

★ RATEMY
APPRENTICESHIP



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A GUIDE TO CAREER OPTIONS 2019

For school and college leavers

Gain work experience whilst at school or college

Business Insight Week, Digital Insight Week, Females of the Future programme or Office Open Events

Get a Head Start on our school and college leaver programmes

Join us in Assurance, Consulting, Deals, or Tax

Go to uni and give your career a Flying Start

Flying Start Degree programmes in Accounting, Business or Technology

Join us whilst you're at university

Internships, Work Placements, Females of the Future programme, Women in Tech, Women in Business, Office Open Events or graduate opportunities

No matter which path you choose...

...there are no limits as to how far you can go and how much you can achieve.



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. 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.

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WELCOME TO A GUIDE TO CAREER OPTIONS 2019

THIS IS YOUR HANDBOOK FOR TAKING YOUR NEXT STEP AFTER SCHOOL OR COLLEGE.

Young people have never had as many opportunities as they do now, and that's why we have put together this guide to career options - to help you choose the right path and find an amazing career.

The guide also features **RateMyApprenticeship's Top 100 Employers 2018-19**, which is based on thousands of reviews written by your peers.

A Guide To Career Options has been produced in collaboration with RateMyApprenticeship.co.uk, a website dedicated to helping young people understand their options, and inspire them to pursue an amazing career.

Whether you're interested in doing an apprenticeship, thinking of getting a degree or you're completely unsure - we're here to help.

So let's begin! Your future is in your hands...





Are you looking to join a proactive, leading and forward thinking organisation?

We're one of the leading and award-winning providers of water and water recycling services in the UK and our organisation is an industry benchmark for quality and customer service. But what makes us unique is our commitment to providing the investment and development people need to make a real difference. Our student career opportunities provide on-going learning and professional development within a challenging work environment, which provides a vital service for our customers. With over 6 million customers, if you think about the people you depend on, the likelihood is that they depend on us.

You'll earn while you learn on all of our student programmes, you'll meet like-minded people and build your knowledge across a number of different development programmes. It takes hard work and dedication, but you'll gain a nationally recognised qualification, valuable practical skills and guidance and support from an experienced team and mentor. You'll also meet some great people along the way! Our programmes cover a variety of skills from mechanical and electrical engineering, leakage detection, information services, water regulations inspectors, LGV drivers, customer service and many more. Take a look at our website www.anglianwatercareers.co.uk for more information about these exciting career opportunities and apply today!

Our employees rate us as one of the best places to work in the UK! By choosing an apprenticeship with us, you are opening the door to a long-term and highly rewarding career.

Recruitment Website: www.anglianwatercareers.co.uk
 YouTube: www.youtube.com/LoveEveryDrop



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THE TOP 100 EMPLOYERS 2019

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THE TOP 100 EMPLOYERS TWO-PAGE PROFILE

Bakkavor	54
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BBC	58
BDO	60
CGI	62
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Goldman Sachs	66
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THE TOP 100 EMPLOYERS ONE-PAGE PROFILE

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DSTL	86
Fidelity International	87
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KPMG	91
M&G Investments	92
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YOUR CAREER STARTS HERE



KEITH SMITH, DIRECTOR OF APPRENTICESHIPS AT THE EDUCATION AND SKILLS FUNDING AGENCY

Apprenticeships are changing. More employers, from wide-ranging and new sectors, are offering apprenticeships in innovative and exciting job roles, opening up real career opportunities to anyone aged 16 and over. These brilliant apprenticeships are enhancing the career choices for individuals – no matter who they are, where they are from, or what career they see themselves succeeding in.

We know it can be difficult for young people to decide what to do after they've left school, as there are many options available to them. This guide is aimed at helping them make the right choice and hopefully,

apprenticeships will be a popular option – giving young people the chance to earn and learn in a real job, whilst gaining the knowledge and skills they need to succeed.

We hear many fabulous experiences of apprenticeships and this is important as we need the voice of the apprentice to continue to be heard. We welcome the work of RateMyApprenticeship in sharing these stories and hope they will inspire others to consider an apprenticeship.

Keith Smith,
Director of Apprenticeships



RESEARCH

In the following pages you'll be guided through each phase of choosing your next step after school or college, and how to apply...

MYTH-BUSTING
Four myths about apprenticeships debunked.



NETWORKING



HOW TO TALK TO EMPLOYERS AT A CAREERS FAIR
Tips for interacting with employers.



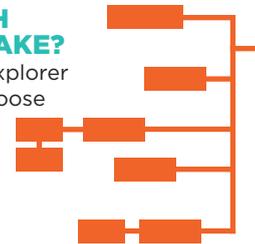
BECOME SOCIAL MEDIA SAVVY
How to use social media to get a job.

APPLYING



WRITING A CV & COVER LETTER
Guides to writing a great CV & cover letter.

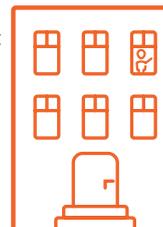
WHICH PATH WILL YOU TAKE?
Our next step explorer will help you choose the right path.



ASSESSMENTS

PSYCHOMETRIC TESTING

The different types with examples.



PHONE & VIDEO INTERVIEWS

Top tips for phone and video interviews.



HOW TO PREPARE FOR AN INTERVIEW

What to bring to an interview and how to prepare beforehand.



ASSESSMENT CENTRES

What to expect on the day.



MYTH-BUSTING

MYTH

University is the best route for high achievers.

REALITY

More and more young people with top A levels are choosing to do apprenticeships.

WHY?

Organisations that offer the most sought-after graduate schemes also offer apprenticeships. Young people who would usually go to university and then apply for a graduate scheme are starting work immediately after they leave school or college. Employers are giving high achieving students the chance to start a career earlier than traditional graduates.

MYTH

Those who go to university are always better off.

REALITY

Apprenticeships fast-track your career.

WHY?

For careers in many different industries, university isn't always the fastest route in. Apprentices receive on-the-job training, as well as earning the qualifications that are required for a particular profession. They are work-ready! In fact, a study by the Sutton Trust suggests that higher and degree apprentices can expect to earn over £50,000 more than most graduates in their careers.

MYTH

Apprenticeships are just for tradespeople.

REALITY

Apprenticeships are available in a huge range of sectors and job roles.

WHY?

Apprenticeships were traditionally associated with trade industries, like plumbing and construction. You can now do an apprenticeship in a wide variety of sectors, from accounting and banking to consulting and engineering. There are programmes available in over 1,500 different job roles, across 170 sectors.

MYTH

University degrees are needed for most jobs.

REALITY

There are apprenticeships for highly-skilled professions, including architecture and cyber security.

WHY?

Not long ago, if you headed to university, you were considered to be at an advantage to those who hadn't. No more. The UK now has more graduates than it has graduate jobs. So ask yourself, do you need to go to university to pursue your dream career? For most highly-skilled professions there are alternative pathways that avoid tuition fees.



HOW TO TALK TO EMPLOYERS AT A CAREERS FAIR



Unexpected
Friendships
Missions
Explorations
Discoveries
Careers

[dstl]

Unexpected Science

Start your beginning with Dstl



Ministry
of Defence



[www.linkedin.com/
company/dstl](http://www.linkedin.com/company/dstl)



[www.twitter.com/
Dstlmod](http://www.twitter.com/Dstlmod)



[www.facebook.com/
dstlmod](http://www.facebook.com/dstlmod)

Tube

[www.youtube.com/
Dstlmod](http://www.youtube.com/Dstlmod)

HOW TO INTRODUCE YOURSELF

Careers fairs are usually staged in informal settings, so there is no need to act as if you are meeting the Queen. Be calm and professional. Tell employers your name, what you are currently studying and the career path you're interested in.

HOW TO STAND OUT

If you're attending with your parents, make sure you start the conversation with the employers. Ask a question that makes them think, such as 'What is the most difficult challenge you faced at work?'. They will remember you!

DO YOUR RESEARCH

Research companies that are attending the fair. What opportunities do they offer in your desired field? Are there any **reviews** of those schemes on RateMyApprenticeship? If an employer asks 'What is it that attracts you to a career with this company?' you'll have a winning response.

BODY LANGUAGE

When you're talking to an employer, make frequent (but not constant) eye contact to show you're listening. Avoid crossing your arms, slouching or touching your face. A handy tip is to try and mirror the language of the person you're talking to.

BECOME SOCIAL MEDIA SAVVY

Social media is great for keeping up-to-date with the news, stalking old friends and finding funny videos. It's also incredibly useful for finding a job. Here's how you can be savvy on social media...

ENGAGE WITH EMPLOYERS

Most employers are active across their social media - interact with them, be proactive! Ask questions, comment on articles and make sure you follow them on all their platforms. You don't have to meet employers face-to-face to network.

PORTRAY YOURSELF PROFESSIONALLY

Beware! Being active on social media can improve your chances of getting a job, but it can also hinder them. Employers are increasingly using social media to check applicants. Anything that may be deemed inappropriate could count against you! Ensure your privacy settings are on maximum, or consider setting up a separate account for networking.

Josh
Digital Degree
Apprentice, EY



INSTAGRAM

Organisations use Instagram to show off their offices, social events and their team. If you're interested in a company's culture, their Instagram is the place to start.



FACEBOOK

Employers and recruiters regularly use Facebook to advertise jobs and post advice articles. Be sure to comment on posts, and like and share them. Facebook is a good platform for opening a dialogue with employers because of the frequency of updates, and quick replies to comments.



LINKEDIN

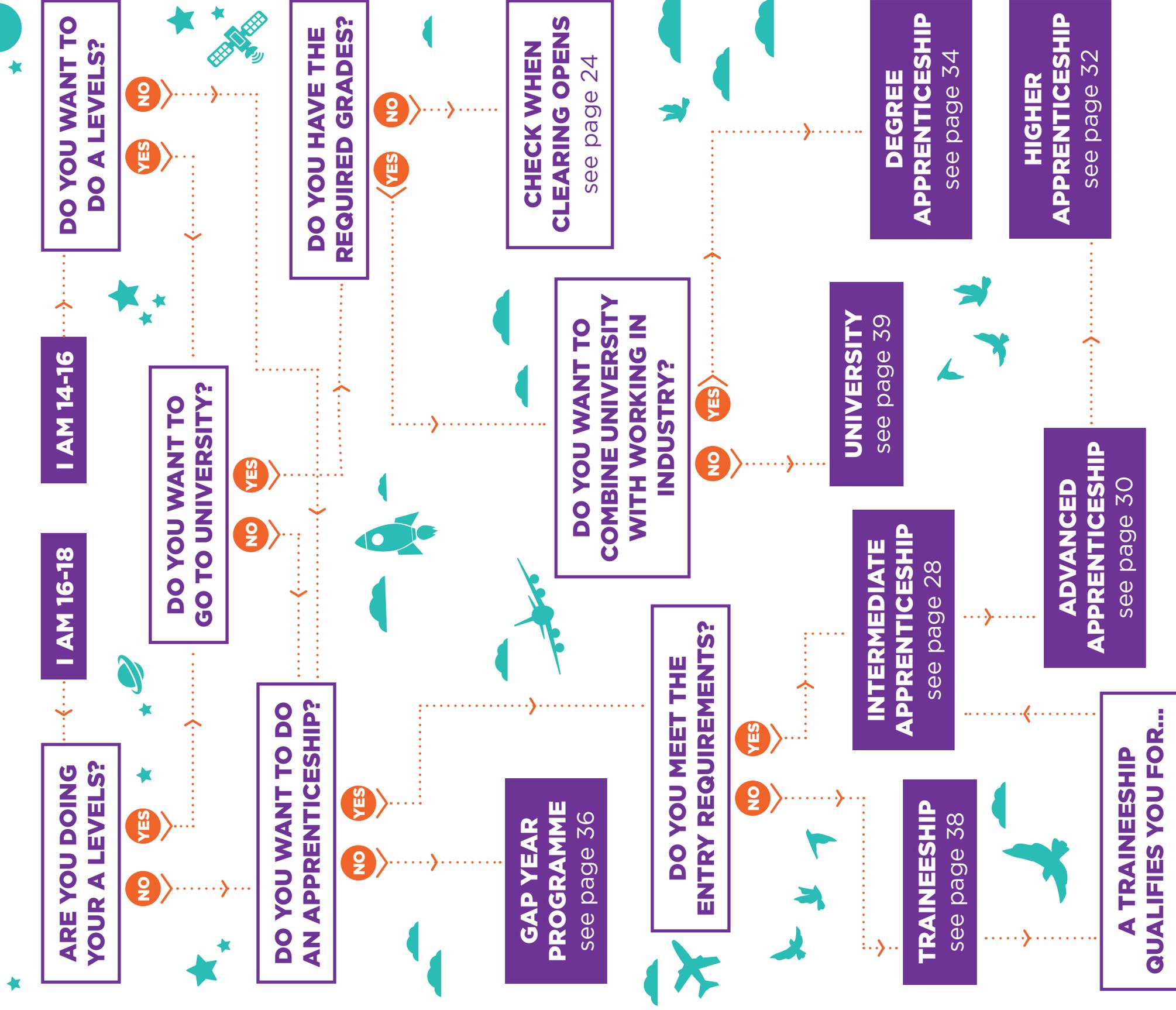
LinkedIn is a professional networking platform and is a tool for connecting with employers. Your profile acts as an online CV. You can list your working history, skills, ambitions and experience.

Follow RateMyApprenticeship on our social platforms for career advice & new jobs every day!

f @ratemyapprenticeship
t @ratemyapp_ship
i @ratemyapprenticeship

WHICH PATH WILL YOU TAKE?

What are you going to do after you finish school or college?
It's a pickle. Our Next Step Explorer can help you find the right path.



WRITING A CV



Have you written a CV before? You may need one when you're applying for an apprenticeship.

This template has been designed to show you what your CV should look like, and what it should contain. Below are some of our top tips...

KEEP IT TO TWO A4 PAGES

Employers look for CVs that are concise.



STEER CLEAR OF CLICHÉS AND BUZZWORDS

Such as 'I'm a team player'.

AVOID USING COLLOQUIAL LANGUAGE (SLANG)

Present yourself in a professional manner.

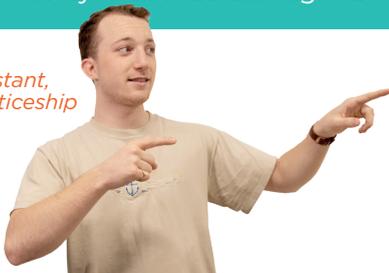


Amber
Marketing Assistant,
RateMyApprenticeship

ALWAYS CHECK SPELLING AND GRAMMAR

Use an online spell checker or get another set of eyes to read through it.

Will
Marketing Assistant,
RateMyApprenticeship



REMEMBER TO ATTACH IT

Emailing your CV to an employer? Remember to attach it, preferably as a PDF.

TAILOR YOUR CV FOR EACH SCHEME YOU APPLY FOR

CVs that are generic and non-specific are not successful.

YOUR NAME SHOULD TITLE YOUR CV

Do not write Curriculum Vitae as the title (unless your name is Curriculum Vitae).

CONTACT

Address

Email

Phone

KEY SKILLS

- Put together a list of your key skills (in bullet-point form).
- Focus on skills such as good communication, time management and teamwork.
- You can include your IT skills like Adobe Photoshop, video editing or Excel.
- Look for the skills that employers stress in job vacancies so your CV is tailored to the role.

INTERESTS

Discuss your interests and any extracurricular activities you do, such as clubs, sports teams and societies you belong to.

Again, try and keep it relevant to the scheme you are applying for.

YOUR NAME

PROFILE

A profile is a short introduction to your CV. Explain who you are and why you are interested in the scheme. This should be no longer than four sentences.

EDUCATION & QUALIFICATIONS

In the education section, ensure you put your most recent qualifications first.

You can draw attention to any projects you have completed that are relevant to the scheme 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, and know you well.

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

NATIONAL SCHOOLS EMPLOYABILITY CHALLENGE 2018/19

Test and improve your employability with **PwC** and **RateMyApprenticeship.co.uk** in this year's National Schools Employability Challenge. New and improved for this year, the National Schools Employability Challenge 2018/19 aims to not only quiz students between the ages of 14-18 on your employability, but help prepare and upskill you to be ready for the modern workplace. If that's not enough, there are also some great prizes to be won.



