

TARGET
careers

FUTURE
WISE

2019
Edition 5

Guide to your future

*School
leaver
stories*

*Work
or uni*

*The big
choice*

*Funding
options*

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Featuring

200
most popular
employers for
SCHOOL LEAVERS

Research by



Google

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10:00 AM EST

Defying stereotypes: Jason's journey learning how to code



10:00 AM EST

Art gallery in your pocket: See Vermeer's paintings in augmented reality



10:00 AM EST

Bringing Google AI to more people on Android and iOS



All Stories

10:00 AM EST

Defying stereotypes: Jason's journey learning how to code



10:00 AM EST

Four ways top brands deliver faster, smarter marketing with Google Marketing Platform





Welcome

.. to TARGETcareers FUTUREWISE
Guide to your future – an
informative guide to employers,
universities, apprenticeships
and school leaver programmes
for school and college leavers

Edited by Ashley Johnson

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Section 1

An introduction for school leavers page 5

- 6 Work or uni: the big choice segmented
- 8 Steps to choosing a career
- 10 Exploring your career sector choices
- 12 How to manage your parents
- 14 What are your plans for the future?

Section 2

Thinking about university page 15

- 16 How to choose your degree and university
- 18 How much will university cost?
- 20 What do university rankings mean?
- 22 Will university help me to get a job?
- 24 What students really think of their unis

Section 3

Thinking about work page 27

- 28 What are apprenticeships, school leaver programmes and degree apprenticeships?
- 30 How to gain skills and get hired
- 32 How to start your job search
- 34 The 200 most popular employers for school leavers 2018/19

Section 4

Spotlight on employers page 39

- 40 Aldi
- 44 CGI
- 42 BDO
- 46 Lloyds Banking Group

Section 5

Get inspired: school leaver stories page 49

- | | |
|---|---|
| 50 Tom Coleman, Fidelity International | 53 Ben Miles, Google |
| 51 Mushina Kamal, The Dyson Institute of Engineering and Technology | 54 Pete Black, Womble Bond Dickinson (UK) LLP |
| 52 Amy Husband, Defence Science and Technology Laboratory (Dstl) | 55 Holly Brazier, Goldman Sachs |
| | 56 Olivia Thorne, Bath Spa University |
| | 57 Sasha Swannell, Newcastle University |

Section 6

School leaver employers and professional bodies in detail page 59

Professional bodies

CITB 60
ICAEW 48, 62
ICAS 64

Employers

Access Accountancy 38
AECOM 68
Airbus 70
Aldi 72, IBC
AXA 74
British Airways 4
Bank of England 76
BDO 78
BNP Paribas 80
CGI 82, OBC
Close Brothers 84
DHL Supply Chain 86
Dstl 88

Dyson 90
FCA 92
Fidelity International 94
Fujitsu 96
GCHQ 98
Goldman Sachs 100
Google IFC, 102
IBM 104
Jaguar Land Rover 106
KPMG 108
Laing O'Rourke 110
Lloyds Banking Group 112
Mace 114
Marks & Spencer 116
Mazars 118
McDonald's 120
MIS 122
MIG 124

Mott MacDonald 126
National Audit Office 128
Network Rail 130
Sky 132
Thames Water 134
UBS 136
UHY Hacker Young 138
UK Power Networks 140
Wates 142
Womble Bond Dickinson (UK) LLP 144

Other advertisers

Henley Business School 66

IFC = inside front cover
IBC = inside back cover
OBC = outside back cover

Section 7

The 200 in brief page 148

Hello and welcome

Welcome to the fifth edition of the *Guide to your future* – your essential guide to the decisions you'll make as you get ready to leave school.

76.6% of students surveyed in this year's Trendence UK Schools Survey said that they already have an idea of what job or career they would like, but don't panic if you don't know yet. In the section 'An introduction for school leavers', we'll introduce some of the sectors you could have a career in and outline how you can narrow down your choices.

71.5% of survey respondents said that they planned to go to university, but did you know that you can gain recognised qualifications (even a degree) and get a head start in the world of work through an apprenticeship or school leaver programme? This is an increasingly popular route, with over 75% of the employers featured in this year's **top 200 most popular employers for school leavers** offering apprenticeships or other dedicated school leaver opportunities.

This *Guide* will help you weigh up the pros and cons of each route and the advice in the 'Thinking about work' and 'Thinking about uni' sections will help you make an informed decision that is the right one for you.

Don't miss in this year's edition:

What you can be doing at school to help you get a job **pages 30–31**

What students really think of their universities **pages 24–25**

School leaver stories – inspiring stories of apprentices and students **pages 50–57**

How to handle your parents **pages 12–13**

For even more advice, be sure to check out **targetcareers.co.uk**.

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An introduction for school leavers

.....

In this section

- 6 Work or uni: the big choice segmented
- 8 Steps to choosing a career
- 10 Exploring your career sector choices
- 12 How to manage your parents
- 14 What are your plans for the future?

Work or uni: the big choice segmented

There will be some key differences in your lifestyle depending on whether you choose to go to university or choose a work-based option, such as an apprenticeship. We answer some of the key questions that you may be asking yourself when thinking about your path for the future.

Will I have to leave home?

Work: Depending on where your job, apprenticeship or school leaver programme is based, you may need to move away from home into private rented accommodation – your employer may give you support with arranging this. This can be a big change but can lead to a reasonable amount of privacy and independence.

Uni: Most students live in halls in their first year and in private rented accommodation after that, though the proportion of students who stay at home is growing. Halls can be sociable and convenient, but noisy, and you don't choose who you live with; private renting gives you more control over where you live and who with, but calls for more organisation.

How much will it cost?

Work: You'll be paid a salary and so you'll experience the pleasure of a regular pay day. However, you'll still need to budget carefully, especially if you're living away from home.

Uni: You'll typically need to pay tuition fees, as well as living costs such as for rent and food. You're likely to end up with loans to pay off, and possibly an overdraft too. Help with funding can come from scholarships, bursaries and part-time jobs. Many students will depend on support from parents too. See our advice on funding on pages 18–19.

What can I expect from my studies and training?

Work: You'll likely have an induction to begin with, where you'll get to know the business and your colleagues. In most apprenticeships and school leaver programmes, the majority of your time will be spent at work, with set times for seminars and lectures. You may also need to study independently too.

Uni: How much time you spend in lectures and seminars, and how much time you'll be expected to study independently, will depend on your course. It's down to you to use your time wisely. You may have relatively few contact hours with your tutor and nobody's going to check up on whether you're going to lectures.



How much work experience will I get?

Work: Loads! You'll be able to apply what you study directly to the work you'll be doing from day-to-day. You'll also learn from everyone around you: whether that's seeing how people handle stress, deadlines or conflict, or just seeing how businesses function. These skills will be relevant whatever you do in the future.

Uni: There'll be plenty of opportunities for you to gain work experience, whether it's through part-time jobs, formal internships or by getting involved with clubs and societies. Your university may offer you support in finding these, but often you'll have to secure these on your own. If you study a particularly vocational course, or one with links to employers, you may have opportunities to put your learning into practice. Whatever you study, you'll develop skills such as communication, analysing problems and making judgements.

What about the social side?

Work: If you join an apprenticeship or school leaver programme at a large employer, you'll have a ready-made peer group of people your own age – though they may be in different departments. If your apprenticeship involves training at an external course provider, you might also be able to mix with apprentices at other employers. Big companies also usually run a number of networks, sports teams and other groups and activities that employees can get involved in. You'll also bond with the people you're working with.

Uni: There's plenty of potential for bonding and an active social life as you'll be surrounded by undergraduates who will be in a similar boat to you. You'll meet students from a broad range of different backgrounds, including others who are studying your subject or who are involved in the same extracurricular activities. Your first week at university is usually called freshers' week, where you'll meet your tutors and course-mates, attend social events and be encouraged to sample what societies have to offer.

What do I wear?

Work: This will depend on the sector you work in. Many workplaces will have a smart casual dress code, though some might require you to wear a suit or other formal attire. You should be able to dress more informally on study days.

Uni: Within reason, you're going to be able to wear what you like (and can afford).

Steps to choosing a career

Choosing your future career is a big step and there can be a lot of different things that you want to think about before making your decision. You might have always known what job you wanted, or you might be open to all sorts of potential careers. The following tips will walk you through some of the things you should be thinking about to narrow down your choices and to start exploring different career options.

Step 1: Reflect on your options

Start your search with an open mind...

Take a quick look at as many options as possible. Don't rule anything out on the basis of what you think other people might say or any preconceptions as to what the job involves. For example: there are IT professionals who spend most of their time travelling to clients around the country, rather than being stuck in one place; plenty of people in the construction industry work with money and computers more than they do with bricks.

... and don't rely on 'safe' choices

Make sure you are really interested in a career area before definitely deciding on it. It can be easy to settle on a choice just because you think it might be considered a 'safe choice' or a 'good job'. Careers in IT and law, for instance, have a 'solid' image, but you might find it harder to get a first job or they might not be as high-paying as you may think. Most importantly, if you aren't interested in your career, you probably won't enjoy it.

Think about your values, interests and strengths

When thinking about potential careers, it's important to ask yourself the question: what's important to me? Do I want to help people? Is earning lots of money the most important thing for me? Is being creative a priority for me?

You can use your interests as a starting point when thinking about your options. Are you passionate about the environment – if so, you might enjoy a career as an environmental engineer or an ecologist. If you enjoy hitting the shops, then a career in retail as a fashion buyer, merchandiser or store manager might be for you. Take a look at page 10–11 for an introduction to the different career sectors.



Step 2: Take action

Find out more about your choices...

If you've got a few different options that you're interested in, it's time to start exploring these in more detail. You'll be able to find a lot of information online about what working in those careers can be like and you can read about the experiences of school leavers who have started work in a variety of sectors on pages 50–57.

... by meeting people

Talking to people who are currently working in a job that interests you is a great way to find out more about potential future careers and you'll be able to ask them any burning questions you may have. See if your family and friends have any good contacts you can talk to. Your school's careers adviser might also be able to put you in contact with people. Attending careers events, school leaver jobs fairs and university open days are great ways to get in contact with employers and tutors. See if you can find out who will be attending the event in advance and have a couple of questions prepared so you know what you want to find out.

... by gaining experience

By far the best way to confirm whether a job is for you is to experience it for yourself. Don't just rely on your school to arrange work experience – you can find work experience opportunities, both formal and informal, at a range of school leaver employers. Read more on pages 30–31.

Visit targetcareers.co.uk to discover...

- overviews of 14 key career areas
- the top five myths about university, degrees and employment prospects to bust a few assumptions about guaranteeing yourself a good job
- the skills required for different careers in our career sector content
- our job applications and interviews section and the university applications section for more help applying
- our list of degree subjects you need for different careers to help you assess your next move.

Step 3: Try something else?

Still feeling worried about whether your decision is the best one? Keep in mind that you can always change direction later on. Ultimately, experience is the only way to find out what you like and dislike, so if you end up in a career you don't enjoy – or discover something else you want to try – you can use the experience and knowledge you have already gained to guide you in a direction that will suit you more.

Exploring your career sector choices



What do you want to do? You need to think about the type of job you want in the future, especially when you're making choices about degrees or choosing whether you want to do an apprenticeship. Some careers will require specific degrees, but many can be entered from a variety of courses. For apprenticeships, however, you'll need to have a strong idea of the type of work you want to do.

This publication and careers advisers will break down different types of jobs into groups called 'career sectors'. You might also hear these groups being called 'industries' or 'professions'. There is also some crossover between sectors. For example, organisations in most every sector will have IT, finance and sales.

Take a look at some of the career sectors which you could work in.

Arts and creative

Design and put together the components of creative art. You could be involved in film-making, writing, theatre and music.

Business

Business roles can cover any activity that helps an organisation make money. Management roles can be found in every industry and profession.

Construction and property

Jobs in construction involve planning and designing buildings, as well as managing projects and restoring structures. Property roles involve knowing how much projects are worth and working to make as much money as possible out of them.

Engineering

Engineers are problem solvers; they invent, design and manufacture practically everything we use, from aerospace and telecoms to chemicals and manufacturing.

Finance

A career in finance will involve money. It's a varied sector – you could work in accountancy, investment management, banking or insurance to name but a few.

Healthcare and veterinary medicine

This sector includes careers in medicine, nursing, midwifery, clinical psychology, veterinary science and more.

Hospitality and travel

You'll find plenty of opportunities in this wide-ranging sector, from adventure tourism and event planning to hotel and restaurant management.

HR and recruitment

Manage the 'people' side of organisations – for example, hiring the best people for a job and making sure employees are treated fairly and are able to do their jobs.



Search:
targetcareers.co.uk

What are professional qualifications?

Careers in some of these sectors will require you to take additional 'on-the-job' qualifications. These are awarded by organisations called 'professional bodies' and are most common in finance, construction, engineering and law. Many employers will guide their apprentices and university graduates to complete relevant qualifications while working for them – these show that you are qualified to a high standard.

IT and technology

In this varied sector, you'll deal with all aspect of computing and technology, such as designing information systems, providing staff with technical support and cyber security. As well as technical roles, many jobs in this sector have more of a business focus. These can involve managing projects or implementing new technology to make business more efficient.

Law

You could be a barrister, a solicitor, a chartered legal executive (CILEx) or a paralegal. Barristers present cases in court for people or organisations; solicitors advise clients and are involved in legal negotiations; legal executives specialise in a particular area of law; and paralegals assist lawyers with research and other tasks.

Marketing, advertising and PR

Work with clients or in-house at an organisation to help promote their products or their reputation.

Media

Be involved in conveying information and entertainment through newspapers, television, magazines, the internet and more.

Public sector and charity

There's a vast range of opportunities working for government (both local and central), not-for-profit groups (such as charities) and as a social worker.

Retail, buying and fashion

It's more than just shops: instead, think buying, fashion design, management, merchandising (ensuring stores have the right stock on sale) and logistics (making sure products get from A to B).

Sales

All products and services need selling. Salespeople can work in all sectors and their work involves building relationships with clients and negotiating deals.

Science

Conduct research, monitor processes and develop new products in a wide range of industries – including manufacturing, healthcare, pharmaceuticals, aerospace and defence and biotechnology.

Teaching and education

Educate and support children and young people in a range of schools and institutions. ☺

For more detailed advice on starting your career in these sectors visit targetcareers.co.uk or pick up a copy of TARGETcareers FUTUREWISE *Construction, Engineering & Property* from your careers adviser.

How to manage your parents

Now that you've started to think about the different sectors you could have a career in, you need to look at how you're going to get there. Over the next two sections we'll look at the pros and cons of going to university (16–25) and of alternative routes, such as apprenticeships (28–37). There are many factors to consider when making your choice, including: will your parents (or guardians) approve?

Things parents worry about

Sometimes parents will worry about your future and whether you are making the right choices. If you understand what is stressing them, it will be much easier for you to reassure them and win them over to your way of thinking. Bear in mind that they are likely to be heavily influenced by their own experiences.

Here are the things your parents are likely to be worried about:

- whether you'll be happy on the path you want to take
- whether the path you are thinking of taking will lead to financial stability
- whether the path you are thinking of taking will lead to you having the sort of job that they would like you to have (though they might not admit this!)
- whether you will be able to change direction later on if you want or need to
- whether you are clued-up enough to make good decisions or if they need to guide you

- whether you will be able to climb the career ladder as well and as quickly as those who have made a different choice
- the amount of debt you will have if you go to university
- the unknown.

How to reassure your parents

Make sure that you keep evidence of the research you do, so you can show your parents that you've properly thought through your decision. Bookmark webpages you've visited and take notes on other sources of information you've used (such as conversations with careers advisors). The following should go down well with them:

Knowing that you'll be happy with the career option(s) open to you once you finish your degree or school leaver programme. Make sure you're clear what these options will be. You might find this information on the university or employer's website. If it's not there, contact the admissions tutor or recruiter and ask if they have details they can send you. For graduate careers, our list of degree subjects you need for different careers on targetcareers.co.uk will also help. Run your parents through the options. If your choice would lead to one specific career, explain why this career would suit you.

If you want to do a degree, knowing how many graduates have started work six months after graduation. Take a look at the Unistats website.



If you want to join a school leaver programme, knowing that you will receive training that leads to nationally recognised qualifications. Look for this information on the relevant pages of the employer's website. If it isn't there, get in touch and ask about this.

Knowing that you will be able to afford to live. If you want to work, find out how much you would be paid, work out roughly how much you would take home each month after tax and national insurance deductions, and research how much rent or travel would cost. If you want to go to university, use the gov.uk website to calculate how much you could borrow (see pages 22–23). Lots of universities also provide information on their websites of what living costs are like for students there. Many students need some financial support from their parents – if it looks like you would, be open about this.

If you're looking to start a school leaver programme, knowing whether you will be able to progress as far and as fast as a graduate joining the same organisation. Ask the recruiter or HR manager about this and make notes (if you speak to them) or keep relevant emails so you can show these to your parents.

Having a rough idea of how much you might earn when you finish your degree or school leaver programme. Again, the Unistats website includes some information about how much previous graduates from

different courses earn. Employers don't tend to publish this information, but may be willing to tell you if you ask.

Catch them at the right time

Your parents might be feeling stressed about the need for you to make decisions about the future. So try to discuss things at a time when they (and you) are calm. You could arrange a time to do this or seize the day when they seem to be in a receptive mood.

If your parents ambush you at a bad time, try the following tactic. Agree wholeheartedly that it would be a good thing to have a discussion but explain why now isn't a good time – perhaps you want to find out a few more facts first or have an essay to finish for tomorrow. Then suggest a time in the near future ('How about Wednesday evening?') to show that you're not just trying to get them off your back and stick to it.

Where to find back up

If you need back up, you can refer your parents to our parents and teachers section on targetcareers.co.uk, which is designed to address some of the concerns they may have. If you are planning to take up a place on a school leaver programme, check whether there is any information aimed at parents on the employer's website. ☺

What are your plans for the future?

These are the key findings from the Trendence UK Schools Survey carried out by our partner research organisation. It asked 16,133 secondary school and college students about their plans for when they leave school.

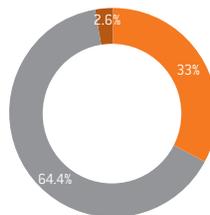
It also asked them which employers they would most like to work for in the future – see the 200 most popular employers for school leavers table, starting on page 34.

How do the results below compare to your own plans for the future?

Going to work

School leavers planning to take a work-based route want to:

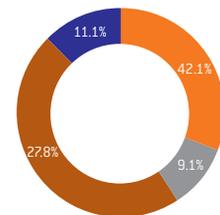
- begin a school leaver programme 2.6%
- start an apprenticeship 64.4%
- find a job 33%



Moving away for uni

University-bound school leavers say they would go to uni:

- anywhere in the country 42.1%
- anywhere in Europe 9.1%
- anywhere in the world 27.8%
- near home 11.1%



Why go to uni?

Top 3 most popular reasons:

- 1 I need a degree for my chosen career
- 2 I want to study my subject more
- 3 to get a better job

Why choose work?

University-bound school leavers said that the following were the top three factors that would persuade them to start work instead:

- 1 Long-term career prospects being unaffected
- 2 A very high salary
- 3 A high level of job security

What parents think

72.1% of school leavers 'agreed' or 'strongly agreed' with the statement, 'my parents/guardians encouraged them to go to university,' compared to 16.3% who 'agreed' or 'strongly agreed' with, 'my parents/guardians encouraged me to start an apprenticeship.' However, in both cases a sizeable proportion of parents/guardians had 'no opinion' or were 'neutral': 23% for university and 51% for apprenticeships.

Career choice

76.6% have an idea of what job or career they would like to go into

Why start work?

Top 3 most popular reasons:

- 1 I want to start earning
- 2 I want first hand experience of work
- 3 I need to for my chosen career

Uni funding

Most respondents would source funding from*:

- 1 a student loan 80.7%
- 2 part-time work 56.9%
- 3 parents or family 48.9%

research by



*Respondents could choose more than one option.



Thinking about university

In this section

- 16 How to choose your degree and university
- 18 How much will university cost?
- 20 What do university rankings mean?
- 22 Will university help me to get a job?
- 24 What students really think of their unis

How to choose your degree and university

Choosing a university and a course can be difficult – there are many options for you to pick from and lots of different factors to consider. You want to find a course that you'll find interesting and will help you to get a job, and you'll want to study at an institution that suits you.

1. Choosing the right course

Degrees are expensive and time-consuming, so it's important that you make the right choice that will leave you feeling that your degree was worthwhile. It's a good idea to find out what content is covered, how much time you'll spend in lectures and seminars each week, how you'll be assessed and the student satisfaction ratings for each course.

If you have a career in mind...

If you know what you want to do as a career, choosing your degree course is often easier than if you don't (see pages 8–9 for tips). Some careers require specific courses or courses accredited by a relevant professional body. Visit targetcareers.co.uk to find out more about which careers require specific subjects.

Look into what links the course has with employers (such as opportunities to meet them through employability events), what percentage of graduates find work in relevant industries and whether the modules you'll study will give you the knowledge you need for a future job. You can find this information on universities' websites, at open days, or by getting in touch with admissions tutors.

If you're really keen, you could contact employers you want to work for and directly ask them if there are any degree courses they prefer in their graduate hires.

If you're not sure yet...

Think about what you enjoy doing or learning about. Your favourite school subjects or any clubs you're a part of are good places to start. For example, if you're a member of the school debate club, you might enjoy studying law. Admissions tutors also want to see that you're enthusiastic about your choices – evidence of extracurricular activities may give you a better chance of getting onto a related course.



Search:
targetcareers.co.uk

Explore your degree options online!

Whether you're looking for inspiration to start off your degree hunt or you just want to confirm your choices, be sure to use the TARGETcareers FUTUREWISE Degree Explorer. This online tool will help you to choose the right degree course for you.

After a short assessment of your interests (this usually takes around 20 minutes), you'll be presented with a ranked list of the university subjects that are a good match for you. Start charting the path to your ideal course with the Degree Explorer at: targetcareers.co.uk/degree-explorer.

If you're still not sure and you don't have a particular career in mind, it's best to keep your options open with a degree that is very transferable. For example, studying chemistry is applicable to a wider range of careers than studying forensic science – and you'll likely be able to specialise later on. Some recruiters may also prefer more 'traditional' academic degrees. So, consider choosing English literature instead of film studies if you have no strong preference.

2. Choosing the right university

Once you know what course you want to study, you need to think about where you want to study this. Some specific courses are only offered at a couple of institutions, which will narrow down your options significantly. For more widely offered courses, looking at general university rankings and subject-specific rankings are a good place to start. See pages 20–21 for more information.

Location is a big factor in choosing a university. Think realistically how far you'll be willing to travel, how much it will cost to live there, and whether you'd prefer a city university to a campus-based university. Is the institution near to lots of employers you'd be interested in working for? University isn't just about study, either – take a look at the societies and clubs on offer at the university and in the local area.

3. Narrowing down your choices

Students applying for university through UCAS can apply to a maximum of four or five courses (depending on subject). Ranking your choices and whittling them down can be tricky – you might need to make difficult choices. For example, is sacrificing an exciting location worth it for better links with employers (and more work experience opportunities). If you can, make sure to visit universities on an open day – these are great opportunities to get a feel for the place and to poke around libraries, the student union bar and the accommodation.

The final choice is up to you and will depend on what suits you as an individual. Make sure you choose a university that you feel enthusiastic about. ☺

How much will university cost?

There's no getting away from the fact that university is expensive and easier to afford if you have financial support from your family.

Now that there are apprenticeships and school leaver programmes offering routes into a range of careers without needing to pay tuition fees, you should also think carefully about whether university is worth the money.

However, the cost shouldn't stop you applying if university is the right choice for you. If you're considering university, it's important to understand the main costs involved.

Where does the money go?

The two main costs you need to take into account when going to university are **tuition fees** and **living costs**. While you need to know that you'll have enough money to cover everything, bear in mind that some of the most expensive things you'll pay for (such as rent for accommodation) may not be paid all at once, but in two or three instalments per year.

Currently, the maximum tuition fees for students studying in England is £9,250 per year. For Scottish students studying at a Scottish university, the maximum is £1,820 per year. For Welsh students studying at a Welsh university, the maximum is £9,000 per year. However, keep in mind that some universities might not charge the maximum fees.



What today's students are spending

£9,110 = estimated average full-time *tuition fees* per year for full-time courses starting 2017–2018*.

£770 = average monthly spending on *living costs* for students in 2019**, but the cost of living varies across the UK.

*Department for Education

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Getting a student loan

Many students decide to get the money to pay for tuition fees and living from a student loan provider: Student Finance in England, Student Finance Wales, or the Student Awards Agency Scotland. These organisations are linked to the government and offer two types of student loan: one to cover tuition fees and a **maintenance loan** to help pay for living costs. Maintenance loans are available in England and Wales (a bursary is offered in Scotland) and the amount that students can receive is dependent on factors such as household income.

Loans are expected to be repaid. Repayments will be deducted from your monthly wage once you're earning over a certain amount: £25,000 in England and Wales, and £18,330 in Scotland (this is expected to rise to £25,000 from 2021).

Grants, scholarships and bursaries

Grants, scholarships and bursaries are sums of money awarded to students by universities and organisations such as professional bodies and charities. They do not need to be repaid. Some scholarships and bursaries are given for academic merit, while others depend on criteria such as family income. Grants, scholarships and bursaries have to be applied for and there is no guarantee they will be

awarded. You can search for sources of funding on university, UCAS and student finance websites, and at your school/college.

How much will you pay back?

The amount of money that you will end up paying back is variable. You will only start paying your loans back after your salary exceeds the earnings threshold detailed earlier on this page. The more you earn, the faster you will start paying your loans back, so interest will have less time to build up. However, keep in mind that the loan is cancelled after 30 years in England and Wales, and 35 years in Scotland.

Is university worth the money?

The decision of whether the debt that typically comes with university is worth it is, ultimately, up to you. Think about your career choices – does your ideal career *need* a degree? If you can reach the same earning level as a graduate in the same time through an apprenticeship or a school leaver programme, then you might be better off without university. Keep in mind that some high-paying careers, such as being an investment banker, require a university degree. Take a look at our 'How much will I earn?' articles on targetcareers.co.uk to get a feel for the graduate and school leaver salaries you could earn in different career sectors and job roles. ☺

'The decision of whether the debt that typically comes with university is worth it is, ultimately, up to you.'

What do university rankings mean?

Each ranking places differing weights on certain factors depending on how important they consider them to be. Think about the factors that are most important to you – for example teaching quality, research reputation or support for students – and pay special attention to the ranking that aligns best with the factors you want in a university.

Five things to remember when using university rankings

- 1** Don't rely on one ranking system alone to choose which university is the best for you. Look at a range of rankings to get the fullest possible picture.
- 2** To get a job you need experience outside your degree, such as work experience, voluntary placements or involvement in university societies (see pages 22–23). A university or town with opportunities that suit your interests might be better than somewhere higher-ranked that lacks these.
- 3** Rankings for specific subjects can be very different from rankings for universities' overall quality. If you're applying for a subject that relates to the career you want, subject tables are more important and employers may pay attention to them.
- 4** In many cases there's not much difference in score among universities that are positioned close to each other. So don't worry about differences of a few places.
- 5** A university ranking can't tell you whether a university is right for you. Make sure to visit universities on open days to find out first hand. ☺

Gold, silver and bronze: what about TEF?

The Teaching Excellence Framework (TEF) gives universities a gold, silver or bronze score for teaching quality, taking into account factors such as student drop-out rate and how quickly graduates get jobs. TEF could be a good indicator of how well the university is helping students excel regardless of their background, because it marks each institution against an individual benchmark, based on criteria such as the university's entry grades and the subjects taught. This means that universities with similar employability rates and other measures could have different scores. Participation in the TEF awards is currently voluntary, but universities with a TEF award can currently charge higher maximum tuition fees. You can read more about university fees on pages 18–19.

Which rankings system

What it favours

What it doesn't include

The Guardian

Good if...

... what students think about the quality of teaching is most important to you.

Less good if...

... going to a university with an international reputation for its academic research is your number one concern.

Universities that students rate as being good at teaching and assessing them.

Universities that are good at supporting students to be successful, such as by engaging students who may be at risk of not finishing their degree.

Measures of research quality or academic reputation (which are very closely linked together).

The Times Good University Guide

Good if...

... you want a broad picture of a university's success, rather than having one factor that's particularly important to you.

Less good if...

... one factor is particularly important to you (eg student satisfaction, teaching quality and assessment, or research quality).

Universities that combine research strength with student satisfaction, while taking a number of other measures into account.

Student satisfaction carries less weight than with *The Guardian* and covers a wider range of areas (eg facilities and organisation), not just teaching and assessment.

QS World University Rankings and Times Higher Education World University Rankings

Good if...

... you are keen on going to a university with a strong reputation for research.

Less good if...

... student experience, such as teaching quality, is a top concern to you.

It focuses very heavily on universities' research and reputation.

Some weight is given to the percentages of staff and students from abroad. As such, there's likely to be a bit of a bias towards universities in locations that are attractive to those from overseas – major cities, and 'big names', such as Oxford and Cambridge.

Teaching quality or students' views on any other aspects of their courses.

Want to know what current students really think of their unis? Head over to [targetcareers.co.uk](https://www.targetcareers.co.uk) for the unvarnished truth. Our university reviews are based on responses from over 9,000 students, who shared their thoughts on their universities' teaching, courses, nightlife, facilities and much more.

*Will university help
me to get a job?*



Search:
[targetcareers.co.uk](https://www.targetcareers.co.uk)

The answer to whether getting a degree will automatically lead to a job afterwards is simple: 'no'. Not on its own, anyway. At university you need to make sure you are developing skills that recruiters are looking for and will be useful in any workplace, as well as more career-specific skills. You also need to be able to show an awareness of the world outside of student life and readiness to go straight into the workplace.

The good news is there are loads of things you can do alongside your degree to develop your skills and work-readiness. They will let you explore different career avenues and can be fun! They will also show that you are an interesting person – someone that employers would like to have in their team.

If you're thinking of going to uni, here are some activities you could consider getting involved with in order to make sure you are employable when you graduate.

Internships

Get a place on one of these programmes of formal work experience for students during the holidays called internships. You will have your own tasks to do during the internship and making a good impression can lead to you getting a job with the same employer when you finish your degree.

Year-in-industry placements

Look out for degree courses that give you the option to do a placement year. Usually sandwiched between the second and final year of your degree, it is the chance to spend six to twelve months working in a job that is related to your degree. It is most common for computing, engineering and business courses, but not only these subjects.

Societies and hobbies

Join a group at uni to keep up something you already do or to try something new. They range from unusual pastimes (quidditch, anyone?) to music, sport, crafts, politics and loads more. The best way to turn this

into something good for your CV is to get a role on the committee that runs the group after your first year.

Part-time work

Get a job in a supermarket or behind a bar, or find paid opportunities at your university such as being a campus tour guide or working at the university library. You may already plan to work part-time at uni or during the holidays in order to earn some money. Other benefits you gain from student jobs include increased self-confidence and a range of skills such as customer service, problem solving and time management.

Volunteering

Take part in a group or initiative that contributes to a good cause. It can show that you're conscientious and committed. Even better if it's related to the career you want to go into: if it's engineering you could take part in school outreach to encourage girls to pursue science and maths; if you want

to enter the environment sector you could get involved in conserving local woodland.

Careers service events

Find out where your careers service is in your first term. Make the most of the careers service throughout your time at university and not just in a panic at the end. You could benefit from all sorts of opportunities and events geared towards finding out about different careers and preparing yourself for getting the job you want.

Your own projects

Learn, write, build or create something. If you want a career in the media or journalism you'll need examples of your writing, so start and maintain a blog. If you want a career in tech, building an app or starting your own business to solve people's computer problems is a great way to prove your passion for technology to employers. ☺

Key graduate skills... and how to get them

Communication

- explaining special offers to customers in your part-time retail job
- giving tours of your campus on open days
- writing articles for your student newspaper

Commercial awareness

- working with clients during an internship
- making and sticking to a budget for your university society
- starting your own business

Emotional intelligence

- working or volunteering with children or vulnerable adults
- volunteering in a team of mixed ages and backgrounds

Problem solving

- finding a new venue for a club you belong to
- dealing with unhappy customers

Resilience

- working under pressure at the supermarket checkouts at Christmas

Teamwork

- being on a sports team
- writing, editing or designing for the student newspaper

Time management

- having a part-time job or society committee role alongside your degree

What students really think of their unis

Every year TARGETcareers approaches thousands of current students at universities across the UK and asks them about their experiences so far. On these pages you'll find a snapshot of this year's findings from universities that offer undergraduate courses.

We ask students about the academic side, the social side and the practicalities – from teaching, to nightlife, to accommodation – our survey goes straight to students, rather than through their universities.

The university reviews that come from the survey are a great way for you to complement any research you are doing on where to apply. As well seeing which universities scored particularly highly, take a look at the questions that we asked students for some ideas on the different factors you should think about when choosing a university. ☺

Scores are an average and have been rounded.

See more universities, categories and scores online

You'll find loads more university reviews, as well as more in-depth breakdowns of individual universities' scores, on targetcareers.co.uk. You can also read the best quotes from students who completed the survey to find out what they think in more detail.

Overall satisfaction

How satisfied are you with your university experience so far?

1st	University of Huddersfield	8.7
2nd	Robert Gordon University	8.6
3rd	Loughborough University	8.4
4th	University of Sunderland	8.3
5th	Oxford Brookes University	8.2

Student diversity

How diverse is the student population?

1st	SOAS University of London	9
2nd	University of Manchester	8.8
3rd	King's College London	8.7
4th	University College London	8.7
5th	University of Liverpool	8.7

Teaching quality and staff support

How satisfied are you with the quality of teaching and the support you receive from staff?

1st	University of Huddersfield	8.6
2nd	University of Sunderland	8.4
3rd	University of Oxford	8.3
4th	Robert Gordon University	8.2
5th	Newcastle University	8.2

Facilities

How would you rate the university's facilities including the gym, cafeteria, local transport and student accommodation?

1st	Loughborough University	8.9
2nd	University of York	8.7
3rd	University of Liverpool	8.5
4th	University of Leeds	8.4
5th	University of Exeter	8.4

Job preparation

How well do you feel your university has prepared you for a job?

1st	University of Huddersfield	8.2
2nd	University of York	8.2
3rd	University of London	8
4th	Robert Gordon University	7.9
5th	University of Sunderland	7.9

Nightlife

How would you rate the nightlife at your university or in your university town?

1st	University of Liverpool	9.7
2nd	University of Northumbria	8.9
3rd	Newcastle University	8.8
4th	London School of Economics and Political Science	8.7
5th	University of Leeds	8.6

An orange speech bubble containing the text 'TARGET careers' in white. The word 'TARGET' is in a larger, bold font than 'careers'.

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Thinking about work

.....

