined by the success of our clients.

No. of opportunities:
10

Salary per annum:
£17,500 plus £500

sign-on bonus

Roles available in the
following locations:
Kingswood, Surrey



 earlycareersatfidelity.com

 www.fb.me/FidelityUK

 [@fidelitycareers](https://twitter.com/fidelitycareers)

 www.youtube.com/FidelityUK

GSK

HEALTHCARE & PHARMACEUTICALS

11th



Reviewed **8.82 / 10** by **72** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Minimum of 5 GCSEs grades 5/C and above.

Qualifications & Training: Combination of on-the-job and formal training.

Formal qualification dependent on the role.

Deadline: Rolling - see website for close dates.

HIGHER APPRENTICESHIP

Entry Requirements: Dependent on role but usually a minimum of 96 UCAS points.

Qualifications & Training: Will gain a foundation degree or equivalent, dependent on role.

Deadline: Rolling - see website for close dates.

DEGREE APPRENTICESHIP

Entry Requirements: Our degree programmes look for 96 UCAS or 128 UCAS points, depending on the apprenticeship.

Qualifications & Training: You will gain a Bachelor (Honours) degree for level 6 and a Masters degree for level 7.

Deadline: Rolling - see website for close dates.

We're exciting minds with our apprenticeship programme - and helping people do more, feel better, live longer.

We're a global company delivering billions of innovative products every year, helping boost the health of hundreds of millions worldwide. We're behind pharmaceuticals, like the first medicine to transform HIV/AIDs treatment, vaccines for infectious diseases - including the first malaria vaccine - and consumer healthcare products such as Sensodyne and Panadol.

There are so many teams you can be part of - which excites you the most? If you're into science, you could join us in Laboratory Science, Engineering or join one of our Manufacturing teams. If you're numerate, you could embark on a career in Finance, Data Science or in Manufacturing and Supply. Alternatively, you might be drawn to a career in Supply Chain or Project Planning.

Our apprenticeships will give you hands-on experience and early responsibility. While you learn on-the-job from industry leaders (and earn a competitive salary), you'll benefit from work events and training courses, whilst studying towards a nationally recognised qualification, which could lead onto further study towards a Bachelors degree or post-graduate qualification.

No. of opportunities:
50

Salary per annum:
£13,500 - £16,500

Roles available in the following locations:

Barnard Castle, Brentford, Stevenage, Ulverston, Ware, Irvine, Montrose



apprenticeships.gsk.com/uk

[instagram.com/glaxosmithkline](https://www.instagram.com/glaxosmithkline)

www.facebook.com/gskstudentsandgraduates

[@GSK_careers](https://twitter.com/GSK_careers)

www.youtube.com/GSKvision

JISC IT, NOT FOR PROFIT & EDUCATION

24th

Jisc

Reviewed **8.61 / 10** by **10** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Dependent on programme, see website for full details.

Qualifications & Training: Vary depending on the role but you will be fully supported by Jisc to achieve your education.

Deadline: We recommend candidates apply as early as possible.

HIGHER APPRENTICESHIP

Entry Requirements: Dependent on programme, see website for full details.

Qualifications & Training: Vary depending on the role but you will be fully supported by Jisc to achieve your education.

Deadline: We recommend candidates apply as early as possible.

DEGREE APPRENTICESHIP

Entry Requirements: Dependent on programme, see website for full details.

Qualifications & Training: Vary depending on the role but you will be fully supported by Jisc to achieve your education.

Deadline: We recommend candidates apply as early as possible.

No. of opportunities:

TBC

Salary per annum:

Competitive

Roles available in the following locations:

Nationwide



We are a membership organisation, providing digital solutions for UK education and research. We want a world where people learn, discover and thrive through access to technology, no matter who they are or where they live. We're a social enterprise, so every penny we create is reinvested in our core purpose.

We've worked hard to make our apprenticeship programmes the best experience they can be for everyone involved.