The Challenge runs from the 3rd of October 2018 and closes on the 29th of March 2019 at 5pm.



ENTER TODAY

WWW.NSECHALLENGE.CO.UK

WRITING A COVER LETTER

Some employers may ask you to send a cover letter alongside your CV. It should outline who you are, and explain why you are applying for a job.

A great cover letter should encourage the employer to read your CV, and seriously consider your application.

The template below will show you how...

Address the reader directly instead of writing 'Dear Sir/Madam' or 'To whom it may concern'. If you're unsure who to address it to, ring the company and ask. Show your initiative!

YOU CAN ALSO LOOK AT:

- Background of directors or the manager of the team you're applying for
- Origins of the company
- Has the company been in the news recently?

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

Dear Name,

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

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

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

Thank the reader for considering your application and emphasise your interest in attending an interview.

Yours Sincerely,
Your Name

Explain where you heard about the company or the role. Employers are keen to know where you found them.

Similar to your CV, avoid buzzwords and clichés, like describing yourself as a 'big fish in a small pond.'

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

98% of apprentices would recommend their scheme to a friend*

Apprenticeships are a genuine alternative to university for young people today. RateMyApprenticeship is designed to help you discover more about apprenticeships and to search for the UK's best opportunities. So, how can we help?

Reviews

Over 15,000 reviews (and counting!) designed to help young people discover what it's really like to do an apprenticeship or work experience scheme.

Advice

Keep up to date with the latest career advice in the Student Advice Hub!

Opportunities

Hundreds of apprenticeship and work experience opportunities updated weekly.

To find out more visit:

www.RateMyApprenticeship.co.uk

Get in touch

hello@ratemyapprenticeship.co.uk

@ratemyapp_ship

@ratemyapprenticeship

*Based on over 4500 reviews submitted on RateMyApprenticeship.co.uk between 2017-2018



PSYCHOMETRIC TESTING

Psychometric and other online tests sometimes feature in assessment centres, taking the form of behavioural and aptitude tests. These include...

APTITUDE TESTS

Used to measure a candidate's knowledge level in a specific field, so can vary in content.

NUMERICAL ABILITY

Tests simple and complex maths skills, designed for STEM schemes.

ABSTRACT REASONING

Evaluates reasoning, and is used to gauge general intellect.

PERSONALITY TESTS

Involves a large number of questions, to analyse behaviour, personality type and your fit to a role.

VERBAL REASONING

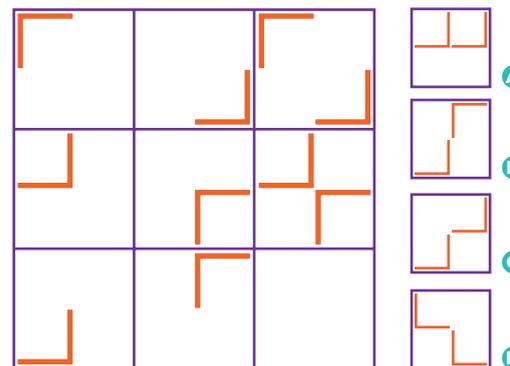
Tests your ability to evaluate detailed written information so as to make informed decisions.

EXAMPLE QUESTIONS

Tests are designed so that only **1-2%** of candidates answer all the questions correctly. Don't worry if you can't answer them all!

ABSTRACT REASONING

Which of the shapes fits the missing space?

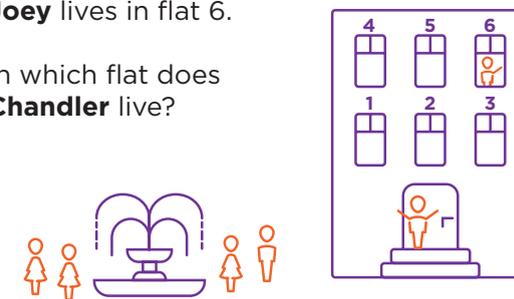


VERBAL REASONING

Six friends live in a two-storey block of flats.

Rachel lives between **Joey** & **Monica**.
Ross lives on the ground floor.
Ross' flat number is not odd.
Phoebe is below **Monica**.
Joey lives in flat 6.

In which flat does **Chandler** live?



Find the answers on page 103.

PHONE & VIDEO INTERVIEWS

More and more organisations are using video and phone interviews. Employers use them to screen a large pool of candidates and unearth the talent before inviting them to a face-to-face interview.

PHONE INTERVIEWS

1

It might sound obvious, but don't eat or chew gum during the interview. Even Skittles. It's distracting for you and the interviewer.

2

Choose a location that has good signal - if your mobile has notoriously rubbish reception, use a landline.

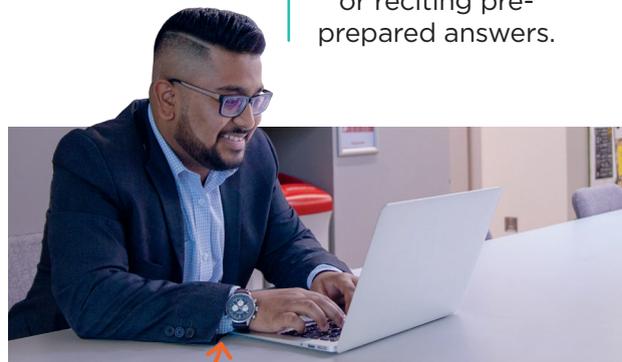
3

Don't be afraid to ask the interviewer to repeat a question. If you can't hear or miss something, ask for clarification.

4

You can refer to your notes/research during the interview, but be mindful that the interviewer will hear if you're rustling papers or reciting pre-prepared answers.

Frankie
Digital Apprentice, EY



Pratyush
Business Apprentice, EY

VIDEO INTERVIEWS

1

Check your laptop is charged and webcam are working BEFORE the interview kicks off.

2

Arrange a suitable time and place for your video interview. Somewhere quiet where you can concentrate.

3

If you have a poor internet connection or the video call cuts out, don't panic! Treat it as a test of your adaptability.

4

Make sure you have a glass of water close by. Stay hydrated! If there is an awkward silence, sip your drink. The moment will pass.

HOW TO PREPARE FOR AN INTERVIEW

The most common type of interview is face-to-face, with one or a panel of interviewers. It's the first time you'll meet an employer, but if you prepare and do your research, there is nothing to fear!

WHAT TO BRING



CV and application form



Photo ID (passport or driving licence)



Notepad and pen



Recyclable bottle of water

BEFORE THE INTERVIEW



The interviewer is likely to cross-examine your CV and application - study each thoroughly so you know them back to front.



Company research is crucial. Look at their website and familiarise yourself with the company's values and vision.



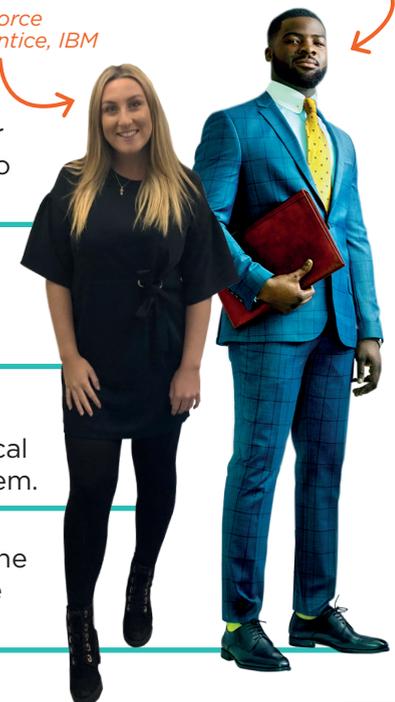
Ask your friends or parents to run through a practice interview with you. Google some typical interview questions and practice answering them.



Think of a few questions that you can ask at the end of the interview. Something like 'are there opportunities for further training in this role?'

Sarah
Executive Workforce Specialist Apprentice, IBM

Chris
Global Markets Business Partner Apprentice, IBM



ASSESSMENT CENTRES

The Institute of Student Employers has reported that 88% of employers used assessment centres as part of their selection process last year!

Assessment centres are a marvellous opportunity for you to visit the company's offices, meet the employer, and demonstrate all of the

skills and competencies you have described in your CV.

If you're savvy, you can contact the employer or the company's HR department and ask them what the day will involve so that you know what to expect.

This is a breakdown of what you might encounter at an assessment centre...



WHAT TO EXPECT

THE NIGHT BEFORE...

Plan your route to the company's office the night before. It will ensure your journey in is stress-free.



09:00

ARRIVAL + INTRODUCTION

Arrive early! You will meet fellow candidates (your rivals) and be given an agenda for the day.



09:15

EMPLOYER PRESENTATION + GROUP ICE-BREAKER EXERCISE

The assessment usually begins with a short presentation about the company history and values, followed by an ice-breaker exercise.



12:45
LUNCH

This is a good opportunity to network, and a moment to refocus for the afternoon's activities. Sandwiches and biscuits should be provided.



11:30
GROUP TASK

58% of employers use group role play exercises. You'll be assessed on your contribution to a debate or solving a work-based problem.

10:00
PSYCHOMETRIC TESTS

These tests are designed to test your analytical skills, your reasoning and behavioural traits. (See p.19)



13:45
INDIVIDUAL TASK

You may be presented with a business-related scenario, to see how you deal with calls, emails and complaints. This is a crucial part of the selection process.



14:45
INTERVIEW

The interviews are usually at the midpoint of the assessment centre. (See p.21 for tips on how to prepare for the interview).



17:30
EXPENSES + GOODBYE

Before you leave, you might have to fill out an expenses and a feedback form.



16:45
INDIVIDUAL PRESENTATION

Prior to arrival, you may have been asked to prepare a presentation to be given in front of interviewers and fellow candidates.



KEY DATES FOR YOUR DIARY 2019

Apprenticeship applications, UCAS deadlines, exams, career events - these are the dates to look out for in 2019. **It's going to be a busy year!**

FEBRUARY

- **25th** - UCAS Extra opens.

MARCH

- **1st-2nd** - WhatCareerLive in Birmingham.
- **22nd-23rd** - WhatCareerLive in Liverpool.



APRIL

- Time to start revising. Consider making a revision timetable - it will help organise your studying.

JUNE

- **30th** - All university entries received after this date are automatically entered into Clearing.
- GCSE and A level exams finish near the end of June. Go wild.

JANUARY

- **A Guide to Career Options** launched in schools and online.
- **15th** - UCAS deadline for majority of undergraduate courses.
- The busiest time for apprenticeship vacancies on **RateMyApprenticeship.co.uk** for September starts.



4th-8th March - National Apprenticeship Week - events organised across the UK.

MAY

- GCSE and A level exams begin in mid-May. **Good luck!**

AUGUST

- **6th** - SQA Results Day.
- **15th** - A Level Results Day, UCAS Adjustment opens.
- **22nd** - GCSE Results Day.
- Look for any opportunities to volunteer during the summer months, it could be a great addition to your CV!



OCTOBER

- **11th-12th** - WhatCareerLive in London.
- **22nd** - Last day to add UCAS Clearing choices.

DECEMBER

- Ask Santa for an apprenticeship. (And a puppy.)



JULY

- **5th** - UCAS Clearing opens.
- School's out for summer - hurrah!



Exams are over - now is a good time to organise a meeting with your school's careers adviser to discuss your options.

SEPTEMBER

- **20th** - Final UCAS deadline for 2019 entry applications.

Keep your eyes peeled for apprenticeship opportunities from September!

NOVEMBER

- **14th-16th** - WorldSkills UK in Birmingham.

Top Tip: a great place to meet apprenticeship employers!

The new year is a busy time for apprenticeship applications - make sure you have your CV ready!



FREE ENTRY

APPRENTICESHIP

UNIVERSITY

WHAT WILL YOU DO NEXT?



1 & 2 MARCH • NEC BIRMINGHAM
 22 & 23 MARCH • EXHIBITION CENTRE LIVERPOOL
 11 & 12 OCTOBER • OLYMPIA LONDON

BOOK TICKETS AT WHATLIVE.CO.UK

Meet the **UK's top employers and universities**

Meet over 100 exhibitors including*:

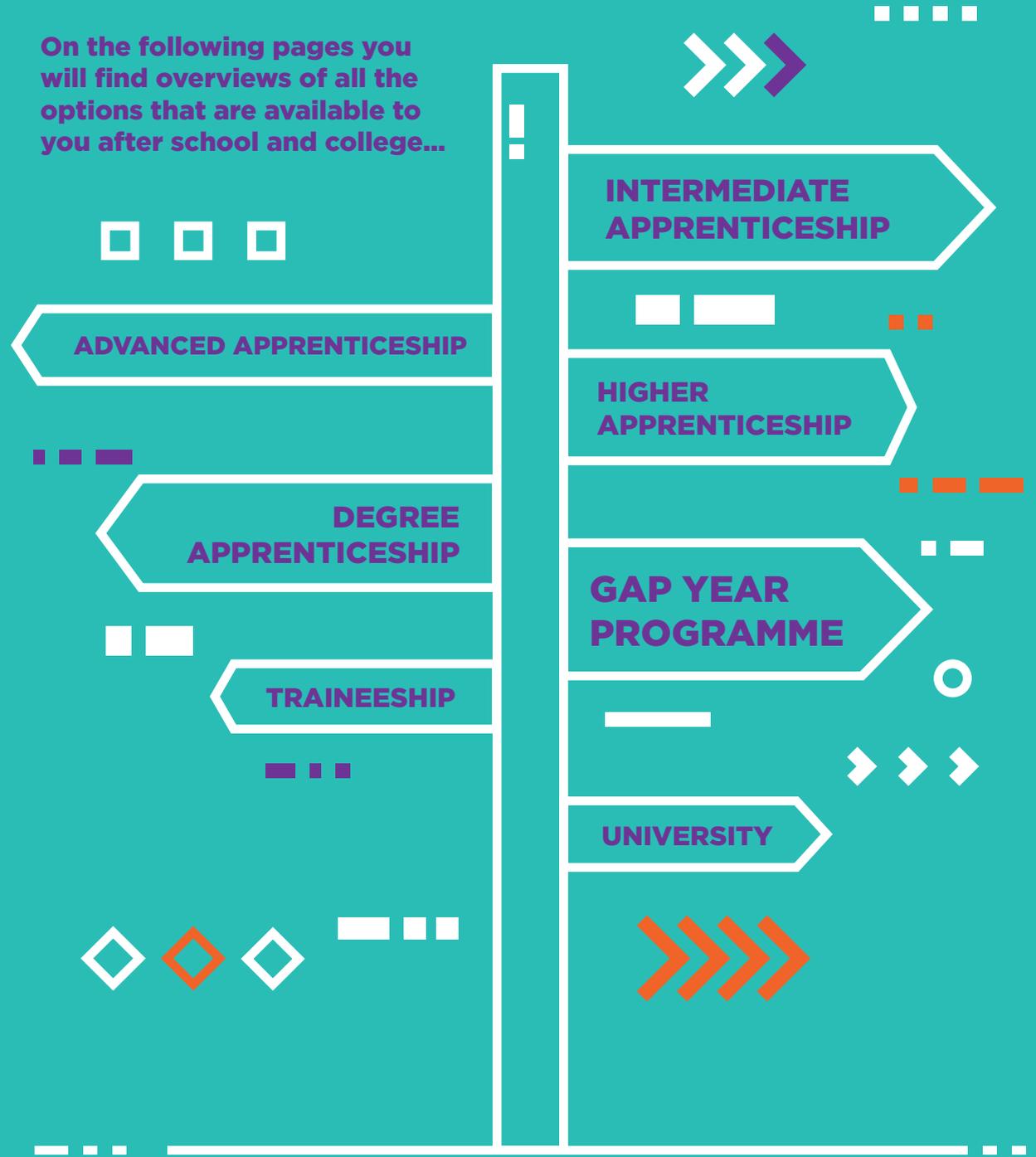


Supported by:

#WhatLive
*Correct at time of print

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?

The average salary for intermediate apprentices was £15,631 in 2018 (based on reviews submitted by apprentices on RateMyApprenticeship).

First thing's first – what is an intermediate apprenticeship?

Intermediate apprenticeships are the first tier of apprenticeships, designed primarily for 16 year olds. Think of them as 'entry-level' schemes, helping you gain the skills you need to work in a professional environment.

How do they work?