In this section

- 28 What are apprenticeships, school leaver programmes and degree apprenticeships?
- 30 How to gain skills and get hired
- 32 How to start your job search
- 34 The 200 most popular employers for school leavers 2018/19

What are... *apprenticeships, school leaver programmes & degree apprenticeships?*



Apprenticeships, school leaver programmes and sponsored degrees allow you to gain skills and qualifications while being paid to work for an employer. The recent Trendence UK survey of 16,133 students revealed that 34.1% wanted to receive more information about apprenticeships in order to make an informed decision. What exactly are these options, such as degree apprenticeships, and are they the right choice for your career aspirations?

There are a few differences between an apprenticeship, a school leaver programme and a sponsored degree, but employers may use these terms interchangeably. The most important thing is to look at what *skills*, *qualifications* and *pay* an employer is offering rather than just the name of the programme.

What qualifications you'll get

A range of qualifications can be achieved through apprenticeships, school leaver programmes and sponsored degrees, opening the door to a wider array of professions than you might expect.

As mentioned, there can be crossover between these programmes – the only way of knowing for certain what is being offered is by reading the employer's information.

Apprenticeships, unlike school leaver programmes or sponsored degrees, must fit a particular framework of work, training and qualifications, as set out by the government. Each of the four types of apprenticeship offers qualifications at a different level:

- Intermediate (level 2) is equivalent to GCSEs (known as foundation in Wales).
- Advanced (level 3) is equal to A levels (known as apprenticeships in Wales).
- Higher (levels 4 and 5) is equivalent to a foundation degree or HE diploma.
- Degree (levels 6 and 7) results in a bachelors or masters degree (currently in development in Wales).

School leaver programmes tend to be aimed at students who have completed A levels or equivalent. They usually offer a level 4 qualification.

You might see the term used to describe a scheme that is technically an apprenticeship, or as a catch-all for all earning-and-learning opportunities open to school leavers.

Sponsored degrees generally come in two types. One is effectively just a different, older name for a degree apprenticeship – that is, a programme where you work for the employer, study for a degree part-time and have your tuition fees paid.

The other is an arrangement where an employer provides you with limited financial help to go to university in the normal way while you study a subject that relates to their business. Typically you will complete work placements with the employer during university holidays, and you may need to work for the employer for a minimum period after graduation. This type of sponsored degree is most frequently provided by engineering companies.

What jobs you'll be able to do

These school leaver options are routes into more industries than you may initially think. Typically, they are found in construction, engineering, IT, finance and retail, but they are increasingly offered elsewhere. You can now do a degree apprenticeship to become a nurse or paramedic, for example. However, the traditional university route is still necessary for some jobs, such as doctor or barrister.

Let's talk money

The cost of an apprenticeship or school leaver programme, and any qualifications you get, will be entirely covered by the employer. Additionally, you'll earn a salary. Apprentices under the age of 19, or who are 19 and in their first year, will earn £3.90 per hour* (although many employers will pay more than this), with this figure rising to the national minimum wage depending on age. You will earn at least the national minimum wage on a school leaver programme or sponsored degree.

The way in which an employer will contribute towards tuition fees during a sponsored degree will depend on the employer, but can be through bursaries or scholarships if the entire degree is not paid for.

Ready for working life?

Think about whether you are willing to work a mostly full working week; you will have to do this as an apprentice or working school leaver. University is hard work, but students will almost certainly have more free time on their hands. Apprentices and school leavers will also have to study for qualifications alongside their work, which, depending on the employer, may be during regular days or weeks at college or uni (which is known as 'day release' or 'block release'). Most also have regular exams and assignments to assess their progress at work and to go towards qualifications. Read school leavers' experiences of striking the right balance between work, study and relaxation on pages 50–57.

What you can do afterwards

Depending on your performance, it's likely that an employer will keep you on at the end of an apprenticeship, school leaver programme or sponsored degree. Particularly if your employer has supported you to get a degree, it may be in your contract that you have to work for them for a set period of time, but not always. While some qualifications may be more versatile than others, any work experience you will have gained will certainly be useful for jobs in other industries or with other employers. ©

*As of April 2019

Apprenticeships in Scotland

Apprenticeships are structured slightly differently in Scotland. School leavers can choose to do a modern apprenticeship or a graduate apprenticeship. Modern apprenticeships can lead to a range of SCQF (Scottish Credit and Qualifications Framework) level 5–7 qualifications, equivalent to National 5s, Highers and Advanced Highers. Graduate apprenticeships lead to bachelors and masters degrees (SCQF levels 9–11). Students currently in S5 and S6 can also complete foundation apprenticeships.

How to gain skills and get hired

Once you have an idea of the career you want to enter and how you want to enter it, you need to start taking steps towards turning these ideas into reality. Like a regular job, you will need to apply for apprenticeships, school leaver programmes and sponsored degrees. Competition for these opportunities can be tough, so you want to ensure that you give yourself the best possible chance of standing out and impressing recruiters. Here are two ways you can give yourself the best chance of being hired:

Get application-ready

Take a look at some of the things that you can do while you're at school to develop the skills and qualities that recruiters will be looking for:

Work experience

As well as being the best way to see if a career path is right for you, work experience will also help you to develop practical skills that will help you in the future, such as **communication, organisation and problem solving**. You can use examples of times when you used skills such as these during your work experience to strengthen your applications. Experience can also show you have a genuine interest in a career sector. Look for formal work experience placements (these typically last a week or two) and insight days/open days organised by employers.

Extracurricular activities

You may already be a member of a sports team or a club, such as a choir or theatre group, or be involved in a youth organisation. If not, sign up! As well as being fun, these are great ways to learn skills such as **teamwork, leadership and confidence**.

Volunteering

Using some of your free time to help a good cause will show that you are passionate about something, as well as allowing you to gain skills and experience. For ideas of how you can start volunteering, read our 'Volunteering opportunities for teens' article on [targetcareers.co.uk](https://www.targetcareers.co.uk).

Part-time jobs

A part-time job such as working in a shop gives you **customer service** and **time management** skills and helps develop your **commercial awareness**. Whatever your job, you're likely to develop your **responsibility** and **resilience**. Employers like evidence that you can be relied on to turn up when expected and stick at what you're meant to be doing.

Know what to expect when you apply

The application process for apprenticeships and school leaver programmes is your chance to introduce yourself to employers, show off your experiences and show that you are up to the job. Here are some common application stages you're likely to encounter.

CVs

Your CV is a document that introduces yourself to employers. There is no one right way to put together a CV, but it should definitely include details about your contact information, your education, your work experience and your skills. Make sure that it's easy to read, not too long (two sides of A4 max) and tailored to the employer. Take a look at our CV template for inspiration in our 'How to write a cracking CV' article on [targetcareers.co.uk](https://www.targetcareers.co.uk).

Covering letters and application forms

Many large employers will ask you to fill out an online application form, where you'll answer questions about why you want to work for the employer or why you would be good at the job. You may also be asked to complete numerical, verbal and other reasoning tests. In other cases, you'll be asked to write a covering letter. This is a

letter that allows you to explain in detail 'why you' and 'why the employer'. It should be formatted like a formal letter.

For application forms and covering letters make sure you've done your research into the employer and know what the role requires, so you're able to show you match the key skills and competencies that employers look for.

Assessment days and interviews

Whatever you're applying for, you're likely to have at least one interview, which may be done over video or face-to-face. You will usually be asked questions such as 'give me an example of a time when you used [a skill]' and 'what kinds of tasks do you enjoy the most?'. For more information, read our 'Apprenticeship interview questions and tips' article on [targetcareers.co.uk](https://www.targetcareers.co.uk).

Your interview may be part of an assessment centre. These are events where you, and other applicants, will take part in assessments such as presentations, group exercises, case studies and interviews. This is also an opportunity for you to find out more about the employer and, usually, meet people working at the organisation.



How to start your job search

There is a huge variety of employers offering apprenticeships and school leaver programmes – so choosing which organisation you want to apply to can be challenging.

You can find school leaver opportunities through your school or college, through people you know, through work experience and through your own research (such as on targetcareers.co.uk or the government's 'Find an apprenticeship' page). As school leaver programmes are so varied – even within the same

'Employer are looking for applications that show that you've spent time researching the employer.'

career sector – it's a good idea to always pay close attention to the details of each opportunity: the structure of the programme, the qualifications you'll gain and the type of work you'll be doing can vary.

Putting together a shortlist

The best way to apply for apprenticeships and school leaver programmes is to pick out a shortlist of around three-to-four programmes or apprenticeships that interest you the most and focus on them first. This is called creating a **shortlist** and will ensure you have the time to put together high-quality applications. Employers are looking for applications that show that you've spent time researching the employer and that you have genuine reasons for why you want to work for them specifically. See page 31 for more on the different common stages of an application.

Larger employers (such as those featured in the top 200) will typically run annual recruitment cycles for school leaver opportunities, with applications opening between September and March. You would typically apply for these at the

beginning of your final year at school or college. Smaller employers may advertise apprenticeships with immediate start dates, which would be suitable for people who have already left school and have gained qualifications.

Explore your options at university

If you're going to university, you can get a head start with finding a job after graduation from your very first year through getting work experience. Many large companies run insight days or weeks for first years that introduce students to a profession and you can also do an internship in your second year.



Introducing the top 200

To give you a hand to narrow down your choices and to create your own shortlist, our research partner Trendence UK has conducted their annual UK schools survey to find the **top 200 most popular employers for school leavers**.

You can see the 200 most popular employers and whether they offer school leaver and university work experience opportunities on pages 34–37. If an organisation interests you, look them up in the ‘200 in brief’ (on pages 148–168) to find out a bit more about what they do, what opportunities they offer and what qualifications you might need. ☺

How the survey was carried out

This year, Trendence UK looked at responses from **16,133** school leavers. The survey was carried out between January and March 2018. 35.1% of respondents identified as male, 62.7% identified as female and 2.2% either identified differently or preferred not to say. 43% of respondents were in year 13/S6, 25% were in year 12/S5, 13% were in year 11/S4, 14% were in years 7–10/P7–S3 and 5% identified as being in year 14 (or equivalent).*

The data was collected from all different types of schools from across different regions in the UK, in order to gain a representative picture of what the UK’s school leavers thought.

School leavers were first asked what career sectors they were interested in and then asked to choose which employers they were most interested in applying to from a list of employers in that sector.

**Figures have been rounded and may not add up exactly to 100%.*

The 200 most popular employers for school leavers 2018/19

Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information
1	NHS	★	★	–
2	BBC	★	★	–
3	Google	★	★	102
4	ITV	★	★	–
5	Apple		★	–
6	MI6 – Secret Intelligence Service			124
7	Channel 4	★	★	–
8	Microsoft	★	★	–
9	Sky	★	★	132
10	Police	★	★	–
11	Teach First		★	–
12	Barclays	★	★	–
13	GSK	★	★	–
14	Aston Martin	★	★	–
15	Ubisoft		★	–
16	MI5 – The Security Service	★	★	122
17	Civil Service	★	★	–
18	KPMG	★	★	108
19	HM Revenue & Customs	★		–
20	Jaguar Land Rover	★	★	106
21	BAE Systems	★	★	–
22	British Airways	★	★	–
23	Amnesty International		★	–
24	Penguin Random House	★	★	–
25	The Royal Air Force	★	★	–
26	Cancer Research UK	★	★	–
27	The Army	★	★	–
28	Dyson	★	★	90
29	Airbus	★	★	70

Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information
30	BMW	★	★	–
31	J.P. Morgan	★	★	–
32	AstraZeneca	★	★	–
33	Mercedes-Benz	★	★	–
34	Samsung		★	–
35	Rolls-Royce Motor Cars	★	★	–
36	HSBC Bank plc	★	★	–
37	Goldman Sachs	★	★	100
38	Deloitte	★	★	–
39	PwC	★	★	–
40	Oxfam		★	–
41	Local Government	★	★	–
42	John Lewis Partnership	★	★	–
43	Sony	★	★	–
44	The Royal Navy	★	★	–
45	Amazon	★	★	–
46	Lloyds Banking Group	★	★	112
47	Harrods	★		–
48	Heathrow Airport	★	★	–
49	Intel	★	★	–
50	Mercedes AMG High Performance Powertrains	★	★	–
51	Virgin Media	★	★	–
52	Volkswagen Group	★	★	–
53	Boots	★	★	–
54	Bentley	★	★	–
55	Hilton Worldwide		★	–
56	Debenhams			–
57	EY	★	★	–
58	Pfizer	★	★	–



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Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information	Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information
59	Abercrombie & Fitch	★	–	–	88	Tesco	★	★	–
60	Lloyd's	★	★	–	89	Coca Cola European Partners	★	–	–
61	adidas Group	★	★	–	90	Clifford Chance	–	★	–
62	TUI Group	★	★	–	91	Whitbread Group (incl. Premier Inn)	★	★	–
63	Environment Agency	★	★	–	92	Nestlé	★	★	–
64	National Audit Office	★	★	128	93	Sainsbury's	★	–	–
65	GCHQ	★	★	98	94	FCA	★	★	92
66	IBM	★	★	104	95	Travelodge	★	–	–
67	Starbucks	★	★	–	96	Ford	★	★	–
68	Rolls-Royce Holdings plc	★	★	–	97	Transport for London	★	★	–
69	American Express	★	★	–	98	Visa	★	★	–
70	Allen & Overy	–	★	–	99	Network Rail	★	★	130
71	Bank of England	★	★	76	100	The Royal Bank of Scotland Group	★	★	–
72	National Grid	★	★	–	101	Grant Thornton UK LLP	★	★	–
73	British Council	–	★	–	102	CGI	★	★	82
74	Nationwide	★	★	–	103	Bank of America Merrill Lynch	★	★	–
75	Siemens	★	★	–	104	Balfour Beatty	★	★	–
76	Marks & Spencer	★	★	116	105	Cisco	★	★	–
77	Merlin Entertainments	★	–	–	106	EE	★	–	–
78	Morgan Stanley	★	★	–	107	Reed Smith LLP	–	★	–
79	Accenture	★	★	–	108	Addleshaw Goddard	★	★	–
80	Facebook	–	★	–	109	Nissan	★	★	–
81	Santander	★	★	–	110	Allianz	★	★	–
82	Next Plc	–	–	–	111	Bloomberg L.P.	–	★	–
83	Slaughter and May	–	★	–	112	EDF Energy	★	★	–
84	Irwin Mitchell	★	★	–	113	TJX Europe (TK Maxx and HomeSense)	★	★	–
85	BT	★	★	–	114	O2	★	★	–
86	Deutsche Bank	–	★	–	115	HP	★	★	–
87	L'Oréal	★	★	–	116	BP	★	★	–

Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information	Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information
117	Shell	★	–	–	146	Herbert Smith Freehills LLP	★	–	–
118	Asda	–	★	–	147	Eversheds Sutherland	★	★	–
119	Unilever	★	★	–	148	Linklaters	★	★	–
120	Marriott International	–	★	–	149	RSM	★	★	–
121	Kennedys	★	★	–	150	Mars	★	★	–
122	McDonald's	★	–	120	151	M&G Investments	★	★	–
123	BAM Construct UK	★	★	–	152	Arcadia group	★	★	–
124	Arm	★	★	–	153	WSP	★	★	–
125	Roche	★	★	–	154	Hogan Lovells	★	★	–
126	Defence Science Technology Laboratory (Dstl)	★	★	88	155	Capital One	–	★	–
127	BDO	★	★	78	156	Lidl	–	–	–
128	Aldi	★	★	72	157	Bosch	★	★	–
129	AECOM	★	★	68	158	RB (Reckitt Benckiser)	–	★	–
130	BNP Paribas	★	★	80	159	Barratt Developments	★	–	–
131	Bird & Bird	–	★	–	160	SSE (Scottish and Southern Energy)	★	★	–
132	Ashfords	★	★	–	161	Travis Perkins	★	–	–
133	Dentons	★	★	–	162	Mencap	–	★	–
134	Great Western Railway	★	★	–	163	Frontline	–	–	–
135	Mott MacDonald	★	★	126	164	Alfa	–	–	–
136	Citi	–	★	–	165	Procter & Gamble (P&G)	★	★	–
137	Arup	★	★	–	166	Burger King	–	★	–
138	Capgemini	★	★	–	167	Mayer Brown LLP	★	★	–
139	Vodafone	★	★	–	168	HS2	★	★	–
140	Credit Suisse	–	★	–	169	Baker McKenzie	★	★	–
141	Pinsent Masons	★	★	–	170	The Co-operative Bank	★	★	–
142	Zurich Insurance	★	★	–	171	Laing O'Rourke	★	★	110
143	Aviva	★	★	–	172	Freshfields Bruckhaus Deringer LLP	★	★	–
144	The Co-op	★	★	–	173	Thales	★	★	–
145	SNC-Lavalin's Atkins business	★	★	–	174	DLA Piper	★	–	–



Search:
targetcareers.co.uk

Rank 2018/19	Employer	Opportunities for school leavers	Work experience for uni students	More information
175	Fujitsu	★	★	96
176	Toyota	★	★	–
177	Womble Bond Dickinson (UK) LLP	★	★	144
178	BlackRock	★	★	–
179	InterContinental Hotels Group	★	★	–
180	Direct Line	★	–	–
181	Norton Rose Fulbright	★	★	–
182	Mondelēz International	★	★	–
183	Smith and Williamson	★	★	–
184	Leonardo	★	★	–
185	Arvato	★	★	–
186	WPP	★	★	–
187	AXA	★	★	74
188	Mercer	★	★	–
189	Morrisons	★	★	–
190	Wates	★	★	142
191	Hargreaves Lansdown	★	★	–
192	ScottishPower	★	★	–
193	Kier Group	★	★	–
194	Thames Water	★	–	134
195	Enterprise Rent-A-Car	★	★	–
196	Iceland	★	–	–
197	Close Brothers	★	–	84
198	Bryan Cave Leighton Paisner	★	★	–
199	Bain & Company	–	★	–
200	McKinsey & Company	–	★	–

The Trendence UK Schools Survey took place between January and March 2018. It asked 16,133 school students to choose the employers that they would most like to work for. Find out more about the survey on page 33.

A Career that counts: Access Accountancy



Access Accountancy is a movement for change across the **accountancy** profession. A number of accountancy firms and professional membership bodies in the sector have committed to delivering real change by welcoming talented and ambitious young people to the profession from all backgrounds.

A number of employers have signed up and committed to offering work experience placements where you will get to explore the day-to-day life of an accountant, whilst gaining new skills and enjoying new experiences.

Visit www.accessaccountancy.org to discover what a career in accountancy could mean for you, and search for work experience opportunities with supporting employers.





Spotlight on employers

In this section

Hear from top employers of school and college leavers. Find out about the opportunities they offer for working, earning and getting qualifications

40	Aldi
42	BDO
44	CGI
46	Lloyds Banking Group

SPOTLIGHT ON EMPLOYERS

Develop your career with an award-winning retailer

Aldi apprentices complete a range of training courses that can lead to impressive rewards, and opportunities to progress, as former apprentice Ben Jones explains.

Ben Jones was all set for college and A levels after finishing high school and his GCSEs. However, after seeing a poster highlighting the Aldi apprenticeship programme in his local store, and researching the available opportunities further on the Aldi recruitment website, Ben believed that there was a path more suited to him. He was enticed by the chance to train on the job and gain nationally recognised qualifications, while working towards a career in retail management.

‘I didn’t enjoy school and even at 16 I was keen to start working, to learn real life skills, and ultimately

start earning money,’ says Ben. ‘I am so glad that I discovered the Aldi stores apprenticeship. It was a fantastic way to launch my career in retail management.’

People-focused environment

After applying for his apprenticeship online, Ben attended an assessment followed by a final interview with the hiring manager. Ben was given a taste of Aldi’s working culture, which piqued his interest further and made him even more driven to succeed within the fast-paced and dynamic Aldi Store environment.

During the three-year apprenticeship Ben received training in all aspects of

retail management, gaining experience through a mixture of in-store practical and theory-based work. Now a deputy store manager, Ben enjoys Aldi’s focus on both its colleagues and customers, and the fact he always has a structured training plan. In fact, the training has been one of his favourite things about the programme.

Training that pays off

‘My tutor was supportive during my apprenticeship and helped me excel with my theory work,’ says Ben. All of Aldi’s store apprentices start with in-store training. Once they have successfully completed 13 months, retail management training continues in years two and three, with apprentices working towards a level 3 advanced certificate in retail management.

‘My store manager and the rest of the store team were extremely supportive when it came to teaching me the all-important store tasks, such as till operation, stock rotation and customer liaison, enabling me to conduct my role effectively and efficiently,’ says Ben.

‘I have thoroughly enjoyed my journey so far and I am excited to see what the future holds.’

Ben Jones, deputy store manager



Employer showcase



Ben's hard work paid off when he was named as the Cardiff region's apprentice of the year in 2017. After his graduation Ben moved on to start a new role as a deputy store manager, and his training has continued. Now Ben takes the reins when the store manager is away, contributing to running the store operation, monitoring sales and productivity targets, handling money each day, processing stock orders and creating shift rotas for colleagues.

What next?

'I particularly enjoy interacting with customers and helping to manage the workforce. As a result of my hard work, I am already supported by my team to progress further and hope to become an assistant store manager soon,' says Ben.

Ben's sights are set on running his own Aldi Store in the future: 'Aldi has been the perfect place to start my career, I have thoroughly enjoyed my journey so far and am keen to see what the future holds,' says Ben.

Ben's tips for success

- During the application process, demonstrate your ability to learn new skills and multi-task.
- Showcase your knowledge of the industry to help you stand out from the crowd. 'My business studies GCSE helped me answer questions about business processes as I was able to provide real-life examples from previous research,' says Ben.
- Roll your sleeves up and get stuck in during your apprenticeship – it is a busy three years, but it is also a lot of fun. ☺



To apply for an Aldi apprenticeship as Ben did, whether you are a school leaver or starting a new career, you will need at least a grade 4 in GCSE maths and English (minimum grade C or equivalent). The stores and logistics programmes take applications all year round.

Aldi also runs driving apprenticeships. For these, applicants must be aged 18 or over and have a full clean UK driving licence as well as meeting Aldi's GCSE requirements. To find out more about the driver programme and opportunities available, see pages 72 and 73.

What does Aldi do?

Aldi is the fifth largest supermarket in the UK. In 2018 it won Grocer of the Year at the Grocer Gold Awards.

Find out more about Aldi and its apprenticeships on pages 72 and 73 and by visiting www.aldirecruitment.co.uk.

Why choose Aldi?

Apprentices are offered a permanent position at Aldi once they have completed their training successfully, and all colleagues also have the added benefit of one of the highest rates of pay in the supermarket sector and rising salaries during their service with the business.

As a stores or logistics apprentice, applicants can expect to start on £183 per week, rising to £273 per week in year three for store apprentices. Driver apprentices receive £310 a week. Depending on the programme applied for, other training may include a level 2 warehouse operative standard qualification, Category C+E licence and level 2 LGV standard qualification.

SPOTLIGHT ON EMPLOYERS

Developing the skills now that will ensure future career success

Emily and George tell us how BDO's apprenticeship programme is helping them to develop skill sets that will future-proof their employability.

We asked two busy trainees to tell us what life is like on the BDO audit apprenticeship programme (the firm also offers programmes in tax, business services and outsourcing, and advisory). George is in his fourth year of the programme while Emily is in her second. They've both now obtained their Certificate in Finance, Accounting and Business (CFAB) qualification, which apprentices achieve in their second year, and are now working towards their ACA professional qualification.

Apprenticeship vs university route

Both Emily and George considered university but liked the fact that as school leavers they'd be earning a salary from day one of their apprenticeships, and that on successful completion of their programme, they'll not only have a globally recognised qualification but will also have developed skills and behaviours that will set them up for future success. 'I originally planned on going to university and then getting a finance role,' says George. 'When I was researching potential careers, I found several finance school leaver schemes that would allow me to get to my end

goal years earlier... and most importantly be paid earlier!' Emily felt the same way: 'I actually applied to study geography at uni, but I always knew that afterwards I'd want to join a grad scheme. Once I found out about apprenticeships I didn't really see the point of waiting.'

Choosing BDO

For Emily, who was studying accountancy at AS level, BDO's visit to her college helped her to understand a lot more about what audit involves – making sure the financial statements that a company produces are accurate and complete – and piqued her interest. The length of the programme was also a factor for her: 'BDO packs into four years what other firms require five to do, but it doesn't feel too intense,' she says.

George liked the sound of the people-based culture at BDO, in particular the annual 'away day', where the department goes to a different UK location for a day of activities and an evening out with colleagues.

Fast-track to becoming a professional

Both George and Emily were surprised by how quickly they started working on real business projects alongside leading industry professionals. 'After only a couple of months I was in front of the client,' says Emily, 'which was exciting.'

'I really enjoy the amount of responsibility I have been given, which is no different to how the university graduates in my year group have been treated,' says George.



Employer showcase



Top work skills gained early

Audit work involves collaborating with others as part of a team, so it is not surprising that Emily and George have both developed their teamworking skills on their apprenticeships. In addition, says George, 'I've really improved my time management and project management skills. Looking after an audit project from start to finish isn't something I'd have imagined doing after just 18 months from starting at BDO.'

Although support is always close at hand – every trainee has a buddy, a line manager and a counselling manager to offer advice, coaching and mentoring – Emily notes that she's a lot more independent than she used to be, as she's learned to work on her own. 'And,' she adds, 'my self-motivation is really strong: it's up to you to study for and do well in your exams.'

Soft skills for the future

Soft skills, such as communication, collaboration and emotional intelligence, have always been sought-after by accounting employers, but they're going to become even more important for the jobs of the future – for *all* jobs. Not only are trainees exposed to clients early on at BDO, but also to a huge variety of people from different walks of life. George comments: 'So far I've worked with clients from football clubs to software developers, all the way to the company that makes the "bus stopping" signs and buttons for the European bus market!' Emily, who focuses on the consumer market

sector, comments: 'I think one of the most important skills I've picked up so far has been the ability to communicate with people from totally different backgrounds and cultures to mine, which has given me a lot of confidence. Before I came here I'd just been at college, whereas being here has really exposed me to a wide variety of very different people.'

Emily has just been given her own new starter, a buddy, to look after, which has made her realise how far and how quickly she's come in 18 months!

Support and social events

'My one concern about not going to uni was the social side of things, as you hear a lot about how much fun uni can be, but BDO makes a lot of effort to make sure that there are regular social events,' says Emily. George adds: 'The vast majority of staff all the way up to the Partners have gone through the same experiences and training contract, meaning everyone can help and sympathise with situations, whether it be difficulties at work or with the exams.'

Looking to the future

'If I hadn't heard about the apprenticeship programme at BDO', says George, 'I'd have just gone to university without really knowing what to do, or what to study, because I thought it was the normal route everyone took. There's lots of alternatives to university, in lots of different industries, and unfortunately a lot of colleges/sixth forms don't go

What does BDO do?

BDO UK provides tax, audit and assurance, advisory and business outsourcing services to companies across all sectors of the economy. Through innovation, an entrepreneurial mindset and an understanding of its client's businesses and markets, it helps clients overcome the challenges they face.

Find out more about BDO and its apprenticeships on pages 78 and 79

'BDO packs into four years what other firms require five to do, but it doesn't feel too intense.'

into a lot of detail about anything other than universities, so make sure you do your own research!' Emily comments, 'I'm really enjoying my work. In the future I could see myself perhaps moving to industry, being on the other side of what I'm doing now, in the retail sector.' Whatever career choices George and Emily make, the knowledge, practical tools and skills they've already developed on the BDO apprenticeship programme, along with their accountancy qualifications, will provide them with an excellent foundation for their future. ☺

SPOTLIGHT ON EMPLOYERS

Choose CGI, control your future, make a real impact

Apprentices at CGI have the power to shape their route into a business or technology career and work on projects which make a real difference.

You may not be familiar with CGI, but you've probably benefited from its services without even realising it.

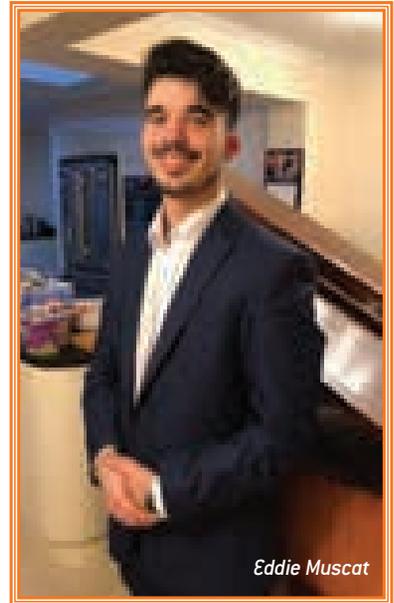
For example, CGI are working with the Environment Agency to transform the way that floods is forecast, it protects military and intelligence networks from 43 million cyber attack incidents each day and it's the company behind the mission control system for Europe's new 30-satellite navigation constellation.

Being able to play a part in big projects with real-life impact is just one of the reasons why apprentices love working at CGI. 'A lot of the projects I'm currently working on are so important that I can't tell anyone about them,' says Eddie Muscat, an apprentice junior project manager. 'But previously I've worked on projects with

the police, which involved helping link databases together so the police could catch criminals who crossed borders. It made a big difference knowing that the work I was doing would have an impact on the lives of others.'

Flexibility to find your path

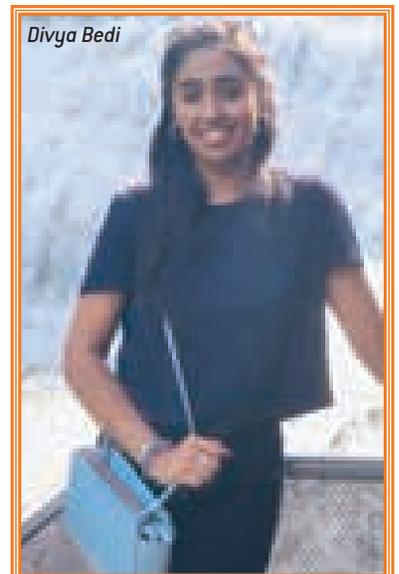
Not only are apprentices able to work on large-scale projects with impact, they'll also be working towards recognised qualifications. For school leavers interested in a career in business or technology, CGI offers chances to find a route into work that suits them. 'The higher apprenticeship is a great opportunity for school leavers who aren't sure about university,' says Maria Whittingham, student recruitment specialist at CGI, who joined CGI as a degree apprentice. 'They're shorter than a degree and are a way for students to



Eddie Muscat



CGI student recruitment team collecting the 2018 TARGETjobs award for best school leaver programme.



Divya Bedi

Employer showcase

CGI

gain a recognised higher qualification while seeing first-hand whether the industry is right for them.'

The flexibility of the apprenticeship schemes begins from your application. School leavers initially only apply for either a business or technology role but only decide their specialisation after talking to CGI's student recruitment team. If students are applying for a degree apprenticeship in England, they will also have a choice of where to study: if students want to be in control of their own study through distance learning, Aston University should be their choice; if going to university for a day of study once of week is your preferred way of studying, choose the University of Winchester.

'Apprentices at CGI know they have the opportunity and flexibility they need to move around the business so they can work in different industries, with different clients and on different projects,' says Maria. 'They can change roles to find their home within the company.' This is due to the project-based nature of much of CGI's work; at the end of a project, apprentices can move teams, gain a broader understanding of the business and try out a new role. Maria has experienced this first hand; she joined CGI as a business degree apprentice in project support after her A levels and, over the course of her apprenticeship, found her ideal career in the student recruitment team.

Choose how you develop

All apprentices at CGI will have a permanent contract from day one, guaranteeing them a job after they complete their qualifications. However,

this doesn't mean their development stops. Higher apprentices have the option to transition to a degree apprenticeship, as apprentice software developer Divya Bedi did. 'I hadn't planned to do the degree apprenticeship in software development, but after getting the equivalent of a foundation degree by completing my higher apprenticeship, my manager and my mentor both agreed that it could be right for me.'

Divya explains how her higher apprenticeship prepared her for her degree: 'I'm 100% glad that I did a higher apprenticeship first – I'm able to refer back to my coursework from my higher apprenticeship and I was more prepared for the increased workload of balancing studying at university one day a week and working a job the rest of the time.'

Why choose CGI?

Apprenticeships at CGI give students the opportunity to learn in a way that suits them and to tailor their career to what they enjoy. 'I've always been a more practical learner – seeing how concepts work in action is how I'd prefer to learn,' Divya explains. 'Things I'm doing in my work life feed into my degree and things I learn in my degree help me to understand my work.' Eddie began his apprenticeship in a technical scheme but has been able to develop his business skills by moving to project management. 'Your apprenticeship is just the starting point,' he says. 'I've had the flexibility and the support to follow what I enjoy most about work and it's taken my career path in a new and different direction.' ☺

What's on offer?

CGI offers three different apprenticeship routes for school leavers aged 18 or over: a level 3 service desk apprenticeship in Wales, level 4 higher apprenticeships (which leads to qualifications equivalent to a foundation degree), and degree apprenticeships in England and graduate apprenticeships in Scotland.

CGI's business and technology apprentices earn a competitive salary and have all training and course fees paid by their employer. Degree and Scottish graduate apprentices will work towards degrees at Aston University, the University of Winchester, Edinburgh Napier University or Glasgow Caledonian University.

What does CGI do?

CGI provides IT and business process services to a number of industries, including space, defence, the public sector, and energy and utilities. For example, CGI's software has supported the missions of more than 200 satellites. It is also the data service provider for the government's smart metering implementation programme that will roll out an estimated 53 million smart electricity and gas meters to over 30 million homes and small business across Great Britain by 2020.

Find out more about CGI's degree apprenticeship programme on pages 82 and 83.

SPOTLIGHT ON EMPLOYERS

IT degree apprenticeships without a technology background

IT degree apprenticeships at Lloyds Banking Group are open to everyone. Ashleigh Hickman was geared up for a PE degree – then she found the opportunity.

Technology is an important focus for Lloyds Banking Group, and this is reflected in the apprenticeships it offers – there are five different schemes for digital and technology roles alone. After all, with around 30 million UK customers, there's a lot of data to handle. What's more, these opportunities are available to you whatever subjects you've studied for your A levels, Highers, International Baccalaureate or equivalent.

From PE to IT

Ashleigh Hickman is a quality engineer on the four-year IT degree apprenticeship programme at Lloyds Banking Group. She joined in August 2017 and is taking a degree in digital and technical solutions at Manchester Metropolitan University while working. However, this wasn't originally the direction she was heading in.

Ashleigh explains: 'I didn't have any technical background before I started work. I joined the apprenticeship programme straight from college after taking A levels in law, religion and philosophy, and PE, and working part time at McDonald's. I was going to go to university to study PE and become a PE teacher but there was a lot in the news about student debt and the fact that more and more degree apprenticeships were becoming available. I decided to research degree apprenticeships and discovered this one. I thought it sounded really interesting; I was dead set on getting a degree and I've always been interested in technology, such as robotics and VR.'