Our apprenticeship programmes include:

- Meaningful and challenging work where your ideas will be heard, and you can really make a difference
- Comprehensive on-the-job training specially tailored for your course
- A fully trained internal mentor who will provide you with ongoing support and guidance
- Regular meet-ups with all our apprentices across Jisc, to share ideas and experiences, support each other and learn additional skills
- Plenty of time off to study, with our experts on hand to answer any questions you may have
- Lots of additional support from people like your manager, team mates and the apprenticeship team; we are a friendly bunch who all want you to do really well!

You can look forward to a rewarding job with opportunities to develop and make a real difference to the education and research sectors.

 www.jisc.ac.uk/jobs

 [www.fb.me/jiscsocial](https://www.facebook.com/jiscsocial)

 [@Jisc](https://twitter.com/Jisc)

KPMG

ACCOUNTANCY, TECHNOLOGY & BUSINESS

48th



Reviewed **8.30** / **10** by **81** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Dependent on programme. See website for details.

Qualifications & Training: Level 7 ACA or CA qualification.

Deadline: Rolling.

DEGREE APPRENTICESHIP

Entry Requirements: Dependent on programme. See website for details.

Qualifications & Training: BSc (Hons) Degree in Digital & Technology Solutions.

Deadline: Rolling.

WORK EXPERIENCE

Entry Requirements: Dependent on programme. See website for details.

Qualifications & Training: Develop key business skills in interactive sessions at KPMG offices.

Deadline: Rolling.

KPMG in the UK is part of a global network of member firms. Our largest practice is Audit, which provides independent challenge and delivers quality audits to organisations of all shapes and sizes. In Tax & Pensions, Consulting, Deal Advisory, Technology & Engineering and KPMG Business Services, we work shoulder-to-shoulder with clients to help them solve some of their most complex business challenges.

Our apprenticeship programmes offer you the chance to gain practical work experience and build core skills. You'll be supported to achieve professional qualifications and accreditations, such as diplomas and degrees, and earn a salary - all at the same time.

You'll work alongside and learn from peers, colleagues and leaders, who all come from a range of backgrounds. Our diverse employee networks, clubs and 'Academy' learning community will help you to develop new connections and build new friendships, not just for today, but for your career ahead too.

Join us on a KPMG apprenticeship programme, be inspired to live, earn and learn - and build an exceptional future with us.

No. of opportunities:
C.200

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



www.kpmgcareers.co.uk/apprentice

[instagram.com/kpmgtraineesuk](https://www.instagram.com/kpmgtraineesuk)

[www.fb.me/KPMGUKStudentRecruitment](https://www.facebook.com/KPMGUKStudentRecruitment)

[@KPMGRecruitment](https://twitter.com/KPMGRecruitment)

www.youtube.com/KPMGRecruitmentUK

MACE

CONSTRUCTION, CONSULTANCY & ENGINEERING

18th



Reviewed **8.68 / 10** by **37** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 96 UCAS points (post 2017 tariff).

Qualifications & Training: Sponsored through a level 3 qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

HIGHER APPRENTICESHIP

Entry Requirements: 96 UCAS points (post 2017 tariff).

Qualifications & Training: Sponsored through a level 4 qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

DEGREE APPRENTICESHIP

Entry Requirements: 120 UCAS points (post 2017 tariff).

Qualifications & Training: Sponsored through a degree qualification relevant to the discipline.

Deadline: We recommend all candidates apply as soon as possible as offers are made on a rolling basis.

Mace is an international consultancy and construction company, founded and built on exceptional people, a commitment to service excellence and an entrepreneurial spirit.

Our apprenticeship programmes offer a wide range of opportunities to people who are looking to start a career in the construction industry.

Our trainees and apprentices have worked on iconic projects, including the London 2012 Olympic Park, The Shard, Battersea Power Station, Tottenham Hotspur Football Stadium and Manchester Business School.

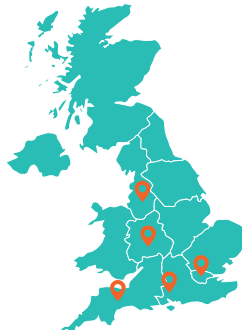
As well as the opportunity to work on some of the UK's most exciting projects, all of our apprentices and trainees receive financial and practical support with part-time study towards an industry recognised qualification.