These programmes are a mix of on-the-job training and studying. You'll spend time working for the company running the scheme and getting stuck into the job, and study at college in between.

Through the combination of practical and theoretical learning, you will finish the programme with practical skills, professional work experience and qualifications.

What are the benefits of these programmes?

Most programmes give you the chance to work and study towards vocational qualifications, which will impart useful employability skills. There are also a crazy range of schemes to choose from.

If there's an industry or job role you are particularly interested in, check to see if there are opportunities available.

This level of apprenticeship is a starting point, the first step towards a career; once you've finished you'll be able to move on to a higher level scheme, or find employment.

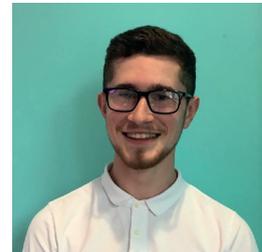
Do you need qualifications to secure an intermediate apprenticeship?

Some require you to have two or more A*-C/4-9 GCSEs (or equivalent) under your belt, while others may not need you to have any qualifications (though, in this case, the company may test your numeracy and literacy). A traineeship (see p.38) will also qualify you for an intermediate apprenticeship.

PROGRAMME EMPLOYERS

-  → Top 100 pos. **1st / Pg. 52**
-  → Top 100 pos. **3rd / Pg. 56**
-  → Top 100 pos. **24th / Pg. 50**
-  → Top 100 pos. **28th / Pg. 48**
-  → Top 100 pos. **62nd / Pg. 85**

CASE STUDY LEVEL 2 INTERMEDIATE APPRENTICESHIP



Jake Wellings
Direct Line Group
Customer Service
Apprenticeship

I chose a Customer Service apprenticeship at Direct Line Group because the option to earn while I was learning was more appealing to me. Previously I'd spent a few years in the army before deciding to leave and pursue something different, and now here I am. I chose the insurance industry because it opens a wide network of job opportunities for me in the future.

“My top tips for working as a Customer Service apprentice is to do your research for any roles you want to apply for and try and stay calm. Most importantly enjoy yourself in what you do.”

I work different shifts that can include alternate weekends as well as late and early shifts. However I still have a good balance between work and my own time. My role does involve helping Direct Line Group customers with any queries they may have with their insurance products. I do have to deal with a lot of customer information, so it is important to get this right first time.

I did a lot of background research into Direct Line Group, as I know it's a massive company and I wanted to make a great first impression. The business has a few websites you can learn more from, but they are also on Facebook and Instagram so you can see what it is like to work here. I was nervous at the interview but doing the research helped.

My top tips for working as a Customer Service apprentice is to do your research for any roles you want to apply for and try and stay calm. Most importantly enjoy yourself in what you do.

As a Customer Service apprentice, my main responsibilities are to help in making insurance much easier and better value for our customers. I do this by dealing with customer queries, dealing with customers' personal details and making sure they get a great level of service from me.

The environment in the office is very relaxed; you can wear your everyday casual clothes so you feel comfortable whilst you're working. There are some great benefits such as half price car insurance and free travel insurance too and the team are great!

To find out more visit:
www.directlinegroupcareers.com



DID YOU KNOW?

Level 3 apprenticeships were the most reviewed programme on RateMyApprenticeship last year, with 1,544 reviews submitted.

Advanced apprenticeships (also called level 3 schemes) are the second apprenticeship tier. They are a great next-step after GCSEs.

What is an advanced apprenticeship?

These programmes are a step up from intermediate apprenticeships and are equivalent to two A level passes. They are designed for students who want to continue learning after GCSEs or a level 2 programme.

On one of these schemes, you'll combine practical experience and training (with an employer) with time spent learning and studying, most likely at a further education college. This provides you with a blend of practical and theoretical knowledge.

How long do these programmes last?

Some employers' programmes can last for up to two or three years, giving you a great chance to learn about the industry. With this experience and trade-specific training behind you, you'll come out as a qualified and capable employee.

What are the entry requirements?

Typically, employers want you to have either completed an intermediate apprenticeship, or to have qualified with a certain number of GCSEs.

Employers are usually looking for five or more GCSEs (A*-C/4-9), including qualifications in English, maths and science.

What qualifications can you gain on an advanced apprenticeship?

A major benefit of these programmes is that you can earn great qualifications while developing practical knowledge and skills.

For example, qualifications you can earn include NVQs, BTEC diplomas and HNCs up to level 3. Completing an advanced apprenticeship means you're qualified to do a higher apprenticeship.

Do you get paid?

Apprentices aged between 16 and 18 years of age (or 19 or older who are in the first year of their apprenticeship) currently earn at least £3.70 an hour.

PROGRAMME EMPLOYERS

-  → Top 100 pos. **1st / Pg. 52**
-  → Top 100 pos. **10th / Pg. 99**
-  → Top 100 pos. **12th / Pg. 91**
-  → Top 100 pos. **13th / Pg. 102**
-  → **Pg. 2**

CASE STUDY LEVEL 3 ADVANCED APPRENTICESHIP



Brianika Greenaway
Anглиan Water
Services
Leakage Technician
Apprentice

I chose the Leakage Technician apprenticeship because it was a good opportunity to get work experience, but also earn while doing it. It was a good start for a career within Anglian Water as they are rated as the best company to work for within the UK which I can totally agree with from the experience I have had here.

“The advice I would give for a smooth transition from school into work is to make sure that the jobs you are looking to apply for are exactly what you want to do.”

The first thing I do when I get to work is log in to my Toughbook and check my emails for any information about the area I am given to look in. It could be as simple as there is another area more important that needs support or a leak was found overnight. I also check GNET to see where I have completed work and where else needs to be reviewed.

Within the Leakage Technician apprenticeship my main responsibilities are to make sure all of my paperwork is accurate, to keep my manager up-to-date and knowing what I need



to do i.e. off-the-job learning or behavioural reviews. I make sure that I am on time to everything from the general work day to meetings. As a Leakage Technician, I am searching the given area for potential leakages and using all resources and equipment I have to complete a task.

The aspects of my role I enjoy the most are being outside and having the opportunity to talk to customers and people in general. I enjoy the fact that I plan what I do during the day to maximise productivity and I like that I am very trusted to do my job.

The advice I would give for a smooth transition from school into work is to make sure that the jobs you are looking to apply for are exactly what you want to do. Look into the job role and use job descriptions to give you a better understanding of what is being asked.

My top tips for working as a Leakage Technician apprentice is what you put into it will reflect what you get out of it. Whether that is the apprenticeship paperwork or the leakage side of the job. You need to have a positive attitude towards everything you do as this can reflect how well you work on your own as well as part of a team. Think outside of the box, you do not need to be the same as everyone else. It is good to be different and ask questions. The only silly question is the one you do not ask.

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



PROGRAMME
**LEVEL 4/5
HIGHER
APPRENTICESHIP**

DID YOU KNOW?

The average salary for higher apprentices was £19,043 in 2018 (based on reviews submitted by apprentices on RateMyApprenticeship).

Higher apprenticeships are ideal for anyone who is looking to start a career immediately after they finish A level studies.

What is a higher apprenticeship?

Higher apprenticeships are level 4, 5, 6 and 7 schemes. They can last anywhere between three to four years, and apprentices work towards a Higher National Diploma or a foundation degree and above.

Why should you do a higher apprenticeship?

Higher apprentices get significant professional work experience, as well as great qualifications. In fact, some of these programmes offer you the chance to work towards a full university degree – without racking up student debt.

What are the other benefits of these programmes?

Not only do you benefit in the short-term, by acquiring key skills, gaining qualifications, and getting paid while avoiding student debt, there are long-term benefits too. School leavers who do higher apprenticeships can realistically expect to earn more during their careers than many graduates.

What are the entry requirements for these schemes?

These programmes are designed for young people who've either done their A levels (and qualified with at least two at grade A*-C) or completed another type of apprenticeship.

Many employers will want you to have GCSE qualifications in English, maths, science and potentially other subjects too.

What qualifications can I earn?

Employers tend to partner with local education institutions to help you study part-time towards high-level qualifications. As a result, you could come out the other side with a degree, diploma or equivalent qualification at level 4 or above.

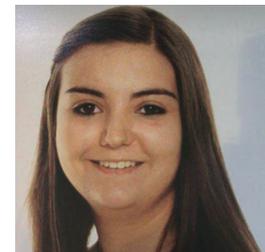
Will you earn a salary?

As these are the highest-level apprenticeships and require you to work to a more advanced standard, you can expect to earn a competitive salary.

PROGRAMME EMPLOYERS

-  → Top 100 pos. **1st / Pg. 52**
-  → Top 100 pos. **3rd / Pg. 56**
-  → Top 100 pos. **8th / Pg. 64**
-  → Top 100 pos. **12th / Pg. 91**
-  → Top 100 pos. **83rd / Pg. 54**

CASE STUDY
**LEVEL 4
HIGHER
APPRENTICESHIP**



Charlotte Ferreday
Bakkavor
Apprentice Scheme
Junior Development
Technologist

I chose a development Level 4 apprenticeship programme because I didn't feel university was right for me. By doing this it allowed me to learn and earn at the same time as well as getting my foot on the career ladder. I felt that this opportunity would give me more confidence as a person and also a more hands-on practical experience where I learn from the best.

“My top tips for working as a development apprentice are being able to juggle work, study and a social life. It is difficult to start with but it gets you the best results in terms of both work and study.”

My typical week is split between both kitchen and office work. My kitchen days are spent making existing products and also new products. This makes my day very practical and gives me a wide range of knowledge about products and their ingredients. My days in the office are very different. My time is spent doing the paperwork side of the products including technical information, nutritionals, quid's etc.

The advice I'd give for a smooth transition from school into work is to be open-minded - work is a very different environment to school so it takes some time to adapt to work life. Find out within the business who else is doing an apprenticeship and have a chat with them to see what they have done and experienced. Finally, take all opportunities that are thrown at you.

My top tips for working as a development apprentice are being able to juggle work, study and a social life. It is difficult to start with but it gets you the best results in terms of both work and study. There is a huge age range of people who you will work with. Go to social events and team events to get to know the people you work with.

Within the development apprenticeship your main responsibilities are completing relevant apprentice reviews, doing the best you can in everything you do, assisting to develop new products, dealing with customers and suppliers, and learning both practical and paperwork elements.

The aspects of my role I most enjoy are being creative with flavours and ingredients because it exposes you to things you haven't seen before, and working with people of all ages because it makes you mature and you get treated like an adult. The final aspect I enjoy most about my role is being able to go on courses to widen my knowledge e.g. HACCP, Food Safety, Lenotre in Paris.

To find out more visit:
www.bakkavor.com



DID YOU KNOW?

There are currently 45 different degree apprenticeships available including schemes in nursing, accounting and even the legal sector. Watch this space, more are on the way!

Degree apprenticeships are an opportunity for you to go to university, get a tuition-free degree, acquire 3-5 years of professional work experience and earn a salary, all at the same time!

What are degree apprenticeships?

Degree apprenticeships are an alternative to a traditional university degree. Candidates get the qualifications and academic benefits of going to university, as well as the skills and experience of an apprenticeship. They are a direct pathway into a highly-skilled career.

What do these programmes hope to achieve?

As the technology sector (and industries that need skilled workers) continues to expand and contribute more to society, it's increasingly important that next generation employees have the technical knowledge required to fill the skills gap.

Degree apprenticeships are expected to play a key role, by creating a pathway to highly-skilled job roles for young people.

How do these programmes work?

Degree apprenticeships are the result of a collaboration between companies who are part of the Tech Partnership and universities, which has been backed by the government.

As a result, each of the programmes gives those people who are enrolled the chance to work towards an honours degree (benefitting their academic development), while complementing this learning with training and experience.

As they are heavily dependent on collaboration between employers and educators, they're similar to certain higher apprenticeships and sponsored degrees.

How are they tuition-free?

To encourage school leavers to get involved, course fees are paid for by the government and companies themselves, meaning you don't have to get into debt.

Two-thirds of the costs are covered by the government, while businesses will pay for the rest.

PROGRAMME EMPLOYERS

-  → Top 100 pos. **1st / Pg. 52**
-  → Top 100 pos. **4th / Pg. 58**
-  → Top 100 pos. **6th / Pg. 66**
-  → Top 100 pos. **8th / Pg. 64**
-  → Top 100 pos. **47th / Pg. 72**

CASE STUDY LEVEL 6 DEGREE APPRENTICESHIP



Ashleigh Hickman
Lloyds Banking Group
Degree Apprentice
Data Analyst

I chose a Degree apprenticeship because I wanted to study for a degree without all the university debt. I also didn't want to leave university with no work experience as it is so competitive for graduates, so when I found an apprenticeship that offered a degree in a useful area, experience and a job at the end of the programme, it seemed like the perfect opportunity for me.

"The aspect of my role that I most enjoy is working with a great team. I feel the team you work with really make your experience on the apprenticeship programme, as they are there to support you through your whole journey."

The first thing I do when I get to work is prepare for the day ahead. I like to think I'm an organised person, so I will write a to-do list to keep myself on track and will catch up on my emails so I don't fall behind on anything. I think some planning and setting yourself up for the day ahead really puts you in a good and clear headspace.

Within the LBG Degree apprenticeship your main responsibilities are making sure you can

manage your work, study and personal life. This can be a tricky task but once you find the best way to do this for yourself, it will all work. I think the best thing to do is to allocate an hour every other evening to study. This helped me massively when I started.

The aspect of my role that I most enjoy is working with a great team. I feel the team you work with really make your experience on the apprenticeship programme, as they are there to support you through your whole journey. I also love tackling problems. I face a lot of problems in my role, but the satisfaction you feel when you resolve the issue is amazing.

The advice I'd give for a smooth transition from school into work is to research apprenticeship programmes and job roles before starting, so you know what to expect. When in work, listen to those around you, some members of your team will have been working in the business for years, if you can listen to what they have to say and take it on board you will excel in your role.

My top tip for working as a Degree apprentice is to get into a routine for managing your time, especially if you are not used to revising. This can be so useful when it comes to assignment deadlines or exam period as you will have to be strict and revise while you're working.

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

PROGRAMME GAP YEAR PROGRAMME

DID YOU KNOW?

Teaching English as a foreign language is a particularly popular gap year option for many people. There are opportunities available across the globe!

Gap years are periods of time in which young people leave behind their lives at home and travel abroad in search of new experiences, or spend a year getting work experience.

What is a gap year?

Despite being known as gap 'years', the duration of these times abroad vary and can be shorter or longer than a year. Over time, the traditional gap year experience has evolved, offering more freedom to those undertaking them.

You can essentially travel to any place, for as long as you like, getting involved in different projects and call it a gap year.

Now it's probably more accurate to class a gap year as simply a time to try something new, get away from the reality of life at home and develop as a person.

How does a gap year work?

It's up to you when it comes to how structured or unstructured you want it to be. Maybe you want to get involved in a number of different projects in different places and know exactly where you're going and when.

Or perhaps you want to jump on a plane, head off to an exotic location and find work, jobs or volunteering opportunities along the way (though jumping on the next available plane and heading abroad without a plan of action

isn't something we'd recommend). There are companies out there like Frontier that can help you find structured gap year and voluntary experiences abroad.

Who would suit doing a gap year?

If you're not scared of a little adventure, want to see the world and gain some great experience to stick on your CV, a gap year could be just the ticket.

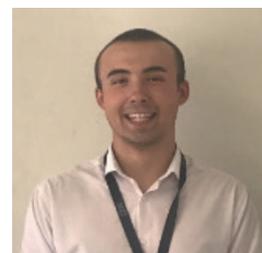
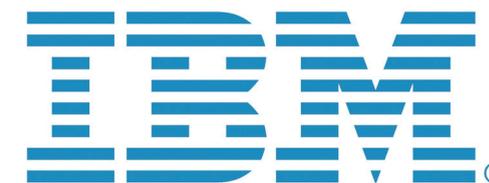
Of course, while there's lots to be said for 'gap yearing', there's also plenty to be said for getting stuck into an apprenticeship or school leaver programme to develop professionally after you've left school.

Each person will take a different path, so don't feel like you're missing out if your friends do a gap year, and don't feel like you're wasting time if you head abroad while your friends start apprenticeships or enter higher education.