Colleagues at work at Lloyds Banking Group.

Was she worried that not having a technology background would count against her? 'It was quite daunting that I had no knowledge of IT,' says Ashleigh. 'I applied thinking that I would never get through, but Lloyds Banking Group is interested in your motivation levels and you as a person.'

Developing solutions that save time and money

Now Ashleigh is in her second year of the apprenticeship and describes her job as follows: 'I'm based in the engineering transformation team. Loads of new technology comes into the bank; we test it and see if it can be used anywhere. Plus, if other areas of the bank have a problem and want to bring in new technology, we will help them.'

In terms of her own role, Ashleigh explains: 'My job is basically a data

analyst. I've been in the role since September and have been given lots of important work. For example I've just built a range of dashboards using the data visualisation tool Tableau to change the way we report metrics. We used to use Excel spreadsheets but I've created new dashboards that make the data more user friendly and aesthetically pleasing.'

She continues: 'One of the things I've done is made an auto-investigate tool inside the Tableau dashboard. If a defect is discovered in one of the bank's IT systems or processes, we need to investigate what went wrong and stop it from happening again, which used to involve staff having to search back through documentation such as old email chains and speak to lots of different people. Now this can be done automatically, which is saving time and money.'

Employer showcase



Tuesdays at uni

Ashleigh's degree gives her a broad overview of many areas but will allow her to specialise more in data analysis as she progresses. Describing her university studies, Ashleigh says: 'I go to university every Tuesday from 9.00 am to 5.00 pm and study all my modules in that one day. In first year we studied introduction to programming (which included learning Java), web development (where we learned to use HTML and CSS) and introduction to business systems (which looked at projects and their lifecycles). This year I'm studying technology management, computer fundamentals (eg building firewalls, cracking passwords and coding in Linux) and data analysis. In third year I'll undertake a project that brings my work and my university study together and then write a dissertation on it, and in fourth year I'll focus on data analysis.'

Everyone on Ashleigh's degree course is a degree apprentice. She reflects: 'It's nice that I can socialise with them and meet new people who work for other companies. And they all understand the challenge of having a full-time job and doing a degree at the same time – it takes determination to do it. I have uni work to do in the evenings and have to sacrifice some weekends too but work is supportive and gives me extra time off when assignments are due.'

Ashleigh's university course, job and other training have tied closely together. She comments: 'In my data analysis module this year I'm learning to use the visualisation tool Microsoft Power BI to visualise data. At work we use Tableau, but the concept is the same and it means I'm familiar with two different systems. I've also been on a separate short course on using the Selenium tool to automate web-based processes using the programming

What does Lloyds Banking Group do?

- Lloyds Banking Group has many household names such as Lloyds Bank, Halifax, Bank of Scotland and Scottish Widows.
- Lloyds Banking Group is a leading UK-based financial services group providing a wide range of banking and financial services, focused on personal and commercial customers.
- The Group operates the UK's largest retail bank and has a large and diversified customer base.
- The Group is the largest digital bank in the UK.
- Find out more about Lloyds Banking Group's apprenticeships on pages 112 and 113.

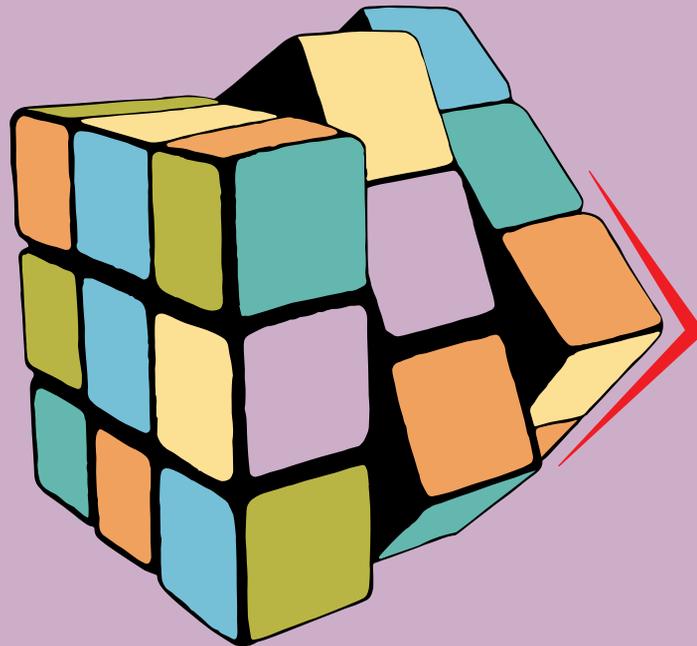
language JavaScript. You can see everything that you're learning actually being used in a business – that's definitely a benefit of the degree apprenticeship.'

Women in tech

Ashleigh aims to encourage other female candidates to apply. She comments: 'IT is still very male dominated and I want to inspire more women to join, so I'm attending lots of open evenings and apprenticeship assessment centres to make sure there's a female presence.' She's already had success: 'I took part in a Q&A for people considering Lloyds Banking Group apprenticeships; there was a woman who asked me quite a few questions and I told her about my experiences,' she says. 'I later got an email saying that I'd inspired her so much that she was going to apply for it – and then she got the job.' ☺



Ashleigh Hickman is a quality engineer at Lloyds Banking Group.



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Get inspired: school leaver stories

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In this section

Discover what recent school leavers and university students have to say about their choices and experiences.

- | | | | |
|----|--|----|--|
| 50 | Tom Coleman, Fidelity International | 54 | Pete Black, Womble Bond Dickinson (UK) LLP |
| 51 | Mushina Kamal, The Dyson Institute of Engineering and Technology | 55 | Holly Brazier, Goldman Sachs |
| 52 | Amy Husband, Defence Science and Technology Laboratory (Dstl) | 56 | Olivia Thorne, Bath Spa University |
| 53 | Ben Miles, Google | 57 | Sasha Swannell, Newcastle University |

Investing in my future

Tom chose an alternative to university which developed his confidence and set him on the path towards a successful career in finance.



Tom Coleman is an equity investment specialist at UK Fidelity International.

- 2013** Completed one week of work experience at AXA Insurance.
- 2013–2015** Worked as a customer service assistant at Waitrose alongside studying towards A levels.
- 2014–2015** Elected to and held the position of head boy at sixth form.
- 2015** Attended a careers day at Sky Sports Academy.
- 2015** Completed A levels in business studies and sports studies.
- 2016** Joined Fidelity International as an equity investment operations apprentice.
- 2019** Promoted to a permanent position of associate equity investment specialist.

At school there was someone who would come in every couple of months to tell us about school leaver opportunities and alternatives to university, but I still felt the school's focus was mostly on people who were going to university. I knew that I didn't want to go to university but wasn't entirely sure of my next steps.

It was a family friend who worked at Fidelity International who first told me about its apprenticeship programmes. Throughout my time at school, I had an interest in finance and, especially, investment. I was particularly attracted to the training on offer as part of the apprenticeship, and the opportunity to learn more about finance at an organisation that specialised in supporting clients to decide where to store their money to get the best return from it. I was also excited to be able to stay near home, and the chance to start earning money didn't hurt either.

Starting out and finding my place

During the application process for the apprenticeship, I was able to meet with representatives from HR, my manager and my manager's manager, who were able to give me a full idea of what the role would involve. I knew what I could expect when I started and that there was a lot of support available. My first role was in a data retention team, where my time was spent filling out data sheets with new information and updating databases, and so I was able to learn more about the type of data that was involved in investment decisions and become more familiar with the finance sector.

After around a year, I moved to a different team and this was the biggest challenge I've encountered over the course of my apprenticeship so far. Straight away, I felt that there was a huge gap in the level of my knowledge compared to my new team. This was tough at first, but I realised that it was up to me to ask the right questions and get up to speed.

Learning through working

Many of my friends went to university, which works for them, but I don't think they're going to get the exposure to business and the training that they would get on an

apprenticeship. I attend quarterly training sessions where I'm able to develop soft skills such as communication and teamwork. I meet with my college tutor regularly and spend half a day each week studying. I've completed levels 3 and 4 qualifications in business administration qualification and I'm currently working towards the Investment Management Certificate (IMC), which is a respected qualification within the finance industry.

From January 2019, I'm moving to a new full-time position as an associate equity investment specialist, as having completed my apprenticeship. My ambition is to become a full equity investment specialist and my IMC will help me along the way to reach this target in the next few years.

Advice for school leavers

The application process for my apprenticeship was very simple and involved sending in a CV and completing an interview. It's important that, before you apply, you research the employer. I made sure that I knew how large the employer was, the services it offered and who the leadership at the company was. Not only did this help me to make up my mind as to whether I wanted to work for the organisation, but also this information helped me to make my application more specific and prepare questions I could ask in my interview. Tailoring your application shows that you have a genuine interest in the apprenticeship and that you are seriously thinking about your career, which impresses recruiters.

After starting my apprenticeship, I realised the importance of communication skills. Even making small talk with the other people in my team helped to get me settled and make an impact in my department – it showed confidence and that I was willing to learn. I'm now friends with my team and we go out regularly. Don't underestimate the value of talking to people and asking questions. It helped me to find my apprenticeship and it's helped me to be successful in my work. A valuable piece of advice that I was given while I was at sixth form was: 'If you don't feel confident, try faking it.' Over time it becomes natural and you will see your confidence grow. ☺

A degree that works for me

Engineering involves solving puzzles, and The Dyson Institute is helping Muhsina solve the biggest puzzle of all: which engineering stream suits her best?



Muhsina Kamal is an undergraduate engineer doing a degree at **The Dyson Institute of Engineering and Technology**.

- 2016–2018** Started studying for A levels. Tutored a student in maths and English alongside her studies.
- 2017** Attended a series of workshops on horticultural mechatronics and Java coding at King's College London.
- 2017** Completed work experience at University College London (UCL).
- 2017** Attended an engineering summer school at Oxford University.
- 2018** Finished A levels in maths, further maths and physics.
- 2018** Joined The Dyson Institute and began studying towards a BEng general engineering degree.

My favourite module of my maths A level was mechanics, so a relative suggested a career in engineering might be for me. I looked into opportunities to learn more about engineering and applied for two weeks of work experience at UCL through an organisation called in2scienceUK. At one point during my work experience, I was left to my own devices with a piece of equipment I was unfamiliar with. I didn't have a clue what this object did. Figuring that out and how it worked was a challenge that I found really satisfying. Engineering is all about problem solving, and the fact that I enjoyed solving this puzzle confirmed that engineering was the right career for me.

Although I wanted to study for a degree, I knew that a traditional university wouldn't be the right fit. At times I found attending college full-time quite difficult; a lot of the time it felt like the only reason I was learning was to pass exams, which I didn't find motivating at all. Around this time, two students from The Dyson Institute came into my school and did a presentation about its degree apprenticeship scheme, and about how I could apply my studying to real-life projects. I decided that this could be the right path for me.

Overcoming application nerves

The application process involved sending a short profile of myself, followed by two online assessments. After this, I had a phone interview and was invited to an assessment day at Dyson headquarters. This was a lot more complicated than any other application I'd done before, and after every stage I felt like I had completely messed up. I was especially nervous during the assessment day; the first thing I did was spill my coffee.

My interviewers noticed that I was nervous, but they didn't hold it against me and everyone made me feel more at ease. In hindsight, I wish I could have been more confident in myself, as I had done my research and prepared. My best piece of advice for students doing interviews is to practise speaking about the opportunity

you're applying to, both in mock interviews and casually. The more you talk about it, the more confident and natural you come across – and it can help with nerves if you treat interviews just like a conversation.

Balancing work and study

I started my degree at The Dyson Institute around two months ago. The programme is four years long and, at the moment, I complete two modules a term. I'm studying for a degree in general engineering, but in the third and fourth years I'll be able to specialise in areas such as mechanical, electrical or software engineering. Once a week, tutors come to us and give us a day of lectures, which are combined with exercises. We also have one day devoted to independent study. I work alongside a team of Dyson professionals, three days a week. I rotate around different teams every term.

In my current placement in an electrical team, I use my notes to see how the things I've learned in lectures apply in the real world. I'm also able to bring knowledge from my course to the team: recently I helped with computer-aided design, which I had just studied. Previously, I thought I would specialise in mechanical engineering, but I've enjoyed my time in electrical engineering, so I'm keeping an open mind in my next rotations.

Finding my place

One of the big reasons I was attracted to this opportunity was being able to live in accommodation on-site, in a campus environment. I felt it would help to combine work with a university-like experience. Even in the short time since I started, I've found a group of friends and have been involved in clubs and societies. There's even talk of starting a Formula Student team, which would involve building and racing our own cars against teams from other universities.

Dyson has announced it is building an electric vehicle, which is a project I'd love to get involved in. Joining this team on one of my rotations could help me decide on the type of engineering I'd like to pursue later in my career. ☺

Soaring by changing my plans

Amy's first apprenticeship wasn't right for her, so she found one where she could be passionate about the things she learns and her future career.



Amy Husband is an aerospace engineer degree apprentice at the **Defence Science and Technology Laboratory (Dstl)**.

- 2013–2014** Carried out two summers of work experience at local engineering firms.
- 2015** Finished A levels in maths, physics and English literature.
- 2015–2016** Participated in the Air Training Corps and attained a level 2 BTEC in public services and a level 2 award in leadership.
- 2015–2016** Worked as a full-time employee in a retail job.
- 2016–2017** Began an advanced apprenticeship in aeronautical engineering.
- 2017** Started current role at Dstl.

Engineering is interesting to me because it's primarily about solving problems and asking questions. How does something work? Why has that happened? Why is it broken and what can be done to fix it? I asked these questions in my day-to-day life, so this analytical side of engineering really attracted me.

Changing plans

A family friend helped me to arrange some work experience over the summer at an engineering firm. It was during this time that I first learned about apprenticeships. My family friend let me know about an apprenticeship at the firm and how I would be earning while working. I'd seen other family friends who'd been to university doing jobs they hate to make ends meet. An apprenticeship would let me start doing something I was passionate about sooner.

The teachers and staff at college all pushed me to go to university and it was sort of expected that I would go, partly because of my GCSE grades. I did traipse around a bunch of university open days, but was still adamant that an apprenticeship was for me. After college, I spent a year working in retail and learning how to drive, after which I started a level 3 apprenticeship in aeronautical engineering at a firm I'd done work experience in.

While I enjoyed this apprenticeship, after the first year the job prospects with the employer at the end of my apprenticeship seemed less attractive than when I'd started; it looked like the job I would be doing wouldn't be directly relevant to the qualification I was working towards. I'd met apprentices from Dstl during my course, so knew that it ran apprenticeships – but it was only when I did some research online that I discovered I could get a degree through an apprenticeship and that my qualifications met the requirements. Figuring I had nothing to lose, I applied.

New challenges

Dstl focuses on the development and evaluation of future defence and national security equipment. I'm in the second year of my four-year apprenticeship and am based in

the weapons systems group. I assist my colleagues with various projects and am developing my knowledge of the roles I could be doing in the future, such as by sitting in on meetings. However, the prime focus for me is to complete my degree.

The first year of my apprenticeship was spent mostly at college in Bristol, so I spent Monday to Friday at college and worked over the holidays. Now, I spend three days a week at work and two days a week studying: I have lectures at the University of the West of England (UWE) on Thursday morning, do independent study on Thursday afternoon and spend Friday in college. The main difference between college and university is the teaching style; there are smaller classes at college and more opportunities to ask questions, but the level of information is the same.

Having worked a full-time job previously, I was used to working for a full week but the transition from only working in holidays to doing a degree and working at the same time was still tough. My apprenticeship is only one year longer than a full-time degree, so there's a lot to get through. The biggest thing I've learned so far is the importance of time management and being able to split my focus evenly. My manager is supportive, so if I do feel like I'm struggling I can potentially have an extra day of study where I catch up.

Fortunately, I was able to stay with my parents for my apprenticeship, as my home is halfway between my courses in Bristol and where Dstl is located. This means that I'm able to save up towards my own house. One of my favourite things about my degree apprenticeship is that I can meet apprentices at other organisations at university. Some apprentices I know have even joined university societies.

Advice for school leavers

You can't go into an apprenticeship thinking 'I know everything'. You need to be willing to learn – and you have to have the passion to drive you forward. Not every day is easy, but that spark is what's going to get you out of bed and get you to university or work. Ultimately, it's your life and career path, and it's a lot easier to stick with something if you focus on what you want to do. ☺

Starting out in tech with no experience

Ben's apprenticeship allowed him to achieve his ambition for a career in technology, even though he didn't study science or maths.



Ben Miles is an infrastructure technician apprentice at **Google**.

- 2016** Completed a week of work experience at a digital marketing agency.
- 2017** Achieved A levels in French, Spanish and geography.
- 2017-2018** Joined Google as a digital marketing apprentice.
- 2018** Moved to current role.

'I had the freedom to manage my own time and find out what I enjoyed.'

The most crucial quality for apprentices to have is enthusiasm. If you're enthusiastic about something it means you want to learn more about it – that's what employers want to see. I knew from a young age that I wanted to work in the tech industry. I was interested in computers and technology: how they work, what you can do with them and how they can revolutionise society. However, with A levels in French, Spanish and geography, I had the impression that I had no chance – I hadn't studied any STEM (science, technology, engineering and mathematics) subjects and had no previous relevant work experience.

Search results

At school I always thought that, in order to have a successful career, I would have to wear a suit and work for 14 hours every day. I was about 13 when, while watching random YouTube videos, I came across a video about Google as a company and its culture. Learning about its culture of self-expression and informality, and its philosophy of 'build for everyone' really excited me.

There was an expectation that when you turn 18, 'it's off to uni you go.' I found the prospect of university intimidating and uncertain – would I enjoy the course? What if I hate it? My school didn't tell us much about alternatives to university, so I did my own research online. My advice for students would be to look at what you enjoy outside of school and try searching online for apprenticeships – you'll be surprised at the amount of opportunities out there. School doesn't teach you that the world is much bigger than just getting your A level results.

Research and applications

Before I applied for the apprenticeship, my CV was pretty much empty apart from a week's work experience at a small digital marketing agency. I knew I had to convey my eagerness and passion in my application and, coincidentally, I had spent time researching Google's approach to marketing across social media during my work experience. I had presented the results back to the team, which meant I had evidence that I knew something about the company. I was able to use this

research to customise my CV to show that I would fit in with the company's culture. I ensured that the use of branding was all correct and made sure the layout and information was bespoke for Google.

I remember receiving the email saying that I had made it through the first round of the selection process, which I was kind of amazed about as I wasn't expecting to hear back. I then had to attend an assessment centre. The other applicants I met on the day had way more work experience, which made me think I had no chance of getting the role. We had a team exercise, but I thought I was really quiet and introverted. I think where I excelled was in the interviews. I spoke for ages about my thoughts on Google's products and what I thought the company should do in the future.

Life as an apprentice

My first role was inside the sales and marketing teams, working on campaigns internally before they were launched externally. The transition from school to work was easier than I was expecting. I wasn't told exactly what to do and where to be at all points during the day, and I had the freedom to manage my own time, find out what I enjoyed and focus on projects that would give me the exposure and experience that would benefit me. It's much more liberating than school. I spend around 20% of my time studying and in training and am able to maintain a good work/study balance.

At the end of my first apprenticeship, I took the opportunity to move from the business side of the company to a more technical role. My first apprenticeship lasted for 15 months and led to a level 3 qualification, and my current apprenticeship will do the same. As an infrastructure technician apprentice, I focus on providing technical support to my colleagues and contribute to larger team projects. It took a while for me to feel confident enough to give my opinion and contribute to team projects, but I soon realised that everyone's ideas are equally valued and I wanted to show that I was capable and willing to learn. I think many of the world's biggest problems can be solved with the application of useful technology and I want to continue to contribute to this in the future. ☺

My path into the legal world

Through an apprenticeship, Pete was able to fulfil his childhood ambition of becoming a lawyer and being involved in real legal cases and court battles.



Pete Black is a solicitor apprentice at **Womble Bond Dickinson (UK) LLP**.

- 2014** Joined Northumbria Police Cadets alongside school
- 2015** Worked part time at the Surf Café in Tynemouth
- 2015–2017** Completed A levels in history, English language and psychology
- 2017** Began apprenticeship at Womble Bond Dickinson
- 2018** Attested as a volunteer special constable for Northumbria Police

At primary school there was an assembly in which we talked about what we wanted to be when we were older and I remember standing up in a gown and wig saying I wanted to be a lawyer. I'd seen barristers and solicitors on television and I was really attracted to the idea of a job where you solve problems for other people.

At high school, I began actively thinking about a career in law. My assistant head teacher had a contact at one of the law firms offering a solicitor apprenticeship in Newcastle. Before this, I didn't know that this route existed and so wanted to find out more. The opportunity to enter the legal profession through an apprenticeship seemed too good to pass up. The apprenticeship would take six years – the same length of time it would take to qualify if I went to university I'd still get a degree and I wouldn't have to apply for incredibly competitive training contracts (graduate programmes) after graduating. The apprenticeship route also stood out as an opportunity to study without accruing large amounts of student debt.

Apprenticeship applications

My initial application for the apprenticeship was to CILEx Law School and The City Law School, after which your application is looked at by five Newcastle law firms. I was invited to an assessment day in March 2017, where I was able to meet representatives from the law firms. Womble Bond Dickinson immediately stood out as the largest of the firms and the one that I thought I would be most suited to, even at that early stage.

After this first assessment centre, I was invited to a three-day placement at Womble Bond Dickinson, followed by an interview. The whole thing was an intense process compared to the interviews for part-time jobs I'd done. Looking back, I'm sure I must have done something right – but I was still very nervous. It was comforting, however, to think that everybody else was probably in the same boat.

Trials and triumphs

I'm now in the second year of my apprenticeship. The nature of the legal profession means that I never know what's going to happen in a day; people will come to

me with urgent problems that I'll need to drop everything to deal with. I'm based in our private capital team as part of a smaller group specialising in trusts and estate disputes. I draft documents, look at deeds and spend a lot of time communicating with clients over email and the phone. It's a lot of responsibility but, ultimately, everything I do is supervised. More recently, the opportunity to assist with some maternity cover work in the Court of Protection sub-team has arisen. This opportunity has allowed me to have a bit more independence in my work and I now split my time between the two areas of work.

There's not a day when I wake up and dread going to work. The highlight of my time so far has been when one of the cases I worked on ended up in a three-day trial in the chancery division (as it was then) of the High Court. It is rare that cases in this area end up going to trial due to the emphasis on alternative dispute resolution. It was very exciting to see barristers taking the work that I'd done 'behind the scenes' and presenting it in front of the judge. It's great to see your work directly having an impact on people and in the legal world.

Adapting to solicitor life

Every week, I spend Wednesday studying from textbooks and an online portal and once a month I travel to City, University of London for tutorials. I have assessments every couple of months and three larger exams in June, one for each module I've studied that year. It's hard to concentrate on revision when you're at work, though I was given the week before exams off as study leave. However, looking back on how well those exams went, I feel less pressure this year – I know I can do it.

I'd be lying if I said studying alongside working wasn't a difficult challenge. Ultimately, I'm doing the same work a full-time student might do. There are times when you have to rearrange your personal life to study. But, you adapt and get used to it. I'm able to fit in everything that's most important to me. I make time to socialise and on a Friday evening, you can often find me in the pub with colleagues or friends from home. I even manage to pull off the odd night shift with the police as a special constable. You can easily find the right balance for you! ☺

From economics student to coding pro

Holly's technology degree apprenticeship has been ideal for putting her business skills to good use. She's keen to promote her path to school leavers.



Holly Brazier is a technology degree apprentice at Goldman Sachs.

2011
–2014

Set up a confectionery business

2013

Completed National Citizen Service

2014

Worked as a retail assistant at Thorpe Park

2014
–2016

Worked as a customer service assistant at Waitrose during sixth form

2015

Completed A levels in maths, history and economics

2016

Travelled around South East Asia

2016

Joined the Goldman Sachs degree apprenticeship programme in the investment banking division technology group

We build applications to help our bankers automate their processes. For example, if bankers are making a deal, they will be able to enter specific details into a website we've built. They then don't have papers that they have to read through and pass on to others who are involved in that deal. On a day-to-day basis I do a lot of coding, working in a global team of 12 colleagues. My apprenticeship at Goldman Sachs is four years long. I spent the first two years working in one technology team, and have since moved to a different team for the final two years, which is giving me an insight into multiple businesses at the firm and technologies. The end goal is to become a software engineer. Completing my first year was a real highlight, as I had never coded before. Now being able to come in on a Monday morning and start coding without other people's help is quite significant.

Putting university work into practice

I'm in the office three days a week. On the other two days I attend university at Queen Mary, University of London, working towards a degree in digital and software solutions. I have six hours of lectures a week, as well as labs where we do practical coding exercises in a computer room, solving similar issues and using similar skills to when I'm at work. I really value putting into practice what I've learned at university, working with experienced people, and being able to ask why I am learning about something and how it impacts the business. What stood out about this programme was that you physically go to university and sit in lectures and labs with full-time students, rather than getting material sent to you or watching pre-recorded lectures.

Getting the balance right

I've learned to strike the balance between work, studying and a social life, and not feel guilty about taking an evening off when I need some downtime. I commute from Surrey, so I make use of my time on the train to watch TV or read a book. All of my friends are full-time students and the main difference is the social aspect. They have time to go out during the week, or be in a sports team and practise three times a week, for example. I don't have

that university lifestyle as I've still got to be at work at 9.00 am. But it doesn't feel like I have to do anything; it's more that I want to do it, because I'm learning and it's a nice environment to be in. I've made friends with other apprentices at work, and at university we're paired with apprentices from other employers. Because I get paid, I have the money to go out and do what I want to do on the weekends. I like the atmosphere in London, and there's always plenty to do after work.

A change of direction

I initially went to university to study economics and management, but decided that wasn't for me: having done economics A level, I didn't find the courses engaging enough as I like to be busy and challenged. I understood the value in having a degree but didn't want to go back to university full time. So I started looking into school leaver programmes and applied for this one, along with a few others. I'm interested in why technology is growing so fast, how people are using it to make their lives easier and what makes a good application. Coding is linked to maths, so I was hopeful that I'd enjoy it. Setting up my own confectionery company while I was at school had sparked my interest in how a business works, and I played hockey and netball from a young age so I was always working in teams.

My friends still don't really get it; they are supportive but they're amazed that I work every day. Our school didn't massively promote apprenticeships but I've been back to the school to talk about my degree apprenticeship and the value in it. I'm really passionate about becoming an ambassador for apprenticeships, making people aware of what I do and encouraging them to get involved.

Advice for school leavers

When you first go into the workplace, don't be daunted by not being an expert in a particular area; let the people around you help you learn. Having the ability to grow in a role is better than already knowing it. Ask questions because it shows your curiosity, and don't be afraid to ask for help. You sit with people who have been there for years, and they would have been in the same position as you at one point. ☺

Getting the full university experience

Olivia's time at university hasn't just been spent learning about media as part of her degree course – she's also learned valuable lessons about herself.



Olivia Thorne is a media communications student at Bath Spa University.

- 2014** Worked part-time at a hotel as a waitress
- 2016** Worked part-time as a waitress and trampoline marshal at a trampoline park
- 2017** Completed A levels in art, graphics and textiles
- 2017** Started a BA media communications degree at Bath Spa University
- 2017** Began working as a senior student ambassador alongside university

Media plays such a large part in people's lives; it's where people find out the latest information and interact with different types of entertainment. It's the news people read and the films and TV shows they watch. But before I started my course, I really had no idea how important media was. All I knew when I was choosing courses was that I wanted to move away from drawing, painting and sewing. I chose to study media because I loved the research I was doing for art projects; I loved learning about theory and I loved the idea of being able to pick out my favourite TV shows and think about them in more detail.

Completing my application

I found putting together my personal statement for my UCAS application quite challenging, as I didn't have a subject-specialist teacher that I could take it to. My cousin was able to put me in touch with a media expert – so I invited her over for tea one night and literally said 'please help me'. She told me that it had to open with a strong statement that would make people want to read it, so I wrote about how I wanted to enter an industry that was ever-changing and was always the first to find out new information.

I also mentioned the extracurricular activities I was involved in: I took part in amateur dramatic productions and was also able to have one of my illustrations featured in a published book – which came about because I entered a competition. They showed that I had confidence, that I was willing to put myself out there and that I was comfortable with public speaking – but I did them because I enjoyed them not because they'd look good on my CV or uni applications.

Making my choice

My firm choice was Brighton University – I had accepted the offer and sorted out my accommodation and student finance. My insurance choice was Bath Spa and I thought it would be worth visiting after being invited for an applicant visit day. Within an hour of being there, I knew that I had fully changed my mind – I wanted to go to Bath Spa. Fortunately, I was able to change my options

and make Bath Spa my first choice for university.

Challenges and highlights

Looking back on my first year, I'm glad I was able to have the 'full university experience': living with new people, making friends, making the most of my student discount and living off pasta. However, the one thing that I wish I'd known is how to keep a budget. It's easy to spend money when you're online shopping, going out or getting coffee before a lecture, and it can add up. After the first year, I ended up with a £2,000 overdraft. Thankfully, I was able to pay it off by working all through the summer – but it wasn't fun. Now I have a system where I transfer the money I need for each week into a different account, so I can see how much I am able to spend.

Learning about myself

One of my favourite things about my course are the assessments. I have a lot of freedom in the topics I choose for essays. I enjoy writing and try to write a blog entry every day. However, learning to write academically was a bit of a challenge and, on top of that, I found out I was dyslexic a few weeks into university. But I made the most of the resources around me: I used the library's subscriptions and archives, I got help with my writing from the university's writing and learning centre and I have access to a support worker who helps me to unpack my thoughts and helps bring my essays up to their perfect potential.

After my A levels, it was a big change coming to university, where I have a lot more freedom with how I spend my time. I have around 12 contact hours a week, and we're also expected to do one-and-a-half hours of independent study for each contact hour. Occasionally you can get distracted from independent study, say, if a friend wants to go to town on a Wednesday morning. I'm quite good at sticking to a system because I really want my degree – I'm excited about the different career possibilities that could come from it. I'm currently thinking about either journalism or TV production and look forward to exploring these options in the future. ☺

Life as an architecture student

Sasha's degree course allows him to take the first steps towards qualifying as an architect, while still leaving time for a social life and sports.



Sasha Swannell is an architecture student at **Newcastle University**.

2015
–
2016

Completed work experience at a local architecture practice and at an architecture firm in London

2017

Finished A levels in art, physics and maths

2017

Started a BA architecture degree at Newcastle University

'I'd advise anybody starting university to get involved in things outside of your course. There's so much you can do at university.'

I thought architecture would be a good combination of my A levels: art, physics and maths, so I decided to try it out through some work experience while at school. I spent a week at a local architecture practice and my school put me in touch with a parent who was a practising architect. I applied for work experience at their practice in London, where I spent a week creatively redesigning a train station.

I'm currently in the second year of my bachelors degree at Newcastle University, which is accredited by the Architects Registration Board (ARB) and the Royal Institute of British Architects (RIBA). This is stage one of three on the route to becoming a qualified architect. After graduating, I'll need to get 12 months' work experience, so my plan is to spend at least a year working for an architecture practice (and hopefully I'll spend some time travelling in Europe to learn about other types of architecture) before studying for part two, which is a two-year masters programme.

Life as an architecture student

My degree is creative and focuses a lot on design work. My first year taught me the fundamentals of architecture, such as how to draw architecturally (by hand and through computer software), how to think spatially and the history of architecture. My second-year modules explore more specific design and building techniques, including sustainable construction.

My design work so far includes a market for the university campus, a self-sufficient hut in Kielder Forest and a residential area in Leith, Edinburgh. These all involved trips to the sites to take photos, record videos, sketch ideas and take measurements. It is important for any architect to understand their site before doing any design work. Currently, I'm designing a four-storey residential building for fine artists, which contains a public art gallery.

I usually have four two-hour lectures a week (and the occasional seminar), but I spend most of my time in the studio working on my design projects. The tutors are there talk to me about my work and give their advice on how I

can progress. It's up to you how much time you spend in the studio: I like to spend around eight hours a day at university and enjoy evenings and weekends off. I'm assessed through illustrated essays (they include sketches and diagrams) and 'crits' (where I present my work on a wall and talk my tutors through it). At the end of each year, I produce a portfolio (a book of everything I've done that year), which makes up most of my grade.

Work experience

I did some work experience in the summer after my first year with Atkins, a multinational construction firm. At this firm, architects, planners, urban designers and civil engineers all worked holistically, and I wanted to understand how those relationships worked and if this type of job would be something I'm interested in – and I really enjoyed it. I haven't got anything planned yet for this summer, but I intend to apply for an internship (these usually last between six and eight weeks) or at least a couple of weeks' work experience. I want to know about the different areas of architecture that I could go into. There may be areas of architecture that I've not come across yet; work experience really allows you to discover these.

The social side

I chose to study at Newcastle for several reasons, but mainly because I wanted to live in a new city and become more independent. One of the best things about university is the social life. I joined the water polo club and I'm on the committee for the architecture society. The rest of the time, I'll hang out with my friends – we often go to live music events. My family also love visiting and I go home during the holidays.

I'd advise anybody starting university to get involved in things outside of your course. There's so much you can do at university and I wanted to try something different, which was why I joined the water polo team. Balancing study with extracurricular activities can be quite hard and I don't think I get it right all the time, but you just need to find a routine that works for you. I'm not sure you'll get an experience like this again, so take advantage of it. ☺

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School leaver employers and professional bodies in detail

In this section

Take a closer look at some major school leaver employers and find out how to apply for their job opportunities

Professional bodies

CITB 60
ICAEW 62
ICAS 64

Employers

AECOM 68
Airbus 70
Aldi 72
AXA 74
Bank of England 76
BDO 78
BNP Paribas 80
CGI 82

Close Brothers 84
DHL Supply Chain 86
Dstl 88
Dyson 90
FCA 92
Fidelity International 94
Fujitsu 96
GCHQ 98
Goldman Sachs 100
Google 102
IBM 104
Jaguar Land Rover 106
KPMG 108
Laing O'Rourke 110

Lloyds Banking Group 112
Mace 114
Marks & Spencer 116
Mazars 118
McDonald's 120
MIS – Security Services 122
MIG – Secret Intelligence Service 124
Mott MacDonald 126
National Audit Office (NAO) 128
Network Rail 130

Sky 132
Thames Water 134
UBS 136
UHY Hacker Young 138
UK Power Networks 140
Wates 142
Womble Bond Dickinson (UK) LLP 144

Other advertisers

Henley Business School 66



Gabriel Lynch (CITB Apprentice of the Year 2018) – “Being able to learn in the classroom and then apply that knowledge in a practical setting, seemed like the best of both worlds. My CITB Apprenticeship has enabled me to do that.”

Why choose construction?

The construction industry is so much more than large men, digging and operating heavy machinery - whether you enjoy working with your hands, planning and organising, or doing something creative, there is a role for you and you'll get paid while you learn your trade.