Our structured training programme will teach you technical and business skills to help you succeed in your career.

No. of opportunities:
35

Salary per annum:
£17,000 - £19,000

Roles available in the following locations:
London, Birmingham, Manchester, Exeter, Winchester + more



 www.macegroup.com/careers

 [@MaceGroup](https://twitter.com/MaceGroup)

 www.youtube.com/MaceGroup

MCDONALD'S BUSINESS, HOSPITALITY & RETAIL

44th



Reviewed **8.34** / 10 by **14** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: 104 UCAS points and C or 4 in Maths and English GCSE.

Qualifications & Training: Level 3 Hospitality Supervision Apprenticeship, BA (hons) Business Management and Retail.

Deadline: 31 January 2020.

“Our degree apprenticeship offers a fantastic opportunity to gain practical management experience; from year one you’ll be leading restaurant teams and making operational decisions - you could even go on to manage your own restaurant!”

McDonald's is the largest restaurant chain in the world. We serve over 3.7 million customers a day in our 1,390 restaurants in the UK and Ireland alone. Customer experience is at the heart of everything we do, and as our business continues to grow we continually look for new ways to lead from the front.

Whatever you're looking for from a career, you can find it with us. Working for McDonald's is more than just a job. We aim to have a positive impact in everything we do. We offer good value, quality food and a fantastic experience for our customers. But it's not just about the millions of meals we serve each year, it's also about the thousands of people who work for us, it's about you.

If you've set your sights high, you'll want an employer who can turn your potential into reality. Our degree apprenticeship offers a fantastic opportunity to gain practical management experience; from year one you'll be leading restaurant teams and making operational decisions - you could even go on to manage your own restaurant! Plus, you'll have the opportunity to gain chartered manager status with the Chartered Management Institute alongside your degree.

No. of opportunities:
20 - 30

Salary per annum:
£16,000 - £19,000

Roles available in the following locations:
Nationwide



 www.people.mcdonalds.co.uk

 [instagram.com/mcdonaldsuk](https://www.instagram.com/mcdonaldsuk)

 [@mcdonaldsuk](https://twitter.com/mcdonaldsuk)

 www.youtube.com/mcdonaldsuk

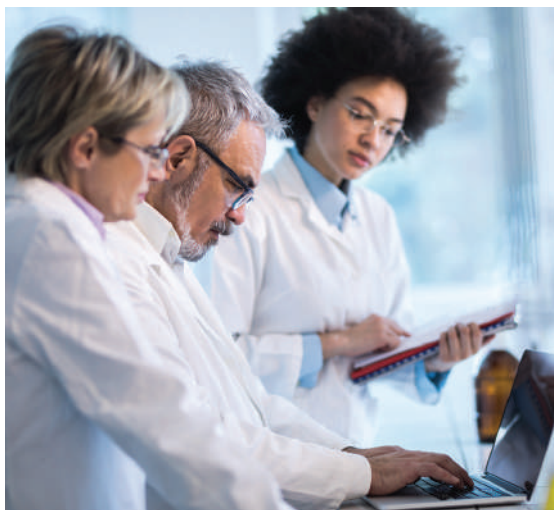
PFIZER LTD

RESEARCH & DEVELOPMENT

81st



Reviewed **7.95 / 10** by **15** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: 5 GCSEs at A*-C (4-9).

Qualifications & Training: Full training will be given to support your studies towards an accredited qualification.

Deadline: See website.

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs at A*-C (4-9).

Qualifications & Training: Full training will be given to support your studies towards an accredited qualification.

Deadline: See website.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs at A*-C (4-9).

Qualifications & Training: Full training will be given to support your studies towards an accredited qualification.

Deadline: See website.

DEGREE APPRENTICESHIP

Entry Requirements: 200 UCAS points or equivalent.

Qualifications & Training: Full training will be given to support your studies towards an accredited qualification.

