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★ RATEMYAPPRENTICESHIP

A GUIDE TO CAREER OPTIONS 2023

For school and college students



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WELCOME TO YOUR GUIDE TO CAREER OPTIONS 2023

Do an apprenticeship? Go to uni? Or become the next Greta Thunberg? All questions you might have asked yourself when deciding what to do after school or college.

It's a BIG decision to make at 16, 17, 18... So we've put together this guide to help you better understand and map out your future.

Inside, you'll find everything you need to know about the career options available to you and how to get there, plus hear from real-life apprentices.

The guide also features the **Best 100 Apprenticeship Employers** and **Best 50 Training Providers 2023**, with the inside scoop on what it's really like to work for each company.

Voted for by over 5,000 apprentices across the UK, these companies are the Beyoncés of the apprenticeship world - and they want YOU to join them.





Accountancy...

A Career For **YOU**

Interested in a career where you could earn more than £60,000 a year?

Access Accountancy offers FREE work experience placements that help students to learn more about the accountancy profession.

If you match the following criteria:

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

You may be eligible for a work experience placement with an accounting firm.

Visit www.accessaccountancy.org/students to find out more and see if you're eligible!

Access Accountancy wants to help **YOU** get career ready and add experience to your CV.

Introducing The Access Accountancy Careers Course.

Get a certificate for your CV and win a
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www.accessaccountancycareerscourse.co.uk

DON'T MISS IT... The course closes on **17th March 2023**



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ONE-PAGE PROFILES**

**BEST 50 TRAINING PROVIDERS 2023
TWO-PAGE PROFILES**



PETER MUCKLOW, DIRECTOR OF APPRENTICESHIPS, DEPARTMENT FOR EDUCATION

Apprenticeships can make a huge difference to young people from all backgrounds, developing their skill sets and kickstarting their careers.

More young people than ever before are considering apprenticeships when they are thinking about what to do next. I think that's because apprenticeships now cover over 600 occupations, you get to learn new skills and earn a wage at the same time, and more than 90% of those who successfully complete their apprenticeship go on to a sustained job.

An apprenticeship is a real job, and you'll study the equivalent of one day per week to build skills in your chosen profession. This combination of practical work and classroom teaching means you can put into practice the things you learn.

You can do apprenticeships at lots of different levels – so whether it is the equivalent of an A Level or a degree you're looking for, there should be something to excite you.

There are thousands of apprenticeship vacancies in the largest multinational companies or with small local employers. It can take between one and six years to complete an apprenticeship

depending on which one you choose and your previous experience, but you'll be earning all the way through. In fact, apprenticeships are funded from contributions made by the government and your employer, and you don't need to take out a student loan like you would for a university degree.

By the end of an apprenticeship, you'll have the right skills and knowledge for your chosen career, plus crucial skills such as communication, teamwork, problem solving and IT. You will be well on your way to achieving your career goals while others are just getting started.

Visit www.apprenticeships.gov.uk to find out more, to search and apply, and to check out our featured career starter apprenticeships in occupations that you probably never considered: www.apprenticeships.gov.uk/apprentices

New apprenticeships become available all the time, so keep checking online and set up an alert on our website, to keep up to date: www.gov.uk/apply-apprenticeship

Explore all your education and training choices by visiting the Get the Jump website: www.gov.uk/get-the-jump



A NOTE TO PARENTS

Young people's priorities have changed since Covid-19, with 73% now considering an apprenticeship to future-proof their career.

The opportunity to bypass £45,000 of student debt by going to university and getting a paid job straight out of school or college has become too good to pass up.

So the more you know about apprenticeships, the better...

HOW MUCH WILL MY CHILD BE PAID?

All apprentices are paid the National Minimum Wage of £4.81/hour or above. According to over 40,000 reviews on RateMyApprenticeship.co.uk, apprentices can earn anywhere from **£16,100 - £24,960 a year**, depending on their age, employer and apprenticeship level.

WHO FUNDS APPRENTICESHIPS?

Every programme is co-funded by the government and the employer, using the Apprenticeship Levy introduced back in 2017.

DO APPRENTICES GET STUCK MAKING THE TEA?

Apprentices have to cover a wide range of tasks in order to successfully complete the programme. As such, employers are obliged to provide practical and relevant work that supports their professional development.

IS MY CHILD GUARANTEED A JOB AT THE END?

Almost! 90% of apprentices go into work or further training after completing an apprenticeship, and two-thirds get hired permanently by their employer.

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

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

**Click/scan
the QR code
to take a closer
look at apprenticeships.**



GET YOUR FACTS STRAIGHT

There's been a lot of hearsay about apprenticeships over the years. We don't do rumours, so here's the real tea...



MYTH

Apprenticeships only exist in trade industries.

FACT

Apprenticeships are now available in over 600 occupations, including Nursing, Digital Marketing and even Beekeeping.

WHY?

Because tons of exciting companies, like AstraZeneca, Booking.com and PwC, now hire apprentices fresh out of school or college. (Flick to page 46 for this year's Best 100 Apprenticeship Employers.)

MYTH

An apprenticeship won't lead to a full-time job.

FACT

Apprentices spend 3-6 years gaining the relevant experience and qualifications for their line of work. So they tend to get hired quickly.

WHY?

90% of apprentices stay in employment after finishing their apprenticeship, with many working their way up to the boardroom. An impressive 30% of Rolls-Royce's senior UK managers first joined as apprentices!





**HUH?
NO WAY!**

MYTH

Apprenticeships are for those who don't do well at school.

FACT

Apprenticeships are open to anyone who is 16 or over, and not in full-time education.

WHY?

There are seven different levels of apprenticeship, and which one you do will depend on the qualifications you leave school/college with. Some require certain A Levels or GCSEs, whilst work experience will do for others.

MYTH

Most apprentices are men.

FACT

It's a 50/50 split between the number of men and women starting apprenticeships each year.

WHY?

Women made up 49.9% of apprentices in 2021/22. The gender gap is even closing in traditionally male-dominated sectors like engineering and construction.

MYTH

An apprenticeship isn't a proper job.

FACT

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

WHY?

Apprentices are given real responsibility from day one, working alongside experienced professionals to develop the skills they need to thrive in the industry. Sounds like a proper job to us.

MYTH

Apprentices don't earn very much.

FACT

An apprenticeship is a one-way ticket to financial independence.

WHY?

The average salary for an apprenticeship is **£20,740 a year**. Imagine what you could spend all that hard-earned cash on. You could start saving for a house or apartment. (Coming back to your own space = proper adulting goals.)

HEAR IT FROM A REAL-LIFE APPRENTICE...

"The opportunities for training and development at Travis Perkins are first-class. I've been given so much encouragement. I'm really happy that I've completed my apprenticeship and am now enjoying and thriving in my new role. I'd encourage everyone to explore apprenticeships as it built my knowledge and prepared me really well for my career."

Design Consultant Apprentice at Travis Perkins plc

Choose a career that matters

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



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

HOW TO CHOOSE THE RIGHT COMPANY

If you dazzle on your apprenticeship, your employer might offer you a full-time job. So it's worth finding one you want to go the distance with. Deciding what you want from your career will help narrow the search...

DO YOU WANT TO WORK FOR...

A BIG BRAND?

Household names will always look good on your CV. Career paths are clearly mapped out, with plenty of room for progression. (Companies prefer hiring from within, so once you're in - you're in.)

Large corporations tend to hire specific people to do specific jobs, allowing you to focus on one area of the business. This might mean less variety in your work, but equally, more structure.

OTHER THAN THE JOB ITSELF, WHAT MATTERS TO YOU MOST?

Free lunch? A company bowling league? Flexible working hours? Perks indicate how much a company invests in their employees' health and happiness.

Keen to work somewhere that shares your values? Decide what you genuinely care about. Sustainability? LGBTQ+ support? Gender equality? Then look for companies that do too.

Or if working for a company that positively impacts society is a priority, focus your search on those with a strong sense of Corporate Social Responsibility.

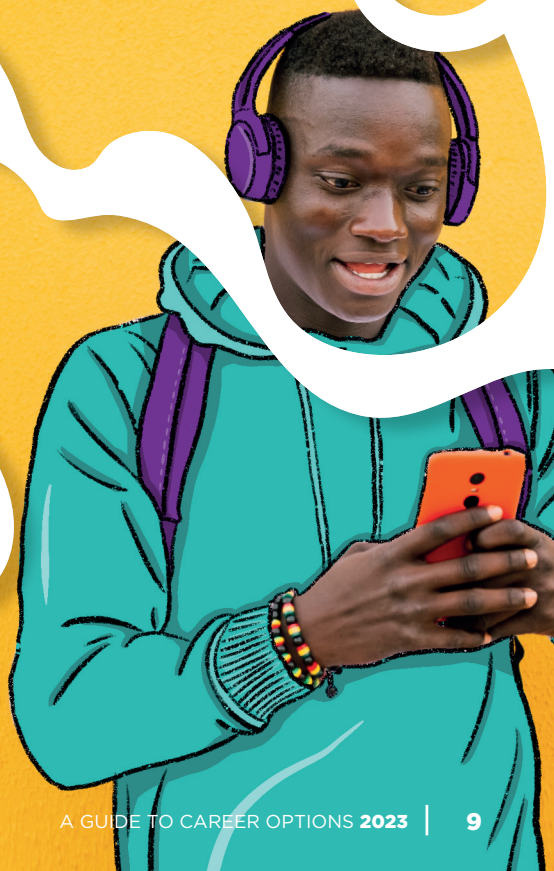
PwC, for example, encourages its employees to give back to the local community through the option to volunteer during working hours for up to six days a year!

Click/scan to hear what it's really like to work for a particular company, from their apprentices.

...OR A SMALL BUSINESS?

Smaller companies are best suited for those who value autonomy, flexibility and creative freedom. You'll need to be prepared to take responsibility and use your initiative.

The fewer the employees, the bigger variety of tasks you'll work on. (And the easier it will be to see the impact of your work.) You'll build a diverse skill set and forge your own career path.



A SPOTLIGHT ON DISABILITY INCLUSION

Did you know that 4.7 million disabled people in the UK are currently in work? Having a disability doesn't have to stop you from doing anything, particularly when it comes to pursuing your dream career.

Disability inclusion is all about creating a safe and happy workplace where people are celebrated for their differences - rather than overlooked because of them.

That's why **RateMyApprenticeship.co.uk** is proud to represent employers who are Disability Confident Committed, including...

SODEXO ✂️

Sodexo has partnered with external organisations like Ways into Work, Foxes Academy and Project Search to help young people with disabilities build skills to thrive in the world of work. They have since achieved Leader status in the UK Government's Disability Confident Scheme.

GSK 💊

GSK invests heavily in workplace accessibility, going above and beyond to ensure all its employees have what they need to perform at their best. In 2020, they joined the Valuable 500 Pledge to show their commitment to a more inclusive, accessible world.

BLOOMBERG 📺

This media giant has created an environment where those with neuro differences can truly excel. Aside from training recruiters to use more inclusive language in job descriptions, Bloomberg has partnered with EmployAbility and MyPlus Students' Club to support students with their job applications.

EY 🕒

You'll receive tons of workplace and application support if you choose a career at EY. This includes extra time to complete assignments, early access to assessment centres, as well as a chance to use speech-to-text and magnification software.

E.ON 💡

E.ON has been recognised in the best 50 inclusive UK employers list for the fifth year running, and is a proud holder of the Level 2 Disability Employer status. Its warm company culture means that everyone feels valued and comfortable to do their best work.



BREAKING NEWS

Apprenticeships are a hot topic of conversation these days - and it's no surprise. Getting paid to work towards nationally recognised qualifications is an offer that's too good to miss.

If you're thinking of doing an apprenticeship but aren't sure which industry you'd like to work in, these are the ones currently **making headlines.**

01

CONSTRUCTION

Demand for construction workers is at a 20-year high, with thousands of opportunities available in areas like painting, decorating and electrical.

02

ENERGY

The energy sector employs 738,000 people a year, but this figure is set to rise following COP26 and the need for businesses to reduce their carbon footprints.

03

HEALTH AND SOCIAL CARE

Want to make a positive difference to people's lives? The NHS advertises around 25,000 roles every month in more than 350 different careers. A Medical Doctor Degree Apprenticeship is also launching in September 2023, making a career in medicine accessible to all.

**Ready for an adventure?
Click/scan the QR code
to kickstart your career.**

04

IT

The thriving tech sector now accounts for 13% of all UK job vacancies. Apprenticeships are available in artificial intelligence, cyber security, data analysis and software development.

05

DIGITAL MARKETING

Did you know that the digital marketing industry is worth a whopping £15 billion in the UK? As an apprentice, you'll combine your creative, technical and analytical skills to build brand awareness and engage your target audience.

APPRENTICESHIPS VS UNIVERSITY

After finishing school or college, most students will either go to university, or do an apprenticeship. Both are cracking options, but which one is right for YOU?

1 LEAVE SCHOOL OR COLLEGE

Anyone over the age of 16 can start an apprenticeship.

2 START AN APPRENTICESHIP

Get on the career ladder early and work, learn and earn all at the same time. (FYI, an apprenticeship really is a job, so that means working 9-5, Monday to Friday.)

3 LIVE AT HOME OR MOVE OUT

Many companies pay their higher apprentices enough to rent their own place. The average salary for levels 4/5/6/7 is £24,957 a year!

4 GET WORK-READY

Throughout your apprenticeship, you'll pick up the technical know-how and soft skills required to do your job well. Making you extremely employable.

5 GAIN PROFESSIONAL QUALIFICATIONS

Apprenticeships offer qualifications that are equivalent to five GCSEs, all the way up to a Master's degree. (Remember, you don't have to go to university to get a degree!)

6 MEET NEW PEOPLE

"You study with people from all around the UK, and there are lots of organised social events. Many apprentices house-share. You also get to meet people at different stages in their careers and build a strong network."

Jess, Business Apprentice at EY

7 ENTER THE BIG WIDE WORLD

If you shine on your apprenticeship, there's a good chance your employer will want to keep you on permanently. If not, others will snap you up.





LEAVE SCHOOL OR COLLEGE

1

There are 130 universities in the UK and 1000s of courses to choose from. Anyone with A Levels, T Levels or a BTEC can apply.

START UNIVERSITY

2

Gain some real independence away from home, whilst studying for a degree in your chosen subject. The downside? It'll set you back around £45,000.

LIVE IN HALLS

3

Surrounded by people your own age, your first year is prime time for making new friends, exploring the area and eating Pot Noodles 3x a day.

JOIN SOCIETIES

4

Meet people who share your niche interest in Quidditch or K-Pop, and beef up your CV with sought-after skills like leadership and communication.

MOVE INTO A HOUSE

5

Experience the highs and lows of living with friends; from cooking meals and binge-watching Parks and Recreation together, to arguing over washing up and bills.

GET WORK EXPERIENCE

6

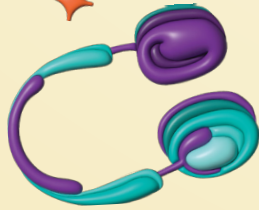
Some degrees offer placement years, or the opportunity to study abroad. Otherwise, you can easily fit an internship or two into the breaks between semesters.