There are other benefits too;

- **Loads of variety** Every day on a construction project will bring new and interesting challenges, so no two days will be the same and you'll never be bored
- **You'll get to build the stuff people depend on** How many professionals in other industries can point at a new hospital, school or sports stadium and say "I helped to build that"?
- **You'll get to see immediate results** Regardless of your role on site, seeing the progress that you've made at the end of every day is one of the most rewarding parts of a job in construction
- **You'll be part of a team** Strong working relationships are formed on construction projects because everyone on the team depends on everyone else to get the job done.

We'll support you

From the day you submit your application form, a dedicated apprenticeship officer will be on hand to co-ordinate your training programme and support you throughout your apprenticeship.

The apprenticeship officer is the link between you, the college (or training provider) and your employer. It's their job to monitor your progress on site and in training through reviews of your progress to make sure you achieve your final goal.

We're great at what we do

We've been rated as an 'outstanding' apprenticeships provider by Ofsted for the second consecutive inspection – this means we're awesome!

Contact

Website: www.citb.co.uk/bconstructive

England: 0344 994 4010 #1
myapprenticeship@citb.co.uk

Scotland: 0344 994 8800 #1
scotland.apprenticeships@citb.co.uk

Wales: 0300 456 5700 #1
wales.office@citb.co.uk

Role

CITB is the largest provider of construction apprenticeships in Britain, supporting around 15,000 people each year.

Job roles

Project Manager
Civil Engineer
Carpenter
Stonemason
Bricklayer
Roofer
Scaffolder
General Construction Operative
Painter and Decorator
Tiler
Plasterer
Plant Mechanic
Plus many more...

Salary

Competitive

Opportunities on offer

Level 1
Level 2
Level 3

Locations

Nationwide





YOU CAN MAKE IT GO CONSTRUCT

Earn whilst you learn with 100s of different apprenticeships from plastering and flooring, to technical or supervisory roles.

[GOCONSTRUCT.ORG/APPRENTICE](https://goconstruct.org/apprentice)

POWERED BY:



Construction Industry
Training Board



“The ACA gives a really broad foundation for anyone wanting to work in business. There have been times when I’ve drawn from my knowledge of the other subjects, like law, to help me solve things at work.”

Zoe Wong, ICAEW Chartered Accountant, Finance and Operations Director, Depop

At ICAEW, our members are more than accountants. They’re innovators, explorers and thinkers. They use their creative minds to think of new solutions, to solve problems, and to have a positive impact on the world. That’s why 98 of the world’s 100 global leading brands employ ICAEW Chartered Accountants.

We’re a world leading professional membership organisation that promotes, develops and supports over 150,000 members worldwide. Our qualification, the ACA, opens up a world of opportunity across a diverse range of workplaces. From renowned professional service firms, to entrepreneurial start-ups and charities, there’s no end to where our qualification can take you.

To become an ICAEW Chartered Accountant, you need to train for and successfully complete the four components of the ACA qualification. This is done on-the-job, so you’ll be able to earn a salary whilst studying.

School Leaver opportunities

There are multiple routes to becoming an ICAEW Chartered Accountant as a school leaver. You can start your training and go straight to work through ICAEW Apprenticeships, a school leaver programme or AAT-ACA Fast Track.

If you’re considering university, there are also many opportunities to start working towards the ACA while completing your degree, and our employers accept students from all degree subjects.

ICAEW is a world leading professional membership organisation that promotes, develops and supports over 150,000 chartered accountants in 153 countries. We provide qualifications, professional development and protect the quality and integrity of the accountancy and finance profession.

Training

The ACA is a globally recognised qualification, and there are over 5,000 employers around the world who are authorised to train school leavers and graduates to become ICAEW Chartered Accountants.

Entry requirements

Entry requirements vary, depending on the employer that you are applying to. Generally they will want to see strong academic credentials, but you do not have to be studying maths or business A levels. Most will require a B/5 in GCSE maths and English, plus 112 UCAS points.

Find out more:

Website: [icaew.com/careers](https://www.icaew.com/careers)

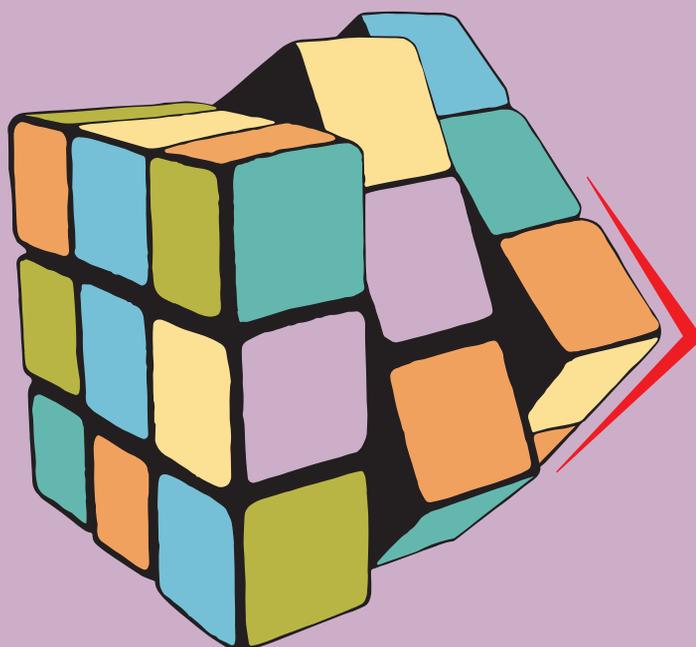
YouTube: ICAEW Careers

Get in touch:

 ICAEW Careers

 @ICAEW_Careers

 Become an ICAEW Chartered Accountant



Chartered Accountancy is for problem solvers

Unpicking puzzles. Finding answers. Making sense of things.
There's a lot more to accountancy than just numbers. It's a career
that can take you into pretty much any industry you can think of.
And an ICAEW qualification is your way in.

So if you aren't sure about your next step - problem solved.

More than you'd imagine
[icaew.com/careers](https://www.icaew.com/careers)



More about us

As the world's first professional body of accountants, ICAS has been developing world-class Chartered Accountants (CAs) for over 160 years.

We were the first ever professional accountancy body, established in 1854. Since then we've grown into a global community of CAs. Our members work in more than 100 countries and we train CAs all across the UK. With over 21,000 members working in the UK and internationally, we have a truly global reach.

To become a CA, you must complete the prestigious and internationally recognised CA qualification. The CA qualification is comprised of three levels of exams paired with relevant, practical experience gained through a training contract with an organisation authorised to train CAs. Our range of authorised employers is incredibly diverse so whatever your career aspirations, there's something for everyone.

Our school leaver opportunities

With many ambitious school leavers ready to start a business career straight away, university may not be the desired route for everyone. That's why ICAS, and our partner employers, offer the Direct Entry route.

This route into the CA qualification enables school leavers to train to become a CA over a five-year training contract with an ICAS authorised employer.

Start your extraordinary CA career today. To find the route or training vacancy that's right for you, visit [icas.com/becomeaca](https://www.icas.com/becomeaca).

“The qualification has been the cornerstone of my career – I’m very proud to be a CA.”

Barry McGonagle CA, Finance Director, Skyscanner

Contact

CA House, 21 Haymarket Yards,
Edinburgh, EH12 5BH

Email educationsupport@icas.com

Locations

Training – UK wide

Career prospects – Global

Number of vacancies

Various

Entry requirements

Entry requirements are set by individual employers.

Qualifications gained

Chartered Accountant (CA)

How to apply

Apply online at [icas.com/becomeaca](https://www.icas.com/becomeaca)

Get in touch – social media

 [ICASbecomeaCA](https://www.facebook.com/ICASbecomeaCA)

 [@ICASaccounting @ICAS_students](https://twitter.com/ICASaccounting)



EXTRAORDINARY STARTS HERE.

BECOME A CHARTERED ACCOUNTANT.

If you want your career to be challenging, rewarding and exciting, becoming an ICAS Chartered Accountant (CA) offers all this and more.

CAs don't just work for accountancy firms; they work in every business sector and for some of the best known global brands.

Whatever you want to do, wherever you want to go, becoming an ICAS Chartered Accountant is the perfect start to an extraordinary career.

Discover an extraordinary career today at
[icas.com/becomeaca](https://www.icas.com/becomeaca)



Shahbaz Mirza CA
Strategy and Finance
Consultant, Finocracy



More about us

Pathways to Property, part of the Reading Real Estate Foundation at Henley Business School, University of Reading is a charity-funded initiative launched to raise awareness of and aspirations about the vast range of careers within the property sector and enable access for less-advantaged, non-traditional students from state funded schools and colleges in the UK.

Opportunities for students in secondary education

Much more than selling houses, a career in property is diverse, exciting and rewarding. The Pathways to Property programme helps students in secondary education experience this through our annual Summer School, work experience, e-mentoring and online course; all of which are fully funded by the project. The project has helped over 500 students decide whether a career in property is right for them and has supported them on the next steps in their career, whether through entering University or completing an apprenticeship.

How do we select?

The Pathways to Property programme provides the above opportunities to students from less advantaged and non-traditional backgrounds. Each application is reviewed individually to target those students that will gain the most from the experience.

“Previously I had only thought that Real Estate was just the buying and selling of homes, but the Pathways to Property Summer School amazingly opened my eyes a lot more to the sector- an experience and adventure I greatly enjoyed and will never forget.”

Leo, Summer School participant

Contact

pathways2property@henley.ac.uk
+44(0)118 378 4194

Type of employer

Property

Locations

Across the UK

Entry requirements

To join the Summer School, students need to have achieved a Grade 6/B in GCSE Mathematics and English.

Sponsorship opportunities

The Pathways to Property programme is fully funded for each student taking part.

Applications deadline

22 April 2019

How to apply

For further details and to apply for the Pathways to Property Summer School, please complete an application at live.henley.ac.uk/page/summer-school-2019

Get in touch – social media

 @PathsToProperty

 @PathsToProperty

PATHWAYS TO PROPERTY

Discover where a career in property could take you



Join us at Pathways to Property to discover the exciting career opportunities available to you.

Every day you are influenced by the built environment – shops, offices, houses and the surrounding countryside all have an impact on the way you live. Much more than selling houses, a career in property will allow you to shape our cities, preserve our landscapes and examine the sustainability of the buildings we live, work and play in.

Opportunities include:

- Residential Summer School for Year 12
- Work Experience
- Online Course - open to all
- Careers advice and school visits
- E-mentoring
- Financial Support

*All of the above are fully funded to remove any financial barriers to take part.

Learn more at hly.ac/Summer-school-19



Where business comes to life



We have Advanced, Higher and Degree Apprenticeship opportunities across the UK and Ireland within Engineering, Quantity Surveying, Project Management, Transport Planning, and Environment.

More about us

AECOM is built to deliver a better world. We design, build, finance and operate infrastructure assets for governments, businesses and organizations in more than 150 countries. As a fully integrated firm, we connect knowledge and experience across our global network of experts to help clients solve their most complex challenges. From high-performance buildings and infrastructure, to resilient communities and environments, to stable and secure nations, our work is transformative, differentiated and vital.

Our school leaver opportunities

We have Advanced, Higher, and Degree Apprenticeship opportunities across the UK & Ireland. We have opportunities in Building Engineering; Roads, Bridge & Rail Engineering; Quantity Surveying, Building Surveying & Project Management; Water Engineering; and Transport & Development Planning.

How do we select?

Interested students are invited to submit their CV & Covering Letter online, and successful applicants will have an interview with the specific team and office they are applying to.

Ranking

129th in the top 200

Type of employer

Infrastructure & Environment

Locations

Altrincham, Basingstoke, Bedford, Belfast, Birmingham, Bristol, Cambridge, Cardiff, Chesterfield, Croydon, Edinburgh, Exeter, Glasgow, Leeds, London, Manchester, Newcastle, Norwich, Nottingham, Scorrer, Southampton, St Albans

Number of vacancies

70

Entry requirements

Minimum requirements 5 GCSEs (or equivalent) including English & Mathematics at grade 'C' or above.

Qualifications gained

Subject to the different professional institutions we support our apprentices towards, you will be supported towards Engineering Technician status, and/or subsequently Incorporated or Chartered status.

Sponsorship opportunities

All our apprentices are placed on a levy funded course at college or university. This can be either day or block release, or distance learning.

Training provided

Our apprentices will join our 2 year ADVANCE programme. Here you will attend an induction with your peers to provide you with an overview of the AECOM business and the development programme. You will also attend several learning modules covering areas like team building, presenting, client relationships and commercial awareness. Alongside this you will receive on the job technical training within your team, and complete a number of online training modules through AECOM University.

Applications deadline

We run rolling recruitment.

How to apply

Students can submit their CV and Covering Letter online at www.aecom/careers

“

AMAZING IS HAVING
MENTORS WHO GUIDE
AND CHALLENGE ME.

”

LAURA

WATER ENGINEERING AND CONSULTING, LEEDS

MAKE AMAZING HAPPEN

Infrastructure and environment apprentice opportunities

We have Advanced, Higher and Degree Apprenticeship opportunities across the UK and Ireland within Engineering, Quantity Surveying, Project Management, Transport Planning, and Environment. To apply go to:

aecom.com/uk/apprentice

AIRBUS

www.jobs.airbus.com

Ranking

29th in the top 200

Contact

apprentices@airbus.com

Type of employer

Aerospace

Opportunities available

- Engineering
- Business
- Digital and Technology Solutions
- Finance
- Procurement

Locations

Filton, Broughton, Stevenage, Portsmouth

Number of vacancies

150+

Salary

£13–15k

Entry requirements

Varies depending on the apprenticeship, see job description.

Qualifications gained

Varies depending on the apprenticeship, see job description.

Sponsorship opportunities

Varies depending on the apprenticeship, see job description.

Training provided

Academic and on the job training.

Applications deadline

Check website.

How to apply

Apply online at www.jobs.airbus.com with your CV and covering letter.

Get in touch – social media

[in linkedin.com/company/airbusgroup](https://www.linkedin.com/company/airbusgroup)

[@weareairbus](https://www.instagram.com/weareairbus)

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

[Airbus Careers](https://www.facebook.com/AirbusCareers)



“My local department has helped me set goals and exceed my own expectations of what I thought I could do. The variety of apprenticeship choices that Airbus offers is opening up more and more doors for young people.”

– Luke, Engineering Degree Apprentice.

More about us

Airbus is the largest aeronautics and space company in Europe and a worldwide leader in the industry.

Our people work with passion and determination to make the world a better connected, safer and smarter place. Taking pride in our work, we draw on each other's expertise and experience to achieve excellence.

Our diverse team propels us to accomplish the extraordinary – on the ground, in the sky and in space.

Our school leaver opportunities

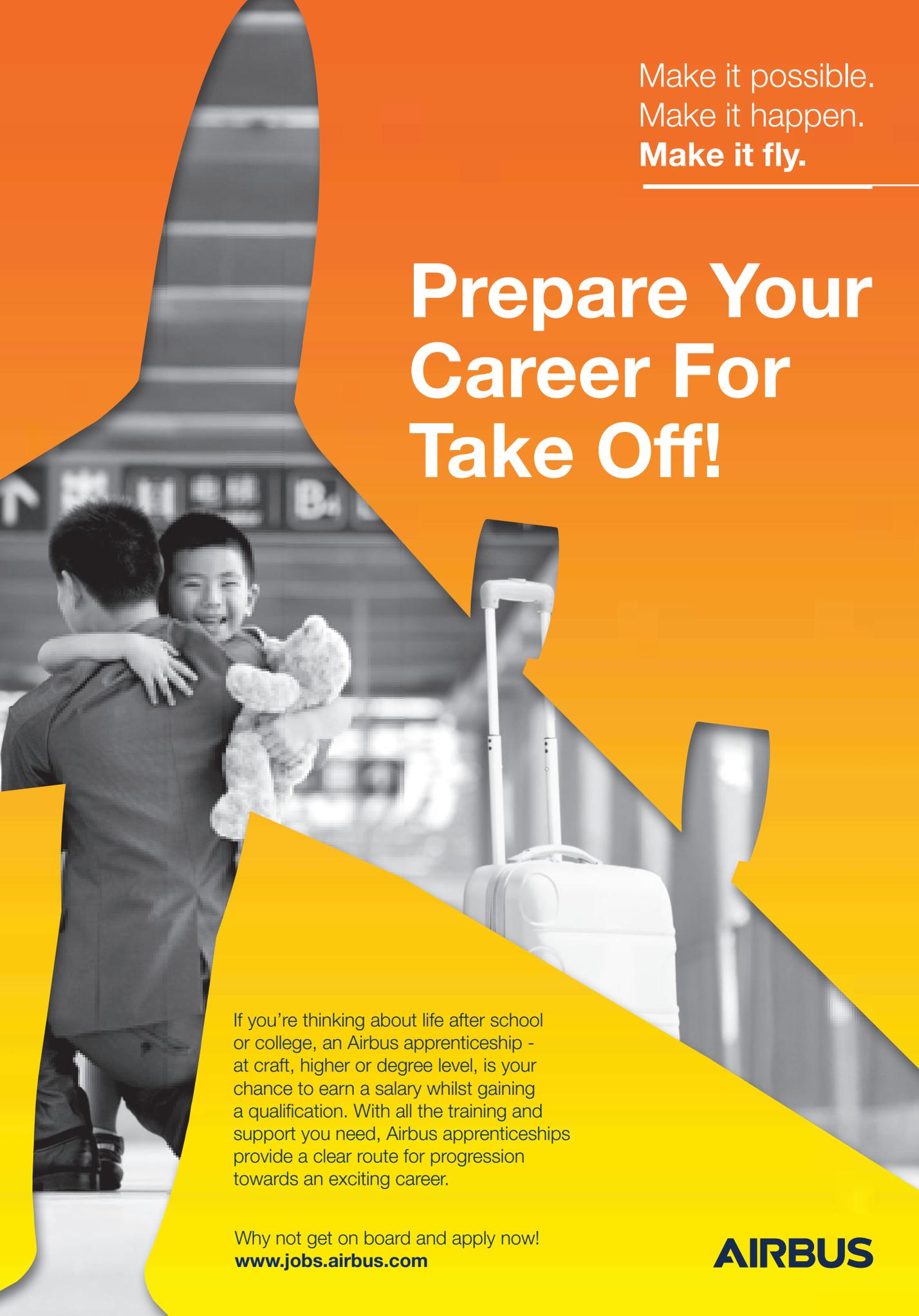
Our UK programmes last from three to five years and have one thing in common. They provide a clear route for you to make your career fly at Airbus!

We have carefully designed our apprenticeship programme to give you valuable practical training while you complete your college or university studies.

The best part is that we offer opportunities across a range of career paths. There are different entry options for you to choose from depending on your level of educational achievement, abilities and interests.

Make it possible.
Make it happen.
Make it fly.

Prepare Your Career For Take Off!



If you're thinking about life after school or college, an Airbus apprenticeship - at craft, higher or degree level, is your chance to earn a salary whilst gaining a qualification. With all the training and support you need, Airbus apprenticeships provide a clear route for progression towards an exciting career.

Why not get on board and apply now!
www.jobs.airbus.com

AIRBUS



'You get to go on an incredible journey.'

More about us

We're bursting with pride at Aldi. We're one of the UK's fastest-growing supermarket chains, The Grocer's 'Grocer of the year' 2018, and have over 800 stores in the UK. But, without the hard work and commitment of our people, it would be a very different story. Which is why we're committed to offering one of the best working environments in the UK and one of the highest rates of pay in the supermarket sector. And with our wonderful Apprenticeship Programmes, there's more than one way to start a successful career here. You just have to want it.

Our School Leaver opportunities

We have Apprenticeship opportunities for Stores, Logistics and Drivers.

How do we select?

We're not like other retailers. So it's no surprise that our Apprenticeship Programmes are a bit different, too. With a mix of hands-on practical work and theory, they'll help you achieve a qualification and a permanent position at Aldi. But you do need bags of drive, ambition and real commitment to succeed. While it can be hard work, it's also incredibly rewarding.

On our Stores Programme, you'll work towards a top Retail qualification, and be put on the right road to success. And if you combine hard work, ambition and the determination to take on any challenge, you could make it all the way to Store Management.

On the Logistics Programme, some of the industry's most talented people will teach you the techniques to take on the fascinating world of Aldi logistics. And, at the end of the Programme you will be offered a permanent position within the team.

You've got to really show your determination on the Drivers Programme. After all, it can be difficult. But in return, you'll be taught how to succeed by some of the best people in the industry. And if everything goes well, you'll finish the year with a Cat C + E licence, and a permanent position at Aldi. Not bad for 12 months.

Ranking

128th in the top 200

Type of employer

Retail

Locations

UK wide (Logistics Programme in England and Wales only)

Number of vacancies

Over 800 Apprenticeship opportunities available nationwide.

Salary

£183 per week for Stores and Logistics (rising to £273 per week in year 3 for Stores only). Drivers will receive £310 per week.

Entry requirements

- Maths and English GCSE grade 4–9 [or equivalent]
- 16 or over (18 or over for Drivers Apprenticeship)
- Clean and full UK Driving Licence for Drivers Apprenticeship

Qualifications gained

- Stores: Level 2 Retailer Standard
- Stores: Level 3 Retail Team Leader
- Level 2 Warehouse Operative Standard
- Drivers: Category C + E licence & Level 2 LGV Standard

Training provided

- Level 2 Retailer Standard
- Level 3 Retail Team Leader Standard
- Level 2 Warehouse Operative Standard
- Level 2 LGV Standard

Applications deadline

You can apply for the Stores and Logistics Apprenticeship all year round. Applications for our Drivers Programme will open during the year, so keep a look out on our website for more details.

How to apply

Firstly, you'll need to head over to our site and fill out our online application form. This has been designed to assess your core strengths and attitude. If your application impresses us, you'll move onto the next stage. For Stores and Logistics we'll invite you to an individual interview which will take place in Store or the Regional Distribution Centre (RDC) with the Hiring Manager. For the Drivers Apprenticeship, you'll also have to attend a Driving Assessment.

If everything goes well, and you have the right skills, we'll offer you a place on the Apprenticeship Programme.



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

Stores Apprenticeship Programme

- Nationally recognised qualification
- £183 per week (rising to £273 per week in year 3)
- 28 days' paid holiday (including bank holidays)

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

www.aldirecruitment.co.uk/apprentice

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





“AXA has a clear ambition to become a true partner to its customers and that intention also extends to our people. By encouraging a culture of collaboration, challenge and innovation, together we are reframing what it means to be an insurance company.”

**Lucinda Charles-Jones,
Group HR Director, AXA UK & Ireland**

More about us

Everything we do begins with our customers. Change is constant, so we challenge ourselves daily to adapt to new expectations. The future is unknown, so we work hard to inspire pride and a sense of belonging in our people to make sure we're here when our customers need us. We do all of this because we believe in a common purpose; to empower people to live a better life.

Our school leaver opportunities

We have entry level roles in every office. We also offer apprenticeships in areas such as IT, Marketing, Customer Service, and Sales – from Level 2 to Level 7 qualifications.

How do we select?

Every role requires a recruitment process. You apply online and then, if selected, you'll probably have a phone interview. If you do well at that point you'll be invited to a face-to-face event – this could take the form of an interview or perhaps an assessment centre – it depends on the role.

Ranking

187th in the top 200

Contact

Please apply via the website

Type of employer

Insurance

Locations

Over 20+ locations across the UK and Ireland

Number of vacancies

Usually about 100 at any one time across AXA UK & Ireland

Salary

Depends on the role – each job advert on the website will show the salary for that job.

Entry requirements

Depends on the role – each job advert on the website will show the requirements for that job.

Qualifications gained

Depends on the apprenticeship studied – it can range from a Level 2 qualification to a Level 7 qualification – details will be on the job description on the careers website.

Training provided

Our world is constantly developing and the jobs we do are changing with it. It's why we believe in providing you with the tools to adapt and change. That way you can grow your career, while building the skills needed for whatever the future brings – we do this using our fantastic L&D team who run amazing courses – both online and face-to-face. We also use trusted training partners for all our professional qualifications.

Applications deadline

This will depend on the role – all job adverts have a closing date on them.

How to apply

All our roles are advertised on our careers website jobs.axa.co.uk

Get in touch – social media

AXAUKCareers

AXAUKCareers

AXA-UK



Search AXA careers

Enjoying variety

Being curious

Expanding skills

Connecting people

Realising potential





BANK OF ENGLAND

www.bankofengland.co.uk/careers/early-careers

Ranking

71st in the top 200


More about us

For over 320 years we have been at the heart of the UK economy – working to maintain monetary and financial stability for the good of the people. Whether it's setting interest rates or issuing banknotes, regulating the financial sector or devising economic policy, our work touches the lives of everyone in the UK. If you want to see its impact, just look around you.

Our school leaver opportunities

If you're due to finish school, university is far from your only option. If you are keen to kick start your career in the heart of the City then our Future Capability Programme or Degree Apprenticeship opportunities could be for you. We have designed these programmes to help talented young people get started in their careers alongside studying towards a formal qualification.

How do we select?

The application process involves the following steps:

- Online application form
- Online tests
- Video interview
- Assessment Centre (involving two group exercises and a final interview)

Contact

The Early Careers Team
Bank of England
Threadneedle Street, London EC2R 8AH
early.careers@bankofengland.co.uk

Type of employer Public Sector/Finance

Locations London

Number of vacancies 10 – 15

Salary Future Capability Programme £19,000. Degree Apprenticeships £23,000.

Entry requirements

Future Capability Programme: Minimum of five GCSEs at C and above, including English and Maths, and at least 72 UCAS points (either passed or predicted) from up to three A Levels or equivalent using the 2017 UCAS Tariff System. Further details on the specific stream requirements are available on our website. Degree Apprenticeships: These are dependent on the apprenticeship you are applying for. Please check our website for further details on the options available and the relevant entry requirements.

Qualifications gained

On the Future Capability Programme you will study a Level 4 qualification relevant to your role. On a Degree Apprenticeship you will study towards a fully funded degree.

Training provided

Alongside your qualification, you will have the opportunity to attend Q&A sessions with expert panels, lunch and learns, skills days, networking events and undertake in house training sessions (including writing and communication skills, time and workload management).

How to apply

Applications for the 2019 programmes are now closed. Please visit www.bankofengland.co.uk/careers/early-careers/our-programmes to register your interest for the 2020 intake.

Get in touch – social media

@bankofengland



BANK OF ENGLAND

THINK OF WORK THAT MATTERS TO MILLIONS THEN CONTRIBUTE TO IT

We have one clear aim – to ensure stability at the heart of the UK's economy. But there are countless ways in which you could help us achieve this. From Operations and Technology to Data Science, you'll be encouraged and supported to follow the path that inspires you the most. And you'll enjoy real influence – not just over the projects you're involved in, but also over where your future with us goes next.

The Bank of England is changing today. **You define tomorrow.**

bankofenglandearlycareers.co.uk





BE INSPIRED
AND DEFINE WHAT'S
POSSIBLE

“Trainees are integral to our business and our strategy for growth. We want people to join us who not only want a job but also a career.”

Paul England, Managing Partner.

More about us

BDO LLP is one of the UK's largest accountancy and business advisory firms. We provide integrated advice and solutions to help ambitious businesses navigate a fast changing world. We operate across the UK, employing approx. 5,000 talented people.

Apprenticeship Programme

Our four year programme allows you to choose the area that most interests you. An apprenticeship with BDO combines full time work alongside training and study towards a respected professional qualification. From day one, you'll gain valuable work experience early in your career.

We offer roles in Audit & Assurance, Tax, Advisory and Business Services & Outsourcing.

Summer School

We also offer a one week work shadowing programme for students in their penultimate year at school or college. It's a great springboard into our Apprenticeship programme.

How do we select?

Our strengths-based recruitment process is designed to help us choose the candidates who are the best fit for our business based on what they do well, the tasks they are passionate about and what they enjoy. We consider these to be your strengths as they show us your own unique areas of potential. This process ensures that you'll have the opportunity to secure a challenging and rewarding role which aligns closest to your skillset and interests.

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

Ranking

127th in the top 200

Contact

Email – earlyincareer@bdo.co.uk
Telephone – 020 7893 2864

Type of employer

Accountancy, Finance and Business Advisory.

Locations

Birmingham, Bristol, Cambridge, Edinburgh, Gatwick, Glasgow, Guildford, Ipswich, Leeds, Leicester, Liverpool, London, Manchester, Norwich, Nottingham, Reading, Southampton.

Number of vacancies

We anticipate we will have 120 Apprenticeship vacancies in 2019.

Salary

We offer a highly competitive remuneration package.

Entry requirements

Candidates must have, or be on course for the following grades (or international equivalent):

- 3 A Levels at grades A*–C, excluding General Studies and Extended Projects
- A*–C at GCSE in Maths & English Language.

Qualifications gained

BDO offers school leavers a first class route to obtaining a professional qualification. Depending on which team you join as part of your apprenticeship, you may go on to study the CFAB/ACA, AAT/ACCA, ATT, CTA, ICAS or Prince 2 as relevant.

Sponsorship opportunities

We have the ability to sponsor students who have received an offer of employment to obtain a Tier 2 visa assuming they meet the necessary immigration criteria. We work with a team of specialist immigration lawyers who will process your application and keep you updated throughout your application.

Training provided

We provide all trainees with the necessary training they need to attain their professional qualifications, along with valuable practical experience that includes on-site client work. We also offer ongoing coaching and mentoring to ensure our trainees feel fully supported and never out of their depth.

Applications deadline

We recruit all year round, however early application is advised.

How to apply

Please apply by visiting bdoearlyincareer.co.uk

Get in touch – social media

BDOTraineesUK

BDO_Trainees_UK





BEGIN YOUR DREAM JOB

Early in Career programmes at BDO

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

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

IDEAS | PEOPLE | TRUST

BDO



BNP PARIBAS

earlycareers.bnpparibas.com



We're a global bank with a warm, open culture. We think it's important to offer a good work-life balance. And we believe in harnessing different points of view to tackle complex problems. With us, your ideas and opinions really will count for something.

More about us

BNP Paribas CIB is one of the world's leading investment banks. We collaborate to deliver intelligent, global solutions for clients across capital markets, securities services, financing, treasury and financial advisory.

At the same time, we pride ourselves on our refreshingly down-to-earth culture. We're known for being friendly, vibrant and welcoming while still maintaining a fast-paced competitive environment.

Our school leaver opportunities

Making a decision about where your future lies can be tough. We introduced our Discovery Days to give school students an insight into what life is like at an investment bank. You'll enjoy structured learning via interactive presentations, trading games, work shadowing and plenty of networking.

If you decide to go to university, there's lots of ways to join us as an undergraduate. Our Spring Insight programme, Long Term internships and Summer internships are designed to help you explore where you might fit in.

How do we select?

We look for people from all sorts of different backgrounds. So whatever you're studying, we welcome your application.

To join us at a Discovery Day, just go online to send us your CV and a short cover letter explaining why you want to attend and why you're the ideal candidate.

Ranking

130th in the top 200

Contact

3 Harewood Ave, Marylebone,
London NW1 6JL

Type of employer

Investment bank

Locations

London

Number of vacancies

- 8–35 Discovery Day places
- 80 Spring Insight places
- 100 Summer internships

Salary

Competitive

Entry requirements

- Discover Days – open to A-level students
- Spring Insight – first-year undergraduate students

Training provided

- Structured learning
- Work shadowing
- Networking sessions

Applications deadline

Rolling, early applications encouraged

How to apply

Online at earlycareers.bnpparibas.com

AMBITION KNOWS NO *boundaries*



Banking for **all**

OPPORTUNITIES FOR STUDENTS AND GRADUATES

We're a global bank with a warm, open culture. We think it's important to offer a good work-life balance. And we believe in harnessing different points of view to tackle complex problems. With us, your ideas and opinions really will count for something.

Visit earlycareers.bnpparibas.com



BNP PARIBAS

The bank
for a changing
world

Ranking

102nd in the top 200



“For me, this isn’t a job: it’s a career. And if there’s one thing my time on the programme demonstrated, it’s that there’s huge scope to develop both personally and professionally at CGI.”

More about us

Founded in 1976, CGI is one of the largest IT and business consulting services firms in the world. Operating in hundreds of locations across the globe, our professionals help clients to achieve their goals and become customer-centric digital organisations. We deliver an end-to-end portfolio of capabilities, from high-end IT and business consulting to systems integration, outsourcing services and intellectual property solutions that help accelerate clients’ results.

Our school leaver opportunities

We are proud to run one of the largest School Leaver Programmes in the UK. We offer Level 4 Higher Apprenticeships as well as our Graduate and Degree Apprenticeships, run in partnership with Aston University, Edinburgh Napier University, Glasgow Caledonian University (GCU) and the University of Winchester. Our programmes give you the best of both worlds; the opportunity to kick start your career whilst earning a salary and getting a further education – which can be a full honours degree, debt free.

Launch your career at CGI – and be part of something amazing.

How do we select?

We are looking for outstanding candidates – the kind of people who’ll help us to keep delivering the expertise and excellent service we’re known for around the world, and those that have a passion for business/IT.

1. Online Application Form. 2. Assessment Centre. 3. Conditional Offer!

Contact

ukstudents@cgi.com

Type of employer

Large corporate, IT Services, Information Technology, Business Consulting

Locations

Degree Apprenticeship: Nationwide
Graduate Apprenticeships: Scotland
Higher Apprenticeship Programmes: Various across the UK

Number of vacancies 80–100

Starting salary £15,939–£20,700

Entry requirements

Degree Apprenticeships: 120 UCAS points across 3 A Levels (or equivalent) at grade C or above or a completed Advanced IT Apprenticeship.

Higher Apprenticeships: 64 UCAS points across 2 A Levels (or equivalent) at grade C or above or a completed Advanced IT Apprenticeship.

Graduate Apprenticeships: The preferred requirement is 4 Highers at Grade B or above.

Please visit our website for full details!

Qualifications gained

Degree Apprenticeships: BSc (Hons) Digital and Technology Solutions
Graduate Apprenticeships: BSc (Hons) Software Development or IT Management for Business

Higher Apprenticeships: Level 4 Higher qualification in Software Development or Project Management

Sponsorship opportunities

Tuition fees, course materials, further training, professional qualifications, project specific training

Training provided

The training provided depends on the apprenticeship, please visit our website for further information!

Applications deadlines

Please visit our website to see our available vacancies

How to apply

Online on CGI Careers Website: cgi-group.co.uk/careers

Get in touch – social media

 @CGI_UK_Students

 CGI UK Students

 [cgiukstudents](https://www.linkedin.com/company/cgiukstudents)





Experience the commitment®

Be part of something life changing

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

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

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





More about us

Close Brothers is a leading UK merchant banking group providing lending, deposit taking, wealth management services and securities trading. A FTSE250 company, we employ over 3,000 people, principally in the UK, and are listed on the London Stock Exchange.