Deadline: See website.

Pfizer is one of the world's premier innovative biopharmaceutical companies. We strive to be as diverse as the patients and communities we serve. By valuing our patients, colleagues, communities and partners as essential building blocks of an inclusive community, we aim to promote a culture that encourages our people to bring their most authentic selves to work every day.

A career with us is about bringing therapies to patients that have the power to improve their lives. Whatever your role, you'll be part of that - driving the healthcare industry forward and making a positive difference to the world through both our work and our commitment to helping those in need.

We partner with Cogent Skills to offer apprenticeships across different disciplines from science careers to engineering, and paralegal to digital marketing. Our apprenticeship scheme offers the best of both worlds - a unique opportunity to learn on the job alongside industry experts and professionals, whilst studying towards a nationally recognised qualification. Our placements range from level 2 to level 7 depending on your chosen area and earn a competitive salary while you're doing it.

No. of opportunities:
20

Salary per annum:
£10,750 - £25,940

Roles available in the following locations:
Sandwich (Kent) and Tadworth (Surrey)



 www.pfizer.co.uk/apprenticeships

 [instagr.am/pfizeruk](https://www.instagram.com/pfizeruk)

 [www.fb.me/pfizeruk](https://www.facebook.com/pfizeruk)

 [@Pfizer_UK](https://twitter.com/Pfizer_UK)

 www.youtube.com/PfizerUK

PREMIER FOODS FMCG, FOOD & DRINK, MANUFACTURING

92nd



Reviewed **7.68 / 10** by **12** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs at grade C/4 including maths, science and English.

Qualifications & Training: Level 3 Engineering Technician; Level 3 Food Technologist; Level 3 Advanced Food Operator.

Deadline: Please see our website for vacancy details.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs at grade C/4 including maths, science and English and 2 A levels.

Qualifications & Training: Level 4 Data Analyst; Level 4 Software Developer.

Deadline: Please see our website for vacancy details.

DEGREE APPRENTICESHIP

Entry Requirements: A levels or BTEC in science-related subjects.

Qualifications & Training: Level 6 Food Industry Technical Professional; Level 6 Packaging Professional.

Deadline: Please see our website for vacancy details.

Food is our passion at Premier Foods and we have a whole host of great brands including Ambrosia, Bisto, Batchelors, Loyd Grossman, Oxo, Paul Hollywood, Sharwood's and Mr Kipling safeguarded by over 4,000 colleagues based at sites across the UK.

Our brands have a rich heritage and we invest in them to make sure that they stay front of mind and relevant for modern day life. You can find our products in supermarkets, convenience stores, online and at wholesale distributors.

We work with schools and support industry-led initiatives to raise awareness and ensure a pipeline of highly skilled new talent for the food and drink industry. That's why we offer apprenticeship programmes and invest in skills and training for engineering, IT, manufacturing and food science. We're committed to support apprenticeships so that talented individuals can 'earn while they learn'.

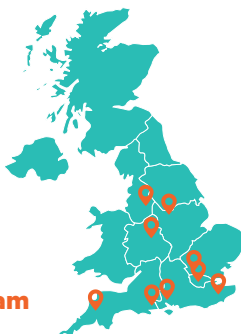
We look for individuals who are passionate about food with plenty of drive and motivation and who are willing to make decisions to improve our brands and manufacturing sites. Visit our careers website for more information.

No. of opportunities:
12

Salary per annum:
£12,000 - £22,000

Roles available in the following locations:

Ashford, Carlton, Lifton, Manchester, Moreton, St Albans, Stoke, Stoneham and Worksop



careers.premierfoods.co.uk



www.fb.me/PremierFoodsPLC



[@PremierFoodsPLC](https://twitter.com/PremierFoodsPLC)

RSM

PROFESSIONAL SERVICES

56th



Reviewed **8.19 / 10** by **41** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 112 UCAS points.
Qualifications & Training: AAT, ATT.
Deadline: Ongoing.