ENTER THE BIG WIDE WORLD

7

Over 800,000 graduates leave university each year, so a degree alone won't be enough to guarantee you a job. Apply early and fill your CV with relevant experience to stand out.

WHICH PATH WILL YOU TAKE?



Do you know what you're going to do when you finish school or college? If you haven't got the foggiest idea, don't panic. Our Next Step Explorer can help you find the right path in seconds.

I AM 14-16

I AM 16-18

DO YOU WANT TO DO
A LEVELS, T LEVELS OR
A BTEC?

YES

NO

DO YOU WANT TO
GO TO UNIVERSITY?

YES

NO

ARE YOU DOING
YOUR A LEVELS,
T LEVELS OR A BTEC?

YES

NO

DO YOU HAVE THE
REQUIRED GRADES?

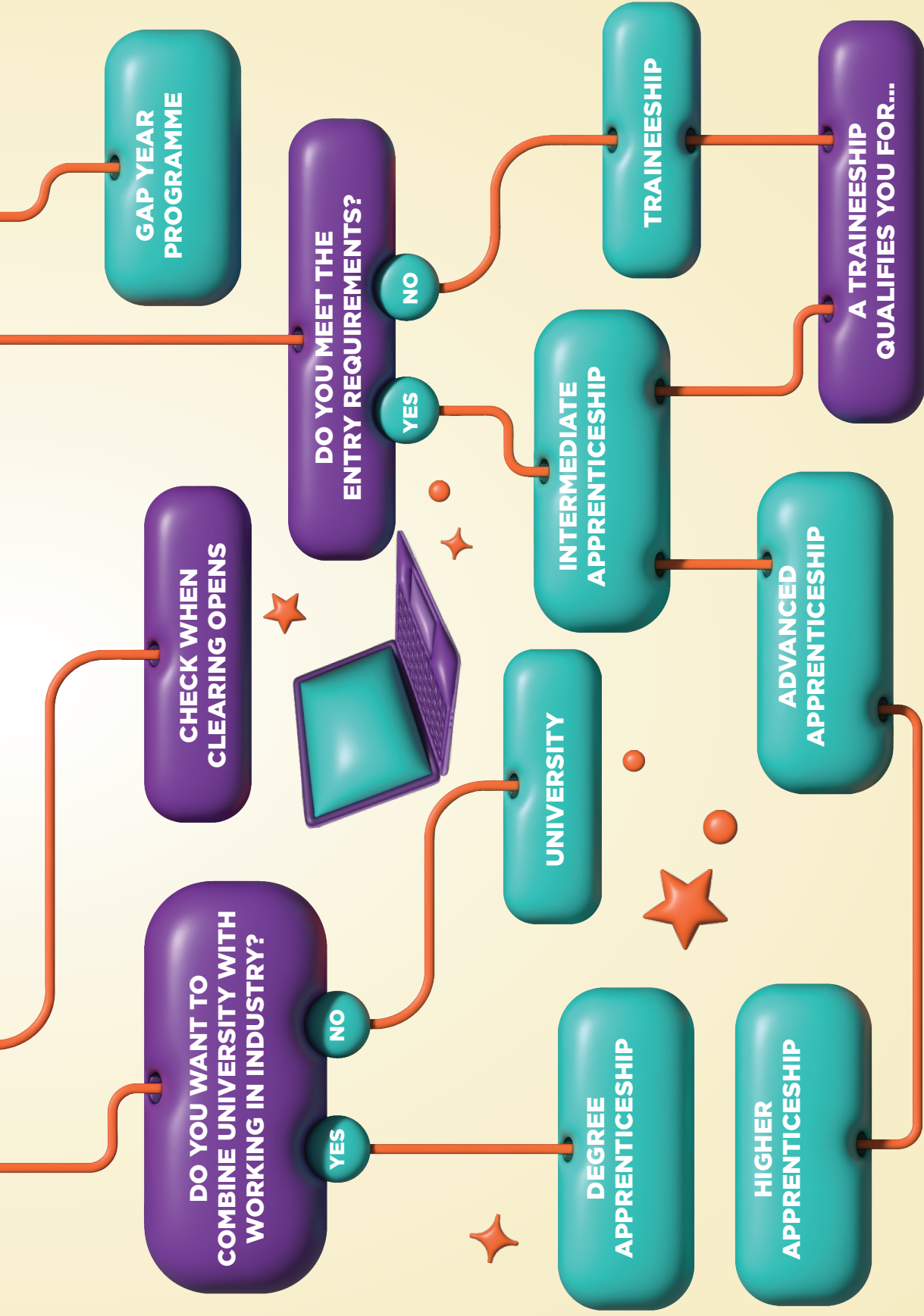
YES

NO

DO YOU WANT TO DO
AN APPRENTICESHIP?

YES

NO



Stop doomscrolling.



Start applying for a Channel 4 Apprenticeship.

One department, 14-36 months, and a Level 2, 3, 4 or 6 qualification in a related subject at the end of it. A range of in-depth projects will immerse you in the detail and count towards your qualification.

Applications go live in January 2023 where you can expect to see vacancies in: HR, Finance, Marketing, Production, Social Media, Data Analytics, Sales, Technology, Commissioning and many more!

To find out more on the C4 apprentice programme, visit our 4Skills YouTube page to watch our advice and guidance sessions.

"It's quite the deal you're getting - working in the industry you want to break into, being paid for your work, while also working towards a qualification."

- Taf Muchenje, Social Media apprentice, now Marketing Executive.



Website: careers.channel4.com/4skills

YouTube: youtube.com/user/4talent

Email: 4Skills@channel4.co.uk

Instagram: @Channel4Skills

Twitter: @Channel4Skills

TRAINING PROVIDERS EXPLAINED

Apprentices spend 80% of their time at work, learning on-the-job. The other 20% is for off-the-job training, e.g. classes, skills workshops or mentoring.

That's where the training provider comes in. They play a key role in helping apprentices ace their professional qualifications.

There are four main types...

1 FURTHER EDUCATION COLLEGES

Just like a sixth-form college but in a more relaxed, adult environment. You'll call the teachers by their first names and take responsibility for your own learning.

2 UNIVERSITIES

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

3 INDEPENDENT TRAINING PROVIDERS

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

4 IN-HOUSE TRAINING PROVIDERS

Large employers like BAE Systems, Barclays and Virgin Media have their own tutors and training facilities.

HOW THEY SUPPORT YOU

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

- ☐ an induction when you begin your apprenticeship
- ☐ a detailed training plan
- ☐ regular progress reviews
- ☐ the same resources and support as full-time students



BEING SOCIAL MEDIA SAVVY

Social media is #1 for staying in the loop with pals, travel inspiration and scrolling through endless TikToks of hilarious 5-Minute Crafts fails.

But did you know it can also help you get a job? Here's how...

INSTAGRAM

Brands use Instagram to offer an unfiltered look at their team, offices and social events. If you want to know if you're the right fit for a company, give them a follow.

TIKTOK

Loads of brands are jumping on TikTok trends to show off their personality and culture in a creative way and reel in potential candidates. ASOS, Ryanair and Gymshark are all getting in on the fun.

FACEBOOK

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

LINKEDIN

Consider setting up a profile on LinkedIn to start connecting with employers. Try coming up with a catchy profile headline like 'Aspiring Software Developer', rather than just 'A Level Student', to get their attention.

ALWAYS BE PROFESSIONAL

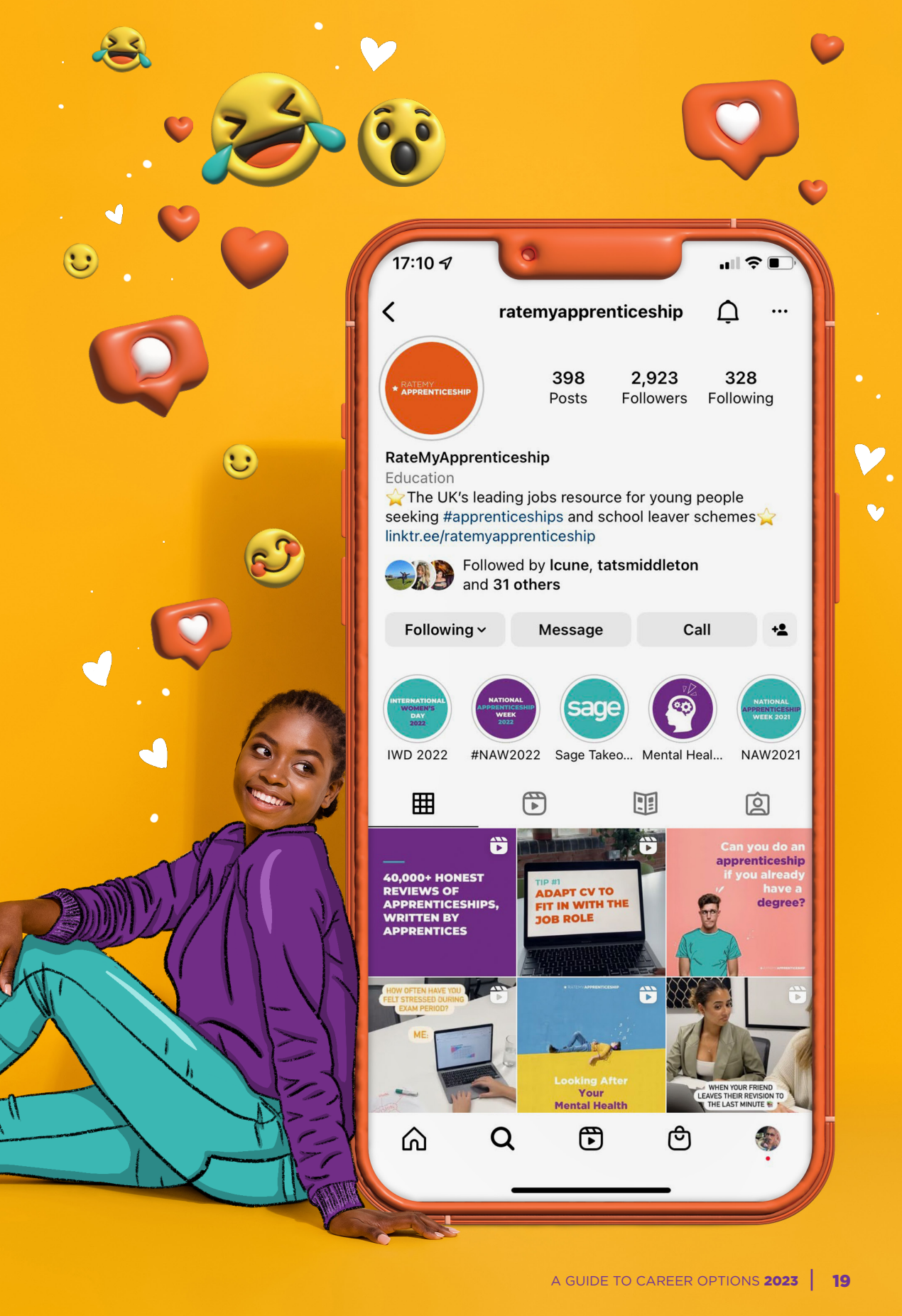
Employers use social media to advertise their roles and research candidates. Your public profiles are your online personal brand, so they need to be clean and professional. If you're not sure, you can always make your accounts private.

INTERACT WITH COMPANIES

Don't be afraid to interact with companies on their social platforms. In fact, they want you to! It's a perfect opportunity to network without meeting face-to-face, so follow the companies you're interested in and be proactive in reaching out.


We post jobs, careers events and competitions on our socials. Follow us to get involved.





17:10

< ratemyapprenticeship



398
Posts


2,923
Followers

328
Following

RateMyApprenticeship

Education

★ The UK's leading jobs resource for young people seeking #apprenticeships and school leaver schemes★
linktr.ee/ratemyapprenticeship




Followed by lcune, tatsmiddleton and 31 others

Following ▾

Message


Call

+ 👤




INTERNATIONAL WOMEN'S DAY 2022

IWD 2022




NATIONAL APPRENTICESHIP WEEK 2022

#NAW2022




sage

Sage Takeo...







Mental Heal...




NATIONAL APPRENTICESHIP WEEK 2021


NAW2021



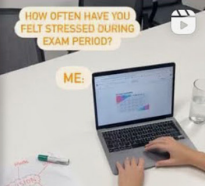
40,000+ HONEST REVIEWS OF APPRENTICESHIPS, WRITTEN BY APPRENTICES




Can you do an apprenticeship if you already have a degree?




HOW OFTEN HAVE YOU FELT STRESSED DURING EXAM PERIOD?








Looking After Your Mental Health



WHEN YOUR FRIEND LEAVES THEIR REVISION TO THE LAST MINUTE





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THE APPRENTICESHIP APPLICATION JOURNEY

So you've decided you want to do an apprenticeship. Now to get down to applying! The process usually goes something like this...



Click/scan here for expert advice to guide you through every step of the apprenticeship application journey.

APPLICATION FORM

The first step is providing your personal details, education and any work experience. You may have to answer questions about your strengths and interests too.

1

2

CV

CVs are kind of like Tinder profiles. Except they get you interviews - not dates. Match yours up with the job description to get employers to swipe right.

3

COVER LETTER

You have one page to sell why you want the job, and why you're the right person for it. Back yourself up with real examples where you have used the skills they're looking for.

4

PSYCHOMETRIC TESTS

These online tests measure your suitability for a job based on your skills, knowledge and personality. Practice makes perfect, so turn over to try a few example questions...

INTERVIEW

You've made it to the face-to-face interview. You're almost there! All you have to do now is showcase your skills in person (via video, phone or IRL).

5

6

ASSESSMENT DAY

A day of tasks and activities hosted at the company's office, or online. Expect things like ice-breaker exercises, group projects, presentations and 1-2-1 interviews.

PSYCHOMETRIC TESTS

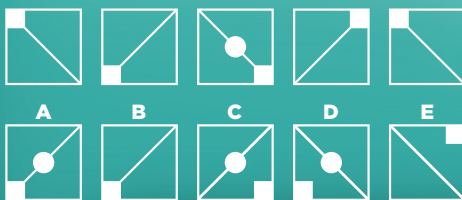
You might have to complete psychometric and other online tests when you apply for an apprenticeship.

These sound a bit like something from an episode of Black Mirror, but in reality, they're not that scary. Employers use them to figure out if you have the right skills and personality traits for the job.

Here are some practice examples to help you prepare...

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

Which shape comes next in the sequence?



How did you do? Find out the answers on page 100. Then scan the QR code for more psychometric goodness.

Find the two statements that together prove that Cindy has brown hair.

- 1: Cindy has curly hair
- 2: Sarah has brown hair
- 3: Sarah is 16 years old
- 4: Cindy's hair is the same colour as Sarah's
- 5: Sarah has straight hair

A: 1 & 2 B: 2 & 4 C: 1 & 5 D: 2 & 3 E: 1 & 4

On the planet Thone XL3...

MISD KUMP GOTH means MERRY CHRISTMAS DAD.
GOTH WUIM FREK KUMP means DAD IS MERRY TODAY.
KOMP WUIM FREK KUMP means MUM IS MERRY TODAY.