Our school leaver opportunities

Our ASPIRE programme gives school leavers the opportunity to start their careers in professional, challenging and fast paced businesses.

The programme is a structured yet tailored-made, two year rotational scheme with placements in two business areas within our Banking division. ASPIRE trainees join various teams and departments; progressing quickly to work on the front line handling customer queries and gaining experience with successful sales teams.

Sponsorship opportunities

We provide full sponsorship for the chartered associate in banking with the London Institute of Banking and Finance.

Training provided

Learning is predominantly on the job, partnered with personalised training and development including workshops and one-on-one mentoring with exposure to business leaders.

Ranking

197th in the top 200

Contact

Lauren Davies
020 7654 7217
closebrothers@gtisolutions.co.uk

Type of employer

Merchant Banking

Locations

You must be mobile and willing to move to where the best placement opportunities are; some examples of popular locations are Wimbledon, Doncaster, Hove, Manchester and Northwich

Number of vacancies

5

Salary

£19,000 in year 1 increasing to £20,000 in year 2 plus a competitive benefits package including eligibility for a discretionary annual bonus, a mobility allowance of up to £5k per annum (to support a move out of current location/home to take up a placement in another part of the UK), private health care, a cycle to work scheme, season ticket loan, pension and life assurance.

Entry requirements

Academically applicants must have obtained GCSE grade B in Maths and English Language, and at least B,B,C at A level/AS Level (not inclusive of general studies). 112 UCAS points.

All applicants must have the right to work in the UK.

Applications deadline

Please apply ASAP as our assessment centres will be running on the 25th March and 5th April 2019

How to apply

Online application form via the website

Get in touch – social media

[CloseBrothersGraduates](#)



ASPIRE School Leaver Programme

Are you looking for a challenging and exciting alternative to university education? Have you thought about applying to a school leaver programme?

About the programme

ASPIRE is a structured two year rotational scheme that provides school leavers with the opportunity to kick-start their career in professional, challenging and fast-paced businesses. We have opportunities across our Banking division in a variety of locations.

Key skills and behaviours we are looking for

- Motivation and personal drive
- Self-confidence
- Curiosity and eagerness to learn
- Uses initiative
- Team player
- Strong communication skills
- Able to build strong working relationships
- Creativity and problem solving

Location: Opportunities are available throughout the UK and may be based from various locations as part of the programme.

Salary and benefits: £19,000 plus competitive benefits package, including eligibility for discretionary annual bonus, mobility allowance, cycle to work scheme, season ticket loan, pension and life assurance.

Start date: 23 September 2019





“Excellence, Simply Delivered”

More about us

DHL Supply Chain is the world's leading contract logistics provider. We offer specialist, proven expertise within the Automotive, Consumer, Chemicals, Energy, Engineering & Manufacturing, Life Sciences & Healthcare, Retail and Technology sectors. As today's global markets grow, our innovative logistics solutions are ready to help.

Our school leaver opportunities

UK CHARTERED MANAGEMENT DEGREE APPRENTICESHIP PROGRAM

We have an exciting opportunity for students to earn a degree whilst developing their professional skills within a global market leading organisation. The program is suitable for students who are interested in entering management positions and want to build their capability to successfully manage people, projects, operations and/or services. This is a unique opportunity for students to gain a business degree within an apprenticeship whilst earning in the workplace.

How do we select?

Standard University entry criteria applies:

- 260 UCAS points (104+ UCAS points from September 2017 under the new UCAS tariff system) grade C GCSE English and Mathematics or;
- Completion of a Level 3 Apprenticeship/professional qualification in a relevant discipline or;
- Recognised and equivalent qualification
- Passion and motivation to start and develop a career within the Supply Chain & Logistics industry in the UK market post-academia

Contact

DHL Talent & Resourcing Team,
249 Midsummer Boulevard,
Central Milton Keynes, MK9 1EA
Email: gettalent@dhl.com
Phone: 01908 540568 (option 1)

Type of employer

Logistics and Supply Chain

Locations

UK Nationwide

Number of vacancies

Multiple

Salary

£17,000 per annum + DHL benefits

Entry requirements

260 UCAS points (104+ UCAS points from September 2017 under the new UCAS tariff system) grade C GCSE English and Mathematics or;

Qualifications gained

Completion of a Level 3 Apprenticeship/professional qualification in a relevant discipline or; Recognised and equivalent qualification

Training provided

Yes, throughout the program you will be given training. In your first three years, you will experience a range of structured placements across our warehouse, transport and functional operations giving you the opportunity to gain real life experience! In your final year, you will specialise in your preferred area, whilst completing your end point assessment. In partnership with the Open University, the Chartered Management Degree is designed to build an individual's capability to successfully manage people, projects, operations and services. To support you in balancing your work and studies, one day a week out of five will be classed as a study day.

Applications deadline

Spring 2019

How to apply

Via the DHL careers pages:
www.dhl.co.uk/careers
www.dhl.co.uk/apprenticeships

Get in touch – social media

@DHLsupplychain



DEGREE LEVEL APPRENTICESHIPS

“The apprenticeship offers me everything I was looking for: degree level study combined with a challenging job”

Megan Glaholm
Degree Level Apprentice
Joined DHL in 2018

Gain an internationally recognised Open University degree while developing your professional skills within a global market-leading organisation.

Develop your ability to manage people, projects, operations and services and discover your true potential. You'll earn as you learn within a supportive environment that wants you to flourish. Over the three year program, you'll take responsibility across many sectors of our leading supply chain and logistics organisation before choosing your specialism and progressing to your next challenge.

For more information and to apply, please visit www.dhl.co.uk/apprenticeships

CONNECTING PEOPLE. IMPROVING LIVES.





“Placements are very enjoyable in my role, you get to go and see and work on lot of different pieces of equipment from a lot of different areas of the business with interesting and like-minded people. I enjoyed working on submarine systems and learning about how they work with each other.”
Hayden – Engineering apprentice

More about us

The Defence Science and Technology Laboratory (Dstl) is at the heart of the UK's defence and Security capabilities, ensuring that our vital and unique innovative science and technology contribute to current and future challenges. We provide the UK Government with specialist science and technology research, advice and analysis – much of which is operationally critical with the potential to save many lives. Like creating digital honeypots that replicate petrol pump systems to discover hackers' methods, our ideas and solutions can come from anywhere.

Our school leaver opportunities

We are on the lookout for future stars who want to make a difference to the security and defence of the UK. Do you have what it takes?

Our apprenticeships are for age 18+ and we have opportunities in the following areas: Electrical Engineering, Mechanical Engineering, Laboratory Technician, Data Analyst, Associate Project Management, Commercial Procurement, Embedded Electronics System and Designer Engineer – Degree, Digital and Technology Solutions professional – Degree

How do we select?

You will need to apply online via the Civil Service Jobs website, search for dstl. Please complete the online application form, if you are selected for interview the following process will apply: Numerical and verbal ability tests; Face to face interview

Ranking

126th in the top 200

Contact

Dstl Recruitment, Building 5, G01,
 Dstl Porton Down
 Dstlrecruitment@dstl.gov.uk

Type of employer

Science and Technology, Public Sector

Locations

Porton Down, Salisbury, Wiltshire
 Portsdown West, Fareham Nr
 Portsmouth
 Fort Halstead, Sevenoaks, Kent

Number of vacancies 30

Salary

Starting salary is £12,500 but may be more depending on apprenticeship level.

Entry requirements

Minimum age is 18.

GCSE's at grade C and above including Maths, English and Science.

Some apprenticeships require A levels or equivalent in a similar subject

Qualifications gained

Apprentices will receive certificates in their subject area and accreditation to the relevant professional body.

Degree apprentices will receive a BSc upon completion

Training provided

Training can be a mixture of workbased learning, face to face mentoring, classroom or block release.

Applications deadline

Vacancies close March 2019

How to apply

www.civilservicejobs.service.gov.uk – search for dstl

Get in touch – social media

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of Defence**



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



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



“My attitude has always been to take on high-potential young people, give them immediate responsibility, and mentor them through. It’s not an easy option to choose, but that’s why we are developing some truly exceptional engineers.” Sir James Dyson

More about us

Dyson is growing. Fast. With new product categories to explore and new technology to develop, we need more people than ever before. Especially engineers.

But with a nationwide shortage of science, technology, engineering and maths students, we struggle to find the brightest minds. We know the right people are out there, but they’re not getting the right training.

“We are taking matters into our own hands,” says Sir James Dyson. “There are many out there who are as obsessive about engineering as I am – questioning every aspect of a product, how it works, and how it can be better. Therefore, why not get stuck into an engineering job straight from school?”

Now in its second year, The Dyson Institute has 76 exceptional Undergraduate Engineers. Much more than a course and a career, it’s for those with a passion for solving problems – fearless people who’d rather get hands-on with real engineering challenges. The way James Dyson did.

Our Undergraduates are a part of Dyson: earning a salary, working side-by-side with our finest engineers on future technology. And when they graduate, they could be debt-free and have a fast-tracked career with one of the UK’s leading technology companies.

The course itself is pioneering – a four-year Bachelor of Engineering degree, developed by Dyson engineers alongside academics at Warwick Manufacturing Group (WMG), the University of Warwick. Its foundations are built on Dyson’s research partnerships with 40 universities worldwide. During their first year, the Undergraduates live on campus in stacked timber pods, and throughout the course they have full access to an extensive on-site support network.

Our independent spirit is what fuels our ambition for growth and invention, and it underpins everything we teach at The Dyson Institute of Engineering and Technology.

To find out more about other career opportunities at Dyson, visit careers.dyson.com.

Ranking

28th in the top 200

Contact

dysoninstitute@dyson.com

Type of employer

Technology company

Locations

Malmesbury, Wiltshire

Number of vacancies

Approximately 45 to 50

Salary

£18,000 starting salary, increasing year on year

Entry requirements

For September 2019 entry, you need at least AAB at A Level (or equivalent), including an A grade in Mathematics and one other science, technology or engineering-related subject.

Qualifications gained

BEng, General Engineering Degree

Sponsorship opportunities

Degree is paid for by Dyson

Training provided

Study general engineering in years 1 & 2, specialise in either mechanical engineering, electronics, software or electromechanical engineering in years 3 & 4.

The Dyson Institute of Engineering and Technology is applying to the Office for Students for New Degree Awarding Powers, with the intention of delivering and awarding the Dyson degree itself from September 2019. Should New Degree Awarding Powers not be obtained, your degree will be delivered and awarded by WMG, University of Warwick.

Applications deadline

Applications close once places are full – apply as soon as possible.

How to apply

Visit www.dysoninstitute.com



**The Dyson Institute
of Engineering and Technology.**
This degree is different.

The Dyson Institute of Engineering and Technology teaches the next generation of engineering enthusiasts. Study for your Bachelor of Engineering degree while earning a salary – working alongside our finest engineers on future technology. If you've got a passion for solving problems and a fascination for how things work, we want to hear from you.

dyson

www.dysoninstitute.com



Careers that matter Think broader horizons

More about us

At the FCA we believe financial markets should be honest, fair and effective so that consumers everywhere get a fair deal. In fact, our goal is to make sure markets work well – for individuals, for businesses of all sizes, and for the economy as a whole. We do this through regulation.

If you're ready to broaden your horizons then join us.

Our school leaver opportunities

Our apprenticeships offer you a 18-24 month opportunity to take part in key aspects of our day-to-day work, develop new skills and gain an industry leading qualification while you earn. We look for passion and integrity as well as ambition and aptitude. We don't require you to have previous work experience, but you will need to have attained 5 GCSEs (A-C) and 2 A Levels (or equivalent).

Your development is very important to us which is why we ensure you get all the mentoring and coaching you need to fulfil your potential. Once you join us, we'll help further your understanding of the industry with regular support from your line manager and a Skills Coach who'll help you balance your work and study time. As part of a friendly team, you can enjoy a varied workload, lots of responsibility and opportunities to learn new skills every day.

What are we looking for?

We use our FCA-wide values and core skills to assess all candidates. Please bear them in mind, especially during your telephone interview and at the assessment centre. When you are asked for examples, try to give ones which relate to you and how you demonstrate them.

For more information on our values please see our website:
www.fca.org.uk/careers

Ranking

94th in the top 200

Contact

Rebecca Ellison
12 Endeavour Square
London
E20 1JN

Type of employer

Financial Services

Location

Stratford, London

Number of vacancies

c.25

Salary

£19,000 per annum

Entry requirements

5 GCSE's (A-C) and 2 A-Levels (or equivalent)

Qualifications gained

You'll have the opportunity to study a professional qualification alongside your apprenticeship no matter which of our programmes you join.

How to apply

We start accepting applications in April 2019. To find out more about the Apprenticeship opportunities we have available, email fca.apprenticeships@fca.org.uk or check out our website closer to the time www.fca.org.uk/careers

Application deadline

May 2019

Get in touch

Follow us on

 @FCA_Careers

or visit our LinkedIn page:

 [financial-conduct-authority](https://www.linkedin.com/company/financial-conduct-authority)



Katie Highmoor

Education: A-levels in Maths, History and Business

Role: Customer Contact Centre Apprentice – Supervision – Retail & Authorisations

Why did you choose to do an apprenticeship?

I never liked the idea of university – my friends were all so keen on going and getting a degree along with the party lifestyle, but it wasn't for me, as I have always been quite work driven and like achieving things. An apprenticeship is a great way to learn skills on the job and really gain the work experience that employers look for, as well as getting paid. Meanwhile my friends are looking to rack up debt and graduate with very little experience. In comparison I'll have been working for 2-3 years.

What has been your apprenticeship highlight so far?

I have only been in the apprenticeship for a few months now and I have already learned so much! I work in a contact centre and have been learning about scams and how they affect consumers daily, as well as what processes consumers should take to avoid scams. I have also learned about the FCA systems, and take calls from firms and answer their queries. If you don't know the answer, there's always someone in my team to lend a hand.



Jamie Fisher

Education: A-levels in Maths, Economics and PE

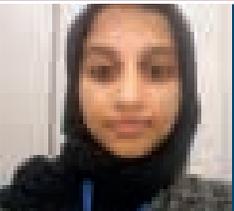
Role: Compliance & Risk Apprentice in Event Supervision – Supervision – Investment, Wholesale & Specialists

Why did you choose to do an apprenticeship?

After my A-levels I wasn't sure what I wanted to do, all that I did know is that I wanted to expand my knowledge within Financial Services. Following some research, I found an apprenticeship within Supervision. This apprenticeship is ideal for anyone who wishes to develop a thorough understanding of the industry, whilst gaining a professional qualification without the huge debts associated with university. I can honestly say that I enjoy coming into work and increasing my knowledge, whilst also getting paid for it!

What has been your apprenticeship highlight so far?

There have been many highlights throughout the short time I have been at the FCA, but I would say it is the people that I have been lucky enough to work with that has made my time here so enjoyable. Everyone is so supportive and encouraging, and you're made to feel comfortable asking any questions about your work whilst helping your confidence grow. This caring atmosphere has enabled me to develop my understanding of the industry as well as improve my skills; from written communication to using a variety of regulatory software.



Amira Kathawala

Education: A-levels in Maths, Geography and Sociology

Role: Assistant Accountant Apprentice in Finance – Operations

Why did you choose to do an apprenticeship?

I chose an apprenticeship because of the flexibility of the programme and the guarantee of a job, which is now hard to find after graduating. After attending university for a year, I realised it wasn't for me. I didn't like the idea of sitting in a lecture for two hours when I could be productive and learn at the same time. I believe I am a practical learner, and by receiving training on the job whilst learning about it, I will be able to succeed in my exams. Becoming an accountant is my aim whether I get paid to become one, or go to university and face a £27k debt.

What has been your apprenticeship highlight so far?

I am extremely fortunate to be given this opportunity because I work in a wonderful environment with lots of support. The highlight would be that I am able to rotate around my department, and work within different teams and roles. I work with accountants who can support me if I'm struggling with my qualification, which is really helpful as they give me a fresh insight and they have first-hand experience.



“With offices all around the world, we’re creating value for everyone, everywhere.”
Chris – Technology Apprentice

More about us

Fidelity International is a privately held, global asset management business with the aim to help our clients fulfil their financial goals.

We are dedicated to delivering the Fidelity experience to a wide range of clients from individuals, directly and through financial advisers, to large companies, institutions and governments. Helping clients to save for retirement and other long term investing objectives has been at the core of our business for nearly 50 years.

With nearly 8,000 employees worldwide and working with clients in over 40 countries, we take pride in our understanding of global needs.

We have been passionate about employing Apprentices since 2007. Ninety-six per cent of our Apprentices hired to date have gone on to secure permanent roles with us, including some who are now working internationally in Hong Kong and managing global teams.

Our school leaver opportunities

We have a variety of level 3 apprenticeships covering technology, operational management and client services.

How do we select?

Online application form, online assessment, video interview, coaching call, assessment centre – and offer.

Contact

earlycareersatfidelity@fil.com

Type of employer

Asset Management / Financial Services

Locations

Kingswood, Surrey

Number of vacancies

15

Salary

Starting salaries of £17,500
 plus welcome bonus
 plus performance bonus

Entry requirements

Three Cs at A level (or equivalent)
 and at least five GCSEs between A*–C

Qualifications gained

Level 3 Apprenticeship

Training provided

20% of week apprenticeship focused. A combination of hard skills and soft skills throughout the two year programme

Applications deadline

Check website

How to apply

earlycareersatfidelity.com/apprentices



Create Value

You don't need a background in finance to apply for one of our schemes. Whichever area you choose, you'll have lots of responsibility and you'll be adding value to your team from day one.

Fidelity International is a privately-owned and family-run global asset management business that aims to help its clients fulfil financial goals and add value to their lives. Every single one of our 7000 employees, working in over 40 countries, takes pride in our deep understanding of our clients' global needs.

At Fidelity, we craft, construct and create value by balancing risk with reward: Our approach is the reason we're so well-respected within the finance industry.



Ranking

175th in the top 200

Contact

Apprenticeship Recruitment Team
apprenticeships@uk.fujitsu.com

Type of employer IT

Locations Worldwide

Salary

Advanced: £15,000
 Higher/Degree: £17,500

Entry requirements

- Advanced: 5 GCSE's Grade A-C or equivalent
- Higher: 3 A Levels Grade A-C or equivalent
- Degree: 112 UCAS points and Grade C/Level 4 of above in English and Maths GCSE.

Qualifications gained

Dependent on apprenticeship.

Training provided

Our Apprenticeship Programme is a blend of different learning mechanisms. You will earn whilst you learn, undertaking a nationally recognised professional qualification as well as gaining job specific skills by working alongside experienced Fujitsu colleagues. In addition to this we provide you with a pastoral programme to aid in your all round personal development over the course of your apprenticeship.

Applications deadline

At Fujitsu, we recruit throughout the year so we don't have specific deadline for applications. Our Degree Apprenticeship scheme is run on an annual basis for an intake in September each year.

How to apply

Candidates should apply online via our website.

Get in touch – social media

- @FujitsuApprenticeships
- @FujitsuUKApp
- fujitsu_apprenticeships



Here's to the next generation

More about us

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

Our school leaver opportunities

We have three levels of Apprenticeships available in a wide variety of different roles starting at our Level 3 Advanced Apprenticeships all the way to our Higher and Degree Apprenticeships.

How do we select?

Depending on the level of apprenticeship you apply for we have different application processes to help us assess your future potential. But it is usually in the format of an online application, video/telephone interview and a final interview or Assessment Centre.

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with you



Make an impact. Be a part of an award winning company...



facebook.com/FujitsuApprenticeships



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@FujitsuUKApp



apprenticeships@uk.fujitsu.com

FUJITSU

uk.fujitsu.com



Ranking

65th in the top 200

Type of employer

Intelligence agency

Locations

Cheltenham, London, Bude, Scarborough, Harrogate, Lincolnshire and Manchester.

Number of vacancies

200+

Salary

Salaries start from £18,920

Entry requirements

Varied:

- CyberFirst Bursary: 3 A-Levels at grade B (or above).
- CyberFirst Apprenticeship: 3 A-Levels at grade C or above and have a IGCSE/GCSE Maths at grade B or 6 (or above).
- Software Engineering Apprenticeship: 3 A-Levels at grade BBC or above (two of which are in STEM subjects).

See the careers site www.gchq-careers.co.uk for more information.

Qualifications gained

Our Software Engineering Degree Apprenticeship will lead to a BSc Honours Degree in Digital and Technology Solutions (Software development).

We also offer a CyberFirst Apprenticeship which leads to a BSc Honours Degree in Cyber Security.

Training provided

We offer a wide range of tailored training and development options, both in-house and externally.

Applications deadline

Varied. We will accept applications for our next cohort of Apprentices from Sept/Oct 2019. See the careers site www.gchq-careers.co.uk for more information.

How to apply

Visit our careers site to see the roles on offer: www.gchq-careers.co.uk

Get in touch – social media

  GCHQ



We are GCHQ, Britain's signals intelligence agency. Everyone knows us as code breakers but we are so much more.

It takes all sorts of people to unlock the complex world of communications, providing us with endless possibilities and infinite opportunities. But this is also part of the problem as cyber criminals and organised gangs exploit these advances. We gather and investigate intelligence that stops these adversaries, helping to keep the UK safe from a variety of threats. It's varied meaningful work that you simply won't find anywhere else.

Today's communications offer amazing new freedoms. But Britain's adversaries also benefit from these advances. As technology evolves, so do we, always striving to stay ahead. It's about sharing expertise, thinking creatively, solving the seemingly unsolvable. Most of all, it's about combining our talents to keep Britain safe.

That's why we offer a wide range of roles. To do our job, we need all talents and we need people who dare to think differently. In return, along with tailored training and development options, we're committed to providing a healthy work/life balance that enables employees to perform to the best of their ability.

No other job offers the chance to work in such a unique environment, against such a varied set of challenges and with such interesting colleagues!

WE'RE IN A CLASS OF OUR OWN.

Find out why.



Various Opportunities

Discover a meaningful and rewarding new career at www.gchq-careers.co.uk



@GCHQ



@GCHQ



GCHQ



Ranking

37th in the top 200

Contact

Goldman Sachs London Office
Peterborough Court, 133 Fleet Street,
London, EC4A 2BB

Contact tel 020 7774 1000

Type of employer Investment Bank

Number of vacancies 20

Salary Competitive

Entry requirements

- This programme is suited for students looking to pursue a university degree commencing in Autumn 2019, and possessing a keen interest in building solutions to complex problems.
- Applicants will be required to meet the minimum entry requirements of Queen Mary University of London.
- Given government requirements, only European Economic Area (EEA) nationals are eligible for this programme.

Qualifications gained

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

Sponsorship opportunities

The 'Degree Apprenticeship Programme' will allow participants to complete an apprenticeship within Goldman Sachs' Technology division while studying for a degree at Queen Mary University of London.

Training provided

Our first 100 days learning strategy is designed to orient the apprentices to the firm and our culture, enhance their professional skills to set them up for success and to encourage them to take ownership of their own learning.

Applications deadline

17 March 2019

How to apply

goldmansachs.com/careers/students/programs/emea/technology-apprentices.html

Get in touch – social media

 @GSCareers



More about us

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

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

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

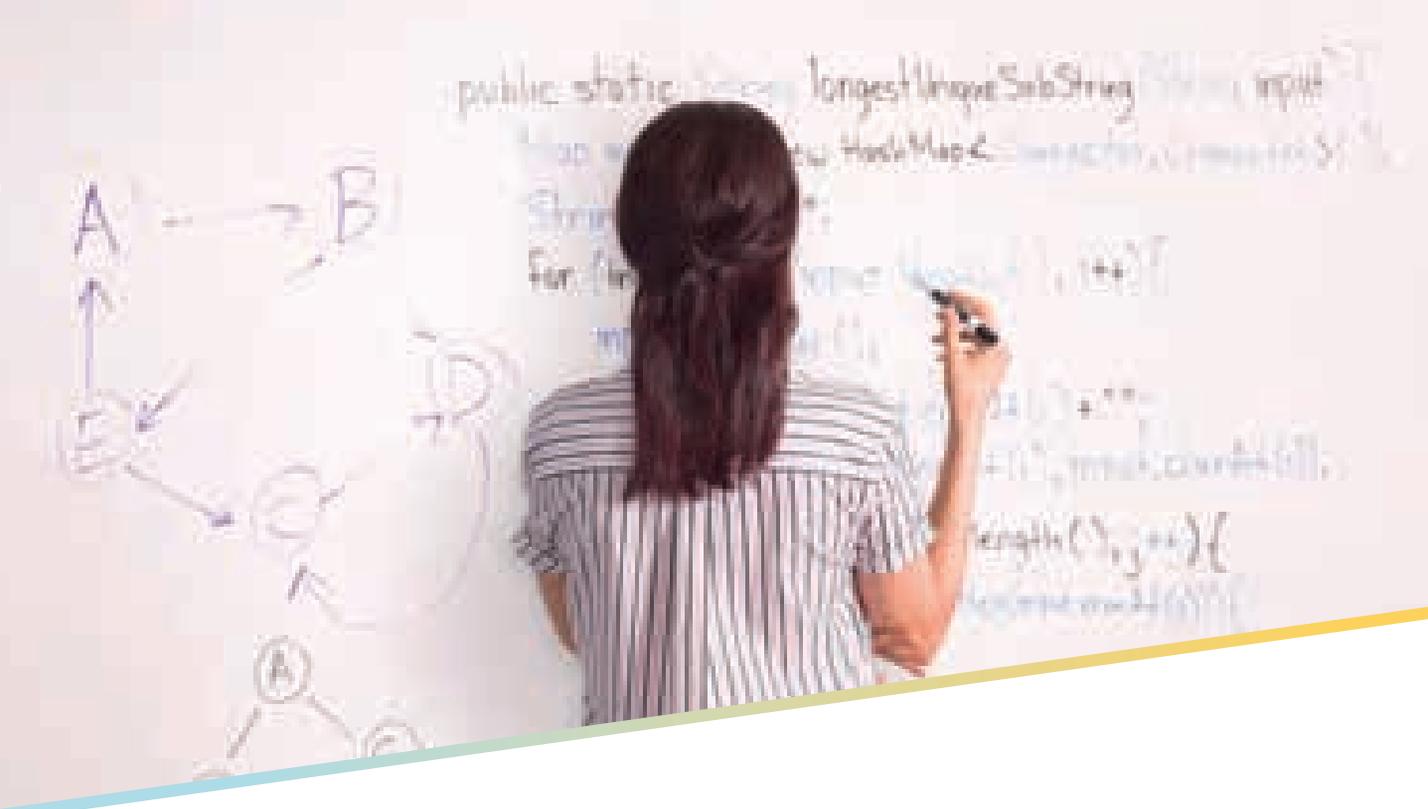
Make things possible at goldmansachs.com/careers.

Our school leaver opportunities

The Technology Degree Apprenticeship Programme is an opportunity to earn a salary and degree while embarking on a career in financial services and technology. The 'Degree Apprenticeship Programme' will allow participants to complete an apprenticeship within Goldman Sachs' Technology division while studying for a degree at Queen Mary University of London.

How do we select?

Please submit an application via our website: goldmansachs.com/careers



You solve problems.
So do we.

See yourself here.

At Goldman Sachs, we believe who you are makes you better at what you do. We seek out people with all types of skills, interests and experiences. So whether you've been trading penny stocks since the eighth grade or have never imagined a career in finance, there's a place for you here.

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

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



Goldman Sachs Technology Degree Apprenticeship Programme

Goldman Sachs London Office

All applications should be made online at www.goldmansachs.com/careers

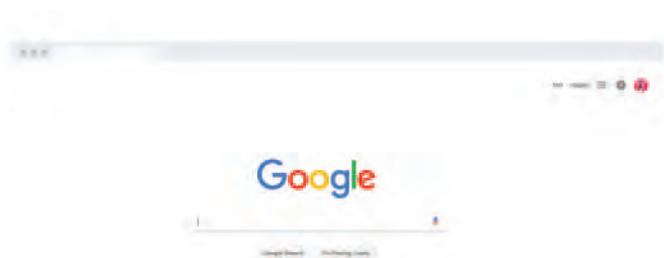
- This programme is suited to students looking to commence a university degree in Autumn 2019 with a keen interest in building solutions to complex problems.
- Applicants will be required to meet the minimum entry requirements of Queen Mary University of London. Given government requirements, only European Economic Area nationals are eligible for this programme.

Application Deadline: 17 March, 2019

Make things possible.

To learn more about the program and apply, please visit www.goldmansachs.com/careers





More about us

A problem isn't truly solved until it's solved for all. Googlers build products that help create opportunities for everyone, whether down the street or across the globe. Bring your insight, imagination and a healthy disregard for the impossible. Bring everything that makes you unique. Together, we can build for everyone.

Check out our career opportunities at careers.google.com.

Our school leaver opportunities

Apprenticeships are an important pathway into Google – they ignite careers in tech as well as give opportunities to study for an externally recognised qualification while gaining practical skills. Google UK has three apprenticeship programs where apprentices are exposed to the latest technologies & Google's culture: Software Developer, Infrastructure Technician and Digital Marketing. For more details about these programmes, visit our Careers site at careers.google.com.

How do we select?

After reviewing applications, Google will arrange phone interviews for those shortlisted to understand your skills & experience better. Those successful are then invited to Google's London offices for in-person interviews where Googlers will be thrilled to get to know you!

Ranking

3rd in the top 100

Type of employer

Technology

Locations

London

Number of vacancies

Various depending on the programme

Salary

Competitive

Entry requirements

Various depending on the programme

Qualifications gained

L3 Infrastructure Technician/L3 Digital Marketer/L4 Software Developer apprenticeship qualification (plus a Foundation Degree in Computer Science for the L4 Software Developer programme).

Training provided

20% off-the-job training with a learning partner, plus onsite training opportunities that include courses ranging from public speaking to personal branding.

Applications deadline

Applications will open October 2019 for the October 2020 intake (Applications for the October 2019 intake closed January 2019).

How to apply

Email uk-apprenticeships@google.com to keep informed about when applications open.

Get in touch – social media

[googlestudents](#)

[googlestudents](#)

[googlestudents](#)

[+GoogleStudents/](#)

[posts?e=-RedirectToSandbox](#)



National Graduate Recruitment AWARDS

Google

Top Stories

Defying stereotypes: Jason's journey learning how to code

Art gallery in your pocket: Top teachers' paintings in augmented reality

Bringing Google AI to more people on Android and iOS



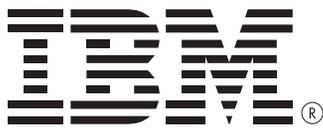
All Stories

Defying stereotypes: Jason's journey learning how to code



Four ways top brands deliver faster, smarter marketing with Google Marketing Platform





“I truly believe this is the best apprenticeship scheme in the UK. It offers unparalleled training and opportunities.”

More about us

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 school leaver opportunities

We offer Apprenticeships in various Business and Technical roles, as well as Degree Apprenticeships! Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long and successful career.

Or, you might be uncertain about what to do after A-Levels, if that's you, the IBM Futures scheme is for you. This gap year scheme offers you the opportunity to work with a world-leading company for 12-months, broadening your horizons and giving you a head start in your career.

How do we select?

To be successful, you must complete each stage of our application process. This includes a competency based application form, an online test, a video interview, an assessment centre and your final interview.

Ranking

66th in the top 200

Type of employer

Information Technology & Consultancy

Locations

Nationwide

Number of vacancies

100+

Salary

Salaries start at £18k and our benefits package is highly flexible so it can be tailored to fit your lifestyle and personal circumstances.

Entry requirements

5 GCSEs grade 4-9 including Maths and English Language. You don't need to be studying a technical A-Level or equivalent, we accept all subject backgrounds. For degree apprenticeships we require a minimum of 120 UCAS points.

Qualifications gained

You could achieve a CIMA qualification or a degree qualification!

Training provided

To help you on your journey of discovery, our cognitive cloud based learning platform learns about you and creates a personalised learning plan. To further enhance your Professional Development, there are opportunities for coaching and mentoring and you even get a dedicated manager.

Applications deadline

Ongoing

How to apply

Visit ibm.biz/ibmschoolleaver, select "Apply Now" and fill in your name, contact details and eligibility to work in the UK. When this is complete you will be progressed through our application process.

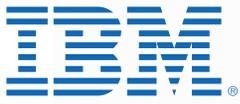
Get in touch – social media

@IBMCareersUKI

@IBMCareersUKI

IBM





Let's put
smart
to work.™

Do your best work ever.

School Leaver opportunities at IBM are all about picking up skills for the workplace and embarking on a long and successful career. We have your professional development in mind from the day you join us as a permanent employee. You will get lots of exposure and 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.

ibm.com/jobs/uk

Darius
Joined IBM 2016





Ranking

20th in the top 200

Contact

Apprenticeship team
Apprent@Jaguarlandrover.com

Type of employer

Automotive

Locations

Coventry

Number of vacancies

45

Salary

£20,000

Entry requirements

Please see below for link to the apprenticeship vacancies.

Qualifications gained

Bachelor's Degree Digital Technology Solutions from Warwick University

Training provided

You'll spend your first three months at university, where you'll gain programming skills and start to build your professional business skills. After this time, you'll typically attend university for one week in every six to achieve your Bachelor's degree and study at the newly constructed Degree Apprenticeship Centre in the heart of the University of Warwick campus.

You'll contribute to the business in your assigned role, as well as undertake additional study in your own time, to achieve your academic award. A network of apprentice tutors and line managers will regularly review your progress and offer advice along the way, to support you performing at your best.

Applications deadline

31/07/2019

How to apply

Apply via a link within the job posting on our search and apply screen.

Get in touch – social media

JLREarlyCareers



More about us

Our award-winning Apprenticeship Schemes are aimed at people who have a passion for learning. Ambitious, imaginative and hard working individuals who are determined to succeed and make the most of the hands-on experience and qualifications we offer.

Jaguar Land Rover subject matter experts have been working throughout 2018 with our partners in WMG at the University of Warwick to develop a new BSc degree in Digital Technology Solutions.

How do we select?

The first part of the application is your candidate profile, please complete this as fully as you can and if you are applying for a Design role make sure you attach your portfolio. Next you will be taken to a short application form - please answer all of the questions here.

ONLINE TESTS

If you have met the benchmark, for all roles except those in design, you will be invited to complete a Situational Judgement Test (SJT) online. This will be followed by Cognitive Ability tests if you pass the SJT. You have a limited time within which to complete the tests so please read all instructions carefully and plan time to complete them as early as possible.

APPLICATION REVIEW

We'll look carefully at how you've performed so far (and your portfolio if you sent it) and select a shortlist of candidates to invite to our assessment centres. There may be several months between the online testing and assessment stages so don't worry if you haven't heard from us for a while, we will always let you know whether you will be progressing or not.

ASSESSMENT CENTRE

If you make the shortlist, the recruitment team will contact you to arrange for you to attend an assessment centre. This will involve attending with other candidates and taking part in a number of activities and interviews. We'll let you know by email what to expect on the day and what we need you to bring so please read all instructions carefully.