“Starting your career at RSM you’ll enjoy a fast-tracked business career that recognises your potential and rewards your ambition. Our two year school leaver programme will give you all the skills and support you need to unlock a future that’s packed with opportunities and new experiences.”

RSM is a leading provider of audit, tax and consulting services to middle market leaders, globally.

With around 3,500 partners and staff in the UK and access to more than 41,400 people in over 120 countries across the RSM network, we can meet our clients’ needs wherever in the world they operate.

As an integrated team, we share skills, insight and resources, as well as a client-centric, collaborative approach that’s based on a deep understanding of our clients’ businesses. This is how we empower you to move forward with confidence and realise your full potential. This is the power of being understood.

Starting your career at RSM you’ll enjoy a fast-tracked business career that recognises your potential and rewards your ambition. Our two year school leaver programme will give you all the skills and support you need to unlock a future that’s packed with opportunities and new experiences.

No. of opportunities:
100

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



 www.rsmuk.com/careers/students

 [instagram.com/rsm.uk](https://www.instagram.com/rsm.uk)

 [@RSMUK_Careers](https://twitter.com/RSMUK_Careers)

SAGE IT & SOFTWARE ENGINEERING

19th

sage

Reviewed **8.65 / 10** by **46** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: 5 GCSEs at grade C or above, including Maths and English.

Qualifications & Training: Customer Service Practitioner, with 1 full day offsite every 2 weeks.

Deadline: Ongoing throughout the year.

ADVANCED APPRENTICESHIP

Entry Requirements: Dependent on the role, minimum 5 GCSEs at grade C or above, including Maths and English.

Qualifications & Training: Digital Marketing, Marketing, Talent Acquisition, Procurement, Supply Chain, Business Administration, IT, Software.

Deadline: Ongoing throughout the year.

“We are really proud of our apprenticeship programmes at Sage and offer opportunities across many functions of our business.”

No. of opportunities:
35

Salary per annum:
£12,000 - £19,000
Dependent on location

Roles available in the following locations:

**Newcastle,
Manchester, Reading,
London, Dublin**



Sage is the global market leader for technology that helps small and medium businesses perform at their best. Sage is trusted by millions of customers worldwide to deliver the best cloud technology and support, with our partners, managing finances, operations and people. We do everything we can to help people be the best they can be, so the combined efforts of 13,000 Sage colleagues make a real difference to the world.

We are really proud of our apprenticeship programmes, offering opportunities across many functions. Our apprentices make up a vital part of our team and are given real responsibility along with support and coaching throughout the apprenticeship. As a Sage apprentice, you will have an exciting induction event, soft skill training throughout the year dedicated to apprentices, take part in Sage Foundation days to support our charities and even have a party at the end of the scheme to celebrate all of your amazing achievements.

When we have apprenticeship vacancies you can apply via our careers page, and our recruitment team will be in touch to keep you informed on next steps. Usually we invite shortlisted candidates to an assessment centre, which is an opportunity for us to learn more about you, and for you to find out more about #LifeatSage!

 www.sage.com/careers

 [instagram.com/LifeatSage](https://www.instagram.com/LifeatSage)

 [@SageCareers](https://twitter.com/SageCareers)

SAVILLS REAL ESTATE

12th

savills

Reviewed **8.81 / 10** by **19** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: Surveying apprenticeship 96 UCAS points, Town Planning apprenticeship 104 UCAS points.

Qualifications & Training: 5 year apprenticeship, including undergraduate degree and full on the job training.

Deadline: May 2020.

“We pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development.”

The Savills apprenticeship programme launched in 2015 and gives candidates the training, experience and support they need to build a fulfilling career in real estate. We pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development.

Working Week

Five full days in the office, working hours 8:45am to 5:45pm (office dependent). During term time, one day per week should be dedicated to study while in the office. This will depend on where you train as it may involve day release at university.

How to Apply

The applications for the 2020 apprenticeship programme will open on the 9th March 2020. Currently we are only offering apprenticeships in England and Scotland.