What's the word for Christmas?

A: MISD B: GOTH C: KUMP D: WUIM E: FREK

WHAT HAPPENS NEXT?

We've covered your options and everything pre-application, but what happens after you've applied for an apprenticeship?

"I've been invited to an interview!"

Always do your research. It'll show if you don't know anything about the company or role you've applied for. So read the job description carefully and arrive with questions.

It's clichéd, but be yourself. Interviewers want nothing more than getting to know the person behind the CV. Niche hobbies and all.

"I haven't heard back from an apprenticeship I applied for."

It happens, don't take it personally. There are around 65 applicants per vacancy, so it can take employers a little time to sift through them all.

Instead, send a short and polite email a couple of weeks or so after applying to follow up. This will also show initiative and hunger. Employers LOVE that.

"I didn't get the job. What should I do?"

Rejection is rough, but your career is far from over.

J.K. Rowling's Harry Potter and the Philosopher's Stone was rejected 12 times before finally getting a yes. 7 books, 8 films, a stage play and several theme park areas later - Harry Potter is still gaining new fans every day.

"I got the job!"

CONGRATS. Now the real work begins. As your first day looms, you'll need to do as much prep as you humanly can.

Keep on researching the company. Buy all the notepads and pens. Plan your route to the office. Like Scar sang in The Lion King, it pays to "be prepared!"



There are 100s of roles you can apply for RIGHT NOW on RateMyApprenticeship.co.uk Click/scan to continue your search.

A DAY IN THE LIFE OF AN APPRENTICE

AstraZeneca is a biopharmaceutical company delivering life-changing medicine all over the world. Not only that, the pharmaceutical giant has also made the Best 100 Apprenticeship Employers 2022/23 table, coming in at #14. Want to know more about what it's like to work there?

Meet Tom, a current apprentice...

Hi there! I'm Tom. For the past two years, I've been loving life as a Supply Chain Degree Apprentice for AstraZeneca. This is what my day looks like...



08:30

Log on, check my calendar to see what meetings I have for the day and go through my emails and messages.

09:00

Check the task log and various mailboxes, before assigning myself to new supply chain tasks and kicking off the day with those.

10:30

30-minute daily team meeting. Team members will raise any points that need acknowledging, discussing and resolving to ensure the team continues to operate successfully.



11:00

Continue with the morning's supply chain tasks. Supply chain tasks vary, however they all contribute to the successful on-time delivery of medicines to patients globally and involve working with colleagues in logistics, regional demand, and network strategy on key projects.

12:00

LUNCH TIME!



13:15

The rest of the afternoon will be spent finalising any supply chain tasks I picked up this morning.

12:45

Back to work. First, I'll spend 30 minutes catching up on any emails and messages missed over lunch.

15:00

If I have time and no urgent supply chain tasks to complete, I'll offer support to the team to ensure all our tasks are completed on time before the end of the day. I love working with my team - makes it all the more worthwhile.

16:30

HOME TIME!





Start your career

Join the UK's No.1 trade kitchen supplier through one of our fantastic depot apprenticeships.

Enhance your skills and become qualified as part of a friendly local team, whilst forging a career with a successful and growing business.

What we offer

- ✓ £15,000 Salary
- ✓ Friendly working culture
- ✓ No bank holidays or Sunday working
- ✓ Team incentives and outings
- ✓ Buy-as-you-earn share scheme
- ✓ In-house training and development
- ✓ Matched contribution pension scheme
- ✓ Discount on Howdens products

Roles available

- ✓ Business Developer
- ✓ Trade Counter Sales Person
- ✓ Warehouse Person
- ✓ Kitchen Sales Designer



Scan the QR code to find out more and apply
careers.howdens.com



YOUR NEXT STEPS

The following pages contain handy overviews of every option available to you after school or college.

(Except how to become the next Khaby Lamé and get 150 million TikTok followers. That one you'll have to figure out yourself.)



DO YOU KNOW?

According to reviews submitted by apprentices on RateMyApprenticeship.co.uk, the average salary for an intermediate apprentice was **£16,146** in 2022.

First things first, what is an intermediate apprenticeship?

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

How do they actually work?

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

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

Why do an intermediate apprenticeship?

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

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

What are the entry requirements?

These vary from scheme to scheme, but the majority will ask for two or more GCSEs graded at 9 to 4 (A* to C). An equivalent qualification, such as a traineeship, will also do the trick.

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

Click/scan for the full lowdown on Intermediate Apprenticeships.

CASE STUDY

LEVEL 2 INTERMEDIATE APPRENTICESHIP



Who: David and Ben

From: Howdens

Position: Warehouse Person

WHAT HAS DAVID AND BEN'S EXPERIENCE BEEN LIKE...

We chose a Supply Chain Warehouse Operative Apprenticeship because manual work was something we both wanted to fit into our career choices. When I came across the description of the apprenticeship, I applied straight away through the government scheme. Howdens asked if I had a friend with the same work ethic that would be interested and that's when Ben signed up.

"The biggest tip would be to give it time, be patient and it will pay off. It did for us."

We now work together on full-time contracts. The first thing we do when we get to work is make sure we are presentable for the day

ahead, and check all other equipment needed for the day's workload i.e. forklift truck and airport ladders to make sure they're working correctly and safe to use. We then get all deliveries which we pre-picked the day prior ready and after a few more safety checks we open the warehouse doors ready for the day's trade.

The aspect of our role we most enjoy is the physical side. This keeps us fit and on our toes, and allows us to know different builders - which is fun! But we both agree that the people we work with feel like a second family and that's why we enjoy coming to work. And of course, we get paid too.

Our top tips for working as a Supply Chain Warehouse Operative Apprentice are having the ability to adapt and overcome challenges, be willing to push yourself to work hard, and have good communication skills with colleagues and customers. The biggest tip would be to give it time, be patient and it will all pay off. It did for us.



PROGRAMME LEVEL 3 ADVANCED APPRENTICESHIP

DO YOU KNOW?

Advanced apprenticeships were the most reviewed programme on RateMyApprenticeship.co.uk last year, with a staggering **2,102** reviews submitted.

What is an advanced apprenticeship?

These splendid programmes are the next step up from intermediate apprenticeships. They're a great fit for students looking to advance their careers after finishing GCSEs, A Levels/T Levels or Level 2 apprenticeships.

How do they actually work?

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

Why do an advanced apprenticeship?

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

Did we mention you get paid too?

The current National Minimum Wage for apprentices aged 16-18 is £4.81 an hour, with many employers offering heftier pay packets to tempt top students.

What are the entry requirements?

Employers usually want you to have either completed an intermediate apprenticeship or to have qualified with five GCSEs graded 9 to 4 (A* to C), including English and Maths.

Scan for everything you need to know about Advanced Apprenticeships.

CASE STUDY

LEVEL 3

ADVANCED

APPRENTICESHIP



Who: Georgia
From: TD SYNnex
Position: Account Manager, IT Apprentice

WHAT HAS GEORGIA'S EXPERIENCE BEEN LIKE...

The reason I chose this route is because I have always been the person that did not want to go to university but still wanted the knowledge and skill set from achieving a qualification.

"Within the first six months of the apprenticeship, I was moved straight to an account manager position..."

In college I took three varied subjects being Sport, Criminology, and Business. Out of all three, Business was the one I was the best at and enjoyed the most. Choosing TD SYNnex was a no brainer, as I have friends here who also went

through the apprenticeship scheme and still work here now. I have learnt more throughout my apprenticeship than I ever imagined and have no regrets on starting the process.

What I enjoy most about my job is the recognition and responsibility I've been given in such a short space of time while working at TD SYNnex. Within the first six months of the apprenticeship, I was moved straight to an account manager position meaning I looked after my own resellers and became their best route of contact. For me, being promoted to an Account Manager was amazing, but the fact I was recognised as worthy and responsible enough to do so was even more of an achievement. The programme has shaped me into the salesperson I am now due to the level of support I have received from all parties and them pushing me to succeed in this industry. I am someone who thrives under pressure and throughout my journey I have felt this pressure, yet I wouldn't change this. I am very happy and love the position I have been moved into.



PROGRAMME LEVEL 4/5 HIGHER APPRENTICESHIP

DO YOU KNOW?

The average salary for higher apprentices was **£24,957** in 2022 (based on reviews submitted by apprentices on [RateMyApprenticeship.co.uk](https://www.ratemyapprenticeship.co.uk)).

What is a higher apprenticeship?

They're a match made in heaven for students looking to fast-track their career after finishing A Levels/T Levels. Award-winning employers like BBC, Santander and Goldman Sachs all offer higher apprenticeships in order to find and shape their future leaders.

How do they actually work?

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

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

Why do a higher apprenticeship?

Higher apprentices spend up to four years training for a specific role. They finish the scheme dripping in soft skills, specialist knowledge and professional qualifications.

This makes them extremely attractive to future employers, who have been known to

burst into spontaneous song when an ex-higher apprentice walks into an interview.

What are the entry requirements?

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

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

Want to know more? Scan for all things Higher Apprenticeships.

CASE STUDY

LEVEL 4/5 HIGHER APPRENTICESHIP



Who: Ashanti

From: Channel 4

Position: Talent Apprentice

WHAT HAS ASHANTI'S EXPERIENCE BEEN LIKE...

I'm undertaking an HR apprenticeship with a focus on recruitment. I chose this programme as it's people facing, and I knew I'd find it rewarding helping candidates find their dream jobs.

"The most rewarding part of my role however is being able to personally deliver the great news when someone has been offered the job."

At sixth form, I was studying Media, Business and English Literature. I went to university to study Journalism, however quickly realised it wasn't the right setting for me to thrive and therefore opted for an apprenticeship

as it provided me with a qualification whilst allowing me to gain valuable work experience on a full salary. I applied for my current apprenticeship as I wanted to choose a career that positively impacted people's lives.

The aspects of my role I most enjoy is having the opportunity to interact with senior stakeholders across the business as well as being able to understand the variety of roles Channel 4 have. Working with so many different teams across the channel has allowed me to form strong professional relationships and build my profile. It has also been really interesting to learn about what each department does, which has enabled me to be able to appropriately advise candidates on the best roles to apply for and support them effectively during their application process. The most rewarding part of my role however is being able to personally deliver the great news when someone has been offered the job.

My top tips for working as a recruiter are to have strong organisational skills due to the heavy workload that comes with the role.



DO YOU KNOW?

An analysis of the reviews on [RateMyApprenticeship.co.uk](https://www.ratemyapprenticeship.co.uk) revealed that the average salary for a degree apprentice was **£23,515** in 2022.

What is a degree apprenticeship?

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

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

How do they actually work?

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

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

Why do a degree apprenticeship?

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

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

What are the entry requirements?

Entry requirements vary between programmes, but they tend to be similar to traditional university courses (3 A Levels graded at A* to C or T Level equivalent).

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

Scan to dive deeper into Degree Apprenticeships.

CASE STUDY

LEVEL 6/7 DEGREE APPRENTICESHIP



Who: Akshat

From: EY

Position: Assurance Apprentice

WHAT HAS AKSHAT'S EXPERIENCE BEEN LIKE...

In my role we do a lot of presentations and advising clients. When it comes to our clients, I give myself the goal of going above and beyond, and demonstrate a good level of understanding to ensure that my work is of the highest audit quality.

"I did not expect the culture to be this strong, but it's the main reason why I want to stay on at EY after finishing the programme. I also love EY's diversity initiatives."

If I encounter issues during my audit work, I try to resolve them quickly. Client interactivity

is also an important part of the service we provide; therefore, I always take opportunities to hold calls with clients to discuss the future of the audit and build relationships, which is extremely valuable during the 'crunch periods' of an audit.

What I love most about my role is the supportive culture. Being recognised for your hard work and receiving a 'thank you', can seem quite small but it helps boost my morale and makes me feel valued by the team. It also encourages me to do the same when coaching the junior members. I believe that thanking people is something everyone should do if you can see the hard work is being put in. I did not expect the culture to be this strong, but it's the main reason why I want to stay on at EY after finishing the programme. I also love EY's diversity initiatives. I felt proud when I saw the EY Hindu networks celebrating Diwali and having the opportunity to celebrate in the office. It helps me to feel connected with my culture and gave me the confidence to speak about my culture with my colleagues. I feel like an important part of EY, and the people never fail to make me feel included.



PROGRAMME GAP YEAR PROGRAMME

DO YOU KNOW?

Around 140,000 young people travel for their gap year; with Australia, Thailand and Vietnam among the most popular destinations.

What is a gap year?

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

How does a gap year work?

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

1) Use your powers for good: Volunteer for a local charity and pick up a bunch of skills that employers love, such as resilience, emotional intelligence and communication.

2) Start a side hustle: Whether it's opening a shop on Etsy or running your local cafe's social media accounts, having a side hustle shows future employers that you're commercially savvy.

3) Get work experience abroad: This is a brilliant way of ticking off your bucket list and kicking off your career at the same time. If you want to stay closer to home, lots of companies in the UK run paid school leaver programmes too.

Why do a gap year?

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

parties for internships, volunteering programs and employment.

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

**Craving cultural richness?
Scan for more on Gap Years.**

CASE STUDY

GAP YEAR PROGRAMME



Who: Gosia

From: IBM

Position: Futures Gap Year Intern: Talent Acquisition Coordinator

WHAT HAS GOSIA'S EXPERIENCE BEEN LIKE...

I chose the Futures Business Gap Year Placement because the idea of learning, and earning simultaneously, interested me. In all honesty, I wasn't sure which university course I should apply for, so IBM's Futures Placement was a perfect fit! The scheme really allows you to learn from the best – what more could one ask for?

"The aspect of my role I most enjoy is the high level of trust and responsibility I am given every day."

The first thing I do when I get to work is go through my emails and Slack messages. Then, I usually begin screening applications,

contacting candidates and planning for my assessment centres. On top of that, I also attend several meetings throughout the day, mostly with my Task Manager, but also with other interns and managers.

Within the Futures Business Placement Scheme, as a Talent Acquisition Coordinator my main responsibilities are contacting and supporting candidates in the application process, creating and managing Excel spreadsheets, running briefings, facilitating assessment centres and giving updates in meetings.

The aspect of my role I most enjoy is the high level of trust and responsibility I am given every day. Being treated like any other employee gives me a sense of belonging and enables me to easily widen my network. At IBM, there are always opportunities to learn something new – this is what makes the placement like no other!

The advice I'd give for a smooth transition from school into work is to familiarise yourself with the role – research recommended skills, what tasks will be part of your daily routine etc. Moreover, reaching out to current interns and apprentices via platforms like 'LinkedIn' can give you a first-hand insight into the business.

Training for success, learning for life.



smart
TRAINING & RECRUITMENT

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Our top programmes:

- | | | |
|-----------------------------|----------------------------|-------------------------------|
| ● HR Support L3 | ● Coaching Professional L5 | ● Adult Care Worker L2 |
| ● Business Administrator L3 | ● Lean Manufacturing L2 | ● Improvement Practitioner L4 |
| ● Payroll Administrator L3 | ● Operations Manager L5 | ● Team Leader L3 |



★ RATEMY**APPRENTICESHIP**

BEST 100 EMPLOYERS & BEST 50 & TRAINING PROVIDERS 2022-2023

As voted for by apprentices!