PROGRAMME EMPLOYERS

 → Top 100 pos. **64th / Pg. 68**

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



DID YOU KNOW?

94% of employers consider traineeships an effective way of increasing young people's chances of finding paid jobs and apprenticeships.

Traineeships were introduced to help young people between 16 and 24 develop and learn essential skills that will help them find a career.

What's so great about traineeships?

These schemes help school and college leavers learn skills they may not have been able to acquire at school.

This includes literacy and numeracy tuition, alongside work preparation training and work experience placements.

A traineeship provides a platform for further learning and development, and prepares candidates for starting an intermediate apprenticeship.

How do traineeships work?

Traineeships recognise that every person is different and requires a different level of training. These schemes are designed to cater to these different needs, so vary in terms of their duration and the topics covered.

What's covered?

The content of a traineeship depends on the candidate and the areas in which they require the most training and development.

Typical things covered in traineeships include the likes of work preparation training. This involves learning what employers want to see from potential apprentices and future

employees, and focusing on developing these essential professional skills.

Additionally, if a trainee needs academic support to learn maths or English fundamentals – core skills that lay the foundations for future learning – this can also be covered in a traineeship.

These schemes can help you acquire some work experience in the first instance, while you may even be able to gain interview experience too.

What types of traineeship exist?

There are many different types of traineeship, so you're not limited to working in roles that don't interest you. For example, traineeships exist in sectors as diverse as digital marketing and retail, to childcare and plumbing.

PROGRAMME EMPLOYERS

Schroders → Top 100 pos. 27th / Pg. 78



DID YOU KNOW?

According to the Complete University Guide, there are 131 universities in the UK.

Universities are institutes of higher education that teach undergraduates and postgraduates, helping them study towards degrees in a wide range of subjects.

Where can you go to study?

If you want to move away from home and gain independence, there's nothing stopping you from moving halfway across the UK and seeing a new part of the country. Many students also choose to study abroad.

How long does it take to earn a degree?

Most courses take three years to complete, though this varies depending on the type of degree and subject. For example, a course that includes a placement year will last four years, while many language degrees take four years to complete, as do Master of Chemistry (MChem) and Master of Engineering (MEng) courses.

Is it worth doing work experience at university?

The short answer is yes. Many students risk graduating with nothing to differentiate themselves from other graduates with the same degree if they don't undertake work experience at university. This could be in the form of a placement or internship.

Benefits include the fact that you get great experience for your CV, learn how to work in a professional environment and earn a salary. For more information visit RateMyPlacement.co.uk.

What are the different types of university?

Red brick: a term first used to refer to six universities founded in major industrial cities, namely Birmingham, Liverpool, Manchester, Leeds, Sheffield and Bristol.

Russell Group: a group of 24 "research-intensive" universities, including Cambridge and Oxford.

Modern: many institutions that are now independent universities but used to be polytechnics are referred to as modern universities.

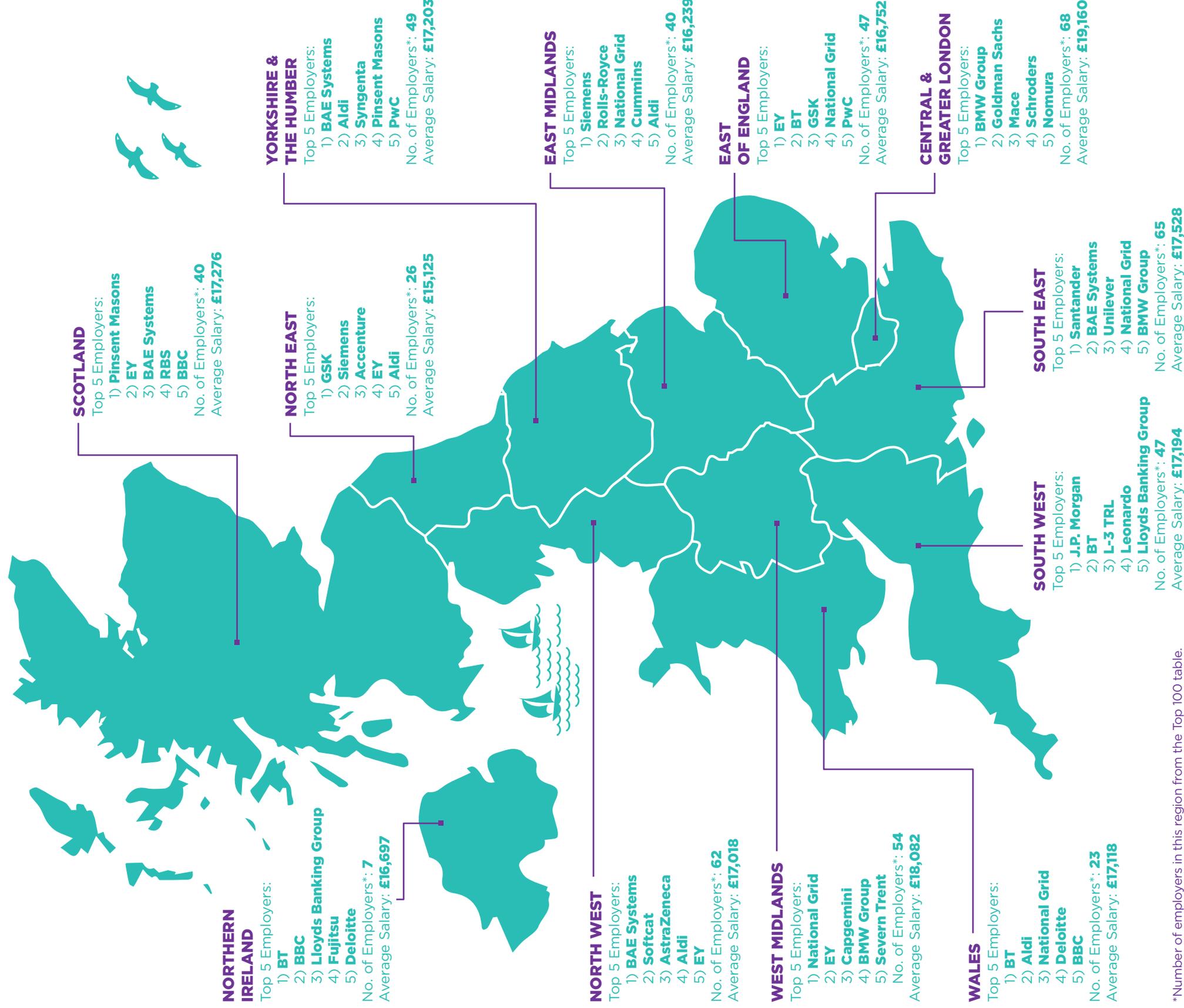
It's worth remembering that regardless of a university's history or classification, the most important thing is that you pick the one that offers what you want in terms of degree, culture and location.

Is university right for you?

If the career you want to pursue requires a degree then university is a good option. If you're unsure, going to university will give you time to work out what you want to do, and you'll still come out with a degree which will qualify you for a range of jobs. If you really are unsure about your future career, it is a good idea to consider the apprenticeship path - university is not your only option.

REGIONAL EMPLOYERS

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



*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, Manufacturing Science, Business & 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 Global Manufacturing and Supply. The site provides global supply and new product introduction for a diverse portfolio of steriles, inhalations and dermatology products.

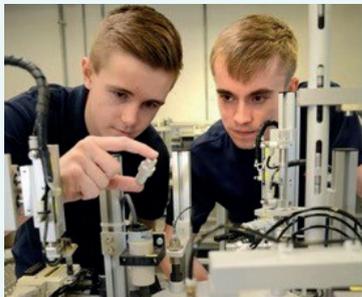
Our apprentices work within a number of functions across the site including manufacturing, engineering, packaging technology, pharmaceutical technology, laboratory science, project planning, IT and the supply chain providing a diverse range of

apprenticeship opportunities. The apprentices also receive some fantastic development opportunities during their programme such as outward bounds in the Lake District, resilience week in London, a communications week in Hereford as well as a comprehensive graduation week. These are fantastic opportunities to travel, meet and network with other apprentices across the whole of GMS.

The apprentices are fantastic STEM ambassadors and regularly visit local schools and colleges to inspire the next generation from assemblies to careers fairs and contributing to specific school projects such as Industry projects and Science for Girls.

The Barnard Castle site now has its own beehives which has been a successful project planned and executed by the apprentices as part of the Site Directors Challenge, and now involving over 50 members of staff trained and dedicated to looking after our bees. We are looking forward to our first batch of honey in 2019.

THOUGHTS FROM GSK'S APPRENTICES...



"I really enjoy the programme and look forward to coming into work everyday, I am always busy and leave feeling fulfilled."

"GSK are a brilliant company to work for, since working here I feel extremely lucky to be surrounded by a large family workforce."

"I feel I have been developed as a person since joining GSK

academically, technically and personally. I feel much more confident in my own abilities and my ability to communicate with others and large groups has increased."

"I feel that my managers and also colleagues value me as an apprentice and want to help me develop my skills as much as possible."

HOW IS THE TOP 100 CREATED?

RateMyApprenticeship's Top 100 Employers is based on reviews written by young people about their experiences whilst doing an apprenticeship. Over 4,500 reviews were submitted by apprentices last year, and their honest feedback has helped create this list of the best apprenticeship employers in the UK...



TOP 100 EMPLOYERS 2019

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 → 1 **BAE SYSTEMS**

Page number → 52

1 52	BAE SYSTEMS	2	nationalgrid	3	bam nuttall	4	BBC	5	Santander	6	Goldman Sachs	7	Rolls-Royce	8	EY Building a better working world	9	BT	10	Softcat
11 97	SIEMENS Ingenuity for life	12	KPMG	13	Unilever	14	Cummins	15	imace	16	PRUDENTIAL	17	CUSHMAN & WAKEFIELD	18	TULIP	19	Pinsent Masons	20	ARUP
21 76	pwc	22	bam	23	Capgemini	24	anchor	25	syngenta	26	gsk do more feel better live longer	27	Schroders	28	ALDI	29	Transport for London	30	J.P.Morgan
31 92	M&G INVESTMENTS	32	AstraZeneca	33	AON	34	Mitchells & Butlers	35	UBS	36	MBDA MISSILE SYSTEMS	37	ROLLS ROYCE	38	sse	39	accenture	40	NOMURA
41 83	Deloitte.	42	TRL Technology one stop ahead	43	PREMIER FOODS	44	MOORE STEPHENS	45	VOLKSWAGEN GROUP APPRENTICE PROGRAMME	46	LEONARDO	47	LLOYDS BANKING GROUP	48	COSTAIN	49	colt	50	ENGIE
51	Pfizer	52	RBS	53	savers HEALTH HOME BEAUTY	54	SEVERN TRENT	55	TESCO	56	KFC	57	LAING O'ROURKE	58	CGI	59	GREENE KING BURY ST EDMUNDS	60	Co-op
61	EDF ENERGY	62	Direct Line Group	63	FUJITSU	64	IBM	65	MOTT MACDONALD	66	Fidelity INTERNATIONAL	67	Nestlé	68	Bloomberg	69	Stannah	70	Microsoft
71	TELEDYNE e2V Everywhere you look	72	enterprise	73	Boots	74	GIST	75	centrica	76	Mondelēz International	77	Smith & Williamson	78	DHL	79	irwinmitchell	80	LAND ROVER JAGUAR
81	M&S EST. 1884	82	Atos	83	BAKKAVÖR	84	Canon	85	BDO	86	3M	87	Schneider Electric	88	NetworkRail	89	[dstl]	90	Virgin media
91	HSBC	92	RSM	93	JUICE THE JUICE ACADEMY	94	BUILDERS SISK CONTRACTORS Established 1859	95	PSA GROUPE	96	EGGER	97	MAZARS	98	Thames Water	99	e-on	100	WB

ACCENTURE TECHNOLOGY

39th

accenture

Reviewed 8.15 / 10 by 73 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 degree apprenticeship in Digital & Technology Solutions in 3 or 4 years. Our Level 3 apprentices will complete a Software Development apprenticeship in the first year before moving on to the degree programme (3 years).

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

“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.”

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 harnessing the latest innovations to craft 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 be receiving a competitive salary. After three or four 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 constantly 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

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



	www.accenture.com/ukapprentices
	instagram.com/Accenture_uk_careers
	www.facebook.com/AccentureUK
	@AccentureCareersUK
	www.youtube.com/AccentureUKCareers

accenture



Accenture is where powerful minds come together to create powerful change. We’re at our best when we’re free to be ourselves. So we allow individual strengths to come together in new and exciting ways – with the perfect blend of intensive training and live project experience. 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)

**MIA,
TECHNOLOGY
APPRENTICE**

ALDI RETAIL

28th



Reviewed 8.28 / 10 by 212 young people

PROGRAMMES

INTERMEDIATE APPRENTICESHIP

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

Qualifications & Training: Level 2 Retailer Qualification and Level 3 Retail Team Leader Qualification.

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:
820

Salary per annum:
£180 per week

Roles available in the following locations:
UK wide



We’re bursting with pride at Aldi. With over 775 stores in the UK and over 30,000 colleagues, it’s no wonder we were crowned Grocer of the Year 2018 at the prestigious Grocer Gold Awards, which recognised us as having one of the best working environments in the sector. With our wonderful Apprenticeship Programmes, there’s more than one way to start a successful career here. You just have to want it.

The things that make us a great retailer, also make us a great employer. There’s a real sense of clarity: everyone knows what’s expected of them and they can see how their efforts fit into the bigger picture. We’re a very responsible company, treating our people with decency and respect. Progression is based on merit, it’s easy to see how you can achieve personal success. And, perhaps more importantly, we’re really open. Open to fresh ideas and new perspectives that will help us to become even better. It’s a fantastic place for young people who are willing to work hard and learn from the very best.

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. With hard work, ambition and the ability to apply yourself to any challenge, you could make it all the way to Store Management.

www.aldirecruitment.co.uk

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

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

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



You need to be driven. You’ve got to want to do this.

Stores Apprenticeship Programme

- Nationally recognised qualification
- £180 per week (rising to £267 per week in year 3)
- 28 days’ paid holiday (including bank holidays)

Aldi’s not like other supermarkets. And the Stores Apprenticeship Programme is 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

BECAUSE I’M ALDI. AND I’M LIKE NO OTHER.



WINNER
The Grocer of the Year

ANCHOR HEALTH & SOCIAL CARE

24th



Reviewed **8.33 / 10** by **10** young people

PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Proficient in English & Maths (GCSE Level).

Qualifications & Training: Industry leading training and qualifications e.g. Adult Care, Business Administration, Customer Service, Housekeeping, Catering.

Deadline: March & September intakes.

ADVANCED APPRENTICESHIP

Entry Requirements: Proficient in English & Maths (GCSE Level).

Qualifications & Training: Industry leading training and qualifications e.g. Digital Marketing, Payroll.

Deadline: March & September intakes.

“At Anchor, we give you the skills, support and mentoring to get where you want to be. We encourage you to reach for the sky, with clear career pathways highlighted from day one.”

No. of opportunities:
100

Salary per annum:
Salary + benefits

Roles available in the following locations:
Across England



Do you want to make a real difference to the lives of older people?

Why not kick-start your career at Anchor, England's largest not-for-profit provider of housing and care for the over 55s.

“We support over 40,000 older people to enjoy happy living for the years ahead.”

The Anchor Apprenticeship Academy offers opportunities across a huge range of ever-expanding business areas including:

- Health & Social Care
- Hospitality & Catering
- Customer Service
- Business Administration
- Marketing

You need to be a highly effective communicator, demonstrating passion to do a great job and to be able to show empathy with everyone you come into contact with.

There aren't many jobs where you're encouraged to be yourself and to use your personality to make a positive impact on people's lives. Start your journey towards a career that's unlike any other.

The power to make people's lives better.

www.anchor.org.uk/careers/where-you-fit

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

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



Get the best start to your career in care



Earn as you learn with an Apprenticeship from Anchor, England's largest not-for-profit provider of care and housing for older people.

Build a bright future and make a big difference alongside the team at your local Anchor care home or office.

To apply, simply email your CV to apprenticeships@anchor.org.uk

BAE SYSTEMS ENGINEERING, BUSINESS & TECHNOLOGY

1st

BAE SYSTEMS

Reviewed **8.86 / 10** by **267** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: 5 GCSEs at grades A*-E, including English, Maths and Science/technical subject.