We'll always let you know the outcome of your assessment but it may take us some time to review all candidates before we do.



EARLY CAREERS OPPORTUNITIES

APPRENTICES

THINK BEYOND

jaguarlandrovercareers.com



Ranking

18th in the top 200

Contact

apprenticeships@kpmg.co.uk
Tel: 0800 328 5764

Type of employer Professional services

Locations Nationwide

Number of vacancies c.200

Salary Competitive

Entry requirements

Our entry requirements vary depending on the role:

- For KPMG360° and KPMG360° Digital, we ask for a minimum of five A* - C or 4–9 at GCSE and a minimum of 104 UCAS points at A Level.
- For KPMG360° Business Services, we ask for a minimum of five A*–C or 4–9 at GCSE (including English Language, Maths).

Please see our website for Scottish entry requirements.

Qualifications gained

Qualifications gained are dependent on the role. You will gain either a BSc degree, ACA/CTA/CIMA accounting qualification, or an NVQ.

Visit our website for more details.

Training and benefits

Across all of our programmes, we'll empower you to develop through excellent training, including support for professional qualifications. We offer a competitive salary and a host of great benefits, including the opportunity to join our employee networks, societies, and sports and leisure clubs, as well as get involved in volunteering activities that give back to communities.

Application deadline

We recruit on a 'rolling' basis. This means that we don't have a deadline for applications, but advise you to apply early.

How to apply

Learn more about our programmes and apply directly by visiting our website: kpmgcareers.co.uk/apprenticeships

Get in touch – social media

@KPMGRecruitment

@kpmgtraineesuk

@KPMGRecruitment

@KPMG UK



“The support I receive from my colleagues really helps me to reach my full potential – they give me the opportunities to develop my skills and experience.”

– Harry, KPMG360° Apprentice

More about us

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

Our Apprenticeship opportunities

Our KPMG360° Apprenticeship Programmes offer a practical way to build an exciting career. You'll earn a salary, gain valuable work experience and be supported to achieve a professional qualification – all while working with some of the brightest minds in business, in a vibrant community and embracing technologies of the future.

How do we select?

We know that you may not have a lot of experience right now, but what will make you stand out is who you are as a person and the way you behave in different situations.

To help you figure that out, we have a clear list of 'Behavioural Capabilities' that we look for in everyone we hire. You can find more information from our 'Global Behavioural Capabilities' listed on our website.

No single type of person succeeds at KPMG; a diverse business requires diverse personalities, characters and perspectives. With the opportunity to work across different specialisms, there really is a place for you here.



Live, Earn and Learn

At KPMG, our range of KPMG360° rotational apprenticeship programmes offer you the opportunity to work with a variety of clients across different industries, using innovative approaches and new technologies to help businesses to improve the way they work.

You'll gain broad work experience and develop your skills, whilst working towards a professional qualification and earning a salary.

KPMG360°
KPMG360° Digital
KPMG360° Business Services

Learn more and apply:
kpmgcareers.co.uk/apprenticeships

✉ apprenticeships@kpmg.co.uk

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

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

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

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 LAING O'ROURKE

www.laingorourke.com/careers

Ranking

171st in the top 200

Type of employer

Construction and Engineering

Locations

UK wide, depending on projects – Manchester, the Midlands, Edinburgh, London and the South West

Number of vacancies

50+

Salary

£16,500 starting salary plus we pay for all your apprenticeship/university fees

Entry requirements

5 GCSE's (preferably grades 7-4 in English, Maths & Science) 3 A-Levels or BTEC

Qualifications gained

HNC Level 4 or BSc Degree

Application deadlines

Applications open in November 2018 and close 28th January 2019, but some roles will remain open until filled so please check our website

How to apply

 Apply online via www.laingorourke.com/careers

Get in touch –social media

 Early Talent LOR

 LOREarlyTalent


“Although I’m only in the first year of my programme, I’ve actually been at Laing O’Rourke for five years. I started off training to be a Heating & Ventilation Apprentice. Then I started to think what’s next – I had done some civil engineering at college, so I was really keen to see if I could pursue a career in this area. Luckily Laing O’Rourke said ‘yes’. There are six of us from Laing O’Rourke on the programme, and we go to college for two weeks at a time. It’s great to get all that time to focus on studies.”

Jack, School & College Leaver, Civil Engineering Technician

More about us

We are Laing O’Rourke. We design, manufacture, engineer and build iconic buildings and complex infrastructure projects used by millions of people every day. It’s our mission to be the recognised leader for innovation and excellence in the construction industry. To achieve that, we’re changing the way we work, using the very latest digital tools and platforms. And we’re always looking to create structures that will help build a better future for everyone.

Our school leaver opportunities

Our five-year School & College Leaver programme combines studying for an accredited higher & degree apprenticeship with on-the-job experience. You’ll work alongside experienced professionals on live projects, and attend college/university at the same time. Throughout you’ll learn innovative engineering and construction techniques, and get to know colleagues who’ll continue to support you throughout your career at LOR.

How do we select?

We have opportunities for School & College Leavers in many areas, from Civil Engineering and Design to Planning and Quantity Surveying. We’ll pay for all your university fees, and there’s even an achievement award when you complete the relevant professional qualification.



LAING O'ROURKE

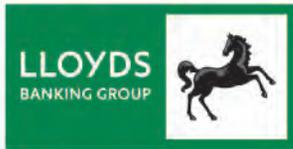
BUILT FOR YOU

EARLY TALENT PROGRAMMES

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

[laingorourke.com/careers](https://www.laingorourke.com/careers)

 ENGINEERING THE FUTURE
www.laingorourke.com



www.lloydsbankinggroup.com/apprentices



We're looking for new talent to help us succeed, so if you're ready to discover a career with real impact, we have an apprenticeship for you.

More about us

At Lloyds Banking Group (LBG), we operate the UK's largest digital bank, making a difference to 30 million customers on a daily basis. And we're not stopping there. Our industry is changing rapidly, and as it does, we have one goal: to build the bank of the future. With over 75,000 colleagues at locations across the UK, and a selection of clients from startups to global organisations, we're helping Britain prosper every day.

With nearly 14 million online and 10 million mobile users, we're the largest provider of digital financial products in the UK — using emerging technologies like machine learning and chatbots to help our customers. We've been named one of The Times Top 50 Employers for Women for the sixth consecutive year and the World's Best Bank for Diversity and Inclusion at the Euromoney Awards for Excellence 2017.

Our school leaver opportunities

We have a wide range of apprenticeships, from level 2 (equivalent to five A-C GCSEs) to level 7 (equivalent to a masters or bachelor degree).

As an LBG Apprentice, we'll help you study for a degree or an industry-recognised qualification during work time, give you access to our Leadership Academy and provide you with a talent coach who will support you on your career journey. We want you to be a key member of our team. That means working on national projects, access to a diverse range of professional mentoring and opportunities to progress.

Whatever your background, if you're ambitious and share our purpose, we'll help you succeed. We have a collaborative and open-minded culture that supports different skills, interests and ideas. So if you think that you could help us build the bank of the future, and want to develop professional skills for life, then apply today.

Ranking

46th in the top 200

Type of employer

Banking, Finance, Technology

Locations

Nationwide

Number of vacancies

We have over 750 apprentice opportunities a year, ranging from Level 2 Intermediate Apprenticeships to Level 6 Degree Apprenticeships and Level 7 Masters Apprenticeships.

Salary

From £15,000 per year (varies depending on which apprenticeship you choose).

Entry requirements

Varies depending on programme, some require proficiency in English and Maths, others require A levels.

Qualifications gained

Varies depending on programme — ranges from Level 2 qualifications to professional qualifications to Masters Degrees.

Training provided

You'll have development opportunities that are tailored to your programme and your interests.

Applications deadline

We recruit throughout the year. Visit our website for specific details.

How to apply

Visit our website to apply — www.lloydsbankinggroup.com

Get in touch — social media

 [discoverwhatmatters](https://www.facebook.com/discoverwhatmatters)
 [@lbg_talent](https://www.instagram.com/lbg_talent)

Find out more:

www.lloydsbankinggroup.com/apprentices





Former
Sales
Assistant

Project
Management
Apprenticeship

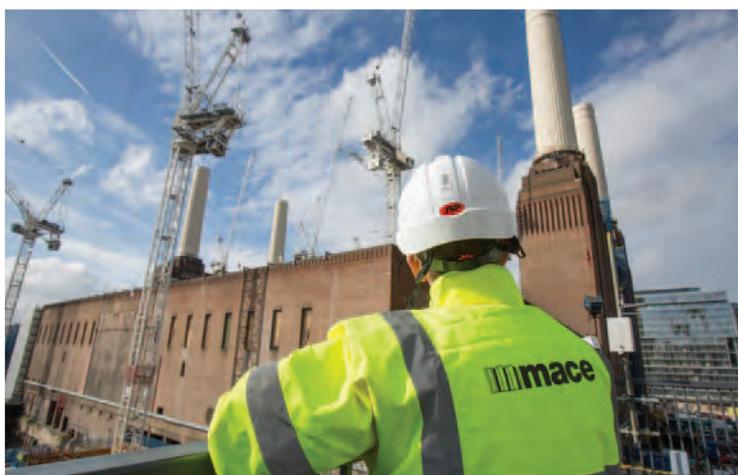
"I won
Change
Trainee of
the Year!"

Diploma
in Project
Management

Afeefa's apprenticeship
journey so far...

DISCOVER CAREERS WITH REAL IMPACT

Find your opportunity at lloydsbankinggrouptalent.com



“Mace are keen for apprentices to progress and they provide a lot of support through one-to-one meetings, portfolio reviews and regular internal training. Mace are sponsoring me through a part-time degree and it’s great to be able to use what I am learning about at university in my day job.”

Miranda Jones – Apprentice

More about us

Mace is an international consultancy and construction company, founded on exceptional people, a commitment to service excellence and a deep-rooted entrepreneurial spirit. We have delivered iconic projects such as The Shard, the London 2012 Olympic and Paralympic Games, Heathrow Terminal 5 and Birmingham New Street Station.

Our school leaver opportunities

Our award winning Apprenticeship programmes offer a wide range of opportunities to people who are looking to start a career in the construction industry. Our structured training programme will start you on the path to becoming a professional manager in Construction.

How do we select?

Securing a place on our apprenticeship programme involves an online application followed up by a telephone and group interview. We look for candidates who are passionate about a career in construction and have strong core skills such as organisation and team working.

Contact

Mace Emerging Talent Team
Emerging.Talent@Macegroup.com

Type of employer

Construction

Locations

Across the UK

Number of vacancies

30 – 40 per academic year

Salary

Competitive

Entry requirements

300 UCAS Points (Old Tariff)
120 UCAS Points (New Tariff)

Qualifications gained

Degree & Level 3/4 programmes available

Sponsorship opportunities

Qualifications paid for by the business

Training provided

During the apprenticeship you will be supported in starting a route to achieving professional membership with an industry body. In addition Apprentices receive Technical training and support with developing key personal skills and behaviours.

Application deadline

N/A

How to apply

Apply online:
[macegroup.engageats.co.uk/
LoginV2.aspx](http://macegroup.engageats.co.uk/LoginV2.aspx)

Get in touch – social media

Macegroup

MaceGroup

macegroup

company/mace-group

START A CAREER LIKE NO OTHER

Search for apprenticeships at
macegroup.com/careers



M&S

EST. 1884

careers.marksandspencer.com/school-leavers

Ranking

76th in the top 200

Contact

www.careers.marksandspencer.com/school-leavers

Type of employer

Multi-channel retailer

Locations

Stores nationwide

Number of vacancies

50

Salary

£18k rising to £26k on appointment

Entry requirements

We're looking for at least two A-levels (grade A–C) but just as important, we want people who are bright, ambitious, and want to apply themselves quickly.

Certification gained

Level 4 Higher Apprenticeship in Retail Management

Training provided

You'll get to experience every conceivable aspect of store operations on our scheme, from managing £multi-million budgets to leading people and teams. Alongside on-the-job mentoring, you'll spend time working towards your Level 4 Higher Apprenticeship in Retail Management.

Applications deadlines

Keep an eye on the website for details.

How to apply

Apply online:
www.careers.marksandspencer.com/school-leavers

Get in touch – social media

 @MandStalent

 Marks and Spencer

 Marks and Spencer

Glassdoor: Marks and Spencer



“Starting my career and moving on with my life were more important to me than spending more time in education. Here, I have my own team, my own accountabilities and my own duties. My job is demanding but this means I have more opportunity to grow.”

Billy, Store Manager (school leaver)

More about us

An international, multi-channel retailer, our relationship with school leavers spans over 40 years. We've invested these decades of experience to form the Level 4 Retail Management Apprenticeship for School Leavers.

Our school leaver opportunities

This is no ordinary apprenticeship. Over 12–18 months you'll experience every aspect of store operations which coupled with a mentor, will help guide your academic learning. After that you'll be ready to take charge of your own department as a Commercial Manager and hold a valuable certification – a Level 4 Higher Apprenticeship certification in Retail Management.

How do we select?

We're looking for at least two A-levels (grade A–C) but, more importantly, we want people who are bright, ambitious, and want to apply themselves quickly. As well as being able to respond to a challenge, you'll also have the confidence to manage people and a mind that can think beyond the obvious.



M&S
EST. 1884

APPRENTICESHIPS

A-levels done? Check.

Make your next stop M&S.

Like many of our senior leaders, you could go a long way as a school leaver joining M&S. We've been recruiting school leavers for over 40 years. We're investing in a range of Apprenticeships, from Level 4 Retail Management to programmes across Head Office and Engineering.

Apply now at jobs.marksandspencer.com/



Marks and Spencer



@MandSTalent



Our core values unite and guide our people. We stand for INTEGRITY & INDEPENDENCE we take RESPONSIBILITY for who we are. We strive for the highest standards of quality and TECHNICAL EXCELLENCE we treat people with RESPECT and wholeheartedly embrace DIVERSITY and we also welcome CONTINUITY learning from the past but looking to the future.

More about us

Mazars is a global, integrated and independent organisation, specialising in audit, advisory, accounting and tax services. We are among the top 10 accountancy firms within the UK.

At Mazars, You Matter.

Our school leaver opportunities

At Mazars you can train to become an Audit, Tax or Accounting professional. You will receive a full study package and time off to attend college but, with Mazars, your professional qualification is only part of the story. We support all of our trainees with a blended approach to training and development. As you progress you will undertake technical and skills training to move into management and leadership positions.

How do we select?

We want driven professional individuals who excel at working with others, who have the ability to communicate at a high level and who share the same values as Mazars. You must also be able to demonstrate analytical skills, drive, commercial awareness, flexibility and creativity.

Contact

careers@mazars.co.uk

Type of employer

Accountancy, Professional Services

Locations

Birmingham, Bristol, Durham, Edinburgh, Glasgow, Leeds, Leicester, Liverpool, London, Manchester, Milton Keynes, Nottingham, Poole, Sutton

Number of vacancies

50+

Salary

Competitive + Flexible Benefits

Entry requirements

Our entry requirements vary depending on the role. For Tax and Accounting & Outsourcing, we expect you to be studying towards A Levels or an equivalent qualification, no specific grades required. For Audit we require 112 UCAS points.

Qualifications gained

Depending on the service line, you will study towards your chartered accountancy qualification on a higher apprenticeship. The qualifications offered include ATT, AAT and ACA.

Training provided

Our School Leaver Programmes offer you the opportunity to gain a professional qualification whilst earning a competitive salary and gaining invaluable experience. We also host a large number of internal technical and soft skills training opportunities to support your development.

Applications deadline

Rolling

How to apply

www.mazarscareers.co.uk

Get in touch – social media

 MazarsLifeUK



Our Careers

- Accounting & Outsourcing
- Audit
- Financial Advisory Services
- Financial Services Consulting
- Financial Planning
- Risk Assurance
- Tax

www.mazarscareers.co.uk

AUDIT • TAX • ADVISORY



@Mazars-uk



MazarsLifeUK



Mazars-uk



Ranking

122nd in the top 200

Contact details

www.mcdonalds.co.uk/people
 UKRecruitmentTeam@uk.mcd.com
 0345 606 321

Type of employer

Global Restaurant Chain

Locations

Nationwide

Number of vacancies

30

Salary

Starting salary £16,000

You will also get a wide range of benefits, including holiday and sick pay, stakeholder pension and employee discount schemes.

Entry requirements

104–112 UCAS points (A level grades BCC – BBC) or equivalent alternative qualifications.

GCSE grade C or 4 in English and maths.

Qualifications gained

Level 3 apprenticeship in Hospitality Supervisor

BA Hons Degree in Business Management (level 6).

Training provided

Training and developing people has been at the heart of the business throughout its 43 years in the UK. Each year, the company invests over £40 million in training and personal development.

The Management Degree Apprenticeship combines McDonald's renowned management curriculum with study at Manchester Metropolitan University. Students will attend McDonald's leadership courses at their head office in London and then from year 2, spend 3-4 day residential blocks at the university campus in Manchester.

Applications deadline

For September 2020 start:
 15 October 2019–15 February 2020

How to apply

www.mcdonalds.co.uk/people

Get in touch – social media

@McDonaldsUK

mcdonaldsuk



We give thousands of young people their first taste of work every year and are immensely proud of the opportunities we provide to build workplace confidence, gain qualifications and help young people progress. We offer a caring environment and flexible roles that fit our employee's lifestyles and life choices. Whether you're looking for the first step of an exciting new career or to gain experience while you study, there is a great opportunity waiting for you at McDonald's.

More about us

McDonald's has run its business in the UK since 1974 and currently operates just over 1,270 restaurants across the UK, employing over 120,000 people. It's one of the largest employers of young people in the UK, with around 75,000 16–25 year olds currently employed.

Our school leaver opportunities

For those looking to gain qualifications whilst building a career, the 5-year Management Degree Apprenticeship helps students gain a Business Management degree at Manchester Metropolitan University – all whilst working and earning a salary. It's a great opportunity to gain loads of practical experience and get stuck into the student experience, without any of the debt.

How do we select?

Candidates are selected by successfully passing all stages in our rigorous application process. This includes a combination of online tests, interviews, an assessment centre and an on-the-job evaluation.

We look for people that are comfortable rolling up their sleeves and getting involved. Quick learners that have providing a great customer experience and delivering high standards at the top of their minds.

The ability to maintain high energy levels whilst working efficiently is also essential.

As is, an aptitude towards problem solving, decision making and motivating, leading and inspiring people.



MANAGEMENT DEGREE

APPRENTICESHIP PROGRAMME

**WANT TO
EARN
WHILE YOU
LEARN?**

If you are 18 and over,

**BUILD A
MANAGEMENT
CAREER**

whilst gaining a degree.



**5 YEAR
PROGRAMME**

A 1-year Level 3 apprenticeship with a 4-year BA Hons Degree in Business Management.

FEES



The course fees are fully paid for by McDonald's,* all whilst you work and earn a salary with us.

**FAST
TRACK**

Opportunity to accelerate your career by becoming a Business Manager, managing your very own restaurant.

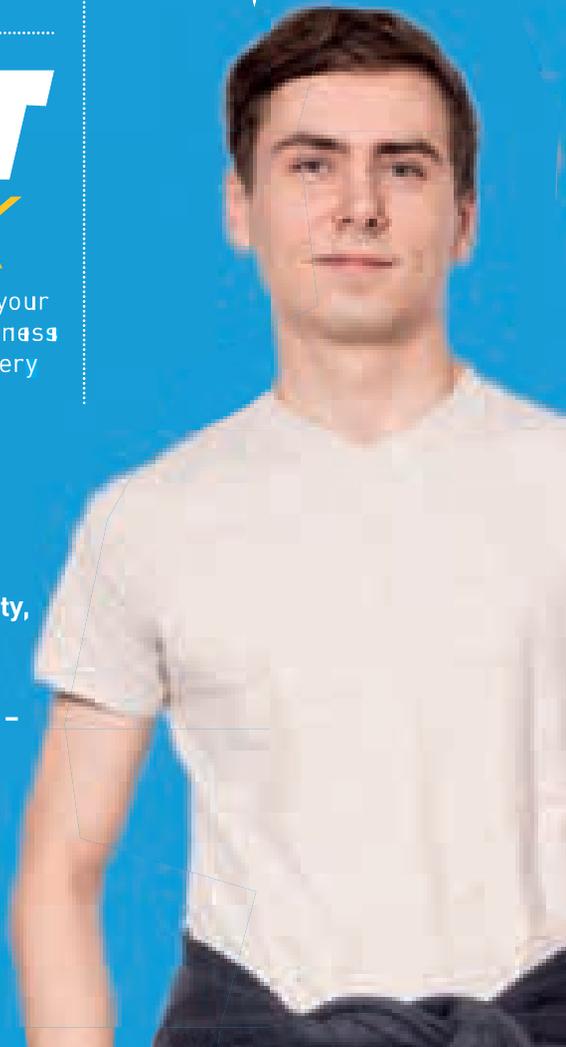
Developed in partnership with Manchester Metropolitan University, the programme spends three-to-four day residential blocks on campus in your second year. It's a great opportunity to gain loads of practical experience and get stuck into the student experience - all without any of the debt.

mcdonalds.co.uk/people

With McDonald's®, I can.

* Utilising Apprenticeship Levy contributions or through the Government co-investment scheme.

** Programme currently only available in England





SECURITYSERVICE
MI5

www.mi5.gov.uk/careers

Ranking

16th in the top 200



Type of employer

Public Sector

Locations

United Kingdom

Number of vacancies

80+

Salary

Dependent on role

Entry requirements

Dependent on role

Qualifications gained

Dependent on role

Training provided

We offer a wide range of training from corporate and personal development to specialist and technical training.

Applications deadline

Throughout the year

How to apply

Online via our website

More about us

MI5 helps protect the UK against threats to national security from terrorism and espionage, to complex cyber threats. A career at MI5 is like no other.

Our school leaver opportunities

We recognise university isn't for everyone and MI5 offers various opportunities for school leavers who want to embark on an exciting and varied career. Most of our school leavers join us in an administrative role where you can be supporting one of our investigative teams, working in human resources or finance, or supporting one of our digital analysts. For those interested in technology MI5 offer an exciting apprenticeship scheme which enables you to be hands-on in helping to build and maintain some of the world's most advanced software technology – all while working towards a BSc Honours Degree. Working for MI5, you'll be able to grow your skills and perform to the best of your abilities in an organisation that truly makes a difference. However you join MI5, you will be part of a supportive team, with many opportunities to develop and learn about the exciting work we do keeping the country safe.

How do we select?

This varies from role to role but can include a telephone interview, a face-to-face interview and a security interview with a vetting officer.



Get 66,000,000 likes without sharing anything

These days it feels second nature to share everything about your life. But imagine if you had to keep your working world a secret, while helping to keep the country safe? MI5 is looking for school leavers who want to launch an exciting and varied career. Most of our school leavers join us in an administrative role where you can be supporting one of our investigative teams, working in human resources or finance, or supporting one of our digital analysts.

For those interested in technology MI5 offer an exciting apprenticeship scheme which enables you to be hands-on in helping to build and maintain some of the world's most advanced software technology – all while working towards a BSc Honours Degree.

However you join MI5, you will be part of a supportive team, with plenty of opportunities to develop and learn about the exciting work we do keeping the country safe.

Discover your role at www.mi5.gov.uk/careers



SECURITYSERVICE
MI5



**SECRET
INTELLIGENCE
SERVICE** MI6

www.mi6.gov.uk

Ranking

6th in the top 200



More about us:

We are MI6 (or, as we're more formally called, the Secret Intelligence Service). We operate worldwide to protect the security and economic wellbeing of the UK from overseas threats. Regional instability, terrorism and the proliferation of weapons are some of the major challenges facing the world in the 21st Century. At MI6, we help make sure the Government can counter these threats effectively. Join us, and you'll play a vital role in supporting this work.

How do we select?

There are a variety of requirements according to your chosen area. However, typically you'll need to complete an application form and be invited to an interview. If you're successful, there will normally be an assessment centre followed by a stringent vetting procedure.

Type of employer

Security

Locations

London and Overseas

Number of vacancies

100+

Salary

Various, depending on role

Entry requirements

Various, depending on role

Qualifications gained

Various, depending on role

Training provided

Various, depending on role

Applications deadline

On going

How to apply

Visit our website to find out more about the opportunities we have to offer



**SECRET
INTELLIGENCE
SERVICE MI6**

SOME THREATS ARE EASY TO SPOT. HELP US FIND THE REST.

**Intelligence Officers,
Operational Data Analysts,
Software & Technology Specialists,
Business Support Officers**

At MI6, we gather secret intelligence overseas to keep the UK safe. It's fascinating, varied and rewarding work. We rely on a range of talented people from different backgrounds to succeed. In fact, you may be surprised to learn that you're exactly the type of person we want. And with opportunities in everything from intelligence and data, to technology and business support, there's more than one way to start a career with us. When you join, you'll take advantage of our world-class training and development. Together, we'll realise your potential and protect the nation.

To find out more how to start your future career with us, visit www.SIS.gov.uk



Ranking

135th in the top 200



I attend college once a week, where I do a civil engineering course. The other four days are spent at work. There are dedicated lunch and learn sessions to help expand my knowledge on certain topics as well as constant support from my line manager and the team.

Ruth Watson, apprentice civil engineer

More about us

We're a management, engineering and development consultancy which works on projects across the world. By challenging norms, we like to solve humanity's most difficult problems. We're committed to making a positive contribution to the wellbeing of our staff as well as the environment, communities, and market places in which we operate. Could you see yourself being a part of our team?

Our school leaver opportunities

We have advanced level apprenticeships in civil engineering, building services engineering, transport planning and business administration.

We have degree level apprenticeships in civil engineering and quantity surveying.

Our selection process

We're looking for someone that is:

- Professional, proactive and receptive to constructive advice and guidance
- Willing to learn new skills while being able to adapt them
- Aware of their limitations and when to seek help if needed
- Able to work independently when necessary
- Able to take responsibility and pride in their work
- Good at demonstrating a positive approach to problem solving
- Able to contribute to discussions as part of a team
- Able to take a responsible approach to health and safety.

Contact

Earlycareers.recruitment@mottmac.com

Type of employer

We are an employee owned company

Locations Nationwide

Number of vacancies 60

Salary

Advanced level starts at £12,500

Degree level starts at £15,500

Entry requirements

See website

Qualifications gained

Advanced level

- a Level 3 diploma in civil engineering for technicians, a BTEC Level 3 Diploma in construction and the built environment and an opportunity to become a qualified engineering technician [EngTech].
- a Level 3 diploma in building services engineering for technicians, a BTEC Level 3 diploma in construction and the built environment and an opportunity to become a qualified engineering technician [EngTech].
- a Level 3 diploma in transport planning along with the opportunity to become a qualified engineering technician [EngTech].
- a Level 3 diploma in business administration

Degree level

- BSc (Hons) in quantity surveying and an Assessment of Professional Competence [APC].
- BEng (Hons) in civil engineering

Sponsorship opportunities

Only eligible for UK residents

Applications deadline

Check website

How to apply

Please apply via our UK apprentice page on our website. You will be required to upload a CV, covering letter and complete an online test.

Get in touch – social media

@mottmacgroup

@MottMacLife

@mottmacdonaldgroup

Mott MacDonald



Be part of something big

Whether it's protecting wildlife, providing clean water or designing new roads – our people improve the world we live in and you could be part of it. Become the difference and leave your mark on the world.

Opening opportunities with connected thinking.

mottmac.com/careers/uk-apprenticeships
earlycareers.recruitment@mottmac.com





National Audit Office

naoaccountancyscheme.co.uk/

Ranking

64th in the top 200

Contact details

If you have any queries please contact
HRServiceDesk@nao.gov.uk

Type of employer

Public sector

Locations

London and Newcastle

Number of vacancies

10

Salary

£24,000 p.a. in London
£18,000 p.a. in Newcastle

Plus:

- annual pay increments
- pay increases when you pass each professional exam
- an array of attractive benefits

Entry requirements

- A minimum of 120 UCAS points or equivalent from your top three A level grades (or equivalent)
- You must be a UK, Commonwealth, EEA or Swiss national to comply with Civil Service nationality rules and must hold a valid work permit.

Qualifications gained

Our ACA professional chartered accountant training scheme is accredited by the Institute of Chartered Accountants in England and Wales (ICAEW)

Sponsorship opportunities

This is a 5-year fully-funded scheme and we will cover:

- ACA professional qualification
- ICAEW membership subscription
- Fully paid 25 weeks study leave in block release

Training provided

- Opportunities to take responsibility early in your career
- An excellent support system
- A wide range of training courses to support your development

How to apply

Please visit our website:
naoaccountancyscheme.co.uk

Get in touch – social media

- ✉ HRServiceDesk@nao.gov.uk
- 🐦 [NAOgraduatejobs](https://twitter.com/NAOgraduatejobs)



Change your world and join the NAO's training scheme!

More about us

The National Audit Office (NAO) scrutinises public spending for Parliament and our vision here is to **help the nation spend wisely**.

We support Parliament in improving financial management and the way vital public services are delivered to millions of people every day.

Our apprenticeship opportunities

Our very successful ACA professional apprenticeship is now live. We will equip you with the Chartered Accountancy qualification and membership of the Institute of Chartered Accountants in England and Wales (ICAEW).

Our scheme will give you the opportunity to make a real difference to our huge range of clients but also to the nation. The scope of our work and influence is vast – supporting Parliament to hold government to account and improve the full spectrum of public services. In a nutshell, we enable and support crucial economic and social changes needed to improve financial management and the way vital public services are delivered to millions of people every day.

By joining us and achieving a prestigious qualification as a chartered accountant, you'll build a rewarding and fascinating career. You'll make an impact that you and the nation will benefit from. You will develop your skills as a professional, a manager and a leader. You will be equipped for a fantastic career.

So come, join us and be part of the bigger picture at the NAO!

How do we select?

Please visit our website for further information on the recruitment process



National Audit Office



Dylan Chauhan

“

The apprenticeship is a great opportunity to hit the ground running to really upskill and make an influence in government. I wanted a place that would give me both rounded development and ability to change how things work. The NAO is a perfect place to gain that insight and knowledge. Whether you are working on Digital Transformation to the latest sale of Government assets, there is always something exciting to work on that will challenge and reward you.

”



“The Difference is You.”

More about us

Network Rail looks after 20,000 miles of track, 40,000 bridges and viaducts, and thousands of signals and level crossings. Every day, we get four million people and thousands of tonnes of goods to their destinations. We're vital to Britain's future success, which means we could play a big part in yours.

Our school leaver opportunities

During our three year advanced engineering apprenticeship there's lots to take in and lots of responsibility to take on but by the end of the scheme you'll be set up for a great future and career.

How do we select?

The scheme is open to those aged 18 or over, you will need to meet the minimum entry requirements and be passionate about engineering and further study to help you achieve your goal of becoming an engineer. The selection process involves a Situational Judgement Test (SJT) a telephone interview and the final stage is an Assessment Centre

Ranking

99th in the top 200

Contact

Network Rail
The Quadrant:MK
Elder Gate
Milton Keynes
MK9 1EN

Type of employer

Transport and Logistics

Locations

Nationwide

Number of vacancies

150

Salary

Year 1 – £9,479 (£1,265 for successful completion)
Year 2 – £12,055
Year 3 – £14,364

Entry requirements

4 GCSE'S Grade A*–C or equivalent in Maths, English Language, Science or Engineering

Qualifications gained

NVQ3 in Railway Engineering, ILM Level 3 in First Line Management

Training provided

We'll support you with extensive training and development, the opportunity to gain professional qualifications and provide expert guidance to help you reach your full potential

Applications deadline

January to March

How to apply

Apply via the website
www.networkrail.co.uk/careers/apprenticeships

Get in touch – social media

 [facebook.com/networkrailadvancedapprenticeship](https://www.facebook.com/networkrailadvancedapprenticeship)

Through her Apprenticeship Tasmin developed the skills to build a successful career. You could too.

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



- Competitive salary
- Extensive training and development
- Excellent opportunities for career progression
- Support to gain professional qualifications
- Apprenticeships available at locations across Great Britain

Find out more:

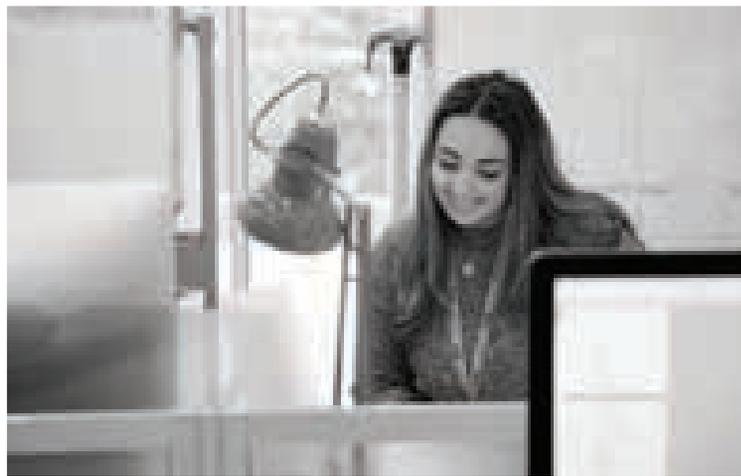
www.networkrail.co.uk/apprenticeships





Ranking

9th in the top 200



**“It’s a great environment to work in...
hard working but relaxed.”**
Tamera, London

More about us

29 years of experience. 23 million customers. Seven countries. Sky, Europe's leading entertainment and communications business, is more than just television, mobile and broadband. With pioneering technology, innovative minds and forward-thinking teams, we make the future happen.

People drive Sky's success. At Sky we look out for a whole host of different skills. What you need to succeed is the drive, passion and ambition to write your own career story. We believe that you don't need to have a degree to start a great career. That's why we offer a whole host of different work experience programmes and apprenticeships for students at all stages of their education.

Our school leaver opportunities

Apprenticeships: Earn while you learn in our 18 month to 2 year programmes in:

- Technology • Software Engineering • Customer Service • Marketing • Sky News Journalism
- Sky Sports News Journalism • Finance

Work Experience: We offer approximately 1,000 work experience and insight days across the business and up and down the country each year for as little as a day or as long as 3 weeks. We have opportunities in: • Technology • Customer Service • Business • Media

How do we select?

Work Experience and Insight days: Online application only

Apprenticeships: Online application, Online tests, Telephone interview and assessment centre.

Contact

Grant Way, Isleworth, TW7 5QD

Type of employer

Entertainment and Technology

Locations

Locations for apprenticeship:
London/Leeds/Scotland (and other locations tbc)

Number of vacancies

Apprenticeships: circa 150, Work Experience and Insight days: 1,000

Salary

Competitive

Entry requirements

Entry requirements vary, but apprenticeship positions are open to GCSE or equivalent qualified candidates.

Qualifications gained

Nationally Recognised Qualifications.