**Turn over to find out why these companies are
top of their game when it comes to offering paid
apprenticeships and work experience...**

HOW IS THE BEST 50 TRAINING PROVIDERS TABLE CREATED?

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

- 1** A current apprentice writes a review of their apprenticeship or work experience and submits it to **RateMyApprenticeship.co.uk**
- 2** They respond to ten questions about their role, the organisation and the social perks of their scheme, ranking each out of ten. (Q2, Q6 and Q7 relate specifically to their training provider.)
- 3** All reviews are checked by the RateMyApprenticeship team.
- 4** After the review has been checked, it goes live on the website.
- 5** Once a training provider has ten reviews, they are eligible for the Best 50.
- 6** Our digital team plug all the scores from Q2, Q6 and Q7 into an algorithm and voilà, **RateMyApprenticeship's Best 50 Training Providers** is created!



BEST 50 TRAINING PROVIDERS

2023

The people have spoken, and these training providers are the finest in the land for school and college leavers.

Key

Position in the Best 50 table



1

Page number



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9th

Reviewed **8.87** / **10** by **17** young people

WHY MBKB

MBKB are an Ofsted Outstanding, multi award winning, specialist training provider with over 25 years' experience in delivering high quality training, and apprenticeships. Our programmes are individually tailored to suit your company and built around each apprentice. With flexible delivery times, options and learning journeys, all tailored to maximise efficiency and create business and individual growth. Our training is carried out by experienced practitioners/leaders within the field and our entire team are highly competent and motivated to deliver an unrivalled service to you.

Our Mission statement is 'Empowering you to self-discover the secrets of your success'. Why not work with us to build the apprenticeship provision your organisation can rely on.

Here's a sample of what Ofsted think - "Apprentices have a considerable impact on their workplace, making improvements to their organisations"... "Leaders have in place a highly effective process to monitor the quality of provision and progress of apprentices".



WHAT YOU NEED TO KNOW

Industry focus: Legal and Finance

No. of opportunities: 200

Locations: UK wide

Programmes Offered

- Advanced Apprenticeship
- Higher Apprenticeship

Employers We Worth With

- Wesleyan
- Krispy Kreme
- NHS
- DFE

"My tutor at MBKB has been amazing in preparing me for the end point assessment and is always contactable and happy to answer any queries"

Trainee at MBKB



6 Apprenticeship Pathways

Leadership and HR

Team Leader Level 3 • Junior Management Consultant Level 4
Associate Project Manager Level 4 • Operations Departmental Manager Level 5
Senior Leader Level 7 • HR Support Level 3 • HR Consultant Partner Level 5
Senior People Professional Level 7 • Business Administration Level 3

Quality Assurance

Internal Audit Practitioner Level 4 • Quality Practitioner Level 4
Customer Service Level 2 and 3 • Compliance and Risk Officer Level 3

Finance

Payroll Administrator Level 3 • Payroll Assistant Manager Level 5
Workplace Pensions Administrator Level 3

Specialist

Corporate Responsibility and Sustainability Level 4

Childcare

Early Years Practitioner Level 2 • Early Years Educator Level 3
Early Years Lead Practitioner Level 5

Learning and Development

Learning and Development Practitioner Level 3 • Learning Mentor Level 3
Assessor Coach Level 4 • Learning and Development Consultant Business Partner Level 5
Coaching Professional Level 5

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Exhibitors include:*



*Correct at time of press. Check website for details.

BOOK FREE TICKETS AT [WhatLive.co.uk](https://www.whatlive.co.uk)

HOW IS THE BEST 100 TABLE CREATED?

The Best 100 is based on the reviews and honest feedback left by over 6,400 young people who completed an apprenticeship in the last year.

The employers that make the table have all been given a stamp of approval by real-life apprentices. Making them a brilliant place to start your career.

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

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




























3 All reviews are checked by the RateMyApprenticeship team.

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

5 Our digital team plug all the scores into an algorithm and bingo, **RateMyApprenticeship's Best 100 Employers** is formed!



BEST 100 APPRENTICESHIP EMPLOYERS 2023


















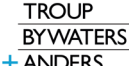









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| | | 83 |  Wickes | 85 |  DHL | | |
| 92 |  Thames Water | 93 |  BARNETT WADDINGHAM <small>original the experienced</small> | 94 |  KIER | 95 |  dwf |

Voted for by the people, these are officially the best apprenticeship employers in the UK for school and college leavers.

The following pages feature companies and their specific opportunities and locations.

Key

Position in the Best 100 table →
Page number →

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Everyday
Amazing.

31st

Reviewed **8.82 / 10** by **25** young people

WHY ALDI

Arriving in the UK in 1990, Aldi is one of the fastest growing supermarkets in the UK. The things that make us a great retailer also make us a great employer: everyone knows what's expected of them, progression is based on merit, and we want to help you achieve personal success.

If you have the drive, commitment and grab-life-by-the-trolley-handles attitude, every day can be amazing here. As an Aldi Apprentice, you are trusted to make real decisions that help deliver the best experience for our customers.

With opportunities in Stores, Logistics, Driving and National Buying, there's more than one way to succeed here. You just have to want it.

But don't just take our word for it - our very own apprentices have commented on their experience too, "I've been mentored by industry leading managers, who have invested an incredible amount of time into my development, which has enabled me to progress quickly within the business."



WHAT YOU NEED TO KNOW

Industry focus: Retail

No. of opportunities: 500+

Salary per annum: £208 - £355 per week

Locations: UK wide (subject to requirements)

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Stores or Logistics Career Starter - no previous qualifications. Driver - GCSEs in Maths and English Grade 4+ or equivalent, age 18+ with full clean driving licence.

Qualifications & Training: Level 2 Retailer, Level 2 Supply Chain Warehouse Operative, Level 2 Large Goods Vehicle Driver C+E.*

Deadline: Open all year round.

Advanced Apprenticeship

Entry Requirements: Store Management - GCSEs in Maths and English Grade 4+ or equivalent.

Qualifications & Training: Level 2 Retailer, Level 3 Retail Team Leader.*

Deadline: Open all year round.

Higher Apprenticeship

Entry Requirements: National Buying [located in Atherstone] - GCSEs in Maths and English Grade 4+ or equivalent, with excellent IT, communication and organisational skills.

Qualifications & Training: Level 4 Buying and Merchandising Assistant.*

Deadline: Open all year round.



Everyday
Amazing.

I'm not just learning
how to do the job,
**I'm being taught
how to succeed**

STORES, LOGISTICS, DRIVER AND NATIONAL BUYING APPRENTICESHIPS

- Nationally recognised qualifications
- £210.30 per week rising to £307.20* (**Stores Apprenticeship**)
* for those on the Store Management Apprenticeship
- £208.80 per week (**Logistics Apprenticeship**)
- £328.50 per week (**Driver Apprenticeship**)
- £355.20 per week (**National Buying Apprenticeship**)

- 28 days' paid holiday (including bank holidays)
- A great range of employee benefits!

As an Aldi Apprentice, you are trusted to make real decisions that help deliver the best experience for our customers. Using a combination of hands-on practical work, we'll help you to achieve a qualification and gain valuable experience within the retail sector.

Discover more and apply at
aldirecruitment.co.uk

★ RATEMYAPPRENTICESHIP
**BEST 100
APPRENTICESHIP
EMPLOYERS**
2022 - 2023



ALDI MEANS
MORE

14th

Ranked **1st** in **Science & Pharmaceuticals**

Reviewed **9.04 / 10** by **127** young people

WHY ASTRAZENECA

AstraZeneca is one of the world's most exciting global biopharmaceutical companies. From Scientists to Supply Chain, IT to Engineering, we're on a mission to turn ideas into life-changing medicines that improve patients' lives and benefit society. We need great people who share our passion for science and have the drive and determination to meet the unmet needs of patients around the world.

Start a career that will help improve the lives of millions. Breaking free from conventional learning, you'll work on real projects and tasks with serious impact from day one.

Encouraging you to be curious and courageous to try new things and take on challenges in an incredibly supportive and empowering team. Collaborating with peers and colleagues with diverse perspectives across our business and guided by expert managers and mentors to achieve your goals and contribute to our shared objectives. There are many career paths and programmes available to you, whatever your level of study, in locations across the UK.



WHAT YOU NEED TO KNOW

Industry focus: Pharmaceutical

No. of opportunities: 50 - 60

Salary per annum: £16,000 to £21,000 (up to £35,000 for Level 7)

Locations: Cambridge, Macclesfield and Speke

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Five GCSEs (or equivalent) at 9 - 4 including Maths, English and Science and one A Level or equivalent at Grade C.

Qualifications & Training: Various qualifications available.

Deadline: 1st February 2023.

Higher Apprenticeship

Entry Requirements: Five GCSEs at Grades 9 - 4 including min 6 in Maths, English and a Science or Business subject and two A Levels at Grades C in Maths, IT or Business are preferred.

Qualifications & Training: Various qualifications available.

Deadline: 17th February 2023.

Degree Apprenticeship

Entry Requirements: Min of 96 points at A Level (Grades CCC) or equivalent and Five GCSEs at Grades 9 - 4 (or equivalent qualifications).

Qualifications & Training: Various qualifications available.

Deadline: 17th February 2023.



Take the path less travelled and let your rebel spirit soar with an Early Talent Programme.

We understand that full time study at university isn't for everyone. That's why our Apprenticeship Programmes offer a practical, exciting and highly rewarding alternative to the traditional route. One where you can achieve a degree or qualification, earn a salary, and gain the hands-on experience that will set you up for future success.



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[careers.astrazeneca.com/
early-talent](https://careers.astrazeneca.com/early-talent)



BAE SYSTEMS

18th

Ranked **3rd** in **Engineering / Manufacturing**

Reviewed **8.99 / 10** by **241** young people

WHY BAE SYSTEMS

We're a skilled, collaborative, and increasingly diverse community of over 90,000 people in over 40 countries, creating some of the world's most advanced, technology-led defence, aerospace, marine, land and security solutions.

At our core is an overarching purpose – we play our part in protecting those who protect us, making the future more secure for everyone.

Switch on your career by choosing a BAE Systems apprenticeship and you'll get all the training, learning and support you need to make sure your talent shines.

Many of our colleagues began their career as an apprentice, and each one of your team will be passionate about guiding you on your own journey.

With opportunities nationwide, joining BAE Systems means working alongside the brightest minds and learning through valuable hands-on experience and formal training – developing a rewarding career, from day one.



WHAT YOU NEED TO KNOW

Industry focus: Engineering, Technology and Business

No. of opportunities: 1400

Salary per annum: Competitive

Locations: Nationwide

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: Five GCSEs/National 4 including Maths, English and Science.

Qualifications & Training: Intermediate; Level 2 qualification or SCQF Level 5. Advanced; Level 3 qualification or SCQF Level 6 equivalent to A Level, NC, HNC or HND.

Deadline: 28th February 2023.

Higher Apprenticeship

Entry Requirements: Five GCSEs/National 5+ and UCAS points - dependent on role.

Qualifications & Training: Level 4 qualification or SCQF Level 7/8 equivalent to HND or Foundation Degree.

Deadline: 28th February 2023.

Degree Apprenticeship

Entry Requirements: Dependent on specific Degree Apprenticeship.

Qualifications & Training: Part-time study at University. Level 6 or BSc (Hons).

Deadline: 28th February 2023.

Welcome to the next step in your career journey

baesystems.com/apprentices



Apprentices are our future, so we invest in theirs.

We recognise the vital part they play in our success, so you'll be encouraged to bring your unique perspective and showcase your ideas right from the start.

Wherever your career interests lie – from project management, technology and engineering, to manufacturing, consulting and finance, or wider business disciplines – at BAE Systems, you have the chance to make a real impact, whichever team you join.

Everyone's welcome. We're committed to recruiting the best and most diverse talent to our team, bringing your unique insights and perspectives to work that protects those who protect us all.

Join us – and embrace the opportunity for a brighter, better and more secure tomorrow.

baesystems.com/apprentices

Follow **Life at BAE Systems**    

#9

in the Department for
Education's Top 100
Apprenticeship Employers,
2022

90,500
employees worldwide

4

apprenticeship levels available:
Intermediate, Advanced,
Higher and Degree

+£90m
invested annually
in education and skills

+40
countries

+50
UK sites

95%

of our apprentices choose
to stay with us after
completing their programme

+1400
apprenticeship
opportunities
in 2023

Balfour Beatty

23rd

Reviewed **8.88 / 10** by **110** young people

WHY BALFOUR BEATTY

We are more than construction. Every day, our projects change the way the world looks and improve the way it works. And because we do more, you will too. Challenge yourself, and you'll do truly impressive work. Control your career, and you'll grow like never before. Explore our business, and you'll enjoy a richer experience. And we'll support you all the way.

Infrastructure engineering is all about solving problems and finding solutions that make the world work better. When you join us as an apprentice, you'll help shape these answers right from your first day.

You'll learn. You'll gain skills. You'll explore our business and our sectors – having real control over where you go and what you experience next. And you'll do it all as part of a busy community of apprentices.



WHAT YOU NEED TO KNOW

Industry focus: Construction/Infrastructure

No. of opportunities: 260

Salary per annum: £11,000 - £20,000

Locations: UK wide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: No min. requirements.

Qualifications & Training: Equivalent to GCSE Level - Training = Industry experience.

Deadline: 30th May 2023.

Advanced Apprenticeship

Entry Requirements: Require five GCSEs Grades 9 - 4/A* - C.

Qualifications & Training: Equivalent to A Levels/BTEC and Industry experience.

Deadline: 30th May 2023.

Higher Apprenticeship

Entry Requirements: Two A Levels and five GCSEs or equivalent.

Qualifications & Training: Equivalent to HNC (Level 4) or Degree (Level 6) and Industry experience.

Deadline: 30th May 2023.

Degree Apprenticeship

Entry Requirements: Three A Levels (Grade A - C) or BTEC equivalent.

Qualifications & Training: Honours Degree and Industry experience

Deadline: 30th May 2023.

Balfour Beatty

HOW DO YOU HELP MAKE THE

WORLD

A BETTER PLACE?

Apprenticeship opportunities

By solving problems and finding answers that shape daily life for millions, of course.

And this is exactly what you could be doing with us.

balfourbeatty careers.com

BUILD YOUR EXPERIENCE

AND SHAPE OUR SHARED FUTURE



WWW.BALFOURBEATTYCAREERS.COM/EARLY-CAREERS/APPRENTICES

99th

Reviewed **7.98 / 10** by **13** young people

WHY DEFENCE EQUIPMENT & SUPPORT

As an integral part of UK defence, DE&S's here to ensure that the military is fully equipped and protected, as they protect life at home and overseas. We support those on the front line by providing smarter tech, vehicles that go further and faster, as well as newer, more effective equipment for land, sea, and air. As you'd imagine, it takes all kinds of expertise to make that happen. So whatever your background, whatever your skillset, you'll find your place at DE&S.