Qualifications & Training: Found on www.baesystems.com/apprentices

Deadline: Ongoing.

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs grade A*-C including Maths, English and Science/technical subject.

Qualifications & Training: Found on www.baesystems.com/apprentices

Deadline: Ongoing.

HIGHER APPRENTICESHIP

Entry Requirements: GCSEs grade A*-C including Maths, English and varies. UCAS points also required but varies.

Qualifications & Training: Found on www.baesystems.com/apprentices

Deadline: Ongoing.

DEGREE APPRENTICESHIP

Entry Requirements: GCSE A-C in English and Maths. UCAS points required and varies.

Qualifications & Training: Found on www.baesystems.com/apprentices

Deadline: Ongoing.

At BAE Systems, we provide some of the world's most advanced, technology-led defence, aerospace and security solutions. We employ a skilled workforce of more than 83,200 people in 40 countries. Working with customers and local partners, we develop, engineer, manufacture, and support products and systems to deliver military capability, protect national security and people, and keep critical information and infrastructure secure.

We offer over 25 award-winning programmes across our sectors and sites in the UK, at all levels up to degree level apprenticeships. Whether you're interested in technical, engineering, business, project management, cyber security or finance, a BAE Systems apprenticeship will get your career off to the best possible start.

We're looking for enthusiastic people who are keen to learn and give an apprenticeship opportunity their all. Diversity strengthens our business and we encourage people from all walks of life to apply, regardless of gender or ethnicity. You don't need to know everything about your chosen area of work - we'll train you and give you the qualifications you need to progress in a career in your chosen field. We only ask that you demonstrate interest, passion and commitment to what you want to do.

No. of opportunities: **630**

Salary per annum: **Competitive**

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



- www.baesystems.com/apprentices
- [www.fb.me/BAESApprentices](https://www.facebook.com/BAESApprentices)
- [@baesapprentices](https://twitter.com/baesapprentices)



83rd



Reviewed **7.56** / 10 by **15** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSE's, or equivalent, including English & Maths at A-C or 4-9 grades.

Qualifications & Training: Our advanced apprentices will complete Level 3 standard.

Deadline: Open for applications from February 2019 - April 2019.

HIGHER APPRENTICESHIP

Entry Requirements: 3 A levels, or equivalent.

Qualifications & Training: Our higher apprentices will complete a Level 4 or Level 5 (foundation degree) standard.

Deadline: Open for applications from February 2019 - April 2019.

“At Bakkavor our apprentices receive high quality training and have a great support network, which gives them the best opportunities to succeed.”

No. of opportunities:
30

Salary per annum:
£13,000 - £14,500

Roles available in the following locations:
Nationwide



Bakkavor is the UK's leading manufacturer of fresh prepared food, specialising in making products such as bread & pizza, desserts, meals and salads.

We offer two levels of apprenticeship, advanced & higher, across a number of business areas. Both programmes are designed to provide you with exposure to our different product categories and the many aspects of our business, in a real food manufacturing environment. This, coupled with the knowledge, skills and behaviours that you learn whilst studying, means that both programmes are a great first step towards building a career in the food industry.

Our advanced & higher apprenticeship programmes enable school leavers and those starting a new career to gain qualifications and real life experience in our fast-moving food manufacturing environment. The emphasis on both programmes is getting real responsibility from day one, backed up by quality training and education interventions.

As an apprentice you will be contributing to key business activities and projects and be supported by a buddy, mentor and line manager. You'll also receive on-the-job training tailored to your specific needs and be supported in gaining nationally recognised qualifications.

www.bakkavor.com

www.facebook.com/bakkavor

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

#DiscoverBakkavor and take your first career steps

Join our Advanced or Higher Apprenticeship programme in our fast-moving food manufacturing environment and we'll help you climb.

For more information go to www.bakkavor.com/careers to find details on each programme and how to apply.



BAM NUTTALL ENGINEERING

3rd



Reviewed **8.77 / 10** by **27** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Four GCSEs grades 4 and above.

Qualifications & Training: Level 2 apprenticeship in a variety of disciplines.

Deadline: Recruiting throughout the year.

HIGHER APPRENTICESHIP

Entry Requirements: Maths GCSE grades 5 and above and English and Science grades 5 and above.

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 May - June.

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

No. of opportunities:
30 - 40

Salary per annum:
Competitive

Roles available in the following locations:
Sites Nationwide



www.bamnuttall.co.uk/pg/careers

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

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

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

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!



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



BBC BUSINESS, MEDIA & TECHNOLOGY

4th

BBC

Reviewed **8.73 / 10** by **123** young people

PROGRAMMES

SCHOOL LEAVER

Entry Requirements: At least 5 GCSEs with Maths and English at a C or above (or equivalent). Our degree schemes require A level or equivalent.

Qualifications & Training: Gold standard training to help you to kick-start your career. See our website to find out more about the qualifications we offer.

Deadline: Schemes open and close throughout the year.

DEGREE APPRENTICESHIP

Entry Requirements: We usually need good A levels in relevant subject areas - but that is not always the case - check the entry criteria as we are keen not to miss out on people with the raw talent to succeed.

Qualifications & Training: You will receive training from the BBC academy as well as attending university for your course; all fully funded and including a salary. You will receive a degree at the end of it.

Deadline: Visit website for the deadline.

No. of opportunities:
Approx. 100

Salary per annum:
£14,250 - £19,000

Roles available in the following locations:
Nationwide



Be part of something special. Join the BBC.

The BBC is the world's leading public service broadcaster. Funded primarily through the television licence fee, it makes iconic shows such as Sherlock, Dr Who and Strictly Come Dancing - not to mention all of its radio and online services. In the UK there are 10 BBC network television services, 10 network radio services, 46 radio services across the UK, plus an extensive online presence. The BBC also delivers trustworthy and impartial news and information to audiences around the globe through the World Service.

The BBC offers work experience, and apprentice schemes in production, journalism, technology and business areas.

We're looking for people who are passionate about kick-starting 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.

www.bbc.co.uk/careers

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

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

Be Part of Something Special. Join the BBC.

Opportunities in Production, Journalism, Technology and Business.



#bbcgetin

BBC

BDO ACCOUNTANCY & FINANCE

85th



Reviewed **7.55** / 10 by **19** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 3 A levels at grades A*-C, excluding General Studies and Extended Projects and A*-C at GCSE in Maths & 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:
£14,000 - £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 tell us that 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



CGI
IT & BUSINESS

58th



Reviewed 7.92 / 10 by 82 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 the 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.

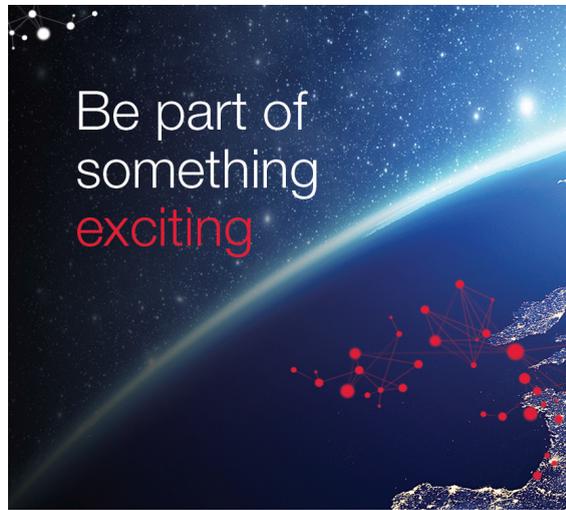
Deadline: Please check our website for available vacancies.

“For all of our school and college leavers we offer permanent, full-time careers so there is no worry about finding a job when you complete the programme.”

No. of opportunities: **100**

Salary per annum: **£15,939 - £20,700**

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



CGI is a global business with 74,000 professionals in hundreds of locations across the Americas, Asia-Pacific and Europe. We provide end-to-end IT and business process services that facilitate the ongoing evolution of our clients' businesses. As a school leaver, you will work on real projects at CGI, meaning that you can shape and develop your career choosing different roles and career paths across our business.

For all of our school and college leavers we offer permanent, full-time careers so there is no worry about finding a job when you complete the programme. We also cover all training or tuition fees and the resources you need such as books and materials. When you join the company you are also given a laptop and mobile phone.

The application process is simple. Once you have completed an online application form, we'll review it and if you meet our business requirements, we'll invite you to attend an assessment centre at one of our CGI offices. After the assessment centre, if you are successful and haven't yet obtained your grades, we'll make you a conditional offer. If you have obtained your grades, we'll make you a confirmed offer.

Be part of something amazing at CGI and apply today!

	www.cgi-group.co.uk/careers
	www.fb.me/CGISponsoredDegree
	@CGI_UK_Students



Experience the commitment®



Be part of something life changing

From the moment you join CGI as a school leaver, you'll be playing a vital role in the services we deliver to our clients.

At CGI, we offer the opportunity to work on real-life projects, in a supportive environment, while working towards a qualification that will guarantee you a job at the end. And you'll get paid while you're doing it.

To launch your career at CGI and be part of something life changing, visit cgi-group.co.uk/careers



CGI UK Students

@CGI_UK_Students

cgiukstudents

EY
**ACCOUNTING,
FINANCE &
BUSINESS**

8th



Reviewed **8.60 / 10** by **264** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 3 A Levels, 5 Scottish Highers, or equivalent.
Qualifications & Training: Gain on-the-job experience whilst studying towards a professional qualification on the EY Business Apprenticeship.

Deadline: Check our website for information.

DEGREE APPRENTICESHIP

Entry Requirements: 3 A Levels, 5 Scottish Highers, or equivalent.
Qualifications & Training: Work towards a BSc degree and gain on-the-job experience with the EY Degree Apprenticeship in Digital and Technology

Deadline: Check our website for information.

WORK EXPERIENCE

Entry Requirements: Year 12/5th year completing 3 A levels, 5 Highers or equivalent qualifications.

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

Deadline: Check our website for information.

No. of opportunities:
300

Salary per annum:
Up to £21,750

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

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 260,000 experts around the world, 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

**Enjoy what you do,
learn while you do it**

We'll help you get to where you want to go

Learn new skills, build your professional network and get a head start on your career in one of our programmes. Starting your career with us prioritises your development, whether that means earning a qualification or building the skills that set you up for whatever you choose to do.
ukcareers.ey.com/students



GOLDMAN SACHS INVESTMENT BANKING

6th

Goldman
Sachs

Reviewed **8.67 / 10** by **16** young people

PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: Applicants must be EEA nationals, and will be required to meet the minimum entry requirements (ABB) of Queen Mary University of London.

Qualifications & Training: BSc Digital & Software Solutions degree achieved upon completion.

Deadline: 17th March 2019.

“Join our engineering teams that build massively scalable software and systems, architect low latency infrastructure solutions, proactively guard against cyber threats, and leverage machine learning alongside financial engineering to continuously turn data into action.”

No. of opportunities:
20

Salary per annum:
Competitive

Roles available in the following locations:
London



Our engineers don't just make things— we make things possible.

Change the world by connecting people and capital with ideas. Solve the most challenging and pressing engineering problems for our clients. Join our engineering teams that build massively scalable software and systems, architect low latency infrastructure solutions, proactively guard against cyber threats, and leverage machine learning alongside financial engineering to continuously turn data into action. Create new businesses, transform finance, and explore a world of opportunity at the speed of markets.

Want to push the limit of digital possibilities? Start here.

Make things possible at goldmansachs.com/careers.

www.gs.com/careers/students/programs

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

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

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

www.youtube.com/user/GoldmanSachs

BUILD SOLUTIONS TO COMPLEX PROBLEMS



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Goldman Sachs Technology Degree Apprenticeship Programme

Get a head start on your career in Goldman Sachs engineering while earning a degree in computer science. In partnership with Queen Mary University of London, the Goldman Sachs Degree Apprenticeship Programme combines higher education with vocational training to offer a fee-free alternative to the traditional University route. Launched in 2016, the programme has been named Overall Winner of the Top 100 Employers for School Leavers and recognized on the RateMyApprenticeship Top 100 Employers Table.

The Degree Apprenticeship Programme will allow participants to complete an apprenticeship within Goldman Sachs' Technology division while studying for a degree at Queen Mary University of London. After the four-year programme, participants will graduate with a bachelor's degree in Digital and Technology Solutions, with the potential opportunity for a full time position with Goldman Sachs.

This programme is suited to students currently pursuing a university degree to commence in Autumn 2019, and possessing 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.

APPLICATION DEADLINE: 17 March 2019

Apply online at www.goldmansachs.com/careers

Learn more at
GS.com/Engineering

[f](#) [in](#) [v](#) [t](#) [g+](#) @GSCareers

Goldman
Sachs

IBM
**INFORMATION
 TECHNOLOGY**

64th



Reviewed **7.83 / 10** by **17** 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: 31/01/2019.

**HIGHER
 APPRENTICESHIP**

Entry Requirements: 5 GCSEs Grade 5-9 & 64 UCAS points.
 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: 31/01/2019.

GAP YEAR PROGRAMME

Entry Requirements: 5 GCSEs Grade 5-9 & 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: Early 2019.

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.

No. of opportunities:
120

Salary per annum:
£18,000 - £19,000

Roles available in the following locations:
Nationwide



- www.ibm.com/jobs/uk
- [instagr.am/ibm](https://www.instagram.com/ibm)
- [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

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LAING O'ROURKE CIVIL ENGINEERING, CONSTRUCTION & MANUFACTURING

57th

Reviewed 7.93 / 10 by 48 young people

LAING O'ROURKE



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements:
3 GCSEs (preferably
A-C/4-9 in Maths,
English and Science.
Qualifications &
Training: A Level 2
or 3 NVQ, with the
possibility of an HNC in
the technical routes.
Deadline: March 2019.

SCHOOL LEAVER

Entry Requirements: 96
UCAS points (course
dependent).
Qualifications &
Training: HNC Level 4
or up to a BSc degree.
Deadline: March 2019.

***“We are known for our innovation,
but also our belief in growing talent.
We believe in hiring and developing
the very best people in the industry.”***

No. of opportunities:
80

Salary per annum:
Competitive

Roles available in the
following locations:
**Edinburgh, Manchester,
Wales, West Midlands,
London & Somerset**



We are Laing O'Rourke. We design, manufacture, engineer and build iconic buildings and complex infrastructure projects used by millions of people every day. We're challenging the industry with innovative design and delivery techniques. We're changing the way we work, using the very latest digital tools and platforms. And we're always looking to create structures that will help build a better future for everyone.

We are proud to work on some of the most prestigious projects in the UK and around the world from the Crossrail (Europe's largest infrastructure project) to Hinkley Point C (in Somerset) and the Manchester Airport extension.

We are known for our innovation, but also our belief in growing talent. We believe in hiring and developing the very best people in the industry, challenging them to find and follow a better way, and deliver excellence for our clients whilst leaving a lasting legacy for the communities in which we operate. We have an ongoing commitment to bring more people into this industry, and grow the diversity of our own business.

Our selection process is broken down into 5 manageable stages - (1) apply online, (2) online testing, (3) video interview, (4) assessment centre and (5) offer of employment.

<http://careers.laingorourke.com>

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

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

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

LAING O'ROURKE



BUILT FOR YOU EARLY TALENT PROGRAMMES

Every day, we design, manufacture, engineer and build iconic buildings and complex infrastructure projects that go on to be used by millions of people – from the world's largest super sewer, Thames Tideway to the Terminal 2 extension at Manchester Airport. We continue to invest in Apprentice and School Leaver programmes, helping hundreds of young people to develop their skills, work on great projects and fulfil their potential.

laingorourke.com/careers

ENGINEERING THE FUTURE
www.laingorourke.com

LLOYDS BANKING GROUP BANKING, FINANCE, & TECHNOLOGY

47th



Reviewed **8.01 / 10** by **162** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: GCSE Level English and Maths.

Qualifications & Training: Level 2 Certificate. Examples: Providing Financial Services and Customer Services.

Deadline: Visit website.

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE Level English and Maths.

Qualifications & Training: Level 3 Certificate. Examples: Providing Financial Services and Business Administration.

Deadline: Visit website.

HIGHER APPRENTICESHIP

Entry Requirements: Educated to A level standard.

Qualifications & Training: Varies; some also include professional qualifications. Examples: Software Developer and Data Analyst.