Sponsorship opportunities

We are unable to sponsor visas for our apprentices, but visas are not required for work experience and insight days.

Training provided

There is support from the training provider to ensure students are supported through their Apprenticeship.

Applications deadline

Apprenticeships: mid-March 2019.

Work experience and Insight days: throughout the year.

How to apply

Complete an online application form:
www.skyearlycareers.com

Get in touch – social media

@EarlyCareersSky

EarlyCareersSky

#myskystory

Phoebe
"The visionary"



Work experience and apprenticeships at Sky

Interviewing talent, editing footage for social media - organising the NOW TV summer party. Phoebe is a Marketing Apprentice and a rising star. And, with opportunities ranging from apprenticeships to work experiences in areas like Marketing, Technology and Journalism, you could be too. So, what are you waiting for?

Search 'Sky Early Careers' to find out more.





Ranking

194th in the top 200

Type of employer

Utilities (Water and Wastewater)

Locations

We have over 500 sites across London and the Thames Valley. Our apprentice opportunities are all across our patch.

Number of vacancies

40

Salary

£15,000–£17,500

Entry requirements

Vary based on apprenticeship but all require a minimum of 5 GCSEs graded 4–9 (A–C)

Qualifications gained

BTEC to Degree Level dependant on type of apprenticeship

Training provided

Fully funded college and on site training with experienced mentors and assessors.

Applications deadline

17th March 2019

How to apply

Apply online at thameswater.co.uk/apprentices

Get in touch – social media

Thames Water Careers

@Thameswater

Thames Water



“The Thames Water apprenticeship journey has shown me there is no objective or aim that you can’t achieve. If you are willing to try hard enough, our business will back you all the way.”
Kayne (Apprentice)

More about us

We’re the UK’s largest water and wastewater company, serving 15 million customers each day across London and the Thames Valley. While our main work is to supply clean drinking water and take away wastewater, there’s so much more going on behind the scenes. Do you know how your water eventually became a humble cup of tea or what happens to the wastewater when you flush the loo? Each day, through innovative new ideas we are improving our technology and taking on exciting new challenges to improve our customer service and make us the best in our industry.

Our school leaver opportunities

We value new ideas and skills which is why we focus on bringing fresh talent into the business. Our school leaver apprenticeship programmes are a great opportunity for those looking to start their career in an innovative, rewarding service which is essential to millions of people across London and the Thames Valley.

We offer Mechanical, Electrical and Instrumentation apprenticeships where you’ll learn how to fit, fix and upgrade our equipment to ensure the smooth running of our sites. We also offer Health & Safety Apprenticeships and a Higher Apprenticeship for those seeking to get to degree level which is based in our labs.

How do we select?

We look for our apprentices to be ambitious and innovative with a clear passion for their field of work. They should be great team workers, have good communication skills and have the appetite to be successful and reach their full potential.



Shape your future.



Exciting early career opportunities, including:

- Mechanical and electrical apprenticeships
- Electrical and instrumentation apprenticeships
- Laboratory Technician apprenticeships
- Health and Safety apprenticeships



thameswater.co.uk/careers





"I joined UBS as an apprentice just after finishing school. The main thing that worried me about joining UBS at such a young age (and without a degree) was the type of role I'd be given. I also felt anxious that I may be seen as a weak link in the team due to my inexperience. However, my doubts have been proven wrong. I've been given a great level of responsibility and a healthy workload to keep on top of. I also recognize the importance of my role: if the information we provide is wrong, it can lead to issues further down the line, or even costly mistakes."

UBS Operations Apprentice

More about us

Expert advice. Wealth management. Investment banking. Asset management.

Retail banking in Switzerland. And all the support functions. That's what we do.

And we offer this to our private, corporate and institutional clients as well as corporations around the world. We are about 60,000 employees in all major financial centers in more than 50 countries.

Our school leaver opportunities:

Do you want a fulfilling career that rewards talent and performance? Are you looking for an alternative to university and a career path in financial services?

Then our school leaver apprentice program is perfect for you. It introduces our culture, values as well as offering you the opportunity to start your career at UBS as a full time employee. In addition to the exciting challenges of your day-to-day role, you'll get classroom based training on a variety of technical and behavioural topics. You'll also work towards acquiring a professional qualification recognised in your area of choice.

How do we select?

Online Application – Numerical Test – Video Interview – Assessment Day

Contact

If you have any questions please contact us at:
sh-ubs-ukapprentices@ubs.com

Type of employer

Financial Services

Locations

London

Number of vacancies

50+

Salary

£21,000

Entry requirements

To be considered for our program, you'll need:

- B or Level 5 or 6 in Maths and English Language GCSE
- BCC at A-level (104 UCAS points or equivalent)

Qualifications gained

All programs at UBS start on a Level 3 apprenticeship. You will then have the opportunity to progress onto a higher level qualification which we strongly encourage.

Sponsorship opportunities

As well as a full time permanent job with a yearly salary, all qualifications and training will also be paid for by UBS.

Training provided

Full training and support will be provided by expert training and assessment staff. There will be high quality classroom training as well as online learning, coaching and on-the-job experience to develop real world skills.

From day one you will be in a permanent role at UBS, fully supported as a full time employee, receiving support from your line manager, team, mentor and HR. There is also the opportunity to progress onto various different high level apprenticeship schemes.

Applications deadline

Applications will close in May 2019. Please note however that we recruit on a rolling basis. Applications opened in December 2018 so we recommend applying as early as possible to secure a place on our program for 2019.

How to apply

Online Application – Numerical Test – Video Interview – Assessment Day

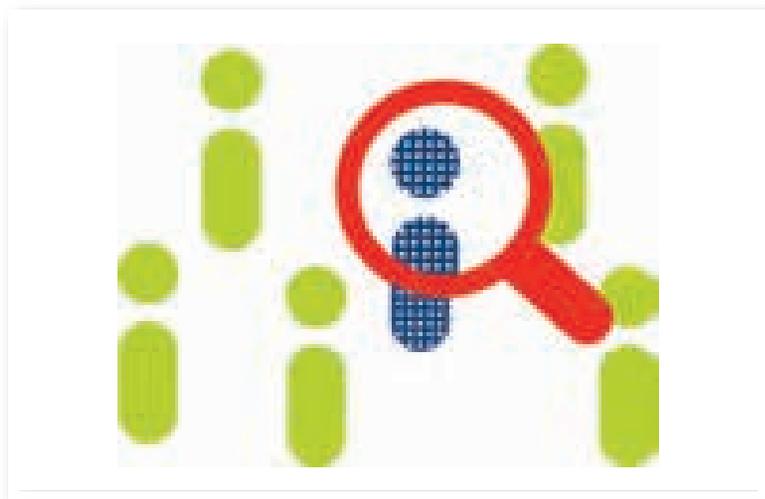


Grow with us.

Let's shape our future **together.**

Do you want to grow? Succeeding here means true collaboration – respecting, understanding and trusting one another. Challenging others and being challenged in return. Being passionate about what you and others do. Driving yourself forward, always wanting to do things the right way. Does that sound like you? Then you might just have the right stuff to join us.

ubs.com/careers



“I can study whilst also gaining hands-on experience working in a professional accountancy environment.”

Lauren, Trainee

More about us

UHY Hacker Young is an ambitious Top 20* Group of UK chartered accountants. Our mid-tier size means that every year we select just a small number of talented trainees to help our business to grow. As a trainee you will be given responsibility from day one and the chance to stretch your talents and experience a wide diversity of work.

Our school leaver opportunities

Our non-graduate training programmes are designed to offer ambitious A level (or equivalent) students the opportunity to qualify and build a career in accountancy. You will benefit from both on-the-job training and classroom based study, as well as learning from the established accountants all around you.

We offer two qualifications; the ICAEW Certificate in Finance, Accounting and Business (CFAB) and the AAT Accounting qualification, which allow you to complete your ACA or ACCA professional qualification without the need for a university degree.

How do we select?

Our selection processes differ between offices but they all start with the same application form, found on our early careers site. From here they are distributed amongst our offices (dependent on your selection) where they will be reviewed and shortlisted for the next stage.

*Latest Accountancy Age and Accountancy Magazine league tables

Contact

Jamie Carpenter
j.carpenter@uhy-uk.com
 020 7216 4600

Type of employer

Accountancy

Locations

Nationwide

Number of vacancies

6

Salary

Competitive

Entry requirements

BBB at A level, with a B minimum in GCSE Maths

Qualifications gained

CFAB and ACA

Sponsorship opportunities

We hold a sponsorship licence

Training provided

Yes, full study support package offered

Applications deadline

30/04/2019

How to apply

Application form on our early careers website

Get in touch – social media

-  [UHYHackerYoung](https://twitter.com/UHYHackerYoung)
-  facebook.com/UHYUK
-  youtube.com/uhyhackeryoung
-  linkedin.com/company/uhy-hacker-young



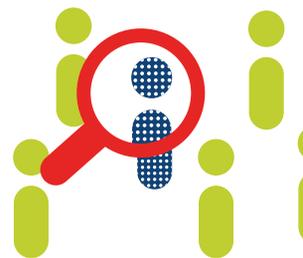
Would you like to work for a Top 20 accountancy firm?

School leaver and graduate apprenticeships with UHY Hacker Young

Are you considering a career as a business leader in accountancy and audit, but are not looking for a university education? We can offer you the opportunity to become a certified chartered accountant straight from school!

I chose UHY and have never looked back, I've already learnt so much, I'm loving it.

Tooba Siddiqui, CFAB student



Apply at www.uhy-earlycareers.com.

Helping you prosper



'Inspiring the next generation for a Brighter Future.'

More about us

Did you charge your phone today? Or turn on the lights while you brushed your teeth? Have you jumped on the Tube recently or jetted off from one of the major airports in the South East? All of these events could not have occurred without UK Power Networks.

UK Power Networks distributes more than a quarter of the UK's electricity through its networks of substations, underground cables and overhead lines making sure the lights stay on across London, the South East and the East of England, regardless of who customers pay their energy bills to. A range of other companies deliver power to the rest of the country.

Our school leaver opportunities

The UK Power Networks Trailblazer Apprenticeship Programme, provides the opportunity for individuals with an interest in pursuing a career in engineering to become fully trained, qualified and competent "craft" persons in an electrical distribution industry in one of the following trade's cable jointing, overhead lines or electrical plant fitting. Our programme is a unique and exciting opportunity to join a highly respected company.

How do we select?

- Online application form.
- Online situational judgement assessments.
- Assessment Centre.
- Interview.

Contact

futuretalent@ukpowernetworks.co.uk

Type of employer

Distribution Network Operator. Electrical Power Engineering.

Locations

London, South East and East of England.

Number of vacancies

12

Salary

£15,566 per annum

Entry requirements

GCSE Grades 9 to 4 in Maths, English and Science. Or grades to A to D if qualifications were gained before 2017.

Qualifications gained

Apprentices will follow a Trailblazer Apprenticeship Framework which will include a Certificate in Electrical Power Engineering and a competency based qualification in Electrical Power Engineering.

Training provided

Apprentices will learn all aspects of their chosen craft and apply the knowledge, skills and techniques gained through the Apprenticeship Programme competently, safely and in accordance with Network standards.

Applications deadline

Friday 12 April 2019

How to apply

Online at
www.ukpowernetworkscareers.co.uk

Get in touch – social media

 @UKPNnews

 ukpowernetworks

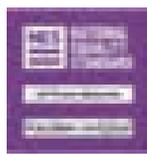
Inspiring the next generation

We have exciting opportunities to join our apprenticeship programmes, designed to give you the skills you need to become a qualified cable jointer, electrical fitter or overhead linesperson in the power distribution industry.

Find out more

 ukpowernetworkscareers.co.uk

@ futuretalent@ukpowernetworks.co.uk



ukpowernetworks.co.uk

**UK
Power
Networks**
Delivering your electricity

Ranking

190th in the top 200

Contact

wates@gtisolutions.co.uk

Type of employer

Construction, development and property services

Locations

UK wide

Number of vacancies

40

Salary

Competitive

Entry requirements

5 GCSE A-C including a C in Maths and English

Qualifications gained

Level 4 Apprenticeship (HNC), Level 6 Apprenticeship (BSc)

Sponsorship opportunities

Throughout

Training provided

Structured training programme that includes technical and professional development combined with on the job learning.

Applications deadline

Check website

How to apply

www.wates.co.uk/earlycareers

Get in touch – social media

 @WatesGroup



The development I have received so far is excellent. My Apprenticeship, placements and various workshops planned by Wates provide me the backbone knowledge I need to progress forward my career”
Hamza El-Mhamdi (Estimating Management Trainee)

More about us:

Wates Group is one of the largest privately owned construction, development and property services companies in the UK.

Our school leaver opportunities:

Our early careers programmes are designed to provide you with the right knowledge, skills and experience to develop your career.

We offer a wide range of career routes including Production, Quantity Surveying, Building Services, Estimating and Planning, Finance and Business Management.

Higher Apprenticeship

Our Level 4 apprenticeship offers individuals the chance to develop the skills and experience required for a career in Site Supervision, Building Services or quantity Surveying. This industry recognised programme offers structured development and experience as well as support in achieving a HNC.

Degree Apprenticeships

Our degree-level apprenticeship is a progression pathway for those who have already achieved a level 4 construction apprenticeship or HNC.

They include support with your degree combined with on the job experience.

The programmes are industry recognised and designed to provide you with the experience necessary to become Quantity Surveyor, Estimator, Planner, Building Services Manager or Site Manager.

How do we select?



Contractor of the year 2017

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Start your career at an award winning employer where training, on-the-job qualifications and progression are built from the ground up.

Apply now at
wates.co.uk/earlycareers

Above all, it's about people



Ranking

177th in the top 200



Rebekah Putnam, Paralegal Apprentice, said: “The apprenticeship was a perfect choice, enabling me to continue learning and acquire a legal qualification whilst gaining invaluable working experience at a top transatlantic law firm.”

Womble Bond Dickinson is a progressive, forward thinking firm, with transatlantic capacity and understanding of our local markets. Womble Bond Dickinson has more than 420 partners and 1,000 lawyers across 8 offices in the UK and 19 offices in the US. The combination puts Womble Bond Dickinson in the UK's top 20 and in the top 80 in the US listings.

It matters to us that we have the right people working alongside us but, actually, there isn't a typical Womble Bond Dickinson person. Our people come from diverse backgrounds and bring a range of experience – and that's important to us.

Our school leaver opportunities

In September 2014 we launched the first of our apprenticeship programmes. We recognised the importance of creating alternative routes into the profession for those who wanted to get their first foot on the career ladder sooner rather than later. We also wanted to develop our own home grown talent to ensure a continued pipeline of paralegals, future lawyers and support functions.

Our legal apprenticeships offer school leavers and those who choose not to go to University the opportunity to gain formal legal qualifications and a role in the profession through paid, on-the-job training. During your apprenticeship you'll develop an amazing set of skills and a wealth of valuable experience whilst earning a good salary, and could even qualify as a Solicitor without the need to attend university!

It's no secret that we're an ambitious firm. All of our people contribute to our success, not just our lawyers. They rely hugely on the support they receive from our equally talented business professionals. We are recruiting and training apprentices in a variety of our support teams with our dedicated secretaries, IT experts, HR Professionals, skilled recruiters and facilities managers.

As a growing firm, we have plans to create more of these roles!

Contact

careers@wbd-uk.com

Type of employer

Law Firm

Locations (UK only)

Bristol, Plymouth, Southampton, London, Newcastle, Leeds, Aberdeen, Edinburgh

Salary

£16,380

Entry requirements

Dependent on the apprenticeship – full details on our website

Qualifications gained

Dependent on the programme.

Sponsorship opportunities

Full cost of apprenticeship

Training provided

Relevant to the apprenticeship scheme

Applications deadlines

Variable, dependent on the programme.

How to apply

Via our website.

Get in touch – social media

 @WBD_CareersUK

 @womblebond dickinsoncareers

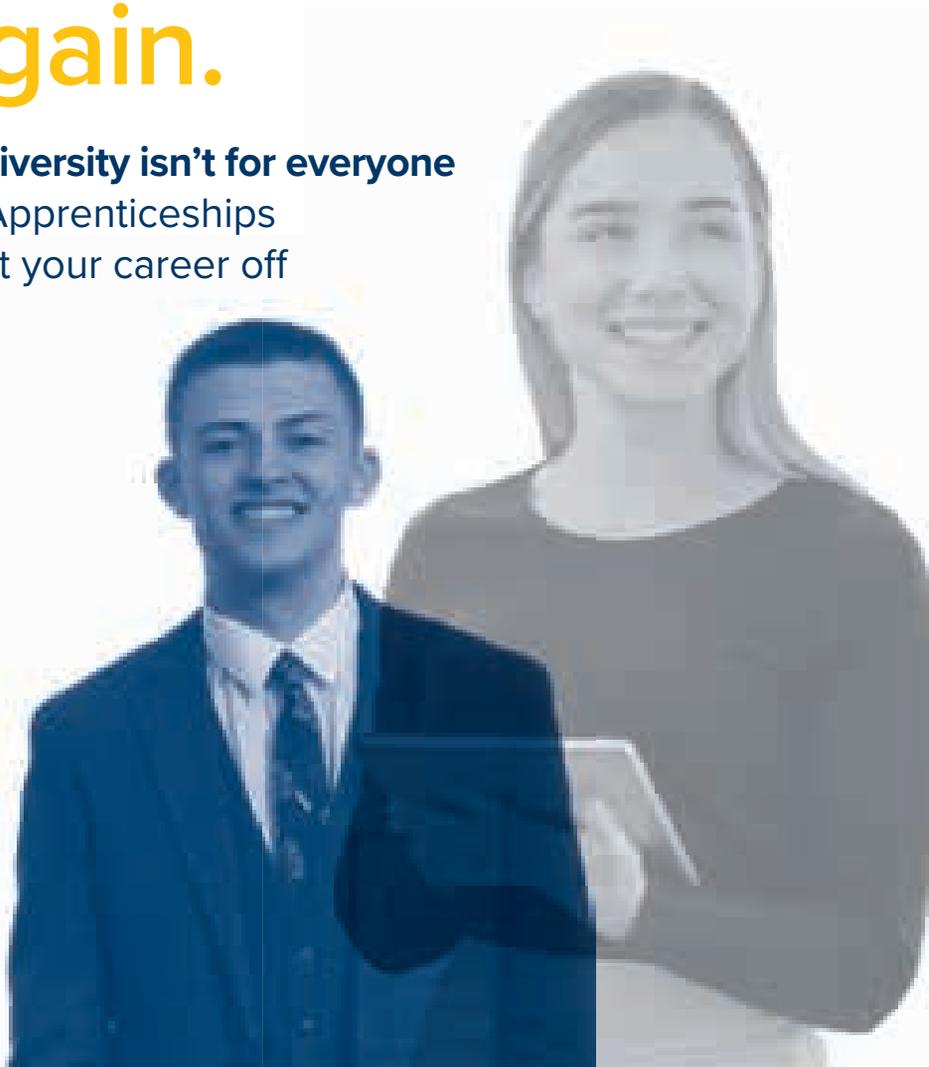
 @wbd_careersuk

Think you need to go to university to start your career in law?...

Think again.

We recognise that university isn't for everyone and we believe that Apprenticeships are a great way to get your career off to an early start.

That's why we've developed a number of school leaver programmes to get you that all important first step on the career ladder, sooner rather than later. So, whether you're contemplating a career in Law, HR, Marketing, IT or Facilities Services we might just have the perfect apprenticeship programme for you.



To find out how we can support you, please contact:

Jemma Lewins
Early Careers Advisor
T: +44 (0)191 279 9762
E: jemma.lewins@wbd-uk.com



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Get a degree

Degree Explorer – match interests to UK uni courses

Join societies

Placements and internships

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The logo for Targetcareers, featuring the word "TARGET" in white uppercase letters above the word "careers" in white lowercase letters, both inside an orange speech bubble shape pointing downwards.The logo for Futurewise, featuring the word "FUTURE" in orange uppercase letters above the word "WISE" in orange uppercase letters, both in a bold, sans-serif font.

TARGETcareers is here to help you discover what you really want to do...

- Explore possible careers
- Utilise sector-specific advice and placements across all career paths
- Use our Degree Explorer tool to match your interests to UK university courses
- Find higher and degree apprenticeships
- Search university courses, all in one place
- Get application and interview advice
- Find school leaver schemes
- Improve your UCAS application
- Get revision tips, and find out what works best for you
- Get gap year advice
- Get help with A level choices and EPQs
- Examine employer profiles
- Attend sector-specific events

Discover FUTUREWISE

FUTUREWISE is a career guidance and planning programme that supports young people from age 15 to 23 to explore their career aspirations and make informed decisions about their future. It includes:

- Psychometric profiling
- Personal pdf report
- One-to-one guidance interview

- FUTUREWISE dashboard
- Careers Helpline team
- Career guidance resources and tools
- Career Insight events discount

For more information, visit our website at targetcareers.co.uk/futurewise

targetcareers.co.uk



The 200 in brief

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In this section

Browse our short descriptions of the 200 most popular employers for school leavers: what they do and what they offer. Those with a magnifying glass have a page reference for the employer advert, where you can find out more.

We have taken all reasonable care to ensure that the information contained in these listings is correct at the time of going to press, but please check employers' individual websites for the most up-to-date picture. Where A levels are mentioned, equivalent qualifications are usually accepted too.



59

Abercrombie & Fitch

Abercrombie & Fitch sells clothing, accessories and body care products. It combines three separate brands – Abercrombie & Fitch, Abercrombie Kids and Hollister – and has stores across North America, Asia and Europe. In the UK there are opportunities for graduates, but it does not currently offer school leaver opportunities.

79

Accenture

Accenture is a management consulting, outsourcing and technology services company that employs over 469,000 people and serves clients in over 120 countries. Accenture has technology apprenticeship schemes based in London, Warwick and Newcastle, and also offers an eight-month school leaver programme. Entry requirements vary, but for apprenticeships, candidates with A levels (or equivalent) are preferred.

108

Addleshaw Goddard

Addleshaw Goddard LLP is a commercial law firm with 11 offices worldwide. Its divisions include commercial services, corporate, finance and real estate law. Addleshaw Goddard LLP offers a two-year paralegal apprenticeship and a six-year solicitor apprenticeship scheme. Entry requirements vary.

61

adidas Group

adidas Group combines the sportswear brands adidas and Reebok, and employs around 57,000 people. Its headquarters are in Herzogenaurach, Germany. adidas Group organises a number of sponsored degrees and school student work experience opportunities, as well as apprenticeships. Its apprentice job roles include shoefinisher, sales associate, computer science expert and audio-visual media designer.

129

AECOM

See page 68 for more information.

AECOM is an infrastructure and support services firm that specialises in transportation, building surveying and energy. It employs around 87,000 people in over 150 countries. AECOM has previously offered apprenticeships for school leavers with GCSEs and A levels (or equivalent), in areas such as civil engineering, building services, quantity surveying and IT.

29

Airbus

See page 70 for more information.

Airbus is an aircraft designer and manufacturer that has its headquarters in Toulouse, France. It employs 55,000 employees across around 180 locations worldwide. Airbus offers apprenticeships working on its commercial aircraft, its defence projects and its helicopters. It runs engineering and digital and technology engineering apprenticeships, as well as finance, business and craft apprenticeships. Typically, entry requirements ask for GCSEs or A levels (or equivalents).

128

Aldi

See page 72 and IBC for more information.

Aldi is the fifth largest supermarket in the UK, with over 800 stores and 30,000 employees in the UK. Aldi offers logistics, stores and driving apprenticeships for school leavers with GCSEs (or equivalent).

164

Alfa

Alfa is the maker of Alfa Systems, an asset finance software. It employs around 300 people and serves clients in 26 countries around the world. It does not currently offer school leaver opportunities, but does run a technology graduate programme.

70

Allen & Overy

Allen & Overy LLP is a law firm employing 5,500 people in 44 offices across 31 countries worldwide. It does not offer school leaver opportunities, but does organise training contract and work experience opportunities for university students and graduates.

110

Allianz

Allianz is a multinational financial services company with two primary business lines: insurance and asset management. It is part of Allianz SE Group, which employs 142,000 employees in over 70 countries. In the UK, Allianz has 26 offices and employs over 4,600 people. It offers apprenticeships in insurance claims and IT.

45

Amazon

Amazon is a global ecommerce company that operates an online retailer and web services. It employs around 27,500 people in the UK. Amazon offers engineering, operations and IT apprenticeships for school leavers. Entry requirements and the level of qualifications gained vary depending on the opportunity.

69

American Express

American Express provides payment, travel and expense management solutions for individuals and businesses. American Express has previously offered apprenticeships and recruits graduates.

23

Amnesty International

Amnesty International is a non-government organisation that campaigns for the protection of human rights in more than 150 countries. In the UK it employs over 170 people at its London, Edinburgh and Belfast offices. It does not run any school leaver programmes, but school leavers can apply for entry-level job roles advertised on an as-needed basis.

5

Apple

Apple is a technology company whose products include the iPhone, Mac computers and the iPad. It employs around 22,000 people across Europe. It does not offer a school leaver programme, but does run a graduate programme in its retail stores and advertises work experience and entry-level job opportunities.

152

Arcadia

The Arcadia Group is the fashion retail company behind major high street brands including Topshop, Dorothy Perkins and Evans. It employs over 1,000 people in the UK and has over 1,170 stores in 36 countries. Arcadia Group offers graduate opportunities and a two-year merchandising apprenticeship for school leavers with A levels (or equivalent).

124

Arm

Arm is a semiconductor intellectual property supplier and software design company. It was founded in the UK and now has around 6,000 employees. Arm offers degree-level apprenticeships in engineering and technology-related disciplines for school leavers with A levels (or equivalent).

27

The Army

The British Army defends the interests of the UK, engages in peacekeeping operations and provides humanitarian aid. School leavers are able to join as a soldier or as a professionally qualified soldier, depending on their qualifications. The Army also offers bursaries and scholarships for school and university students which offer financial support and lead to employment with the Army. A gap year commission work experience opportunity is also offered for university-bound school leavers.

137

Arup

Arup is a professional services firm that offers a range of services to do with the built environment, including design, planning, engineering and consulting services. It employs around 14,000 people in over 34 countries. Arup offers an array of apprenticeships in specialisms such as civil engineering, building services, rail design and quantity surveying. Entry requirements vary, but it typically asks for GCSEs (or equivalent).

185

Arvato

Arvato is a service provider and it specialises in areas such as business, customer service and finance. It is a division of Bertelsmann and employs 70,000 people in 40 countries. Arvato has previously offered apprenticeships in business administration and IT.

118

Asda

Asda is a supermarket chain that employs 145,000 people in the UK. Asda hires school leavers into a number of entry-level roles, and these can lead to an apprenticeship in areas such as retail management, supply chain, IT or admin. These opportunities may only be open to school leavers currently working at Asda.

132

Ashfords

Ashfords is a UK-based law firm offering advice and services in various areas such as banking and finance, construction and engineering, corporate, employment and dispute resolution. It has six offices in the UK and employs around 546 people. Ashfords offers business support, paralegal and legal administrator apprenticeships for school leavers with A levels (or equivalent).

14

Aston Martin

Aston Martin is an automotive company that produces luxury vehicles. It offers manufacturing, commercial, engineering and craft apprenticeships at different levels. Entry requirements vary depending on the opportunity.

32

AstraZeneca

AstraZeneca is a global pharmaceutical company that develops, manufactures and commercialises prescription medicine. It employs around 3,500 employees across five sites in the UK. AstraZeneca offers a range of human resources, IT and science apprenticeships. These opportunities typically ask for applicants to have A levels (or equivalent).

145

Atkins

SNC-Lavalin's Atkins business is a design, engineering and project management consultancy. It employs approximately 18,308 people around the world, including 8,500 in the UK. The business is now a part of the Canadian engineering group SNC-Lavalin, thanks to a takeover in 2017. It offers a number of apprenticeships for school leavers interested in engineering. Entry requirements vary depending on the apprenticeship.

143

Aviva

Aviva is a provider of insurance, savings and investment products. It is headquartered in the UK and operates across Europe, Asia and Canada. Aviva runs a number of apprenticeships for school leavers, including in areas such as underwriting and IT. Entry requirements vary.

187

AXA

See page 74 for more information.

AXA is an insurance company operating in 64 countries. It employs over 166,000 people and has around 103 million customers. AXA offers a range of apprenticeships in underwriting, finance, HR, customer service, finance, IT, digital, claims, and leadership and management. The qualifications gained through these apprenticeships range from level 2 qualifications to masters degrees.

21

BAE Systems

BAE Systems is a global defence, aerospace and security company that employs around 83,200 people in over 40 countries. It offers 25 apprenticeship programmes with varying entry requirements and qualification levels (including five degree apprenticeships). Apprenticeship areas include welding, electrical engineering, finance and aerospace engineering.

199

Bain & Company

Bain & Company is a management consulting firm. It has 57 offices in 36 countries around the world. Its specialities include advising clients with strategy, marketing, information technology and sustainability. It does not currently advertise school leaver opportunities but it does recruit graduates.

169

Baker McKenzie

Baker McKenzie is a law firm with 13,200 employees in 78 offices in 46 countries. Its areas of expertise include mergers and acquisitions, tax, dispute resolution, environment and climate change, and intellectual property. Baker McKenzie offers a graduate training programme and has previously run an apprenticeship in legal administration for school leavers.

104

Balfour Beatty

Balfour Beatty finances, develops and maintains infrastructure projects. It employs around 28,000 people. Balfour Beatty offers a number of school leaver opportunities, including apprenticeships in areas such as highways maintenance, communications, engineering and finance. The level of apprenticeship and entry requirements vary depending on the opportunity.

123

BAM Construct UK

BAM Construct UK is the UK division of Royal BAM Group, which has its headquarters in the Netherlands. It designs, constructs and refurbishes buildings, as well as providing engineering services and facilities management. Royal BAM Group employs around 28,000 people worldwide. It offers apprenticeships in areas such as construction, IT, business administration and customer service. Some schemes only need GCSEs, others need A levels.

103

Bank of America Merrill Lynch

Bank of America Merrill Lynch is the global banking and markets division of Bank of America, offering products and services in corporate and investment banking and global markets. Bank of America Merrill Lynch has previously offered apprenticeship schemes, including degree-level apprenticeships.

71

Bank of England

See page 76 for more information.

The Bank of England is the UK's central bank. It seeks to maintain monetary and financial stability in order to promote public good. It employs around 1,400 people. The Bank of England organises 18-month school leaver programmes and 39-month degree apprenticeships for school leavers with A levels (or equivalent). These can be in a variety of technology and finance-related specialisms.

12

Barclays

Barclays offers services and products in personal, corporate and investment banking. It employs around 30,000 people and serves approximately 24 million customers in the UK. Barclays runs a number of apprenticeship schemes at foundation, advanced and degree level, including a specialised technology scheme. Entry requirements vary but typically ask for GCSEs, A levels (or equivalents) or relevant work experience.

159

Barratt Developments

Barratt Developments is a residential property company that builds new homes throughout the UK and employs around 6,000 people. It offers commercial, technical and trade apprenticeships for school leavers with GCSEs (or equivalent) and runs a sponsored degree programme that leads to a quantity surveying or construction degree.

2

BBC

The BBC is a public service broadcaster with a remit to inform, educate and entertain its audiences. Its services include TV channels, radio stations, online services and news. The BBC offers apprenticeships and trainee schemes at various levels in production, technology, business and journalism.

127

BDO

See page 78 for more information.

BDO is an accountancy and business advisory firm that covers a range of services, including management and consultancy, tax and audit services. In 2019 it merged with Moore Stephens. BDO has 1,400 offices and employs 74,000 people worldwide, with 4,000 people based in 16 offices the UK. BDO runs an apprenticeship for school leavers with A levels (or equivalent), and participants gain professional qualifications. It also offers a week-long work experience placement for school students.

54

Bentley

Bentley is an automotive company that manufactures luxury cars. It was founded in the UK and is now owned by Volkswagen Group and employs around 4,000 people worldwide. Bentley offers apprenticeships in specialisms such as sales and marketing, HR, purchasing and finance. It also runs work experience opportunities for school leavers.

198

Bryan Cave Leighton Paisner

Berwin Leighton Paisner merged with Bryan Cave LLP in April 2018 to form Bryan Cave Leighton Paisner. The firm employs over 1,400 lawyers in 32 offices across North America, Europe, the Middle East and Asia. Bryan Cave Leighton Paisner offers work experience and training contracts for undergraduates, and runs a legal apprenticeship for students with A levels (or equivalent) at its Manchester office.

131

Bird & Bird

Bird & Bird is a law firm with over 1,300 lawyers in 29 offices across the world. It has 250 lawyers based in its London office. Bird & Bird does not currently offer school leaver opportunities, but does run vacation schemes and training contracts for graduates.

178

BlackRock

BlackRock is an investment management firm with around 70 offices in 30 countries. It doesn't currently offer school leaver opportunities, but does offer work experience and job opportunities for university students and graduates.

111

Bloomberg L.P.

Bloomberg L.P. is an information and technology company that distributes data and provides news stories. It has 19,000 employees in 176 countries round the world, with 4,000 people at its London office. Bloomberg L.P. does not offer specific school leaver opportunities but does offer graduate jobs.

30

BMW

BMW Group is a German car manufacturer with 30 production plants in 14 countries. It employs around 130,000 people across around 140 countries. Its brands include BMW, Mini and Rolls-Royce Motor Cars. BMW Group offers a number of apprenticeships at different levels, in business areas including engineering, maintenance, business and finance.

130

BNP Paribas

See page 80 for more information.

BNP Paribas is a banking group that offers commercial banking, leasing, asset management and real estate services. It has its headquarters in France and employs around 200,000 people across 72 countries. BNP Paribas has previously run apprenticeship opportunities for school leavers.

53

Boots

Boots is a health and beauty company that runs over 2,500 pharmacies and stores across the UK. It offers an array of apprenticeships based in its support office, opticians and pharmacy divisions. Entry requirements, the qualifications gained and the length of these schemes vary.

157

Bosch

Bosch supplies technology and services such as vehicle parts, home appliances and power tools. Worldwide, Bosch has around 360 subsidiaries across 150 countries and employs 5,200 people at 40 sites in the UK. It offers a wide range of apprenticeships for school leavers considering a career in engineering.

116

BP

BP is a global oil and gas company that provides fuel, energy, engine lubricants and petrochemical products. It employs 74,000 people across 70 countries and its headquarters are in London. BP offers a range of school leaver opportunities, including an HR degree apprenticeship for school leavers with A levels (or equivalent).

22

British Airways

See page 4 for more information.

British Airways is a UK-based airline that employs around 45,000 people, which includes 16,500 cabin crew and 3,900 pilots. It offers apprenticeships in customer contact, its head office and in its operations division, as well as a 12-month cabin crew apprenticeship. Entry requirements typically ask for GCSEs or A levels (or equivalent).