We offer unique apprenticeship schemes in Corporate Services, Engineering, Finance & Accounting, IM & IT, Integrated Logistics and Project Delivery.

Our schemes offer you:

- Great rewards in a diverse and inclusive environment
- Support from a dedicated management team who have a genuine interest in helping you develop and succeed
- The opportunity to move into a permanent position



WHAT YOU NEED TO KNOW

Industry focus: Defence, Government and Procurement

No. of opportunities: 150+

Salary per annum: £20,800 - £22,750

Locations: Bristol

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Minimum requirements are dependent on the scheme.

Qualifications & Training: Varies per programme.

Deadline: January 2023 and annually thereafter.

Higher Apprenticeship

Entry Requirements: Minimum requirements are dependent on the scheme.

Qualifications & Training: Varies per programme.

Deadline: January 2023 and annually thereafter.

Degree Apprenticeship

Entry Requirements: Minimum requirements are dependent on the scheme.

Qualifications & Training: Varies per programme.

Deadline: January 2023 and annually thereafter.



Ministry
of Defence

de&s

DEVELOPING TOMORROW'S TALENT TODAY



65th

Ranked **3rd** in **Accountancy / Actuarial**
Reviewed **8.52 / 10** by **108** young people

WHY EY

At EY, our purpose is building a better working world. The insights and services we provide help to create long-term value for clients, people, and society.

We empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are, and build their own exceptional EY experiences.

Working across 150 countries within four business areas: Assurance, Consulting, Strategy and Transactions, and Tax. Our teams work at the cutting edge, drawing upon fresh thinking and advanced technology to help make better business decisions. You'll have the scope, support, and challenges to unleash your potential.

When you join us as an apprentice, you will get to know our clients, their businesses and how they work through our valuable work experience opportunities. Earn a salary from your very first day, work towards a professional qualification, and use your insights and skills to solve complex business challenges.



WHAT YOU NEED TO KNOW

Industry focus: Business and Accounting

No. of opportunities: 248

Salary per annum: up to £22,100

Locations: Aberdeen, Belfast, Birmingham, Bristol, Edinburgh, Glasgow, Inverness, Leeds, Liverpool, London, Luton, Manchester, Newcastle, Reading and Southampton

PROGRAMMES

Higher Apprenticeship

Entry Requirements: A minimum of Grade 4/C GCSE (or equivalent) in English Language and Maths, and to have completed three A Levels/Five Highers (or equivalent) by the time the programme starts.

Qualifications & Training: Professional qualifications available on all apprenticeship programmes.

Deadline: Rolling recruitment year-round.

Degree Apprenticeship

Entry Requirements: A minimum of Grade 4/C GCSE (or equivalent) in English Language and Maths, and to have completed three A Levels/Five Highers (or equivalent) by the time the programme starts.

Qualifications & Training: Professional qualifications available on all apprenticeship programmes.

Deadline: Rolling recruitment year-round.

Could sharing your voice today help shape the world for tomorrow?

At EY, your curiosity can build the world we all imagine. Explore our school leaver, undergraduate and graduate programmes for a career that counts, an experience that challenges you and a team that empowers you to share your voice, whilst helping others find theirs.

Your career story is just beginning. We'll help you write it with the scale, teams and technology to build a career as unique as you are.

The exceptional EY experience. It's yours to build.

ey.com/uk/students



The better the question.
The better the answer.
The better the world works.

EY
Building a better
working world



86th

Reviewed **8.24** / **10** by **14** young people

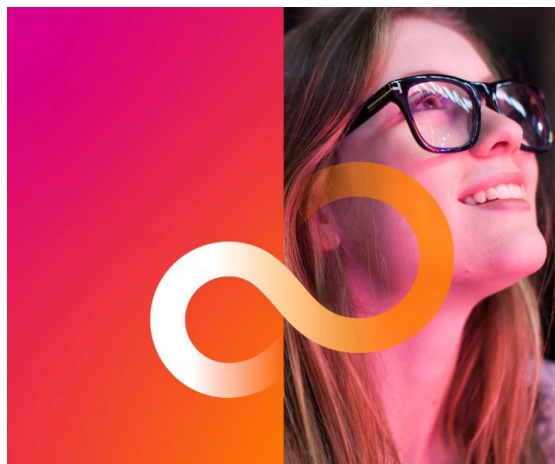
WHY FUJITSU

Fujitsu UK is a diverse organisation with over 7,000 people. Our purpose is to make the world more sustainable by building trust in society through innovation. We are committed to digital co-creation and blending business expertise with digital technology.

Although you may not realise it, many of the computer systems you use every day are powered by Fujitsu.

From high street retailers and banks right through to energy companies and government departments, we're behind some of the country's largest brands and institutions.

In fact, for over 50 years, we've ensured that the UK's most critical infrastructure operates smoothly, 24/7, whatever's happening in the world.



WHAT YOU NEED TO KNOW

Industry focus: Business and IT

No. of opportunities: 120

Salary per annum: £15,000 - £20,000

Locations: UK wide

PROGRAMMES

Advanced & Higher Apprenticeship

Entry Requirements: Please check the roles on our website for entry requirements.

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

Deadline: Please check our website for role deadlines.

Degree Apprenticeship

Entry Requirements: Please check the roles on our website for entry requirements.

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

Deadline: Please check our website for role deadlines.



Achieve Together



Join an award-winning programme

At Fujitsu we pride ourselves on creating a diverse workforce and developing talent with the future in mind. We are continually improving our processes to keep up with needs of today's market and as a result we have won several awards.





77th

Reviewed **8.33** / **10** by **27** young people

WHY GE AVIATION

Our rich history of inventing the future of flight, our continual investment in research and development, and our talented and innovative people will enable us to rise to the challenge of building a world that works with industry-leading technology and innovation. In fact, we're already developing our next-generation of technologies to achieve greater fuel efficiency and reduce CO2 emissions with an ambition to be a net-zero company by 2050.

Working at GE Aviation means you are bringing your unique perspective, innovative spirit, drive, curiosity, and ability to question the status quo to a collaborative and diverse team. It means you will have ideas and we will listen. Here, you will have the opportunity to work on really cool things with really smart people. Work that you will be proud of. Work that really matters.



WHAT YOU NEED TO KNOW

Industry focus: Aviation

No. of opportunities: 67

Salary per annum: Competitive and dependent on programme

Locations: Brockworth, Cardiff, Cheltenham, Prestwick and Feltham

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: This will vary, please check the job listing for entry requirements.

Qualifications & Training: Work based training and nationally recognised qualification on completion of apprenticeship.

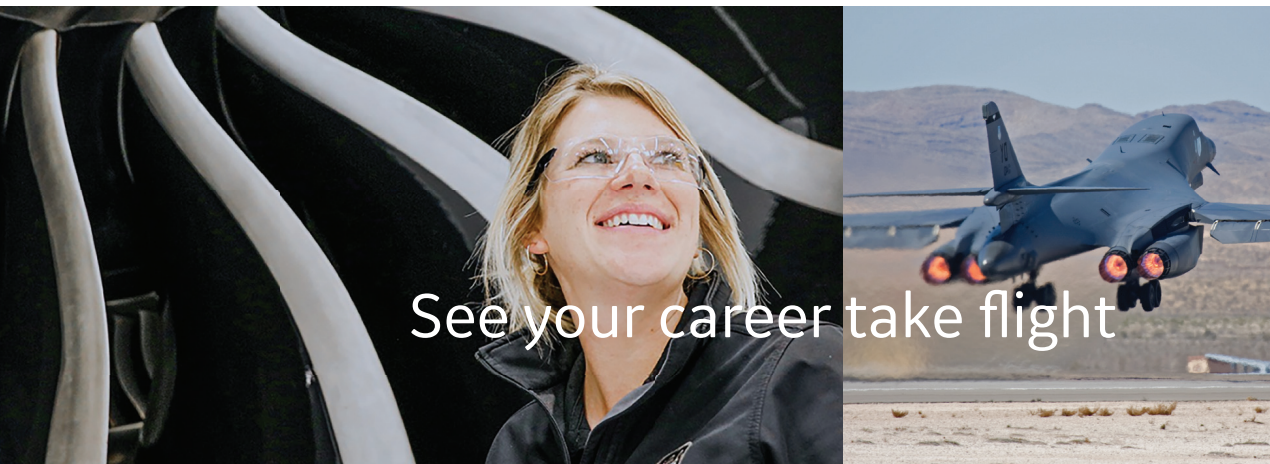
Deadline: Vacancies are live and applications will close when filled. Please apply as soon as possible.

Higher Apprenticeship

Entry Requirements: This will vary, please check the job listing for entry requirements.

Qualifications & Training: Work based training and nationally recognised qualification on completion of apprenticeship.

Deadline: Vacancies are live and applications will close when filled. Please apply as soon as possible.



See your career take flight

Apprenticeship Opportunities

At GE Aviation, we believe the world works better when it flies. We are a world-leading provider of jet engines, components, and integrated systems for commercial and military aircraft with a relentless dedication to the future of safe and sustainable flight.

We believe in our talented people to make it all happen. Here, you will have the opportunity to work on really cool things with really smart and collaborative people. Work that you will be proud of.

As an Apprentice you will:

- Earn a competitive salary while you learn
- Gain valuable skills, knowledge, and hands-on experience
- Work towards a sponsored, professional qualification in conjunction with an academic college or institution
- Kick start a potential career with us



Learn more & Apply:
invent.ge/ukearlycareers



7th

Ranked **2nd** in **IT & Consultancy**

Reviewed **9.3 / 10** by **57** young people

WHY IBM

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.

Our apprenticeships are about picking up skills and embarking on a long, successful career. We have your professional development in mind from day 1 where you join as a permanent employee. Our apprenticeships range from Level 3 to Level 6 Degree Apprenticeships and each pathway gives you everything you need to start your career!

You will get an experience you simply can't get anywhere else. 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. Interested in making a change in the future of technology? Visit our website to find out more!



WHAT YOU NEED TO KNOW

Industry focus: Technology

No. of opportunities: c.100

Salary per annum: £21,000

Locations: Nationwide

PROGRAMMES

Higher Apprenticeship

Entry Requirements: Five GCSEs Grades' 4 - 9 including Maths and English Language. You will also need to have completed further education or equivalent.

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

Deadline: Register your interest on our website to be kept updated.

Degree Apprenticeship

Entry Requirements: Five GCSEs Grades' 4 - 9 including Maths and English Language. Min of 120 UCAS points (subject to change dependent on university requirements).

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

Deadline: Register your interest on our website to be kept updated.

Together, we have
the power to make
meaningful change.



It's time to define
your career.

Gaby (She/Her)
London, UK

Find out more at
ibm.com/uk-en/employment/



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IBM

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57th

Reviewed **8.58 / 10** by **18** young people

WHY LLOYDS BANKING GROUP

At Lloyds Banking Group we're building something special. We've already invested more than £4 billion in our digital transformation, making us the UK's largest digital bank. Now we're continuing that journey, aiming to provide the very best service for our 26 million customers.

Our wide range of apprenticeship programmes will provide you with all the training, support and mentoring you need to learn about our industry and develop your strengths. More than that, your work will have a real impact on customers and communities across the country – as part of our goal to Help Britain Prosper.

If you're motivated and forward-thinking, there's a place for you here – as part of a diverse, welcoming workplace where you can be your authentic self. You could be working on the latest digital banking innovations, using data to improve the customer experience, helping us fight fraud, and much, much more. An apprenticeship here is just the start. Imagine what's next.



WHAT YOU NEED TO KNOW

Industry focus: Banking, Finance and Technology

No. of opportunities: 200

Salary per annum: £20,000+

Locations: Nationwide, with flexible working options available

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: No specific requirements. If you do not already have English and Maths GCSEs you will be supported in completing functional skills as part of your apprenticeship.

Qualifications & Training: Intermediate; Financial Services Customer Adviser.

Advanced; Senior Financial Services Customer Adviser; Compliance & Risk; Data & Insight; IT Solutions Technician.

Deadline: Visit the website.

Higher & Degree Apprenticeship

Entry Requirements: Typically GCSE's at Grades 9 - 4 (or A* - C) in both Maths and English and A Levels or equivalent.

Qualifications & Training: Audit; Accountancy; Software Development; Cyber Security; Data Analytics; Business Analyst; Financial Services Professional.

Deadline: Visit website.



SOFTWARE ENGINEERING KNOW-HOW. ACQUIRED.

Imagine if you could design an online banking journey. Imagine if you could develop code for a payment system that millions of customers will use. If you can imagine either, then our technology apprenticeships could be a great fit for you.

All of our programmes give aspiring apprentices the opportunity to develop new skills and explore what the future has in store. At the same time, you'll be helping Lloyds Banking Group customers who are impacted by an ever-changing world and ever-evolving technologies.

We offer a supportive environment to learn about the world of financial services. And people like Rubinder are already making an impact. Not only is she gaining real hands-on experience and being paid to learn, but she's making a huge difference to our 26 million customers, their communities, and the planet as a whole.

With Lloyds Banking Group, you can be confident that you'll get support along the way, an industry-recognised qualification, and long-term career progression, whichever of our apprenticeships you choose. On top of that, you'll be constantly learning in an incredibly inclusive environment.

To become one of our apprentices, head to lloydsbankinggrouptalent.com



Imagine what's next



NatWest
Group

28th

Ranked **2nd** in **Banking / Finance**

Reviewed **8.85 / 10** by **153** young people

WHY NATWEST GROUP

NatWest Group is a relationship bank for a digital world. We champion potential, breaking down barriers and building financial confidence so the 19 million people, families and businesses we serve in communities throughout the UK and Ireland can rebuild and thrive. If our customers succeed, so will we.

We want NatWest Group to be a great place to work. We provide a wide range of fulfilling apprenticeship programmes within a diverse and supportive work environment that offers a competitive salary, excellent development opportunities and great leadership. We believe that together, our colleagues can thrive and unlock the full potential of NatWest Group. With a choice of customer service, relationship management, digital or technology apprentices, you'll gain hands-on experience whilst working towards a professional qualification.

If you're ambitious and share our purpose, we'll help you succeed regardless of your background.

Discover more today.



WHAT YOU NEED TO KNOW

Industry focus: Banking

No. of opportunities: 460

Salary per annum: £20,783 - £29,160 plus 10% benefits package

Locations: Aberdeen, Belfast, Birmingham, Bristol, Edinburgh, Glasgow, Greenock, Liverpool, London, Manchester and Southend

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: None.

Qualifications & Training: Intermediate; Customer Service.

Advanced; Business Administration, Customer Services, Relationship Management and Technology Professional.

Deadline: Applications open in April 2023 and will close as soon as hiring is completed.

Higher & Degree Apprenticeship

Entry Requirements: 80 UCAS points for Level 6 and above.

Qualifications & Training: Higher; Accountancy, Data Analyst, DevOps Engineer, Financial Services Professional, Human Resources, Project Management and Software Development.

Degree; Digital Marketer, Digital Technology Solutions, Digital User Experience and Graduate Accounting Degree.

Deadline: Applications open in April 2023 and will close as soon as hiring is completed.

Hey you!