Deadline: Visit website.

DEGREE APPRENTICESHIP

Entry Requirements: Educated to A level standard.

Qualifications & Training: Bachelors or Masters degree paid for by Lloyds Banking Group. Examples: Relationship Manager and Digital & Technology Solutions.

Deadline: Visit website.

As the largest digital bank in the UK, Lloyds Banking Group is helping redefine financial services, using the latest technologies to support our 30 million customers and meet our aim – to help Britain prosper. To achieve this, we need a broader range of skills and experiences than ever before.

If you're looking for a career with impact – and want to make a difference to customers, businesses and communities – we have a job for you. And the great news is you don't need a degree to come and work with us.

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, inquisitive school students who can bring their unique perspective to what we do and help drive our business forward. Whether you're interested in 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.

- www.lloydsbankinggrouptalent.com/apprentices
- [instagr.am/LBGTalent](https://www.instagram.com/LBGTalent)
- www.fb.me/discoverwhatmatters
- www.youtube.com/LloydsBankingGroupCareers



Former Sales Assistant

Project Management Apprenticeship

"I won Change Trainee of the Year."

Diploma in Project Management



Afeefa's apprenticeship journey so far...

DISCOVER CAREERS WITH REAL IMPACT

Find your opportunity at lloydsbankinggrouptalent.com

No. of opportunities: **750**

Salary per annum: **£15,000+**

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



NETWORK RAIL ENGINEERING

88th



Reviewed **7.54** / **10** by **51** young people

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE English Language, Maths, Science and one other subject at Grade A*-C/ 5-9.

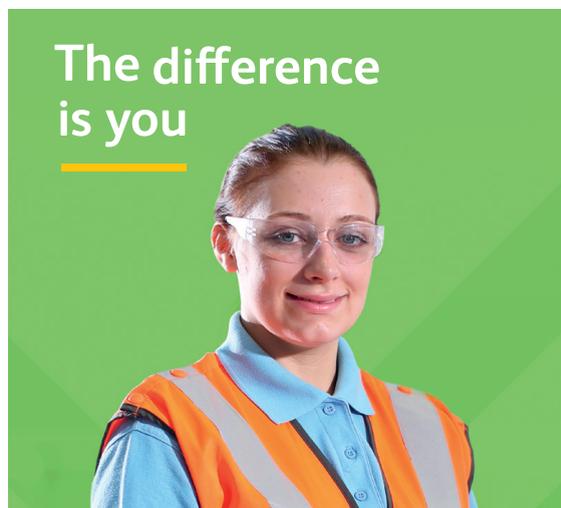
Qualifications & Training: NVQ3 in Railway Engineering. ILM Level 3 in First Line Management. Deadline: March 2019.

“The vital work you will be doing will help keep the lines safe and reliable for the millions of people who use the railways every day.”

No. of opportunities:
300

Salary per annum:
£9,479 - £14,924

Roles available in the following locations:
Nationwide



The difference
is you

Our railway lines are the economic arteries of our nation. The vital work you will be doing will help keep the lines safe and reliable for the millions of people who use the railways every day. You'll have three amazing years on our apprenticeship scheme. Your first 21 weeks will be spent living and learning at Westwood, our training centre. The rest of your scheme will be spent working from a depot close to home. Specialising in electrification and plant, overhead lines, signalling, telecoms, track or off track, you'll receive expert training.

There are three stages to our application process:

- Step One - Online Application and SJT
The first step is to complete our short online application form. Once you have completed the application you will be asked to complete a Situational Judgement test. What we're looking for in a test like this is to understand the way you think about situations you're presented with, and your approach to tackling each one.
- Step Two - Telephone Coaching Call
We will provide you with guidance to help you do as well as possible in the next stage of the assessment process.
- Step Three - Assessment Centre
You'll be asked to take part in a group exercise and a face-to-face interview. It's a chance for you to meet some of our senior leaders and current apprentices, to ask us questions and demonstrate your enthusiasm for a career at Network Rail.

- www.networkrail.co.uk/careers/apprenticeships
- www.facebook.com/networkrailcareers
- [@NetworkrailJobs](https://twitter.com/NetworkrailJobs)
- www.youtube.com/networkrail

Through a Network Rail Apprenticeship you can develop the skills to build a successful career.

We invest a lot in our apprentices because we want you to be the future of our business.

Meet Keval

Keval is making rail travel faster and safer by keeping the track clean

Name	Keval Patel
Education	BTEC Mechanical and Electrical Engineering
Job title	High Output Track Engineer Apprentice
Location	Swindon, with frequent travel to wherever projects are located

“I worked on a project to clean a section of track ballast using a High Output Ballast Cleaning System. It was challenging because three teams had to work in a confined space within a limited timeframe and with no margin for error.

I was part of the engineering team who had to take precise measurements after the track had been cleaned to ensure it was safe to use. I had to measure the cant, lining and level of the rail using a special instrument before handing it back to the client. Our work improved drainage and made this particular section of track smoother so that trains were able to travel quicker through it.”



Find out more: www.networkrail.co.uk/apprenticeships

In the midst of the largest expansion of the rail network since the 19th century, there has never been a better time for aspiring engineers to join us.

We are currently managing more engineering projects than any other UK organisation.



- Competitive salary
- Extensive training and development
- Excellent opportunities for career progression

- Support to gain professional qualifications
- Apprenticeships available at locations across Great Britain

PwC ACCOUNTANCY, CONSULTING & TECHNOLOGY

21st



Reviewed **8.35** / 10 by **177** young people



PROGRAMMES

HIGHER APPRENTICESHIP	DEGREE APPRENTICESHIP
<p>Entry Requirements: Between 96 and 112 UCAS Points.</p> <p>Qualifications & Training: You'll gain a Level 4 apprenticeship & another professional qualification.</p> <p>Deadline: Apply ASAP: we close when we are full.</p>	<p>Entry Requirements: 112 UCAS Points.</p> <p>Qualifications & Training: Level 7 apprenticeship & ACA Chartered Accountancy qualification.</p> <p>Deadline: Apply ASAP: we close when we are full.</p>

You're studying at school or college, but there's also a lot of focus on what's next. We know you have career goals and ambitions. But do you decide to start your career or go to uni? You know you have to start work at some point, but when is the right time, and what is the right path for you? We understand how challenging these decisions can be, so to help you make the right decision, we're here to offer advice and support on where you might fit. We've got opportunities for those who want to learn, adapt, be challenged and grow. No matter what your background.

Now is an exciting time to join us as our business is evolving. Technology, automation and artificial intelligence are disrupting how we work, and help us achieve our purpose. In this rapidly changing world, the skills that make us uniquely human matter most: problem solving, creativity, insight, agility, relationships and leadership. It's our 'human difference' that sets us apart. If you're agile in your thinking, adapt quickly to the changing world, excited about working smarter through technology, willing to work hard and care about making a difference in the work you do, we want to hear from you.

Visit our website to find out more about where you could join us.

Join PwC. Take the opportunity of a lifetime.

- www.pwc.co.uk/schools
- [instagram.com/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)



WORK EXPERIENCE

Entry Requirements: 96 UCAS Points Yr 12 in England (Yr 13 in NI or S5 in Scotland).

Qualifications & Training: Spend an action-packed week in a PwC office of your choice during your summer holiday.

Deadline: Apply ASAP.

No. of opportunities: **320**

Salary per annum: **Competitive**

Roles available in the following locations: **Offices across the UK**



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. 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.

pwc.co.uk/schools

- [/pwccareersuk](https://www.facebook.com/pwccareersuk)
- [@pwc_uk_careers](https://twitter.com/pwc_uk_careers)
- [/pwc_uk_careers](https://www.instagram.com/pwc_uk_careers)



SCHRODERS ASSET MANAGEMENT

27th Schrodgers

Reviewed **8.28 / 10** by **13** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Minimum of 96 UCAS points.
Qualifications & Training: Support through a professional qualification relevant to the role.
Deadline: Late March 2019.

HIGHER APPRENTICESHIP

Entry Requirements: Minimum of 96 UCAS points.
Qualifications & Training: Support through a professional qualification relevant to the role.
Deadline: Late March 2019.

TRAINEESHIP

Entry Requirements: Minimum of 96 UCAS points.
Qualifications & Training: Support through the Investment Foundation Certificate.
Deadline: Late March 2019.

As a global investment manager, we help institutions, intermediaries and individuals across the planet meet their goals, fulfil their ambitions, and prepare for the future. We are responsible for £449.4 billion of assets for our clients who trust us to deliver sustainable returns.

For anyone who's new to our business, this is a great opportunity to start learning about what, why and how we do what we do. Our school leaver programmes are designed to deliver the insight and understanding to kick-start your career and they are focused on giving trainees and apprentices the vital skills and knowledge that will last a lifetime.

If you're interested, you'll need to be an ambitious self-starter – someone with the determination to make the most of the opportunities we offer to learn about our business and a proactive attitude that will relish the opportunity to earn while you learn. You'll need to match our Schrodgers values of integrity, passion, teamwork, innovation and excellence.

Many of those who joined Schrodgers as school leavers, have gone on to build long and very rewarding careers with us. And wherever their work has taken them, they know their training is recognised and valued.

No. of opportunities:
20 -30

Salary per annum:
Competitive

Roles available in the following locations:
London



www.schrodgers.com/trainees

Apprentice & Traineeship opportunities

We have a long history of adapting to suit the times and keeping our focus on what matters most to our clients. Today, that means we can build your skills in no time at all, with our Trainee and Apprenticeship programmes. Available across many departments, these programmes balance work with study, offering accreditation and specialist skills at a leading asset management business.

Your route is up to you, so explore your options with us, and you'll discover how you can put your talent in focus.

Start date: **9 September 2019**

www.schrodgers.com/trainees

Schrodgers

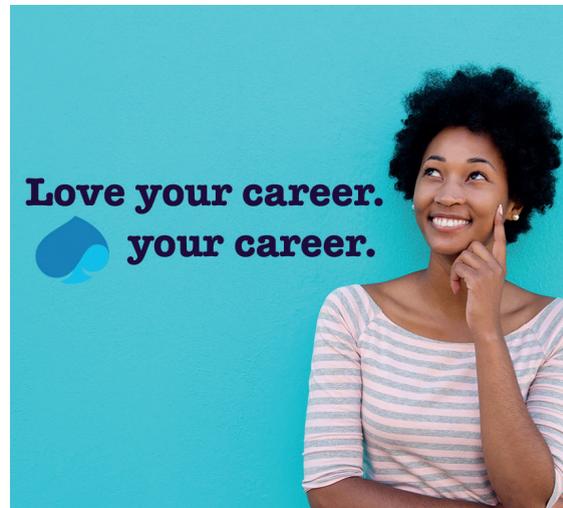


CAPGEMINI IT

23rd



Reviewed **8.35 / 10** by **70** young people



PROGRAMMES

DEGREE APPRENTICESHIP	WORK EXPERIENCE
<p>Entry Requirements: Three Cs at A Level (or equivalent) and 7 GCSEs including Grade 4 or C in Maths and English.</p> <p>Qualifications & Training: BSc Digital & Technology Solutions (Aston Uni) beginning with an 8 week immersive technical training period.</p> <p>Deadline: Open all year round.</p>	<p>Entry Requirements: Must be aged between 15-18 years old. Currently at school or college and live a commutable distance from one of our offices/client sites.</p> <p>Qualifications & Training: 1 week's work experience during the summer.</p> <p>Deadline: Open all year round.</p>

At Capgemini we often say that we're the biggest company you've never heard of. We are one of the world's largest (and we think best!) tech companies, helping our clients to transform their businesses through ingenious technology solutions. We deliver exciting & innovative client projects across multiple industries all over the world using cutting edge technology in an entrepreneurial and supportive environment.

We work in over 40 countries, and have over 190,000 employees. Many of our clients are names you'll recognise, from UK Government and London Underground to Barclays and Unilever. If you've got an interest/passion for tech and are looking for an alternative, accelerated path into the IT industry, you should consider this 4 and a half year study/work programme from Capgemini. It includes all the opportunities you need to prepare for a successful career in the IT industry, acquiring technical skills in software engineering as well as broader business related personal development.

- Our recruitment process;
- Short online application form
 - Digital interview
 - Online situational strengths test
 - Assessment centre

	uk.capgemini.com/apprentices
	instagram.com/Capgemini_uk
	www.fb.me/CapgeminiUK
	@CapgeminiUK
	www.youtube.com/capgeminiimedia

No. of opportunities: **90**

Salary per annum: **£17,500**

Roles available in the following locations:

Birmingham, London, Manchester, Sheffield, Glasgow, Woking, South Wales, Worthing, Telford



CO-OP RETAIL, FUNERALCARE & INSURANCE

60th



Reviewed **7.92 / 10** by **38** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP	ADVANCED APPRENTICESHIP
<p>Entry Requirements: Varied across programmes.</p> <p>Qualifications & Training: 12-15 month apprenticeships inc. Retailer Level 2 & LGV Driver Level 2 with license.</p> <p>Deadline: Ongoing.</p>	<p>Entry Requirements: Varied across programmes.</p> <p>Qualifications & Training: 15-18 month apprenticeships in a range of subjects inc. Business Admin & also Communication.</p> <p>Deadline: Ongoing.</p>
HIGHER APPRENTICESHIP	WORK EXPERIENCE
<p>Entry Requirements: Varied across programmes.</p> <p>Qualifications & Training: In-depth apprenticeships across a variety of subjects inc. People & Project Management.</p> <p>Deadline: Ongoing.</p>	<p>Entry Requirements: Not applicable.</p> <p>Qualifications & Training: Inclusive and rewarding work experience within Co-op at stores or our Manchester HQ.</p> <p>Deadline: Ongoing.</p>

Co-op is one of the world's largest consumer cooperatives. Owned by more than 4.5 million members, we're the UK's sixth biggest food retailer with over 2,500 stores. We're also Britain's number 1 funeral services provider, a major insurer and a growing legal services business.

Co-op's origins can be traced to the consumer cooperatives formed by a group of workers known as the Rochdale Pioneers in 1844. They came up with an idea that changed the world - a business owned by its members that worked for the common good. Today we still believe that when we work together, we're stronger. And Co-op continues to champion a better way of doing business for you and your communities.

We're planning to grow our apprenticeship schemes over the coming years to help us develop our future leaders. To build a stronger Co-op and stronger communities we want to create opportunities across the UK in our stores, funeral homes and support centre offices. We're looking for people with a desire to develop their skills and a shared passion for our co-operative values.

If you'd like to build a career with a successful organisation that cares about fairness, diversity and equality of opportunity, you should find out more about Co-op apprenticeships.

No. of opportunities: **100+**

Salary per annum: **Up to £18,000**

Roles available in the following locations:

Nationwide



	www.jobs.coop.co.uk
	@coopuk

CUSHMAN & WAKEFIELD COMMERCIAL REAL ESTATE

17th



Reviewed **8.42 / 10** by **15** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry Requirements: 3 A2 levels at C and above or equivalent.

Qualifications & Training: Level 6 Chartered Surveyor degree apprenticeship (inc. BSc & Assessment of Professional Competence).

Deadline: 31/03/2019.

“The C&W opportunity allows me to study one day a week, and then bring the theory of Westminster University’s real estate degree back to the office and see how it fits into a practical environment. I’m surrounded by teams who have studied and qualified and who are keen to help and test knowledge.”

Thea, Apprentice at C&W

No. of opportunities:
15

Salary per annum:
£14,000 - £15,000

Roles available in the following locations:
London, Edinburgh & Glasgow



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. Cushman & Wakefield is among the largest real estate services firms with 48,000 employees in approximately 400 offices and 70 countries. In 2017, the firm had revenue of \$6.9 billion across core services of property, facilities and project management, leasing, capital markets, valuation and other services.

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.

Ahead of our apprenticeship programme application window opening, we will be holding insight days to give you the opportunity to get to know our business, meet our people and find out what it’s like to be an Apprentice Surveyor at one of the world’s biggest real estate companies.

- www.cushwakeearlycareers.com
- [instagr.am/CW_EarlyCareers](https://www.instagram.com/CW_EarlyCareers)
- [www.fb.me/cushwakeearlycareers](https://www.facebook.com/cushwakeearlycareers)
- [@CW_EarlyCareers](https://twitter.com/CW_EarlyCareers)

DELOITTE ACCOUNTING & FINANCE

41st



Reviewed **8.12 / 10** by **47** 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 2019.