To apply

- Stage one: Online application. Submit your application, including your CV, cover letter and supporting questions.
- Stage two: Assessment Day. If your online application is successful you will be invited to an assessment day where you will be asked to participate in numerous tasks and networking.
- Stage three: Interview. If you are successful at assessment day you will be invited to attend an interview. This will be conducted by members of the team that you have applied to.

No. of opportunities:
20

Salary per annum:
£17,000 - £19,000

Roles available in the following locations:
Various



 www.cutt.ly/SavillsApprenticeship

 [instagr.am/savills_instagr](https://www.instagram.com/savills_instagr)

SCHNEIDER ELECTRIC ENGINEERING

28th



Reviewed **8.56 / 10** by **18** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs C or above including English, Maths and Science.

Qualifications & Training: BTEC Level 3 Qualification, NVQ Level 3.

Deadline: Please check our website.

HIGHER APPRENTICESHIP

Entry Requirements: 2 A Levels or equivalent.

Qualifications & Training: Level 4/5 Higher Qualification in HNC/HND, NVQ.

Deadline: Please check our website.

DEGREE APPRENTICESHIP

Entry Requirements: A-levels grade C and above or equivalent BTEC Level 3, HNC, HND.

Qualifications & Training: Obtain a degree.

Deadline: Please check our website.

Schneider Electric are looking for passionate talented individuals to join our award-winning apprentice programme. Study a degree, HNC or BTEC whilst earning a salary and getting on-the-job experience with a global leader in energy management.

At Schneider, we believe access to energy and digital is a basic human right. We empower all to make the most of their energy and resources, ensuring 'Life Is On' everywhere, for everyone, at every moment.

We provide energy and automation digital solutions for efficiency and sustainability. We combine world-leading energy technologies, real-time automation, software and services into integrated solutions for homes, buildings, data centers, infrastructure and industries.

We are committed to unleash the infinite possibilities of an open, global, innovative community that is passionate about our meaningful purpose, inclusive and empowered values.

No. of opportunities:
45

Salary per annum:
Competitive

Roles available in the following locations:
UK and Ireland



www.schneider-electric.co.uk/en/about-us

[instagram.com/schneiderelectric](https://www.instagram.com/schneiderelectric)

[www.fb.me/SchneiderElectric](https://www.facebook.com/SchneiderElectric)

[@SchneiderUK](https://twitter.com/SchneiderUK)

www.youtube.com/SchneiderCorporate

SIEMENS ENGINEERING

21st

SIEMENS
Ingenuity for life

Reviewed **8.63 / 10** by **113** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: A minimum of 4 GCSEs (or equivalent) at grade 4 or above including Maths, English and Science.

Qualifications & Training: NVQ Level 3, plus a technical engineering qualification.

Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.

HIGHER APPRENTICESHIP

Entry Requirements: A BTEC National Certificate/A Levels in a relevant discipline/s.

Qualifications & Training: NVQ Level 4 and a relevant HNC.

Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.

DEGREE APPRENTICESHIP

Entry Requirements: A BTEC National Certificate/A Levels in a relevant discipline/s.

Qualifications & Training: You can earn an NVQ Level 6-7, equivalent to a Bachelor's or Master's degree.

Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.

The jobs of tomorrow will be very different to those of today. A Siemens apprenticeship will equip you with the skills and knowledge to follow a career at the cutting edge of technology and engineering. You could soon be here – earning a salary, learning through experience and working towards an industry-recognised qualification. Explore the incredible range of paths to choose from. You'll find opportunities in tech, digital, engineering, business and more, across 12 different UK locations.

Siemens teams work at the forefront of manufacturing, power generation, rail and infrastructure – we truly are here, there and everywhere in modern cities and beyond. Through breakthroughs in AI, robotics and driverless cars, we are helping to shape the future of engineering and industry in the UK and across the world.

We offer apprenticeship programmes at three levels – with different specialisms on offer at each level. We want you to start with a strong foundation by learning a diverse selection of skills in preparation for a long-term career. Many different career paths can open up once your apprenticeship is completed and it's time to progress into a permanent role.