NatWest
Group

Whoever you are, whatever your story – if you're bright and ambitious and want to help others thrive – check out jobs.natwestgroup.com today.

Our apprenticeship programmes are an exciting opportunity to help us build long-lasting relationships with our customers that contribute to their success. Because when our customers succeed, we succeed. And you do too.

Find your perfect role at NatWest, where you can be yourself, enjoy a healthy work-life balance, and find your moment to step up and shine.





12th

Ranked **1st** in **Accountancy / Actuarial**
Reviewed **9.05 / 10** by **272** young people

WHY PwC

At PwC, our purpose is to build trust in society and solve important problems. Our global strategy, The New Equation, is how we bring that purpose to life. It's a strategy which combines all the skills, diverse perspectives and ingenuity of our people, with the right technology to build trust and deliver sustained outcomes, for our clients and our communities.

Our strategy is backed with investment in our capabilities in technology and specialist areas such as ESG, transformation, risk and value creation.

School and college leavers will be part of a stimulating environment, working on challenging projects in a culture that embraces difference. Your uniqueness and innovation is valued at PwC and The Deal, which is how we recognise and reward our people, provides a competitive salary and tailored, flexible benefits, to ensure the experience of working here is right for everyone.

Join our diverse community of solvers.
Be a part of The New Equation.



WHAT YOU NEED TO KNOW

Industry focus: Professional Services

No. of opportunities: c.600

Salary per annum: Competitive

Locations: Nationwide: Belfast, Birmingham, Bristol, Cambridge, Castle Donnington, Leeds, London, Manchester, Newcastle, Nottingham, Reading, Southampton, Watford.

PROGRAMMES

Higher Apprenticeship

Entry Requirements: 96 - 112 UCAS points.

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

Deadline: Varies, see website for details.

Degree Apprenticeship

Entry Requirements: AAA - ABB.

Qualifications & Training: Students will finish with a full degree alongside three full-time work placements.

Deadline: 25th January 2023.



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PwC UK Careers | pwc_uk_careers

Flying start degree programmes

Start your career and gain a degree at the same time

School and college leaver programmes

Kickstart your career straight from school or college

Virtual insight week

Explore the worlds of accounting, business and technology

Virtual classroom events

Learn more about us and develop your application skills



Start your career with a community of solvers

Be a part of The New Equation

Visit here to find out more: pwc.co.uk/careers



5th

Ranked **1st** in **IT & Consultancy**

Reviewed **9.38 / 10** by **58** young people

WHY SAGE

Sage is a software company providing accounting, finance, people and payroll solutions to small and medium businesses, accountants and partners. Our people have helped us grow for more than thirty years, and people are driving our future as a great SaaS company. We're writing our next chapter. Be part of it!

We are really proud of our apprenticeship programmes which offer opportunities across many functions. Our apprentices make up a vital part of our team and are given real responsibility along with support and coaching throughout the apprenticeship. As a Sage apprentice, you will have an exciting induction event, soft skill training throughout the year dedicated to apprentices, take part in Sage Foundation days to support our charities and enjoy lots of social events along the way!



WHAT YOU NEED TO KNOW

Industry focus: IT, Software, Engineering/Technology and Human Resources

No. of opportunities: 50

Salary per annum: £14,000 - £24,000

Locations: London, Manchester, Newcastle and Winnersh

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Five GCSEs at Grades' 9 - 4 (Sage will consider a pass in GCSE English and Maths in certain circumstances).

Qualifications & Training: Level 2 Apprenticeship.

Deadline: Roles open February 2023.

Advanced Apprenticeship

Entry Requirements: Five GCSEs at Grades' 9 - 4.

Qualifications & Training: Level 3 Apprenticeship.

Deadline: Roles open February 2023.

Higher & Degree Apprenticeship

Entry Requirements: Five GCSEs at Grades' 9 - 4 and role dependent, relevant advanced qualification.

Qualifications & Training: Higher; Level 4 Apprenticeship. Degree; Level 5 Apprenticeship.

Deadline: Roles open February 2023.



Sage Early Careers.
Get with the program.

Sage

6th

Ranked **1st** in **Business**

Reviewed **9.36 / 10** by **16** young people

WHY TD SYNnex

We're TD SYNnex, a leading IT distributor and solutions aggregator for the IT ecosystem.

We're 22,000 of the IT industry's best and brightest, who share an unwavering passion for bringing compelling technology products, services and solutions to the world. We're an innovative partner that helps our customers maximise the value of IT investments, demonstrate business outcomes and unlock growth opportunities.

At our core, we're a company that cares. We care about our partners, our coworkers, our investors and the world around us. And we're committed to being a diverse, inclusive employer of choice and a good corporate citizen.



WHAT YOU NEED TO KNOW

Industry focus: Information Technology & Distribution

No. of opportunities: 10

Salary per annum: £16,500

Locations: Basingstoke

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: GCSEs in Maths and English, Grade 4 or higher.

Qualifications & Training: Level 3 IT Technical Sales.

Deadline: May 2023.

“I’ve found the company’s culture is very healthy in terms of support, training and inclusion, as I always feel like I can reach out if I’m in need of any extra help. The team I am on has also been fantastic.”

Technical Presales Specialist at
TD SYNnex, Basingstoke



Our Purpose

We empower our global partners to achieve great outcomes with technology.

Our Vision

To connect the global IT ecosystem and unlock its potential for all.

Our Mission

We deliver compelling technology solutions to a dynamic global marketplace. Intent on the success of our partners, shareholders and each other, we hold ourselves to the highest standards and deliver excellence every day.

Travis Perkins

11th

Ranked **3rd** in **Construction & Property**

Reviewed **9.05 / 10** by **48** young people

WHY TRAVIS PERKINS PLC

(in partnership with LEAP Apprenticeships)

Travis Perkins PLC is the UK's largest distributor of building materials, with a range of brands; Travis Perkins, Benchmarx, Keyline, BSS, CCF, Toolstation, TF Solutions and Staircraft. With over 20,000 colleagues and 1,400 branches, we have endless opportunities! All of these businesses help to build the world around you. Our supportive culture, industry leading employee benefits and strong focus on colleague wellness are a part of what's allowed us to be recognised as one of Britain's Top Employers since 2010. Our Youth Board ensures that young people are given a powerful voice to positively impact change across the business - we strive for an inclusive environment for all of our colleagues.

Partnered with the award winning apprenticeship provider LEAP, we have 40+ programmes from entry level to a Master's degree! We run intakes all year round for people of all ages and abilities, with no entry requirements and no cost to you, so what's stopping you?

Join one of our businesses and enrol on a course today!



WHAT YOU NEED TO KNOW

Industry focus: Construction supply

No. of opportunities: 1,000

Salary per annum: £15,000 - £20,000

Locations: Nationwide

PROGRAMMES

Intermediate, Advanced, Higher & Degree Apprenticeship

Entry Requirements: There are no entry requirements.

Qualifications & Training: You will have a designated coach to guide you through your webinar, coursework and EPA.

Deadline: Open all year round.

Gap Year Programme & Work Experience

Entry Requirements: There are no entry requirements.

Qualifications & Training: A professional experience of the real working world, in the UK's largest building material supplier.

Deadline: Open all year round.

Traineeship

Entry Requirements: There are no entry requirements.

Qualifications & Training: A work-ready programme providing you with employability skills and an understanding of the industry.

Deadline: Open all year round.



Apprenticeships
& Early Careers

Find out more about the diverse range of
award winning apprenticeships available.

Our Top Courses



Management



Data



Sales



Kitchen Design



HGV Driving



Trade Supply



Business
Administration



Tool Hire



Warehousing



Buying and
Merchandising



Register here

40+ Courses
across Level 2-7
and fully funded

9.05* Rating
on Rate My
Apprenticeship

Leading Apprenticeship
Provider to the Building
Supply Sector



Apprenticeships
& Early Careers

67thReviewed **8.49 / 10** by **26** young people

WHY ARCADIS

Arcadis' story began back in 1888 in the Netherlands, where we developed unusable land into places for people to live and establish communities. Nowadays, we focus on creating better housing, revolutionising transport systems and finding new solutions to complex environmental challenges.

We embed sustainability across everything we do to deliver solutions that are resilient, effective and within planetary boundaries. Our future is being shaped by the mindset of our people. That is why we seek fresh thinkers who are innovators that challenge the status quo and are problem solvers for the planet.

We have opportunities for school leavers across a range of disciplines including Engineering, Environmental Specialists, Consulting, and Project Management. On joining Arcadis as an apprentice, we will support you in working towards your qualification whilst providing real world projects for you to be involved in from day 1.

Join us and become a problem solver for the planet.



WHAT YOU NEED TO KNOW

Industry focus: Engineering, Construction

No. of opportunities: 50

Salary per annum: £19,000 - £21,500

Locations: Birmingham, Bristol, Cardiff, Exeter, Glasgow, Guildford, London, Manchester, Warrington, and York

PROGRAMMES

Degree Apprenticeship

Entry Requirements: GCSEs at Grades 4/C in Math and English.

Qualifications & Training: Industry experience and a nationally recognised qualification through one of our partner universities.

Deadline: 28th February 2023.

"I thoroughly enjoy coming to work, and the projects I work on are engaging and teach me new skills, as well as providing insight into the industry."

Apprentice Highways Engineer at
Arcadis, Manchester



21st

Ranked **2nd** in **Science & Pharmaceuticals**

Reviewed **8.91 / 10** by **18** young people



WHY CHARLES RIVER

Charles River is a contract research organisation that provides scientific products and services to a wide range of clients to accelerate their research and drug development efforts.

Throughout the 3-year Level 5 Apprenticeship you will gain hands-on lab-based experience in our Biology, DMPK and Chemistry departments where you will directly impact the discovery and development of novel drug products. Your apprenticeship will combine on-the-job learning with academic studies to enable you to gain a foundation degree in Applied Bioscience or Applied Chemical Science.

Charles River strives to invest in early career scientists and following the successful completion of a Level 5 Apprenticeship, you will have the opportunity to apply for a Level 6 Apprenticeship programme to achieve a full BSc.

If you are interested in a position, please contact UKDiscovery.jobs@crl.com

WHAT YOU NEED TO KNOW

Industry focus: Medicine, Science and Pharmaceutical

No. of opportunities: 6

Salary per annum: Competitive

Locations: Harlow (Essex), High Peak (Derbyshire) and Saffron Walden (Cambridgeshire)

PROGRAMMES

Higher Apprenticeship

Entry Requirements: Minimum of 80 UCAS points.

Qualifications & Training: A minimum of 2 A Level subjects or equivalent e.g. BTEC National Diplomas, IB or DVCE, including Chemistry or Biology.

Deadline: July 2023.

“Working here is fulfilling and rewarding, where even the smallest tasks contribute to a much bigger picture.”

Junior Technician at Charles River,
Saffron Walden



It's what we do

27th

Ranked **3rd** in **FMCG / Retail**

Reviewed **8.86 / 10** by **67** young people

WHY CO-OP

Co-op offers a range of apprenticeships, from LGV Driver to Solicitor programmes, all of which offer you the opportunity to earn while you learn and build a career in our unique business. Whether you're leaving education or just looking for a change, there's something here for everyone. You don't need previous experience, just a desire to develop your skills and shared passion for our values.

At Co-op, we're proud to do things a different way. We're owned by our 4.5 million members and give our profits back to them and their communities. Since 2016, our members have helped to raise £117 million, helping more than 7 million people across the UK. Everything we do as a business helps to build a fairer world for our members, customers, colleagues, and communities.

If you're looking for a career where you can make a difference, challenge yourself to learn and grow in the process, then Co-op is the place for you.



WHAT YOU NEED TO KNOW

Industry focus: Retail, Legal Services and Support Functions

No. of opportunities: 20

Salary per annum: £19,400+

Locations: Nationwide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Varied.

Qualifications & Training: Industry experience and a national standard.

Deadline: See website for further detail.

Advanced Apprenticeship

Entry Requirements: Varied.

Qualifications & Training: Industry experience and a national standard.

Deadline: See website for further detail.

Higher Apprenticeship

Entry Requirements: Varied.

Qualifications & Training: Industry experience and a national qualification.

Deadline: See website for further detail.

Degree Apprenticeship

Entry Requirements: Varied.

Qualifications & Training: Industry experience and a national qualification.

Deadline: See website for further detail.



47th

Reviewed **8.66 / 10** by **22** young people

WHY COMPUTACENTER

Computacenter is a leading independent technology provider, and we enable our customers success in today's digital world. Be a part of our team and you could be working alongside some of the world's greatest organisations. You would definitely recognise some of them!

We offer a range of apprenticeship programmes across the UK, from Levels 2 - 7. Our apprenticeships are company-wide; with a variety of programmes from technical to sales backgrounds, there's something for everyone. And the best part is you don't need to have IT experience to apply.

So, why not join us and you will be part of an inspiring work environment, where our can-do culture will empower you to actively shape our digital future. Our business is technology, but our interest in our talented people extends beyond just their skills and experience. To us, your personality, character, and perspective equally matter, and we want you to bring your authentic selves to work. Here, at Computacenter, people really do matter!



WHAT YOU NEED TO KNOW

Industry focus: IT

No. of opportunities: 40

Salary per annum: £17,000 - £21,000

Locations: Hatfield, London, Manchester, Milton Keynes and Nottingham

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: GCSEs at Grades 4/C in Maths and English.

Qualifications & Training: Learning plans vary depending on the training provider and programme you attend. The delivery can be either online, face to face or one-to-one. However, you always have the support of a learning mentor. (This can be put under all programme levels).

Deadline: Varies, see website for details.

Higher & Degree Apprenticeship

Entry Requirements: GCSEs at Grades 4/C in Maths and English.

Qualifications & Training: Learning plans vary depending on the training provider and programme you attend. The delivery can be either online, face-to-face or one-to-one. However, you always have the support of a learning mentor. (This can be put under all programme levels).

Deadline: Varies, see website for details.



82nd

Reviewed **8.28 / 10** by **52** young people

WHY DYSON INSTITUTE OF ENGINEERING AND TECHNOLOGY

The Dyson Institute of Engineering and Technology is unlike any other higher education institution. It's for those with a passion for solving problems and a fascination for how things work.

Alongside studying for an academically rigorous degree, you're a Dyson engineer from day one. Working on real projects with real responsibility and developing technologies with a global impact.

As a first year Undergraduate Engineer, you'll live on-site in a modern accommodation pod. You'll be part of a small and close-knit cohort, while simultaneously being part of a 4,000-strong team of smart and ambitious Dyson people on campus.



WHAT YOU NEED TO KNOW

Industry focus: Engineering

No. of opportunities: 40

Salary per annum: £18,000

Locations: Malmesbury, Wiltshire

PROGRAMMES

Degree Apprenticeship

Entry Requirements: For 2023 entry: A Levels at Grades AAB, to include Maths at Grade A, a STEM subject at Grade A and a third subject at Grade B.

Qualifications & Training: BEng (Hons) Engineering degree and Level 6 Design and Development Engineering Apprenticeship standard.

Deadline: Applications open 9th - 29th January 2023, for September 2023 entry.

“The Dyson Institute is a unique opportunity to study for a fully funded degree, while being able to take on challenges in engineering across a broad range of live projects.”