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 2019.

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 to Cyber 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](https://www.facebook.com/DeloitteCareersUK)

DHL SUPPLY CHAIN SUPPLY CHAIN & LOGISTICS

78th



Reviewed **7.62 / 10** by **11** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: GCSE (or equivalent) Maths and English Grade C.
Qualifications & Training: Cat C or C + E Driving License.
Deadline: Applications open throughout year.

ADVANCED APPRENTICESHIP

Entry Requirements: GCSE (or equivalent) Maths and English Grade C.
Qualifications & Training: Diploma in Business Administration.
Deadline: Applications open throughout year.

DEGREE APPRENTICESHIP

Entry Requirements: A levels (or equivalent) and English, Maths and ICT Level 2.
Qualifications & Training: A Bachelor's Degree (BA, BSc or BBA).
Deadline: End of March 2019.

When Adrian Dalsey, Larry Hillblom and Robert Lynn founded DHL in 1969, they didn't know they would revolutionise the world of logistics. Today, DHL is the world's leading logistics company, operating in over 220 countries & territories worldwide, making it the most international company in the world.

We are an international team of over 350,000 professionals, united by a passion for logistics. And we work in a unique environment. DHL is as innovative as a start-up, with the power of an international organisation. We are uniquely positioned in the world's growth markets to offer a comprehensive range of international express, freight transportation, e-commerce and supply chain management services.

We owe our success to the commitment, creativity and expertise of our employees. The high level of motivation among our employees can be attributed to a corporate culture founded on openness, trust and mutual respect. We are a people business and invest heavily in our talent, in particular by bringing in apprentices into many of our divisions.

No. of opportunities: **30**

Salary per annum: **£15,000 - £17,000**

Roles available in the following locations: **Across the UK**



www.dhl.co.uk/apprenticeships

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

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

www.youtube.com/dhl

DIRECT LINE GROUP INSURANCE

62nd



Reviewed **7.85 / 10** by **12** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: GCSE Grades 3-9 (A*-D).
Qualifications & Training: Dependant on role, options to study towards Financial Services Customer Advisor Level 2 / Panel Level 2 / MET Level 2.
Deadline: TBC.

ADVANCED APPRENTICESHIP

Entry Requirements: 3 x A levels in any discipline.
Qualifications & Training: Dependant on role, options to study towards Senior Financial Services Customer Advisor Level 3 / HR Level 3.
Deadline: TBC.

We know what you imagine when you think of a job in Insurance, cramped and dull offices, impersonal spaces and bored staff. Believe us, that is not what Direct Line Group is all about and we know you'll be surprised!

Ben - Customer Service apprentice
"The thing that has surprised me the most about DLG, is how fun it is to come to work. The people make it so enjoyable and my apprenticeship in insurance is not what I imagined!"

We're proud of our culture, our people and the support we give to our teams. We've worked hard on offering career opportunities and progression to help build our business and this includes our apprenticeship programme.

Georgia - Project manager apprentice
"I wanted to get a flavour for the world of work, and believe that apprenticeships offer life skills that can't be developed at university. I'm studying for a recognisable qualification at the same time as experiencing working life."

In 2019 we're offering a wide range of apprenticeships including Customer Services, Auto Services, HR and Pricing and Underwriting. So, why not work with some amazing brands like Direct Line, Churchill, Privilege and NIG, while you take a step forward in your career.

"We're proud of our culture, our people and the support we give to our teams."

No. of opportunities: **100**

Salary per annum: **£15,925 - £17,063 (35 or 37.5 hours per week)**

Roles available in the following locations: **Nationwide across our DLG locations**



www.directlinegroupcareers.com

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

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

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

www.youtube.com/joininsurance

Dstl SCIENCE & ENGINEERING

89th



Reviewed **7.54** / 10 by **14** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 5 GCSEs to include Maths, Science and English.

Qualifications & Training: Mechanical/ Electronics Engineering, Laboratory Technician.

Deadline: Our apprenticeship vacancies open January - March 2019.

HIGHER APPRENTICESHIP

Entry Requirements: 5 GCSEs and 2 A levels to include Science, Maths and English.

Qualifications & Training: Software Developer, Project Manager, Commercial, Data Analyst.

Deadline: Our apprenticeship vacancies open January - March 2019.

The Defence Science and Technology Laboratory (Dstl) is at the heart of the UK's defence and security capabilities, ensuring that our vital and unique innovative science and technology contribute to current and future challenges. We provide the UK expertise in a spectrum of engineering and scientific fields. We work with the best people with the best ideas, and apply them in unexpected ways, much of which is operationally critical with the potential to save many lives.

We work at the forefront of defence and security research and innovation, a dynamic and rapidly evolving environment. Taking technology and push it to its limits, using creativity and innovation to solve real world problems for real world customers. Quite simply, this is work that you cannot do anywhere else.

Crucially, we work with other brilliant people – collaborating with everyone from small companies and world-class universities to large defence companies and other nations. Together, we develop battle-winning technologies, based on deep and widespread research, to support UK military operations now and into the future.

No. of opportunities: **30**

Salary per annum: **£12,500 - £20,500**

dependant on programme

Roles available in the following locations:

Porton Down, Salisbury & Portsmouth West, Fareham



www.dstl.gov.uk

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

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

www.youtube.com/DstIMOD

FIDELITY INTERNATIONAL ASSET MANAGEMENT

66th



Reviewed **7.82** / 10 by **10** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 3 Cs at A level (or equivalent).
Qualifications & Training: Level 3 apprenticeship in relevant area.

Deadline: 24th February 2019.

WORK EXPERIENCE

Entry Requirements: On track to receiving three Cs at A level (or equivalent).

Qualifications & Training: Spend 2 days finding out how and why we do what we do.

Deadline: 1st February 2019.

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.

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

No. of opportunities: **10**

Salary per annum: **£17,500+**

Roles available in the following locations: **Kingswood, Surrey**



earlycareersatfidelity.com

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

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

www.youtube.com/FidelityUK

GREENE KING HOSPITALITY, CATERING & RETAIL

59th



Reviewed **7.92 / 10** by **64** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: We're looking for commitment and a can-do attitude with previous qualifications not being a necessity.

Qualifications & Training: Training varies according to your job role. You will gain a Level 2 Apprenticeship Standard.

Deadline: We recruit apprentices all year round to meet the needs of our business.

ADVANCED APPRENTICESHIP

Entry Requirements: We're looking for commitment and a can-do attitude with previous qualifications not being a necessity.

Qualifications & Training: Training varies according to your job role. You will gain a Level 3 Apprenticeship Standard.

Deadline: We recruit apprentices all year round to meet the needs of our business.

Greene King operates 2,900 pubs, restaurants and hotels across England, Wales and Scotland. Our brands include Hungry Horse, Farmhouse Inns, Chef & Brewer, Flaming Grill and Greene King Locals.

We have a range of apprenticeships available; whether you want to work in a pub, in a hotel, in a brewery, in marketing or logistics, we have opportunities in cities, towns and villages across Britain. And that's just scratching the surface. Greene King is an extremely diverse business and with that comes an amazing array of opportunities at your fingertips. It's one of the things that make us so unique and such a fun place to work.

We offer apprenticeships that cover a variety of jobs including front of house and kitchen roles and provide a career pathway up to supervisory and management levels. Further progression routes are available through our advanced, higher & degree apprenticeships.

You will have a secure job from day one, which includes all the benefits of being a permanent employee with the opportunity to progress onto further apprenticeships as you develop your career.

We're looking for apprentices with a passion to deliver outstanding customer service and a willingness to learn.

No. of opportunities:
500

Salary per annum:
Competitive + benefits

Roles available in the following locations:

We have roles across England, Scotland & Wales



jobs.greeneking.co.uk/apprenticeships

www.fb.me/greenekingcareers

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

GSK HEALTHCARE & PHARMACEUTICALS

26th



Reviewed **8.28 / 10** by **70** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

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

Qualifications & Training: Combination of on-the-job and formal training. Formal qualification dependent on the role.

Deadline: Open 3rd Dec, 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: Open 3rd Dec, see website for close dates.

DEGREE APPRENTICESHIP

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

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

Deadline: Open 3rd Dec, see website for close dates.

Want to help tackle some of the world's biggest healthcare challenges?

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, for example 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 take on a Laboratory Science, Engineering or Clinical Trials role. If you're numerate, you could embark on a career in Finance, Data Analysis or Manufacturing and Supply. Alternatively, you might be drawn to a career in Cyber Security, Project Planning or Health & Safety, amongst others.

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

Whatever you do, you'll be helping us with our special purpose; to help people do more, feel better, live longer.

No. of opportunities:
60

Salary per annum:
Competitive

Roles available in the following locations:
Nationwide



www.apprenticeships.gsk.com/uk

www.fb.me/gskstudentsandgraduates

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

J.P. MORGAN FINANCIAL SERVICES & TECHNOLOGY

30th

J.P.Morgan

Reviewed **8.24** / 10 by **29** young people



PROGRAMMES

DEGREE APPRENTICESHIP

Entry requirements: 3 Cs at A Level or equivalent.
Qualifications & Training: Level 6 Financial Services & Investment Operations Certificate from CISI. + Applied Finance Degree (University of Exeter).
Deadline: October to January.

DEGREE APPRENTICESHIP

Entry requirements: 4 Highers B or above, to include one of: Maths, Physics or Computer Science.
Qualifications & Training: BSc (Hons) Degree Apprenticeship within a Technology Subject. (University of Exeter).
Deadline: October to January.

DEGREE APPRENTICESHIP

Entry requirements: 1 A and 2 Bs at A Level or equivalent to include a Maths/Computing subject.
Qualifications & Training: BSc (Hons) Digital & Technology Solutions.
Deadline: October to January.

No. of opportunities: **80**

Salary per annum: **£17,000 - £21,000**

Roles available in the following locations: **Bournemouth, London & Glasgow**



Your Career. Your Way.

At J.P. Morgan, we are committed to helping businesses, markets and communities grow and develop in more than 100 countries. Working with us means you'll learn from our team of experts in a supportive and collaborative environment and gain the skills to make a direct contribution to a firm with a legacy lasting over 200 years.

We want to see your creativity, communications skills and drive. While your academic achievements are important, we're also looking for your individuality and passion as demonstrated by extracurricular activities. We want to help you fulfil your potential as you build your career here. We want people with drive, determination and a real passion to work with us as they embark on their careers. Our selection process provides a series of opportunities for candidates to demonstrate key employability skills such as teamwork, innovation, problem solving and hard-working. Unquestionable motivation to both join the firm, the sector and to study for the specific programme applied for is a must.

Apply online at www.jpmorgan.com/apprenticeship or www.jpmorgan.com/technology-apprenticeship. Successful candidates go through assessment centres, assessed networking evenings and video interviews.

www.jpmorgan.com/apprenticeship

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

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

KPMG ACCOUNTANCY, TECHNOLOGY, BUSINESS, FINANCE

12th

KPMG

Reviewed **8.48** / 10 by **58** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

KPMG360° Business Services.
Entry Requirements: GCSE: Min. 5 A* - C/4 - 9. (incl. English Language and Maths).
Qualifications & Training: Level 3 in Business Administration.
Deadline: Rolling.

DEGREE APPRENTICESHIP

KPMG360° Digital.
Entry Requirements: GCSE: Min. 5 grade A* - C/4 - 9 (incl. English and Maths). Min. 104 UCAS points.
Qualifications & Training: BSc in Digital & Technology Solutions.
Deadline: Rolling.

HIGHER APPRENTICESHIP

KPMG360°.
Entry Requirements: GCSE: Min. 5 grades A* - C/4 - 9. Min. 104 UCAS points.
Qualifications & Training: AAT Level 4 qualification.
Deadline: Rolling.

WORK EXPERIENCE

KPMG Discovery.
Entry Requirements: 5 GCSEs Grades A*-C or equivalent (incl. Maths, English and ideally ICT).
Qualifications & Training: Develop key business skills in interactive skills sessions.
Deadline: Rolling.

No. of opportunities: **200**

Salary per annum: **Competitive**

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



KPMG in the UK, is part of a global network of firms offering Audit, Tax & Pensions, Consulting, Deal Advisory and Technology services. We work shoulder-to-shoulder with clients, from small start-ups to multinational organisations, helping them to solve some of their most complex business challenges.

It's never too soon to start thinking about your career options at KPMG. Joining us means joining a talented team of inspiring colleagues who bring new ideas and curiosity to the work they do each day.

At KPMG, our range of KPMG360° rotational apprenticeship programmes offer you the opportunity to work with a variety of clients across different industries, using innovative approaches and new technologies to help businesses to improve the way they work. You'll gain broad work experience and develop your skills, whilst working towards a professional qualification and earning a salary.

Join us on a KPMG360° apprenticeship programme and be inspired to build a rewarding career within our firm.

www.kpmgcareers.co.uk/apprenticeships

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

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

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

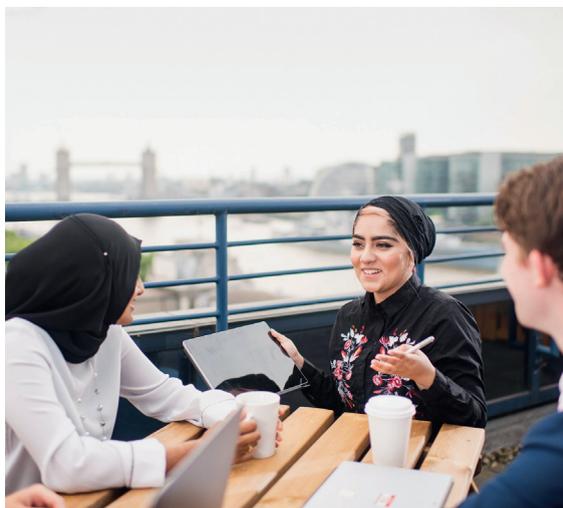
www.youtube.com/KPMGRecruitmentUK

M&G INVESTMENTS FINANCIAL SERVICES

31st



Reviewed **8.24 / 10** by **23** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 96 UCAS points, English and Maths GCSE at grade C or above.

Qualifications & Training: Skills and knowledge relating to role and industry recognised certificate e.g. Investment Operations Certificate.

Deadline: Recruitment is on a rolling basis.

HIGHER APPRENTICESHIP

Entry Requirements: 96 UCAS points, English Language and Maths GCSE at Grade C or above.

Qualifications & Training: Skills and knowledge relating to role and industry recognised certificate e.g. Chartered Institute of Management Accountants (CIMA).

Deadline: Recruitment is on a rolling basis.

We are an investment management company who recruit apprentices into a variety of areas across our business - ranging from our core business of Fund Management to Sales & Marketing, Operations, Finance, Compliance and IT.

We do not expect you to have a vast amount of knowledge about the area you are applying to - we will teach you all you need to know, as long as you have a proactive attitude to learning. Throughout the 12-18 month apprenticeship, you will work towards building your skills and knowledge in a specific role as well as completing a relevant industry-recognised qualification which could be the Investment Operations Certificate (IOC), Chartered Institute of Management Accountants, or similar.

Our programme is an alternative to university, for those who want to start their career within a leading investment management company straight from school or college. We provide the opportunity for on-the-job training whilst earning a competitive salary. Whilst these are permanent roles, you will need to achieve your objectives, prove your role-related skills and knowledge and pass all exams within the 12-18 month programme to roll off permanently into the team.

“We do not expect you to have a vast amount of knowledge about the area you are applying to - we will teach you all you need to know”

No. of opportunities: **15**

Salary per annum: **Competitive**

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



www.mandg.com/careers/apprentices

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

[@mandgcareers](https://www.facebook.com/mandgcareers)

MACE CONSTRUCTION, CONSULTANCY & ENGINEERING

15th



Reviewed **8.46 / 10** by **23** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Check entry requirements on our website.

Qualifications & Training: Surveying or Project Controls Technician Diploma.

Deadline: Offers made on a rolling basis.

HIGHER APPRENTICESHIP

Entry Requirements: Check entry requirements on our website.

Qualifications & Training: Diploma in Facilities Management.

Deadline: Offers made on a rolling basis.