No. of opportunities:
150

Salary per annum:
Competitive plus flexible benefits

Roles available in the following locations:
UK-wide



 www.siemens.co.uk/apprenticeships

 [instagram.com/Siemens_UK](https://www.instagram.com/Siemens_UK)

 www.facebook.com/siemensuknews

 [@SiemensUKJobs](https://twitter.com/SiemensUKJobs)

SOFTCAT SALES & IT

6th

Softcat

Reviewed **3.92** / 10 by **18** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 1 A Level or 5 GCSEs (incl. English and Maths) at grade 4-9

Qualifications & Training: Level 3 Business Administration.

Deadline: See website for current deadlines.

ADVANCED APPRENTICESHIP

Entry Requirements: 1 A Level or 5 GCSEs (incl. English and Maths) at grade 4-9.

Qualifications & Training: Level 3 IT Technical Sales, training in sales techniques and technical product knowledge.

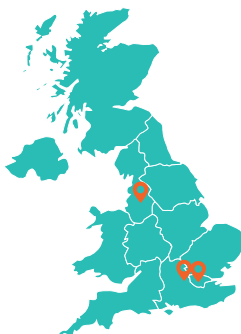
Deadline: See website for current deadlines.

“Apprentices are a huge asset to our business – we love to recruit smart, hard workers with the ambition to achieve big things. Our key focus is the Sales apprenticeship, a great option if you’re a real people person...”

No. of opportunities:
50

Salary per annum:
£16,000 - £17,500

Roles available in the following locations:
Marlow, Manchester and London



As a Softcat apprentice, you'll get to start your career with a true UK success story in the technology world. We're a trusted partner to names like Apple, Microsoft and Adobe that's grown rapidly into a billion-pound, FTSE 250 company, offering solutions like software licensing, cyber security and IT infrastructure.

Apprentices are a huge asset to our business – we love to recruit smart, hard workers with the ambition to achieve big things. Our key focus is the Sales apprenticeship, a great option if you're a real people person, who's target-driven and good on the phone. We also offer Business Administration apprenticeships for a number of departments.

Your apprenticeship will feature a structured programme of on-the-job learning, with lots of support and mentoring from colleagues. Once completed, you'll hopefully follow in the footsteps of many previous Softcat apprentices who have progressed rapidly. On top of the career prospects, our culture is a great reason to join us. We're a company that feels like a family – with buzzing office locations, lots going on socially and a real sense of working and achieving success together. The multiple awards we've won for our apprentice programmes show our commitment to offering the best possible experience.

 <https://jobs.softcat.com>

 [instagram.com/softcat](https://www.instagram.com/softcat)

 www.youtube.com/SoftcatProductions

UBS WEALTH MANAGEMENT & INVESTMENT BANK

26th



Reviewed **8.58 / 10** by **62** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 104 UCAS points along with a level 5/6 in English Language and Maths GCSE.

Qualifications & Training: Level 3 Apprenticeship in Human Resources and Group Finance.

Deadline: Hire on a rolling basis – Easter 2020.

DEGREE APPRENTICESHIP

Entry Requirements: Dependent on business area, please check our website.

Qualifications & Training: Level 6 Apprenticeship in Global Wealth Management, Investment Bank, Asset Management, Group Operations, Group Technology, Group Risk Control.

Deadline: Hire on a rolling basis – Easter 2020.

UBS works with individuals, families, institutions, and corporations around the world to help answer some of life's questions – whether through award-winning wealth management advisory, investment banking and asset management expertise, or private and corporate banking services in Switzerland.

We're a team of more than 60,000 colleagues, collaborating across all major financial centers in more than 50 countries. We strive for excellence in everything we do, and this has awarded us recognition across our businesses. We offer a collaborative, international and diverse working environment that rewards passion, commitment and success – and are regularly recognized as an attractive employer.

Full training and support will be provided by expert training and assessment staff. There will be high quality classroom training as well as online learning, coaching and on-the-job experience to develop real world skills.