Undergraduate Engineer at Dyson
Institute, Wiltshire

13th

Ranked **1st** in **FMCG / Retail**

Reviewed **9.05 / 10** by **46** young people



WHY ICELAND

About Iceland...There's no other business quite like Iceland. No frills. No fuzz. Lots of fun. Very down to earth. And big on personality and getting things done. The pace here is lightning quick. We value our colleagues and together we work hard, challenge the norm and go the extra mile to make our customers happy. That's what it's like to work here every day. Iceland isn't for everyone. It can be challenging, and the pressure can be on. But if you're friendly, customer focused and always positive, Iceland is for you! Be proud. Be bold. Be caring. Be Iceland.

We are Award winning... We've been awarded Favourite Online Grocery Service in the Good Housekeeping Food Awards 2021 and 2022 along with receiving an Investors in Apprenticeships Gold award, awarded the RateMyApprenticeship Best Apprenticeship Development Programme 2021 and ranked at no.29 in the top 100 National Apprenticeship Awards employer table.

Go team! Go far...As we grow our stores and online business, we've loads of opportunities for you to progress your career. Get in touch.

WHAT YOU NEED TO KNOW

Industry focus: FMCG and Retail

No. of opportunities: 200

Salary per annum: £10,000 - £28,000

Locations: Nationwide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Maths and English.

Qualifications & Training: Work based training and development programme and nationally recognised qualification.

Deadline: Intakes all year round.

Advanced Apprenticeship

Entry Requirements: Maths and English.

Qualifications & Training: Work based training and development programme and nationally recognised qualification.

Deadline: Intakes all year round.

Higher Apprenticeship

Entry Requirements: Maths and English.

Qualifications & Training: Work based training and development programme and nationally recognised qualification.

Deadline: Intakes all year round.



89th

Reviewed **8.2 / 10** by **17** young people

WHY KFC UKI

You've got potential. We're here to unlock it.

KFC is famous around the world for its Original Recipe Fried Chicken – but there's more behind the bucket than you think.

We're all about flavour. That perfect blend of herbs and spices that makes everything so finger lickin' good. But our blend over bland approach doesn't just apply to our chicken. It's how we welcome our guests, build our teams, and grow our leaders.

KFC is a place where everyone is free to be themselves. We value, support, and celebrate all the things that make our KFCers authentic and original. Because whatever your flavour – your ability, age, background, ethnicity, gender, religion, or sexual orientation – we're all united by the bucket.

Working at KFC isn't just a job. Our people can rapidly advance their careers, whether that's within the restaurant, our head office (we call it our Restaurant Support Centre), or beyond.



WHAT YOU NEED TO KNOW

Industry focus: Hospitality

No. of opportunities: 100+

Salary per annum: Competitive

Locations: Nationwide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: No min. requirements.

Qualifications & Training: Hospitality Team Member, Production Chef, Customer Service Practitioner.

Deadline: Intakes all year round.

Advanced Apprenticeship

Entry Requirements: No min. requirements.

Qualifications & Training: Hospitality Supervisor.

Deadline: Intakes all year round.

Higher Apprenticeship

Entry Requirements: GCSEs at Grades 4 - 9 in Maths and English (or equivalent).

Qualifications & Training: Hospitality Manager.

Deadline: Intakes all year round.

Degree Apprenticeship

Entry Requirements: GCSEs at Grades 4 - 9 in Maths and English (or equivalent).

Qualifications & Training: BA (Hons) Business Management Degree Apprenticeship.

Deadline: Applications open in spring 2023.



59th

Ranked **2nd** in **Accountancy / Actuarial**
Reviewed **8.56 / 10** by **123** young people

WHY KPMG

KPMG in the UK is part of a global network of member firms that offers Audit, Consulting, Deal Advisory, Tax & Law and Technology services. We use our insights, sector expertise and innovative technologies to deliver outcomes that make a positive difference for businesses, people, communities and the planet.

We offer nationwide apprenticeships and work experience programmes in Audit, Consulting, KPMG Business Services, Tax, KPMG Law and Technology & Engineering. As an apprentice, you'll gain valuable work experience, develop professional skills and be supported in your studies towards funded professional qualifications and degrees – all whilst earning a salary.

Whichever role you choose, you'll have the KPMG community at your side providing the support you need to build your confidence and be at your best. You'll be part of a team of diverse and dedicated problem-solvers, people who care about each other and are committed to building a better future. Join us and uncover a world of opportunity at KPMG.



WHAT YOU NEED TO KNOW

Industry focus: Audit, Business Services, Consulting, Law, Tax, Technology and Engineering

No. of opportunities: c.300 apprenticeships and c.200 work experience opportunities

Salary per annum: Competitive

Locations: Nationwide, including Aberdeen, Birmingham, Bristol, London, Manchester, Plymouth and Southampton

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: See kpmgcareers.co.uk/apprentice for details.

Qualifications & Training: Level 3 Business Administration Apprenticeship.

Deadline: Rolling recruitment. Apply early.

Higher & Degree Apprenticeship

Entry Requirements: See kpmgcareers.co.uk/apprentice for details.

Qualifications & Training: Programme dependent. See kpmgcareers.co.uk/apprentice for details.

Deadline: Rolling recruitment. Apply early.

Work Experience

Entry Requirements: See kpmgcareers.co.uk/apprentice/work-experience.

Qualifications & Training: You'll gain professional experience, develop new skills, build your confidence and grow your network.

Deadline: Programme dependent. Apply early.

9th

Ranked **2nd** in **Construction & Property**

Reviewed **9.22 / 10** by **57** young people

WHY MACE

At Mace, we're global experts in shaping the built environment. Leading the way to a more connected, resilient and sustainable world, we see every challenge as an opportunity to dream bigger and bring ambitions to life.

From Project Management to Civil Engineering, Cost Consultancy to Construction Management, we offer a range of apprenticeships from Level 3 - 6. When you start your journey with us, you'll get structured on-the-job training and real responsibility, right from the get-go. With support from industry-leading colleagues, and a wealth of exposure to the variety of services we offer our clients, we'll invest in you and your future. No holding back.

Our trainees have worked on some of our most iconic projects, such as The Shard, Manchester Business School, Tottenham Hotspur Stadium, Birmingham New Street, and the London 2012 Olympic and Paralympic Park.

If you'd like to develop a rewarding career while helping us shape the world of tomorrow, visit our website to find out more and apply.



WHAT YOU NEED TO KNOW

Industry focus: Construction and Built Environment

No. of opportunities: 70

Salary per annum: Competitive plus benefits

Locations: London, Birmingham, Bristol, Exeter, Heathrow and Manchester

PROGRAMMES

Advanced, Higher & Degree Apprenticeship

Entry Requirements: Five GCSEs at Grades 4/C including Maths and English + 96 UCAS points for most.

Qualifications & Training: Industry experience, a structured development programme, and a professional qualification relevant to your role.

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

T Levels

Entry Requirements: Completing a T Level in Design, Surveying and Planning for Construction.

Qualifications & Training: Industry experience, development of technical and business skills, and support from the get-go.

Deadline: Varies, please see website or contact us.



37th

Reviewed **8.74 / 10** by **78** young people



WHY MCDONALD'S

McDonald's is the largest restaurant chain in the world, serving more than 4 million customers a day in our 1,400 restaurants in the UK and Ireland alone. Customer experience is at the heart of everything we do - as an inclusive employer, we continually look for talented people who can lead from the front and express their diversity.

Working for McDonald's is more than just a job, it's a career! We are passionate about our people and seek to have a positive impact in everything we do. We are people from all walks of life, embracing diversity. We are committed to creating an inclusive culture that means people can bring their best authentic self into our restaurants, which helps us better serve our customers. If you're keen to grow academically and practically, you'll want an employer who can turn your potential into a reality. Training and developing people is at the heart of our business, and each year we invest over £40 million upskilling our people and providing opportunities for progression.

WHAT YOU NEED TO KNOW

Industry focus: Hospitality and Catering

No. of opportunities: Unlimited

Salary per annum: £20,000 - £34,000

Locations: Nationwide across McDonald's restaurants in England and Scotland

PROGRAMMES

Degree Apprenticeship

Entry Requirements: To be eligible for our School Leaver Degree Apprenticeship Programme in Manchester you will need to have achieved or be expecting to achieve 104 - 112 UCAS points, as well as GCSEs at Grades C/4 or Level 2 Functional Skills in English and Maths. To be eligible for our School Leaver Degree Apprenticeship Programme in Glasgow you will need four SQA Highers at B Level or above (this could include a Foundation apprenticeship) NAT 5 Maths at C Level or above. For both locations, you will need to have been a resident in the UK for three or more years (ETW must be provided).

Qualifications & Training: Level 3 apprenticeship (Hospitality Supervision), BA (Hons) degree in Business Management and Retail, Real life management experience - developing your skills through our Management Development Programme.

Deadline: 7th March 2023.



71st

Ranked **3rd** in **Business**

Reviewed **8.44 / 10** by **24** young people

WHY MOTT MACDONALD

We're a global engineering, management and development consultancy.

Our purpose is to improve society by considering social outcomes in everything we do, relentlessly focusing on excellence and digital innovation, transforming our clients' businesses, our communities and employee opportunities.

We are a diverse organisation with 16,000 staff working on projects in 150 countries. Mott Macdonald Group grows organically by recruiting staff and through acquisitions of businesses in markets important to our development strategy. Our employees directly support business growth, and we employ the best people to achieve customer satisfaction. Mott Macdonald is also employee owned, meaning our employees can have a say in how the business is run and to set long-term strategies. 'Make the world you love'; our ambition to create successful, sustainable outcomes for staff, clients and the communities we work with.



WHAT YOU NEED TO KNOW

Industry focus: Engineering - Civils

No. of opportunities: 142

Salary per annum: £17,000 - £20,750
(dependant on location and level)

Locations: Altrincham, Birmingham, Bristol, Brighton, Cambridge, Central London, Croydon, Leeds, Liverpool, Manchester, Newcastle, Norwich, Reading, Sheffield, Southampton and York

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Maths GCSE at Grade 4/C or above, English GCSE at Grade 4/C or above and a total of 5+ GCSE passes (or equivalent).

Qualifications & Training: Qualifications will depend on the apprenticeship you are on but include nationally recognised qualifications and where applicable, a professional industry membership eligibility.

Deadline: May 2023.

Higher & Degree Apprenticeship

Entry Requirements: 3 A Levels at Grades CCC or above or 96 UCAS points (or equivalent). For engineering roles you will need a Maths and Science A Level pass, for Environmental you will need Geography or Science.

Qualifications & Training: Qualifications will depend on the apprenticeship you are on but include nationally recognised qualifications and where applicable, a professional industry membership eligibility.

Deadline: May 2023.



1st

Ranked **1st** in **Construction & Property**
Reviewed **9.75 / 10** by **86** young people



WHY SAVILLS

The Savills Apprenticeship Programme started in 2015 and gives candidates the opportunity to gain the training, experience and support they need to build a fulfilling career in real estate. We currently have 225 individuals on apprenticeships within the business, and we pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development. In the RateMyApprenticeship Best 100 employers we ranked 12th in 2019 and 2020, 8th in 2021 and 1st in 2022.

Working Week

Five full days in the office, working hours 9:00am to 5:30pm. One of these days each week should be dedicated to study while in the office. This will depend on where you study as it may involve attending an apprenticeship training provider one day a week.

How to Apply

Applications for the 2023 Apprenticeship Programme will open on the 6th February 2023.

WHAT YOU NEED TO KNOW

Industry focus: Real Estate

No. of opportunities: 50

Salary per annum: £19,500 - £21,000

Locations: UK Wide

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: Grade 4 or C in English Language and Maths or equivalent.

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

Deadline: March 2023.

Higher & Degree Apprenticeship

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

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

Deadline: March 2023.

Life Is On



84th

Ranked **2nd** in **Energy**

Reviewed **8.25 / 10** by **17** young people

WHY SCHNEIDER ELECTRIC

Schneider Electric provides energy and automation digital solutions for efficiency and sustainability. Our purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider, we call this Life Is On.

Our apprenticeship programmes offer the chance to obtain a qualification whilst gaining on-the-job experience and earning a salary.

Career Pathways for our UK apprenticeship programmes include Commercial & Tendering (Sales, Contract Management, Business Development), Business & Functions (Marketing, Finance, Human Resources, Health & Safety, Customer Operations, Supply Chain), Tendering/Engineering (Project Management, Engineering, Services), Data & Software (Data Science, Cyber Security) and Sustainability (Consultant, Energy Analyst).

How to Apply

Applications for our 2023 UK Apprenticeship Programmes will open on 30th January 2023.



WHAT YOU NEED TO KNOW

Industry focus: Energy Management and Industrial Automation

No. of opportunities: 59

Salary per annum: Competitive

Locations: Bristol, Chippenham, Hatfield, Leeds, London, Plymouth, Scarborough, Telford, Warrington and Remote Working

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Five GCSEs at Grades 4/C or above.

Qualifications & Training: Obtain a Level 3 Diploma or Extended Diploma Qualification (Career Pathway Dependent). On-the-job experience whilst studying for a qualification.

Deadline: 28th April 2023.

Higher Apprenticeship

Entry Requirements: Candidates need two A Levels at Grades C or above or equivalent e.g., Level 3 Diploma Qualification.

Qualifications & Training: Obtain a Level 4 Higher Qualification.

Deadline: 28th April 2023.

Degree Apprenticeship

Entry Requirements: Candidates need three A Levels at Grades C or above or equivalent e.g., Level 3 Extended Diploma Qualification.

Qualifications & Training: Obtain a Bachelor's Degree (Level 6). On-the-job experience whilst studying for a qualification.

Deadline: 28th April 2023.

39th

Reviewed **8.73 / 10** by **13** young people



WHY SIEMENS HEALTHINEERS

Siemens Healthineers pioneers breakthroughs in healthcare. For everyone. Everywhere.

Globally, we are a team of 66,000 highly dedicated employees pushing the boundaries of what's possible in healthcare to help improve people's lives around the world.

In the UK, Siemens Healthineers manufactures superconducting magnets for MRI scanners, as well as designing, maintaining and operating solutions in laboratory diagnostics and point of care. You could soon be here – earning a salary, learning through experience and working towards an industry-recognised qualification.

There's an incredible range of paths to choose from. You'll find opportunities in Engineering, Manufacturing Operations, Quality, Finance and IT, across many different UK locations. Join us, one of the largest employers in the medtech industry, and become part of team Siemens Healthineers!

WHAT YOU NEED TO KNOW

Industry focus: Engineering and Manufacturing

No. of opportunities: 30

Salary per annum: Competitive plus flexible benefits

Locations: Barnet, Farnborough, Llanberis, Oxford, North Yorkshire and Sudbury

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Min. Five GCSEs at Grades 4 (C) or above incl. Maths and English, or completed Intermediate Apprenticeship.

Qualifications & Training: NVQ Level 3, and technical engineering qualification where appropriate.

Deadline: Varies, see website for details.