DEGREE APPRENTICESHIP

Entry Requirements: Check entry requirements on our website.

Qualifications & Training: Opportunities to achieve BEng Civil Engineering or BSc Quantity Surveying.

Deadline: Offers made on a rolling basis.

Mace is a leading international construction and consultancy company. We offer services across the full property lifecycle delivering and managing the operations of where we live, play and work from historic and cultural buildings to 21st century skyscrapers.

For 28 years our adventurous spirit has driven us to do things better and drive change through our industry. Our vision is to be the industry leader in helping to shape cities and build sustainable communities, coupled with our mission to continuously pursue a better way, has helped us to grow, strengthen our position in the industry, and help our clients realise their dreams.

We have delivered iconic projects in the UK such as the Shard, the London 2012 Olympic and Paralympic games, Heathrow Terminal 5, the Television Centre in West London and Birmingham New Street. We are currently working on impressive projects such as Battersea Power Station, Greenwich Peninsula and Manchester Town Hall. Internationally we are delivering projects such as the 2019 Pan American Games in Lima and the Expo 2020 in Dubai.

We strive to find better ways to deliver for our clients, communities and the construction industry. We constantly challenge the status quo, make the seemingly impossible possible, and will always do so.

No. of opportunities: **30**

Salary per annum: **£16,500 - £19,000**

Roles available in the following locations: **Birmingham, Bristol & London**



www.macegroup.com/careers

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

[@macegroup](https://www.facebook.com/macegroup)

<https://www.youtube.com/MaceGroup>

MOORE STEPHENS LLP ACCOUNTANCY

44th

MOORE STEPHENS

Reviewed **8.09 / 10** by **11** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: Minimum of grade 5 in English language and Maths GCSE and 104 UCAS points (or equivalent).

Qualifications & Training: AAT, ATT or CFAB professional qualification, and dedicated internal training.

Deadline: Ongoing.

WORK EXPERIENCE

Entry Requirements: Currently at school in years 10-13.

Qualifications & Training: Firm induction, excel training session, on-the-desk learning and a dedicated CV & interview skills workshop.

Deadline: March/April.

“You’ll receive dedicated training to be successful, coupled with the responsibility and autonomy to allow you to grow.”

No. of opportunities: **30**

Salary per annum: **£19,000 - £21,000**

Roles available in the following locations: **London & Reading**



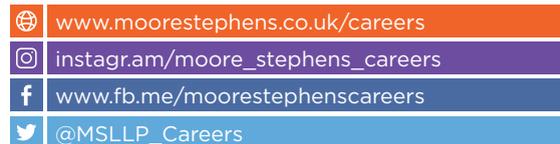
Helping our clients thrive in a changing world.

We provide our clients with support and guidance to deal with new risks and opportunities. As a Top 10 accounting and advisory network we support a broad range of individuals and entrepreneurs, large organisations and complex international businesses. For our clients who need to expand, we help make it happen – coordinating advice from a network of offices throughout the UK and in over 100 countries.

Joining one of our early careers opportunities you’ll be a valued member of the firm. You’ll find a personable, friendly approach with encouragement to help you develop. You’ll receive dedicated training to be successful, coupled with the responsibility and autonomy to allow you to grow.

Our level 4 apprenticeships include full study support towards the AAT, ATT or CFAB professional qualifications and are available across our September and January intakes within our London and Reading offices. You need to be switched on and capable with exceptional communication skills. You’ll need good attention to detail and an inquisitive mind. You should have a desire to learn and be ready to impress. Apply via our website today.

We provide the opportunities – you take them.



RSM UK PROFESSIONAL SERVICES

92nd



Reviewed **7.44 / 10** by **10** 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.”

No. of opportunities: **100**

Salary per annum: **Competitive**

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

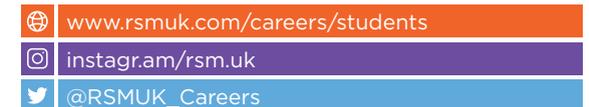


RSM is a leading provider of audit, tax and consulting services to middle market leaders, globally.

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.



SCHNEIDER ELECTRIC ENGINEERING

87th



Reviewed **7.54 / 10** by **16** young people



PROGRAMMES

ADVANCED APPRENTICESHIP	HIGHER APPRENTICESHIP
<p>Entry Requirements: 5 GCSEs C or above including English, Maths & Science.</p> <p>Qualifications & Training: BTEC Level 3 Qualification, NVQ Level 3.</p> <p>Deadline: Please check our website.</p>	<p>Entry Requirements: 2 A Levels or equivalent.</p> <p>Qualifications & Training: Level 4/5 Higher Qualification in HNC/HND, NVQ.</p> <p>Deadline: Please check our website.</p>

DEGREE APPRENTICESHIP
<p>Entry Requirements: A Levels or equivalent qualifications, full driving license.</p> <p>Qualifications & Training: Obtain a degree.</p> <p>Deadline: Please check our website.</p>

Schneider Electric is committed to promoting a respect for the natural environment. We provide systems and solutions to help people use energy safely, efficiently and in ways that conserve natural resources.

Our technologies enable customers around the world to manage and utilise energy in a safe, efficient and sustainable manner. We do this through a combination of secure, connected and IoT-enabled software and hardware solutions. As one of the world's most sustainable companies, we aspire to promote a global economy that is both ecologically viable and highly productive. Our products, services and solutions support our customers in reducing CO2, energy and water usage.

If you're interested in evolving as a professional, we're keeping a seat warm for you. Schneider Electric appreciates what makes you, — your talent. We're a dynamic, inclusive, global company looking for passionate people to help us innovate at every level; champions of safe, reliable, efficient, sustainable and connected energy for everyone.

No. of opportunities: **25**

Salary per annum: **Competitive**

Roles available in the following locations: **UK and Ireland**



www.schneider-electric.co.uk/en/about-us
@SE_Careers

SIEMENS ENGINEERING

11th



Reviewed **8.49 / 10** by **123** young people



PROGRAMMES

ADVANCED APPRENTICESHIP	HIGHER APPRENTICESHIP
<p>Entry Requirements: A minimum of 4 GCSEs (or equivalent) at grade 4 or above including Maths, English and Science.</p> <p>Qualifications & Training: NVQ Level 3, plus a technical engineering qualification.</p> <p>Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.</p>	<p>Entry Requirements: A BTEC National Certificate / A Levels in a relevant discipline/s.</p> <p>Qualifications & Training: NVQ Level 4 and a relevant HNC.</p> <p>Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.</p>

DEGREE APPRENTICESHIP
<p>Entry Requirements: A BTEC National Certificate / A Levels in a relevant discipline/s.</p> <p>Qualifications & Training: You can earn an NVQ Level 6-7, equivalent to a Bachelor's or Master's degree.</p> <p>Deadline: Our positions stay open until they are filled. Apply early to avoid disappointment.</p>

Apprenticeships are a great way for us to turn today's talented young people into the experts we need tomorrow. Whether you're interested in Engineering, Business Administration or Finance, we have opportunities for you.

We have more than 500 apprentices at Siemens in total and, with over 15,000 people working in the UK, you'll play an important part in everyday life here. It's why nearly all of our apprentices go on to secure permanent roles once they finish.

As an apprentice, your role will be as diverse as the things we make. In the UK alone, we manufacture products such as industrial gas turbines, traffic lights and train radios, help produce cleaner energy through wind turbines and keep rail networks running smoothly with more efficient trains.

No. of opportunities: **150**

Salary per annum: **Competitive plus flexible benefits**

Roles available in the following locations: **UK-wide**



www.siemens.co.uk/apprenticeships
[instagr.am/Siemens_UK](https://www.instagram.com/Siemens_UK)
[www.fb.me/siemensuknews](https://www.facebook.com/siemensuknews)
@SiemensUKNews

SMITH & WILLIAMSON ACCOUNTANCY

77th



Reviewed **7.71** / 10 by **13** young people



PROGRAMMES

HIGHER APPRENTICESHIP

Entry Requirements: 112/280 UCAS points and a B or 5 in English Language and Maths at GCSE.

Qualifications & Training: CFAB, AAT, ATT, ACA, CTA or ACCA - dependent on business line applied to.

Deadline: February 2019.

“We can offer you much more responsibility than you might expect. You’ll be working on real projects and liaising with our clients from the start. You’ll be fully supported throughout your professional training as you study towards becoming an Associate Chartered Accountant or Chartered Tax Advisor.”

As a leading, independently owned financial services firm, we offer unprecedented variety — not least because we’re home to an accountancy practice, an investment management arm and a private bank. It’s our breadth of services that makes us unique in the industry. We work with a broad range of clients too — startups, multinationals, high-net-worth individuals, professional practices and non-profit organisations e.g. charities. What’s more, we have 12 offices around the UK, Ireland and Jersey.

We offer apprenticeships in three of our core service lines - Assurance & Business Services, Business Tax and Private Client Tax Services. Our apprenticeships are structured training programmes that combine practical work experience, internal training and technical studies. We can offer you much more responsibility than you might expect. You’ll be working on real projects and liaising with our clients from the start. You’ll be fully supported throughout your professional training as you study towards becoming an Associate Chartered Accountant or Chartered Tax Advisor.

We’re looking for motivated candidates with a real desire to foster their career at Smith & Williamson. You’ll have strong communication skills and in interest in providing first class client service.

No. of opportunities:
22

Salary per annum:
Competitive

Roles available in the following locations:
London, Guildford, Salisbury, Southampton, Bristol & Birmingham



www.smithandwilliamsontrainees.co.uk

SOFTCAT TECHNOLOGY, SOLUTIONS & IT INFRASTRUCTURE

10th



Reviewed **8.57** / 10 by **20** young people



Do you share the Softcat spirit?

PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: 1 A Level or 5 GCSEs (inc English & Maths) at Grade 4-9.

Qualifications & Training: Level 3 Infrastructure Technician.

Deadline: See website for current deadlines.

ADVANCED APPRENTICESHIP

Entry Requirements: 1 A Level or 5 GCSEs (inc English & 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 (inc English & 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.

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 IT Sales apprenticeship, a great option if you’re a real people person, who’s target-driven and good on the phone. We also offer a smaller number of Business Administration apprenticeships for a number of departments, as well as Technical apprenticeships which will be based in Marlow.

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.

No. of opportunities:
50

Salary per annum:
£15,000

Roles available in the following locations:
Marlow, Manchester, Leeds & Bristol



www.softcat.com/join-us

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

www.youtube.com/SoftcatProductions

THAMES WATER UTILITIES LTD UTILITIES

98th



Reviewed **7.28 / 10** by **18** young people



PROGRAMMES

INTERMEDIATE APPRENTICESHIP

Entry Requirements: Five GCSEs level 4-9 (A-C), inc. English & Maths.
Qualifications & Training: Level 3 Safety, Health and Environment Technician Apprenticeship (recognised by IOSH).
Deadline: 31.03.2019.

HIGHER APPRENTICESHIP

Entry Requirements: Laboratory Technician - Two A Levels, one must be Chemistry or Biology.
Qualifications & Training: Laboratory Analyst Apprenticeship - HND.
Deadline: 31.03.2019.

Have you ever thought about the journey your water has been on, where it started out to how it eventually became a humble cup of tea? Or how about once you've flushed the loo - where does the water go and what's done with it?

We take care of water for 15 million people. And because our population's growing by 100,000 people a year, we're always planning ahead to make sure everyone can continue to enjoy fresh, clean water.

This includes investing £2.5 million every day in modernising our Victorian water pipes, to help stop leaks and protect supplies. With 20,000 miles of pipes, it's a big job, but we're on it.

We use our engineering know-how to deliver extraordinary amounts of water - around 18 billion litres a week. Our tap water is world-class, with more quality tests than any bottled water.

We mustn't forget what goes into homes must come out, as we also turn 4.2 billion litres of waste into poo power and fertiliser every day.

Our apprentices are driven to learn and are dedicated to helping us reach our goals for the future. Apprentices who have a real passion for their specialism and take ownership of their work have the chance of a great career with us.

- www.thameswater.co.uk/apprentices
- [instagram.com/officialthameswater](https://www.instagram.com/officialthameswater)
- [www.fb.me/ThamesWaterEarlyCareers](https://www.facebook.com/ThamesWaterEarlyCareers)
- [@thameswater](https://twitter.com/thameswater)



No. of opportunities: **30**

Salary per annum: **£15,000 - £17,000**

Roles available in the following locations:
London, Thames Valley, Reading, Hertfordshire, Oxfordshire, Berkshire, Surrey, Essex, Middlesex

UBS WEALTH MANAGEMENT & INVESTMENT BANK

35th



Reviewed **8.19 / 10** by **33** young people



PROGRAMMES

ADVANCED APPRENTICESHIP

Entry Requirements: Level 5/6 in English Language & Maths GCSE & 104 UCAS points at A Level.

Qualifications & Training: Level 3 apprenticeship in IOC, IT Solutions, Software Developer, AAT, CIPD, Cyber Security, Risk in Financial Services.

Deadline: Hire on a rolling basis - Easter 2019.

Do you want a fulfilling career that rewards talent and performance? Are you looking for an alternative to university and a career path in financial services? Then our school leaver apprentice program is perfect for you. It introduces our culture and values as well as offering you the opportunity to start your career at UBS as a full-time employee.

In addition to the exciting challenges of your day-to-day role, you'll get classroom-based training on a variety of technical and behavioural topics. You'll also work towards acquiring a professional qualification recognised in your area of choice.

Our Support

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. There is also the opportunity to progress onto various different high level apprenticeship schemes after completing the level 3 apprenticeship program.

"There is also the opportunity to progress onto various different high level apprenticeship schemes."

No. of opportunities: **60-70**

Salary per annum: **£21,000**

Roles available in the following locations:
London



- www.ubs.com/global/en/about_ubs/careers
- [instagram.com/ubscareers](https://www.instagram.com/ubscareers)
- [www.fb.me/ubscareers](https://www.facebook.com/ubscareers)
- [@UBScareers](https://twitter.com/UBScareers)
- www.youtube.com/ubsglobal

THANK YOU FROM THE TEAM

Thank you for taking the time to look through **A Guide to Career Options 2019**, we hope you had as much fun reading it as we did putting it together. Our aim is to help young people like you understand your options, and inspire you to pursue a spectacular career.



RateMyApprenticeship Team

Remember, your career is just that – yours. Make the most of the information that is out there and the programmes being developed, then choose the path that is right for you.

We'd like to thank all the students who've submitted reviews to **RateMyApprenticeship.co.uk** and made this guide possible. We owe you one!

Last but not least, a massive thank you to all of the innovative companies who have contributed to this guide. Without your forward-thinking approaches, belief and commitment, this wouldn't have been possible.

All that remains for us to say is, regardless of what career path you choose, we wish you all the luck in the world.



Highways England Apprenticeships

Start your journey to career success



Highways England are responsible for operating, sustaining and enhancing 4,300 miles of motorways and major A roads in England.

Throughout the two year programme, you'll work towards a nationally recognised apprenticeship and be awarded the following qualification:

- Level 3 or 4 NVQ Diploma (dependant on programme)

If you have a passion for learning and determination to push yourself to the best of your capabilities, then we are looking for you.

We have apprenticeship vacancies in the following areas:

- Business Administration
- Civil Engineering
- Customer service
- Data analysis
- Human resources
- Information technology
- Project management
- Social media and digital

If you have any further questions on apprenticeships or career opportunities at Highways England please email: earlytalent@highwaysengland.co.uk to find out more.

Qualification:
You'll need a minimum of 5 GCSEs (or equivalent) grades A* or 9 to C or 5 with English and Maths at grade 5 being two of those subjects.

Joining us on one of our Apprenticeship programmes will see you support the people, businesses and communities across the country that rely on our road network. We'll give you real responsibility from day one and expose you to the industry experience you need to elevate your career to new levels.

To apply, please visit:

<https://careers.highwaysengland.co.uk/yearly-careers>



Experience the commitment®

Be part of something exciting

Would you like to be part of one of the world's biggest IT companies?

From the moment you join CGI as a school leaver, you'll be playing a vital role in the services we deliver to our clients. From healthcare to cyber security, you'll help provide the IT services that drive some of the world's most exciting sectors.

To launch your career at CGI and be part of something exciting, [visit **cgi-group.co.uk/careers**](http://visit.cgi-group.co.uk/careers)

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