From day one you will be in a permanent role at UBS, fully supported as a full-time employee, receiving support from your line manager, team, mentor and HR. If you join on a level 3 apprenticeship there will be an opportunity for you to progress onto a higher level apprenticeship once you have finished your program.

No. of opportunities:

40

Salary per annum:

£21,000

Roles available in the following locations:

London



 www.ubs.com/global/en/about_ubs/careers

 [instagr.am/ubscareers](https://www.instagram.com/ubscareers)

 [www.fb.me/ubscareers](https://www.facebook.com/ubscareers)

 [@ubscareers](https://twitter.com/ubscareers)

 www.youtube.com/ubsglobal

UNILEVER FAST-MOVING CONSUMER GOODS (FMCG)

25th



Reviewed **8.59 / 10** by **70** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Typically 5 GCSEs at grades 4-9 or equivalent.

Qualifications & Training: Various qualifications including Business Administrator, Logistics and Digital Marketer.

Deadline: Please refer to careers website.

HIGHER APPRENTICESHIP

Entry Requirements: Typically 5 GCSEs grades 4-9 or equivalent incl. Maths and English Language and 2 A-levels or equivalent.

Qualifications & Training: Various, incl. Professional Accountant and Associate Project Manager.

Deadline: Please refer to careers website.

DEGREE APPRENTICESHIP

Entry Requirements: Typically 5 GCSEs at grades 4-9 or equivalent including Maths and English Language and 2 A-Levels or equivalent.

Qualifications & Training: Various including Data Scientist, Digital Marketer and Lab Scientist.

Deadline: Please refer to careers website.

Would you like to work with, and learn from, the biggest brands in the world, bringing your values to life with your work? We care as much about the sustainability of our business as we do about the success of our brands and our people. Together, we can feel good about the work we do every day.

From tea to ice cream, and shampoo to skincare, our brands cater for all tastes. Think PG tips, Hellmann's, Ben & Jerry's and Simple. When you discover the career that you want with us, as a global organisation we'll help you to follow any path you choose. Surrounded by inspiring leaders and supportive peers, you'll channel your purpose and find fresh ideas as you make a real impact on the business and the world.

We want to see how your individuality, and your unique approach to work and the world, can bring innovation to our business. As a reward for sharing your curiosity and ideas, you'll see your work improve the lives of our consumers and communities around the world. A better business brings us a better world. Together we'll help you find your best self.

No. of opportunities:
70+

Salary per annum:
Competitive

Roles available in the following locations:

Various locations nationwide including: London, Leatherhead, Leeds and Port Sunlight



careers.unilever.com/uk/en

[instagram.com/UnilevercareersUK](https://www.instagram.com/UnilevercareersUK)

[www.fb.me/UnileverCareersUK](https://www.facebook.com/UnileverCareersUK)

[@ULCareersUK](https://twitter.com/ULCareersUK)

www.youtube.com/careersatunilever

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**FREE
ENTRY**

← APPRENTICESHIP

UNIVERSITY →

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OF LIVERPOOL

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 Apprenticeships

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*Correct at time of print

THANK YOU FROM THE TEAM

Thanks for taking the time to flick through **A Guide to Career Options 2020!** We hope you now feel suitably excited about all the career-launching opportunities available to you.

Our mission is to empower young people across the country to make well-informed decisions about their futures. If you feel ready to start looking for roles - or you have any burning questions that still need answering - head over to **RateMyApprenticeship.co.uk** to send your career into the stratosphere.

We'd like to say a huge thank you to the companies who feature in this guide, as well as all the students who've submitted reviews to **RateMyApprenticeship.co.uk**.

This guide wouldn't be possible without your input.

Regardless of whether you end up on an apprenticeship or at university, we know you'll smash it.

Good luck!

Answers for Psychometric

Examples:

Abstract Reasoning (D).
Verbal Reasoning (Dan is the oldest).



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Application Deadline: 9 February

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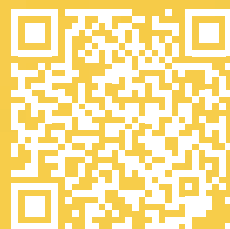
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