Higher Apprenticeship

Entry Requirements: Min. Five GCSEs at Grades 4 (C) or above incl. Maths and English. Some roles require A Levels or equivalent.

Qualifications & Training: NVQ Level 4, and relevant HNC.

Deadline: Varies, see website for details.

Degree Apprenticeship

Entry Requirements: Min. Five GCSEs at Grades 4 (C) or above incl. Maths and English. Some roles require A Levels or equivalent.

Qualifications & Training: Earn an NVQ Level 6 - 7 equivalent to a Bachelor's or Master's degree.

Deadline: Varies, see website for details.

SKANSKA

44th

Reviewed **8.68** / **10** by **23** young people

WHY SKANSKA

Hello, and a very warm welcome to Skanska, one of the world's leading construction companies. We project manage iconic and complex builds such as the Gherkin in London or HS2 (High Speed Two). We build schools, highways and other infrastructure too.

We have been around for 135 years and have a lot of technical expertise to pass on to the next generation of Engineers, Quantity Surveyors, Environmental Advisors, Digital Technology Specialists, Business Support and Construction Managers. If this could be you, keep reading.

We are a company with Swedish heritage, built on strong purpose and sound values. We support each other with positive mental and physical health and wellbeing, strive to create an inclusive environment, and genuinely care about making a positive impact on the environment.

If you have the same ambition and would like to help us shape the future, apply for one of our apprenticeship programmes or get in touch with us. We are always happy to chat.



WHAT YOU NEED TO KNOW

Industry focus: Construction

No. of opportunities: 30

Salary per annum: £14,000 - £20,000

Locations: Doncaster, Gloucester, London, Newark, St. Neots (Cambridgeshire) and Watford (Hertfordshire)

PROGRAMMES

Intermediate & Advanced Apprenticeship

Entry Requirements: None.

Qualifications & Training: Building Services Maintenance / Piling Attendant / Welder / Joiner.

Deadline: April 2023.

Higher & Degree Apprenticeship

Entry Requirements: A Levels, BTEC Level 3 or equivalent Level 3 qualification.

Qualifications & Training: HNC, BSc or BEng Civil Engineer / HNC or BSc in Quantity Surveying or Construction Management / BSc Environmental Practitioner / BSc Digital Technology Solutions.

Deadline: April 2023.



70th

Reviewed **8.46 / 10** by **12** young people



WHY SKY

At Sky, you can follow your passion and turn it into a brilliant career. With 24 million customers across six countries, it's no surprise we're Europe's biggest entertainment brand. But Sky is more than must-watch shows, cutting-edge tech and market-leading packages. We're a place where people from all walks of life get the freedom and support to do their best work.

Gain experience. Grow your network. Earn while you learn. Our apprenticeship programmes range from 18 months to five years and give you the chance to work on exciting projects that help bring Sky products and services to life. You'll earn a competitive salary, and have the support of a Development Coach to help you gain a nationally recognised qualification. You'll also be assigned a buddy that will help you get through everyday tasks and set you up for success.

WHAT YOU NEED TO KNOW

Industry focus: Media and Content, Technology, Finance and Customer Service

No. of opportunities: 200

Salary per annum: £18,000+

Locations: Brentwood, Cardiff, Dunfermline, Leeds, Livingston, Newcastle, Osterley, Sheffield and Stockport

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: You'll need a minimum of five GCSEs at Grades A* - C (or equivalent Grades 9 - 4).

Qualifications & Training: Nationally recognised qualification.

Deadline: Closing dates varies for each programme.

Higher Apprenticeship

Entry Requirements: You'll need a minimum of five GCSEs at Grades A* - C (or equivalent Grades 9 - 4).

Qualifications & Training: Nationally recognised qualification.

Deadline: Closing dates varies for each programme.

Softcat

40th

Reviewed **8.73 / 10** by **22** young people

WHY SOFTCAT

Are you a school or college leaver with a motivation to earn and learn? Softcat are passionate about providing emerging talent with the opportunity to kick start their career.

Our comprehensive and supportive apprenticeship training programmes will give you the knowledge, skills, and confidence to succeed and thrive in the world of technology and business. Whatever your skill and talents there could be an opportunity for you here across our Sales, Business or Technical and Services Departments.

You will start earning from day one on all our award-winning 18-month programmes. You'll also be tasked with a variety of exciting challenges, with plenty of guidance on hand from experienced colleagues, mentors and our employee support networks. Week by week, you'll gain the knowledge, soft skills and confidence it takes to thrive.



WHAT YOU NEED TO KNOW

Industry focus: Technology, Sales and Business

No. of opportunities: 70

Salary per annum: £16,500 - £18,000

Locations: Birmingham, Bristol, London, Leeds, Manchester, Marlow and South Coast

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Check our vacancies on softcat.com for more details.

Qualifications & Training: 18-month training programmes. Check vacancies for more info on the qualifications and training we offer.

Deadline: Check our vacancies.

"I absolutely love the apprenticeship programme here at Softcat. The opportunities that they provide us is incredible and really treat apprentices as part of the organisation/team."

Vendor Alliance Apprentice at Softcat, Buckinghamshire



29th

Reviewed **8.84 / 10** by **25** young people

WHY TARMAC

We're the largest construction materials company in the UK, owned by the global brand CRH. There's so much more to us than meets the eye – with a variety of roles that will suit your lifestyle. We have opportunities based outdoors on site, in one of our offices or you can even find yourself a role that is a mix of both!

Joining Tarmac will give you a chance to build a successful career for yourself, shape the world we live in and enjoy yourself at work. We're proud of the connections we have with our local communities as we work to build a more sustainable future for our country, and we want you to feel that pride when you join us.

You'll link into a new social network and build a work family. At Tarmac, interest, ambition and collaboration lead to new challenges, opportunities and a sense of pride in a job well done.

So much more than roads. Tarmac, building our future.



WHAT YOU NEED TO KNOW

Industry focus: Building Materials

No. of opportunities: 50

Salary per annum: Up to £17,990

Locations: Nationwide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Desirable Maths & English Language GCSE Grade 4-9 (C or above) support provided for intermediate.

Qualifications & Training: Technical or mobile/static plant diploma. Engineering, Technical, Customer Services Level 3, Accounting Level 3.

Deadline: Variable see website.

Advanced Apprenticeship

Entry Requirements: Maths & English Language GCSE Grade 4-9 (C or above).

Qualifications & Training: Technical or mobile/static plant diploma. Engineering, Technical, Customer Services Level 3, Accounting Level 3.

Deadline: Variable see website.

Higher & Degree Apprenticeship

Entry Requirements: Minimum two A Levels or equivalent Grade C or above, five GCSE's Grade 4-9 (C or above)

Qualifications & Training: Higher; Foundation degree and membership at institute for Quarrying/ Asphalt/Concrete, Data Analyst and Sales Executive. Degree; Civil Engineering, Chartered Surveyor Degree or ACCA/ CIMA membership.

Deadline: Variable see website.



46th

Ranked **3rd** in **Banking / Finance**

Reviewed **8.67 / 10** by **32** young people

WHY UBS

UBS provides financial advice and solutions to private, institutional and corporate clients worldwide. With more than 70,000 employees, we have a presence in all major financial centers in more than 50 countries. We offer a collaborative, international and diverse working environment that rewards passion, commitment and success.

It's our differences – who we are, the experiences we have and bring and how we think – that move us forward. We value what diversity brings and make sure your passion, commitment and hard work are encouraged (and rewarded).

We also believe that collective ideas bring results and drive progress: great work is never done alone.

Each of us is more than one person, we're more than ourselves.

Join us to fulfil your potential, and purpose.



WHAT YOU NEED TO KNOW

Industry focus: Banking

No. of opportunities: 30

Salary per annum: £23,000

Locations: London

PROGRAMMES

Advanced & Degree Apprenticeship

Entry Requirements: To apply, you must be in your final year of A Levels or equivalent. We are looking for individuals with a keen interest in the corporate world who are passionate about learning and developing their skills. At UBS, we encourage our employees to constantly challenge, collaborate and act with integrity, which are key to succeeding in your role.

Qualifications & Training: 104 UCAS points (BCC at A Level or equivalent), and B or Level 5 or 6 in Mathematics and English Language GCSEs.

Deadline: December 2023.

“I feel respected and I am always encouraged to do the best I can. The career prospects are also good and I feel proud to work here.”

Human Resources Apprentice at UBS,
London



16th

Ranked **2nd** in **FMCG / Retail**

Reviewed **9.02 / 10** by **66** young people

WHY UNILEVER

Unilever is one of the world's largest consumer goods companies who make over 400 of the world's best loved brands (14 of the top 50 consumer goods brands!): Dove, Magnum, Lynx, Sure, TRESemmé, Persil, Marmite, Hellmann's, and Ben & Jerrys to name a few. Unilever products are sold in 190 countries, with over 3.4 billion consumers using their products every day.

Unilever have long held the belief that being a responsible, sustainable business drives superior performance, and in turn creates a better world. Unilever is looking for new apprentices who have a passion for learning new skills and working with exciting brands to join their programmes in Business & Technology, Research & Development and Engineering. Opportunities are available in Customer Development (Sales), Finance, Human Resources, Marketing, Research & Development, Supply Chain, Technology and Data Management.

WHAT YOU NEED TO KNOW

Industry focus: Fast-Moving Consumer Goods

No. of opportunities: 90+

Salary per annum: £14,500 - £18,000

Locations: UK wide

PROGRAMMES

Advanced Apprenticeship

Entry Requirements: Five GCSEs including Maths and English.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2023.

Higher Apprenticeship

Entry Requirements: Five GCSEs including Maths and English. Programme-specific requirements can be found on our website.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2023.

Degree Apprenticeship

Entry Requirements: Five GCSEs and two/three A Levels including Maths and English. Programme specific requirements can be found on our website.

Qualifications & Training: Training delivered by our training providers and a personalised learning and development plan with your team.

Deadline: March 2023.





63rd

Reviewed **8.53 / 10** by **36** young people

WHY VIRGIN MEDIA O2

We're Virgin Media O2. Since we joined forces, we've been reimagining connectivity to upgrade the UK. We're a beacon of innovation, brimming with new ideas and dedicated people. Lighting up life for millions of homes, businesses, and communities. Striving to give our customers unconditional connectivity. We're here to challenge the market – to win, not compete.

We're well-connected. Virgin Media and O2 have joined forces to become Virgin Media O2. Our ambition is to upgrade the UK through lightning-fast broadband and a fantastic 5G mobile network. We employ around 18,000 people who are committed to going the extra mile for our customers and stepping up for the communities we serve.

We're excited about our future. Right now, we're growing every part of our business to connect even more customers to the things and people they care about. We're also continuing to expand our network, delivering the UK's fastest available broadband speed to more customers than ever before.



WHAT YOU NEED TO KNOW

Industry focus: Telecommunications, IT and Digital

No. of opportunities: 300+

Salary per annum: £20,000 - £33,000

Locations: Nationwide

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: Over 16 years old (other requirements vary by scheme).

Qualifications & Training: Industry experience and Level 2 Apprenticeship (see website for full details).

Deadline: Varies, see website for details.

Advanced Apprenticeship

Entry Requirements: Varies by scheme, see website for details.

Qualifications & Training: Industry experience and Level 3 Apprenticeship (see website for full details).

Deadline: Varies, see website for details.

Higher Apprenticeship

Entry Requirements: Varies by scheme, see website for details.

Qualifications & Training: Industry experience and Level 4 - 7 Apprenticeship (see website for full details).

Deadline: Varies, see website for details.

WHITBREAD

10th

Ranked **1st** in **Hospitality**

Reviewed **9.1 / 10** by **126** young people



WHY WHITBREAD

As the proud owners of famous brands such as Premier Inn, Beefeater and Brewers Fayre we've got more than 800 hotels and 400 restaurants across the UK.

We know that deciding where to enter the world of work is a big decision. Naturally, your eyes may be set on those first few days but we think it's worth considering the bigger picture too. Like, 'where is this apprenticeship going to take me?' Well, here you'll learn what it takes to carve out a career in hospitality and we'll bring out qualities you never realised you had. Things like social skills that won't just benefit you in work, but in your everyday life too.

We say no to low pay apprenticeships. We will give you a proper wage for the proper job you do in and around your training, giving you your well deserved financial freedom.

We believe in equal opportunity. Our 'No barriers to entry, no limits to ambition' approach means that it doesn't matter where or when you join us in your career, we'll have an apprenticeship for you.

WHAT YOU NEED TO KNOW

Industry focus: Hospitality

No. of opportunities: 2,000

Salary per annum: £13,500 - £15,600 (based on 30 hours a week)

Locations: England, Northern Ireland, Scotland and Wales

PROGRAMMES

Intermediate Apprenticeship

Entry Requirements: There are no minimum requirements to apply for our apprenticeships.

Qualifications & Training: Level 2 Front Office, Housekeeping, Food/Beverage, Production Chef, Customer Service.

Deadline: Hire on a rolling basis.

Advanced Apprenticeship

Entry Requirements: There are no minimum requirements to apply for our apprenticeships.

Qualifications & Training: Level 3 Front Office, Food/Beverage, Housekeeping, Senior Production Chef, Hospitality Supervisor, Team Leader, Customer Service.

Deadline: Hire on a rolling basis.

Higher Apprenticeship

Entry Requirements: There are no minimum requirements to apply for our apprenticeships.

Qualifications & Training: Level 4 Front Office, Housekeeping, Food/Beverage, Kitchen Management. Level 5 HR Consultant Partner, Operations Manager.

Deadline: Hire on a rolling basis.

YOU'RE AWESOME

Before you get back to watching Friends, we just want to say a huge thank you for taking the time to flick through A Guide to Career Options 2023.

We'd also like to thank the 1000s of school and college leavers who left reviews on **RateMyApprenticeship.co.uk**, as well as all of the companies who've contributed to this guide.

Now, scan below to start your search for the perfect apprenticeship with one of the best employers in the UK...

100s OF LIVE JOBS

Search and apply for jobs in 16 different industries; including Business, Engineering and Digital Media and IT.

40,000+ HONEST REVIEWS

Find out what it's really like to work for a company, from those who have.

EXPERT CAREER ADVICE

Get employer, industry and application insights to guide you through every stage of your apprenticeship journey.

Answers for Psychometric Test examples: 1) A, 2) B and 3) A



★ RATEMYAPPRENTICESHIP

THE APPRENTICESHIP EVENT OF THE SEASON

GRAB THE POPCORN. START YOUR CAREER

Tuesday 21st February 2023 at 5:00 - 8:00pm

MISSED IT?

Don't worry! Check out all the highlights, and register for the next event, on the website.

Get your free ticket here:





Apprenticeship opportunities

Join the Innovation Generation.

#GenerationCGI

CGI



Are you ready for ANYTHING?

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

We partner with the best apprenticeship training providers to create remarkable opportunities for you to flourish.

This is a brilliant opportunity to launch a career full of variety.
And there's no need to wait – because we accept applications all year round!

We offer apprenticeships in many areas such as:

- HGV Roadside Recovery
- Customer Service
- Finance
- IT
- Digital & Data
- Business Administration
- Marketing
- And many more!



Find out more information at www.TheAACareers.co.uk

AA