73

British Council

The British Council is a charity that aims to create good relations between the UK and other countries by teaching English, improving education systems and developing the arts and creative industries. It employs around 10,677 people and operates in more than 100 countries. The British Council has previously offered graduate schemes and internship opportunities.

85

BT

BT provides IT, telecommunications and internet network services to individual customers and businesses in around 180 countries. It employs 105,800 people worldwide, with 82,200 people based in the UK. BT offers apprenticeships at different levels in areas such as customer experience, sales, engineering, vehicle technicians, finance, and information technology. Entry requirements vary.

166

Burger King

Burger King is an international fast-food chain. Abroad the brand is owned by the holding company Restaurant Brands International, but the majority franchisee in the UK is Bridgepoint – which operates around 500 UK locations. It does not run any specific school leaver opportunities or apprenticeships, but does offer entry-level opportunities at its restaurants.

26

Cancer Research UK

Cancer Research UK is a charity that raises money, develops policy and funds scientists to develop treatments for cancer. It employs over 3,500 people in the UK. Cancer Research UK has announced that it will be launching apprenticeships, including retail, customer service and technology opportunities. It also offers a graduate scheme.

138

Capgemini

Capgemini provides consulting, technology and outsourcing services in over 40 countries and employs around 200,000 people worldwide. It runs apprenticeships for school leavers with A levels (or equivalent), including a finance apprenticeship, a cyber security higher apprenticeship and a technology degree apprenticeship.

155

Capital One

Capital One is a diversified bank offering a wide range of financial services including credit cards. In the UK it has offices in London and Nottingham. Capital One offers graduate opportunities but does not currently offer school leaver programmes.

102

CGI

See page 82 and OBC for more information.

CGI is an information technology company offering services in business consulting and IT. It employs around 74,000 people across the world. CGI offers a number of higher and degree-level business and technology apprenticeships, in areas such as software development, IT and project management.

7

Channel 4

Channel 4 is a publicly owned and commercially funded public service broadcaster that works across television, digital media and film. It employs around 858 people in the UK. Channel 4 offers apprenticeships in areas such as commissioning, press and publicity, information systems delivery and production. Entry requirements and qualification level for these schemes vary depending on the apprenticeship.

105

Cisco

Cisco is a global technology company providing products and services in areas such as software, networking and security. It employs around 74,200 people. Cisco offers a range of apprenticeships, and the length of the scheme and entry requirements vary.

136

Citi

Citi is an international bank and wealth management firm. It has its headquarters in New York and employs around 206,000 people in 19 territories around the world. Citi does not currently offer school leaver opportunities, but does run schemes and internships for university graduates.

17

Civil Service

The Civil Service supports the government in developing and implementing policy. It employs around 430,000 people in areas such as finance, diplomacy, health, science and technology. The Civil Service runs a fast-track apprenticeship scheme for school leavers, with options to specialise in policy, business, commercial, finance, project delivery, and digital, data and technology. Entry requirements for each specialism vary, but typically include GCSEs or A levels (or equivalent).

90

Clifford Chance

Clifford Chance is an international law firm practising in areas including banking and finance, litigation and dispute resolution, environment and tax. It has 33 offices over five continents. Clifford Chance offers work experience opportunities for school leavers and recruits graduates into training contract positions.

197

Close Brothers*See page 84 for more information.*

Close Brothers is a merchant banking group that employs around 3,000 people, primarily in the UK. It provides financial support and advice to businesses and private clients, specialising in lending, securities, deposits, customer finance and wealth management. Close Brothers runs a two-year school leaver programme for students with A levels (or equivalent), and also sponsors apprentices at a number of small- and medium-sized enterprises (SMEs) in the UK.

89

Coca Cola European Partners

Coca-Cola European Partners makes, sells and delivers Coca-Cola products and other soft drinks in 13 European countries. It employs around 23,500 people, with 3,800 people in England, Scotland and Wales. Coca-Cola European Partners runs apprenticeship schemes in business, field sales, merchandising and engineering.

144

The Co-op

The Co-op is a UK-based business cooperative that operates several businesses including a supermarket and convenience store chain with 2,500 sites, a funeral services provider and an insurance provider. The Co-op offers a range of level 2 and 3 apprenticeships in areas such as retail, funeral care, business administration and customer service.

170

The Co-operative Bank

The Co-operative Bank provides retail and commercial banking services such as current accounts, mortgages and credit cards in the UK. The bank offers a level 2 apprenticeship in its contact centre for school leavers with GCSEs (or equivalent). It plans to expand its apprenticeship offering to other areas such as IT and risk, and to other levels (such as degree apprenticeships).

140

Credit Suisse

Credit Suisse is an international financial services firm that employs around 46,840 people in over 50 countries around the world. It offers products and services in private banking, investment banking and asset management. In the UK, Credit Suisse offers internships and job roles solely for graduates. However, it does run apprenticeships in Switzerland.

56

Debenhams

Debenhams is a retailer that sells its own and international brands of fashion, homeware and health and beauty products. It is based in the UK and operates 241 stores across 22 countries, as well as running an online business. Debenhams offers entry-level and graduate positions, but does not presently run specific school leaver opportunities.

38

Deloitte

Deloitte is the brand under which a number of independent firms provide services worldwide in audit, tax, risk, consulting and financial advice. It employs 15,000 people in the UK. Deloitte offers apprenticeships at multiple levels and in areas such as audit and assurance, strategy and operations, technology and tax consulting. Entry requirements vary.

133

Dentons

Dentons is a law firm whose areas of practice include banking and finance, corporate, immigration and mining law. It employs around 9,000 lawyers in more than 174 locations in around 78 countries. It runs a six-year degree apprenticeship allowing school leavers with A levels to qualify as solicitors.

86

Deutsche Bank

Deutsche Bank is a global investment bank with 2,407 branches around the world. It employs 8,000 people in the UK. Deutsche Bank does not currently offer school leaver programmes, but does offer entry-level positions and graduate roles.

180

Direct Line

Direct Line is an insurance company that offers services including car, home, life, travel and pet insurance. It employs over 10,000 people in the UK. Direct Line offers a range of apprenticeships in areas such as commercial, customer services, HR and underwriting. The opportunities to offer vary depending on location and typically require GCSEs (or equivalent).

174

DLA Piper

DLA Piper is a global law firm with more than 80 offices in over 40 countries. Its areas of practice include employment, litigation, insurance, real estate and intellectual property. DLA Piper does not offer school leaver opportunities but does have a graduate scheme and work experience opportunities for university students.

126

Dstl

See page 88 for more information.

The Defence Science and Technology Laboratory (Dstl) is a division of the Ministry of Defence (MOD) that is run along commercial lines and supplies science and technology solutions to ensure the UK's defence and security. Each year, Dstl recruits between 10 and 15 school leavers into its engineering, laboratory technician or business administration apprenticeship schemes.

28

Dyson

See page 90 for more information.

Dyson is a technology company whose products include vacuum cleaners, fans and hairdryers. It offers a sponsored general engineering degree apprenticeship through The Dyson Institute of Engineering and Technology.

112

EDF Energy

EDF Energy supplies electricity and gas. It employs 13,500 people across the UK. EDF Energy offers quantity surveying and nuclear engineering degree apprenticeships, and apprenticeships at other levels in engineering maintenance, non-destructive testing, civil engineering and project controls. Entry requirements vary.

106

EE

EE is a digital communications company that provides mobile phone network and internet services. Its brands include Orange and T-Mobile, and it has 553 retail stores. EE offers apprenticeships in two areas: contact centre and retail. These apprenticeships are open to all school leavers aged 16 and over.

195

Enterprise Rent-A-Car

Enterprise Rent-A-Car is a car rental company that was founded in the USA. It has over 1.9 million vehicles in over 90 countries and employs around 100,000 people. Enterprise Rent-A-Car offers apprenticeships in areas such as accounting and administration, and customer service. GCSEs (or equivalents) qualifications are preferred, but not required.

63

Environment Agency

The Environment Agency was set up by the government to improve and protect the environment in England. It employs around 10,600 people. The Environment Agency offers finance, facilities management and scientist apprenticeships, as well as a flood and coastal engineering sponsored foundation degree.

147

Eversheds Sutherland

Eversheds Sutherland is an international law firm practising in markets such as energy and infrastructure, insurance, transport and the public sector. It employs around 5,000 people across its 68 offices in 34 countries. Eversheds Sutherland runs a six-year solicitor apprenticeship for school leavers who have, or are predicted to have, good A level results (or equivalent).

57

EY

EY is a professional services organisation that provides advisory, assurance, corporate finance and tax services to companies in 28 regions. It offers assurance, IT, tax, transactions, digital and technology, and business leadership and management apprenticeships. These opportunities are open to school leavers with A levels (or equivalent).

80

Facebook

Facebook is a global social networking website with around 1.5 billion daily active users. It employs around 33,606 people worldwide. Facebook does not currently offer school leaver opportunities, but does offer graduate roles.

94

FCA*See page 92 for more information.*

The Financial Conduct Authority (FCA) is the regulatory body for more than 56,000 financial services firms in the UK. It offers apprenticeship schemes for school leavers with GCSEs and A levels (or equivalent).

96

Ford

Ford is an international vehicle manufacturer and distributor that employs around 202,000 employees worldwide and has 65 plants around the world. In the UK it employs around 13,000 people. Ford runs a number of engineering apprenticeships and an IT degree apprenticeship as well as a range of technician, sales, management and advisor apprenticeships through its dealer network.

172

**Freshfields
Bruckhaus Deringer
LLP**

Freshfields Bruckhaus Deringer is a law firm that has over 2,800 lawyers working in over 150 countries. Its legal services include construction and engineering, disputes, litigation and arbitration, real estate and tax law. Freshfields Bruckhaus Deringer does not have school leaver opportunities but does run a graduate scheme and work experience opportunities.

163

Frontline

Frontline is a charity that recruits people for careers in social work and provides training for existing social workers. It estimates that, by the end of 2018, 660 people had completed its two-year graduate programme. It does not offer opportunities for school leavers.

175

Fujitsu*See page 96 for more information.*

Fujitsu is an international IT products and services company with 14,000 employees in the UK and Ireland and 156,000 employees worldwide. It offers advanced, higher and degree apprenticeships. Apprentice job roles include infrastructure technician, business analyst and data analyst.

65

GCHQ*See page 98 for more information.*

GCHQ is responsible for signals intelligence and protecting the government's communications and information systems. It employs over 6,000 people. GCHQ offers cyber security and software engineering degree apprenticeships for school leavers with A levels (or equivalent), as well as a number of entry-level roles open to school leavers.

13

GSK

GSK (who appeared in the survey as GlaxoSmithKline) is a research-based pharmaceutical and healthcare company that develops and supplies medicines and consumer healthcare products. It employs around 16,000 people across its 18 UK sites. GSK offers work experience opportunities and apprenticeships at multiple levels for school students and school leavers. Its apprentice opportunities include manufacturing science, pharmaceutical technical, business administration, R&D (research & development) data science and clinical trials apprenticeships.

37

Goldman Sachs*See page 100 for more information.*

Goldman Sachs is an investment banking, investment management and securities firm, which provides a range of financial services. It employs around 36,600 people across offices in over 30 countries. Goldman Sachs offers a computer science degree apprenticeship, in partnership with Queen Mary University of London, for school leavers with A levels (or equivalent).

3

Google*See IFC and page 102 for more information.*

Google is a technology company that provides a variety of products and services for people and businesses. These include Chrome, Gmail, Search and Google Maps. Google offers apprenticeships in areas such as digital marketing, software development and technology. Entry requirements for these apprenticeships vary.

101

**Grant Thornton UK
LLP**

Grant Thornton is a group of accounting and consulting firms. Grant Thornton UK LLP, which employs around 4,500 people, is one of its member firms. It offers school leaver programmes that lead to professional qualifications. Trainees can specialise in audit, tax or advisory business areas.

134

Great Western Railways

Great Western Railway (GWR) is a railway company that operates rail services in Devon, Cornwall, Bristol, South Wales, London and Southern England. GWR is part of FirstGroup plc, which employs around 110,000 people. It offers operations, engineering and management apprenticeships. The length and entry requirements for each scheme vary.

191

Hargreaves Lansdown

Hargreaves Lansdown is a financial services company that specialises in investment. It is based in Bristol and employs over 1,300 people. Hargreaves Lansdown offers apprenticeship opportunities in its IT, digital, internal communications and project management teams.

47

Harrods

Harrods is a retailer that operates a world-famous department store in London, as well as fourteen stores across Heathrow and Gatwick Airport terminals. It runs an 18-month school leaver programme that involves placements in Harrods' fashion, food and home departments. The programme is open to school leavers with A levels (or equivalent).

48

Heathrow

Heathrow Airport is the UK's busiest airport, serving around 78 million passengers a year. It and its business partners offer apprenticeship opportunities through the Heathrow Employment and Skills Academy. Opportunities are open to school leavers and are available at multiple levels. Roles include business administrator, construction operative, and operations and quality improvement apprentices.

146

Herbert Smith Freehills LLP

Herbert Smith Freehills is an international law firm with 27 offices in approximately 31 countries. Its areas of practice include capital markets, climate change, finance and tax law. It does not currently offer school leaver opportunities, but does recruit graduate trainees.

55

Hilton Worldwide

Hilton Worldwide is a hospitality company that operates 15 brands and over 5,500 properties in 109 countries. It does not currently offer school leaver opportunities, but does offer graduate programmes.

19

HM Revenue & Customs

HM Revenue & Customs is a government department that ensures the government receives enough revenue such as tax, and that this is spent where it is needed. It employs around 60,000 people. School leavers can join HM Revenue & Customs through its digital apprenticeship scheme or through the Civil Service's fast-track apprenticeship schemes. Entry requirements for these opportunities vary.

154

Hogan Lovells

Hogan Lovells is an international law firm with 45 offices that are home to 2,800 lawyers in 24 different countries. Its headquarters are in London. Hogan Lovells offers graduate programmes and has previously run a two-year paralegal apprenticeship.

115

HP

HP is a global IT company that designs and manufactures personal IT systems and imaging and printing products. It offers apprenticeships in areas such as IT, for which applicants need GCSEs (or equivalent). Additionally, IT apprenticeships require school leavers to have IT-relevant qualifications.

168

HS2

HS2 is an infrastructure project and rail company responsible for developing and promoting the High Speed Two rail project – a 345-mile-long rail route connecting London, Birmingham, Manchester, the East Midlands and Leeds. It employs around 1,500 people and has its headquarters in Birmingham. HS2 offers apprenticeships in areas such as engineering, project management, finance, communications, IT and HR.

36

HSBC Bank plc

HSBC is a global banking and financial services organisation with 3,800 offices across 66 countries and territories worldwide. It employs around 229,000 people. HSBC offers school leaver programmes, including a global markets operations apprenticeship for school leavers with A levels (or equivalent), and has previously offered commercial banking, retail banking and wealth management, and technology apprenticeships. Entry requirements vary for these opportunities.

66

IBM

See page 104 for more information.

IBM is an IT and consulting firm that operates in more than 170 countries and employs around 366,600 people worldwide. It offers apprenticeships and school leaver programmes for students with A levels (or equivalent) in a range of technical, business, consultant and management specialisms, including business and technical degree apprenticeships.

196

Iceland

Iceland is a British supermarket chain that specialises in frozen food. It employs over 23,000 people and has more than 900 stores throughout the UK and over 40 across Europe. As well as offering entry-level job opportunities, Iceland also runs supervisor and store management apprenticeships. These apprenticeships do not require specific qualifications, but prior experience is required.

49

Intel

Intel is a technology company specialising in designing and making silicon chips for computing devices. It has previously offered technology and business apprenticeships at its UK offices in Swindon and Winnersh. Intel also runs work experience and graduate opportunities.

179

InterContinental Hotels Group

InterContinental Hotels Group owns hotel brands such as InterContinental, Holiday Inn and Crowne Plaza. It employs around 375,000 people and has 5,518 hotels around the world. InterContinental Hotels Group runs a graduate programme and offers work experience and entry-level opportunities through its IHG Academy programme.

84

Irwin Mitchell

Irwin Mitchell is a law firm that provides legal services for individuals and organisations. It has 14 offices around the UK and employs around 2,500 people. School leavers with GCSEs (or equivalent) can apply for Irwin Mitchell's business administration and accounting apprenticeships and school leavers with A levels (or equivalent) can apply for its paralegal apprenticeship. It also offers a chartered legal executive apprenticeship for people who have a degree or have done a paralegal apprenticeship.

4

ITV

ITV is a commercial producer and broadcaster of television programmes for its own channels, and others, in the UK and abroad. It offers an apprenticeship programme, with the opportunity to be placed in business areas such as legal, studio production, news, commissioning and finance. ITV also previously ran a nine-month news traineeship for school leavers.

31

J.P. Morgan

J.P. Morgan is an international financial services company that offers services in investment and asset management to corporations. It runs apprenticeships and degree apprenticeships in areas such as financial services, software engineering and technology. The level of the qualifications gained and entry requirements vary depending on the scheme.

20

Jaguar Land Rover

See page 106 for more information.

Jaguar Land Rover is an automotive manufacturing business based around the car brands Jaguar and Land Rover. It offers many apprenticeships at different levels (including degree level) in engineering, business, technology and finance disciplines. These opportunities have varying entry requirements, but typically ask for GCSEs or A levels (or equivalent).

42

John Lewis Partnership

The John Lewis Partnership owns UK retail businesses Waitrose & Partners and John Lewis & Partners. It employs around 83,000 people across the UK. The John Lewis Partnership offers apprenticeships and entry-level opportunities, including a professional finance apprenticeship. Entry requirements for these opportunities vary.

121 Kennedys

Kennedys is an international law firm specialising in litigation and dispute resolution, particularly for the insurance industry. It employs over 1,950 people in 37 offices in 22 countries worldwide. Kennedys offers a range of apprenticeships including in business development, finance and IT, and a paralegal apprenticeship. Entry requirements vary.

193 Kier Group

Kier Group is a property, construction and services group, which employs around 21,000 people in the UK and in the Middle East. It has 80 offices in the UK. Kier Group offers a range of apprentice opportunities in areas such as technology and SHEA (safety, health and environmental awareness), some of which don't require formal qualifications. It also organises a sponsored degree programme for school leavers with A levels (or equivalent) that can lead to degrees in quantity surveying, construction or civil engineering.

18 KPMG
See page 108 for more information.

KPMG provides accountancy and other professional services, including consultancy, audit, tax and advisory services. It has 22 offices and employs around 14,587 people in the UK. KPMG offers three rotational apprenticeship schemes for school leavers with A levels (or equivalent): a generalist apprenticeship, a business services apprenticeship and a digital apprenticeship.

171 Laing O'Rourke
See page 110 for more information.

Laing O'Rourke specialises in engineering, construction and asset management for public and private organisations. It employs over 15,000 people and has offices in the UK, Canada, Australia, Saudi Arabia, New Zealand, the United Arab Emirates and Hong Kong. Laing O'Rourke offers apprenticeships in trades such as plumbing, welding and scaffolding. It also runs higher and degree apprenticeships, including civil engineering, quantity surveying and planning opportunities.

184 Leonardo

Leonardo is an aerospace, defence and security company. It is headquartered in Italy and has 180 sites across the world, employing 7,000 people across its six UK sites. Leonardo offers a range of apprenticeships in business, engineering and manufacturing roles.

156 Lidl

Lidl is a supermarket chain that employs 200,000 people at its 700 stores and 12 regional distribution centres in the UK. It does not currently offer school leaver opportunities but does have a graduate programme.

148 Linklaters

Linklaters is one of the 'magic circle' law firms that works with large companies, financial institutions and governments. It has 30 offices and employs 5,440 people in 20 countries. Linklaters hires graduates as trainee solicitors and has previously hosted competitions and work experience opportunities for school leavers studying towards A levels (or equivalent).

60 Lloyd's

Lloyd's is an insurance and reinsurance market, which enables insurance companies to join together to trade and offset the financial risks they are exposed to. Founded in London, it now has offices around the world. Lloyd's runs a 15-month apprenticeship, which leads to professional qualifications, for school leavers with A levels (or equivalent) who want to start a career in insurance.

46 Lloyds Banking Group
See page 112 for more information.

Lloyds Banking Group is a financial services group that encompasses brands such as Lloyds Bank, Halifax and the Bank of Scotland. It employs around 75,000 people and runs 2,000 branches around the UK. Lloyds Banking Group offers apprenticeships in three business areas: financial services, digital and technology, and professional services. Entry requirements vary depending on the apprenticeship.

41 Local governments

Local governments are responsible for the day-to-day running of services such as schools, housing and planning, and waste collection. In England, over one million people work for local governments. Individual local governments and councils offer apprenticeships and the Local Government Association runs the NGDP: a national scheme for university graduates looking to work in local government.

87

L'Oréal

L'Oréal is a beauty and cosmetics company that operates 36 brands in 140 countries. It employs around 82,600 people worldwide. L'Oréal has previously run degree apprenticeships in management, supply chain, marketing and IT.

151

M&G Investments

M&G Investments is an international investment management firm whose clients include organisations and individuals. It has offices in 16 countries and a headquarters in London. M&G Investments runs 12–18-month apprenticeship schemes for school leavers with A levels.

76

Marks & Spencer

See page 116 for more information.

Marks & Spencer is a retailer of clothing, home products and food. It is based in the UK and has 1,463 stores across 57 countries, with around 81,000 employees. Marks & Spencer runs a level 4 retail management apprenticeship for school leavers, as well as graduate schemes and internships.

120

Marriott International

Marriott International is a hotel and hospitality company with over 6,700 properties in 130 countries and territories. Its headquarters are in Bethesda, Maryland in the USA. Marriott International offers entry-level job opportunities for graduates.

150

Mars

Mars produces confectionery, drink and pet care products, including the Galaxy, Airwaves and Whiskas brands. It employs around 80,000 people across 78 countries. Mars offers manufacturing and engineering apprenticeships for school leavers with GCSEs (or equivalent).

167

Mayer Brown LLP

Mayer Brown is an international law firm with offices in 26 cities across the Americas, Europe, Asia and the Middle East. The firm offers a six-year solicitor apprenticeship for school leavers with A levels (or equivalent) or relevant vocational qualifications.

122

McDonald's

See page 120 for more information.

McDonald's is a global fast food chain. In the UK it employs around 120,000 people. McDonald's offers a 12-month level 2 hospitality apprenticeship scheme and a five-year management degree apprenticeship.

200

McKinsey & Company

McKinsey & Company is an international management consulting firm based in the USA and with offices in over 60 countries. It advises businesses and other organisations to help them achieve their goals. It employs 14,000 consultants worldwide. McKinsey & Company does not currently have opportunities specifically for school leavers.

162

Mencap

Mencap is a charity that supports some of the estimated 1.4 million people with learning disabilities in the UK, as well as their families and carers. It does not currently have any opportunities specifically for school leavers.

50

Mercedes AMG High Performance Powertrains

Mercedes AMG High Performance Powertrains designs and manufactures power units for the Mercedes AMG Petronas Formula 1 team, as well as for Sahara Force India and Williams Martini Racing. It employs over 500 people and offers a range of apprenticeships in mechanical, business and technical specialisms, as well as placement schemes and graduate opportunities.

33

Mercedes-Benz

Mercedes-Benz is a vehicle manufacturer that is part of Daimler AG. It employs around 3,500 people in the UK. Mercedes-Benz offers an apprenticeship scheme for school leavers with GCSEs (or equivalent), which allow school leavers to train as parts operations specialists, passenger car technicians and commercial vehicle technicians.

188

Mercer

Mercer is an international consulting company that specialises in advising businesses on matters concerning their employees. Mercer employs around 23,000 people in 40 countries and is wholly owned by Marsh & McLennan. It offers graduate opportunities and runs a two-year apprenticeship programme.

77

Merlin Entertainments

Merlin Entertainments is a European entertainment company that runs visitor attractions such as theme parks, wildlife parks and holiday resorts. It operates 124 attractions across 25 countries in Europe. Merlin Entertainments offers chef, management and engineering apprenticeships. These opportunities are at a number of levels and vary in their entry requirements.

16

MI5 – The Security Service

See page 122 for more information.

MI5 – The Security Service protects the UK against threats to national security such as espionage, terrorism and cyber attacks, and employs around 4,000 people. It offers a software development degree apprenticeship, as well as English language analyst, administrative officer and IT service desk analyst entry-level roles. Entry requirements vary.

6

MI6 – Secret Intelligence Service

See page 124 for more information.

MI6 – Secret Intelligence Service works overseas to collect foreign intelligence and it promotes and defends UK national security and economic well-being. MI6 does not offer any specific school leaver programmes, but school leavers can apply for entry-level vacancies.

8

Microsoft

Microsoft is a global software and technology company. It employs around 134,944 people worldwide and its products include Xbox, Surface, Windows and Microsoft Office. It has five offices in the UK. Microsoft previously organised business and technical apprenticeships that were open to school leavers.

182

Mondelēz International

Mondelēz International is a food company that owns brands such as Cadbury, Toblerone and Belvita. It employs 30,000 people across 48 countries. It has previously run apprenticeships, including an engineering apprenticeship.

78

Morgan Stanley

Morgan Stanley is an international financial adviser to governments, institutions and wealthy individuals. It employs around 57,000 people in over 41 countries. Morgan Stanley offers a technology apprenticeship in its London and Glasgow offices and also offers graduate and internship programmes.

189

Morrisons

Morrisons is a UK supermarket chain headquartered in Bradford with over 110,000 employees and nearly 500 stores. It runs a finance and an engineering apprenticeship for students with GCSEs (or equivalent), a butchery apprenticeship for students aged 16 or over, and a store management degree apprenticeship.

135

Mott MacDonald

See page 126 for more information.

Mott MacDonald is an engineering, management and development consulting firm. It employs over 16,000 people and operates in 150 countries around the world. Mott MacDonald offers advanced and degree apprenticeships in areas including civil engineering, building services engineering, transport planning, quantity surveying and infrastructure technology. Applicants are asked to have GCSEs and/or A levels (or equivalent).

64

National Audit Office*See page 128 for more information.*

The National Audit Office is an independent parliamentary body set up to inspect the financial statements of central government departments, agencies and other public bodies. It employs around 800 people, who are independent of the government and not civil servants. The National Audit Office organises a school leaver programme for individuals with A levels (or equivalent).

72

National Grid

National Grid operates the UK's gas and electricity network and is also responsible for some energy infrastructure in the north-east USA. It offers advanced apprenticeships for school leavers with GCSEs (or equivalent) and higher apprenticeships and training programmes for school leavers with A levels (or equivalent).

74

Nationwide

Nationwide is a British building society whose bank account holders are 'members' who have a say in how it is run. It employs around 18,000 people in the UK. Nationwide runs apprenticeships in business areas such as retail, HR, digital, finance and marketing. These apprenticeships are at a range of levels and entry requirements vary.

92

Nestlé

Nestlé is a food and drink manufacturer that owns 2,000 brands and operates in around 191 countries. Its brands include KitKat, Purina and Nespresso. It employs around 8,567 people in the UK & Ireland. Nestlé offers apprenticeships at a number of levels (including at degree-level) in areas such as finance, HR, operations, digital marketing, supply chain and engineering.

99

Network Rail*See page 130 for more information.*

Network Rail operates, maintains and develops the UK's railways, tunnels, bridges, signalling, level crossing and many major railway stations. It employs around 38,000 people and runs a three-year apprenticeship scheme, which requires applicants to have GCSEs (or equivalent).

82

Next PLC

Next is a UK-based retailer that sells clothing, accessories and homeware. It employs around 43,970 people and has more than 500 stores in the UK and Ireland and 200 stores in 40 countries worldwide. Next does not have apprenticeships or opportunities specifically for school leavers, but does offer entry-level roles open to both graduates and school leavers.

1

NHS

The National Health Service (NHS) is the UK's publicly funded healthcare provider, which employs around 1.2 million people. The NHS offers a large variety of apprenticeships at many different levels, including ambulance practitioner, healthcare science assistant, physiotherapy degree, nursing degree, midwifery degree and dental nursing apprenticeships. The length of the apprenticeship and entry requirements varies from scheme to scheme.

109

Nissan

Nissan is a Japanese car manufacturer, which employs around 138,910 people across the 160 countries in which it offers products and services. It offers a number of apprenticeships in roles such as maintenance technician, administrative assistant and quality technical support staff. Length of apprenticeship and entry requirements vary.

181

Norton Rose Fulbright

Norton Rose Fulbright is a global law firm that provides legal services to businesses in sectors such as finance, technology, energy and healthcare. It employs over 4,000 lawyers and has offices in 50 cities worldwide. It offers work experience and training contracts for undergraduates and graduates and has previously offered a business services apprenticeship.

114

O2

O2 is a mobile and telecommunications company and is the operating name of Telefónica UK Limited, which has its headquarters in Spain. O2 employs 6,700 people and has 450 retail stores in the UK. It runs apprenticeship schemes for school leavers, some of which require GCSEs (or equivalent) and some of which ask for applicants to have A levels (or equivalent).

40 **Oxfam**

Oxfam is a global aid and development charity that aims to change the lives of those living in poverty. Oxfam UK is a division of Oxfam International and employs around 5,000 people. It does not currently run school leaver opportunities, but trainee schemes are open to graduates.

24 **Penguin Random House**

Penguin Random House is an international trade book publisher with almost 250 imprints, including DK, Penguin Classics and Puffin Books. It employs around 10,000 people worldwide. Penguin Random House do not run any school leaver opportunities, but school leavers from Black, Asian or minority ethnic (BAME) or socio-economically disadvantaged backgrounds can apply for its early careers scheme.

58 **Pfizer**

Pfizer is a biopharmaceutical company that develops medicines, vaccines and healthcare products. Its UK business employs around 2,500 people across five main sites. Pfizer has previously run apprenticeships, such as a laboratory scientist apprenticeship, and offers graduate job opportunities and undergraduate placements.

141 **Pinsent Masons**

Pinsent Masons is a law firm that practises in markets such as energy, financial services, infrastructure and real estate. It has 28 offices, 451 partners and employs around 1,585 lawyers and trainees. Pinsent Masons offers business operations and paralegal apprenticeships for school leavers with A levels (or equivalent) and runs week-long work experience placements for school leavers.

10 **Police**

The Police is made up of 43 separate police forces in England and Wales, and Police Scotland in Scotland. England and Wales' police forces employ around 200,000 people, while Police Scotland employs around 17,000 people. The College of Policing, a professional body for police officers, offers a police constable degree apprenticeship for school leavers who have level 3 qualifications (such as A levels). School leavers aged 18 and over can train as police officers.

165 **Procter & Gamble (P&G)**

Procter & Gamble (P&G) is a multinational manufacturer of medicines, vaccines and consumer goods. Its brands include Ariel, Olay, Head & Shoulders and Gillette. P&G employs around 4,000 people in the UK. It has previously run science and engineering apprenticeships.

39 **PwC**

PwC is a professional services firm that advises organisations, private businesses and entrepreneurs through its assurance, actuarial, tax and consulting services. It employs over 21,000 people including 926 partners across the UK, the Channel Islands and the Middle East. PwC offers school leaver programmes in areas such as assurance, consulting, deals and tax, as well as sponsored degrees in accounting, business and technology.

158 **RB (Reckitt Benckiser)**

RB (Reckitt Benckiser) produces consumer goods for home and healthcare purposes. Its brands include Dettol, Nurofen and Vanish, and its operations in over 60 countries employ around 40,000 people. It offers graduate schemes in marketing and sales; research and development; and finance and supply, but does not currently offer school leaver opportunities.

107 **Reed Smith LLP**

Reed Smith LLP is a global law firm that provides legal services in industries such as energy and natural resources, entertainment and media, shipping, and healthcare. It employs over 300 lawyers and over 250 staff members in the UK. The firm offers training contracts to graduates, but does not currently run any programmes specifically for school leavers.

125 **Roche**

Roche is an international pharmaceutical company that develops medicines and diagnostic tests. Headquartered in Switzerland, Roche employs around 93,734 people across 100 countries. Roche has previously advertised apprenticeships for school leavers and entry-level roles for graduates.

68

Rolls-Royce Holdings plc

Rolls-Royce provides power and propulsion solutions for customers in the energy, aerospace and marine markets. It employs around 50,000 people and operates across 50 countries. It offers procurement, project management, practical and technical apprenticeships for school leavers with GCSEs (or equivalent), and a range of management, engineering, technology and commercial apprenticeships and degree apprenticeships for applicants with A levels (or equivalent). Please note: Rolls-Royce Motor Cars is a separate company.

35

Rolls-Royce Motor Cars

Rolls-Royce Motor Cars is a manufacturer of luxury cars. Its headquarters are in West Sussex, where it employs 1,400 people and manufactures up to 20 vehicles a day. Rolls-Royce Motor Cars runs three- to four-year long apprenticeships in business, engineering technician and modern manufacturing. Entry requirements vary.

25

The Royal Air Force

The Royal Air Force (RAF), which is a branch of the British Armed Forces, works to defend the country and strengthen international peace and stability. School leavers can join the RAF in a number of entry-level roles or through 24 apprenticeship roles at a variety of levels. These include human resources, intelligence analyst, driver and flight operations apprenticeships, and entry requirements and lengths of the schemes vary.

100

The Royal Bank of Scotland Group

The Royal Bank of Scotland Group is an international banking group, headquartered in Edinburgh. Its banking brands include NatWest, Ulster Bank and Royal Bank of Scotland. The group offers apprenticeships for school leavers in customer service, business administration, relationship management and technology.

44

The Royal Navy

The Royal Navy works in home and international waters to protect Britain's interests, provide humanitarian support and help the UK's allies in areas of conflict. School leavers can join the Royal Navy in a number of entry-level roles, or through engineering apprenticeships for school leavers with GCSEs or A levels (or equivalents). There are also sponsored degree and scholarship and bursary opportunities.

149

RSM

RSM provides audit, tax and consulting services across a variety of sectors including financial services, healthcare, government, technology, media and telecoms. It operates in 116 countries and employs 39,000 people around the world, with 3,500 people based in the UK. RSM offers a range of apprenticeships across its business areas. Applicants are typically required to have A levels or equivalent.

93

Sainsbury's

Sainsbury's is a UK-based supermarket and convenience store company, which also provides energy and banking services. It employs around 186,900 employees in 600 supermarkets and 800 convenience stores. Sainsbury's has previously run a software developer apprenticeship for school leavers, and offers entry-level roles for graduates and school leavers.

34

Samsung

Samsung is a digital technology company whose business areas include consumer electronics, IT and mobile communications, and device solutions. Its headquarters are in South Korea and it employs around 320,671 people. Samsung does not currently offer apprenticeship opportunities in the UK, but does recruit graduates and offers work experience opportunities.

81

Santander

Santander Group is a Spanish commercial and retail bank with around 202,251 employees worldwide. It operates 806 branches in the UK. Santander offers data science, digital engineering and financial crime apprenticeships for school leavers with A levels, and traineeships for school students to gain work experience.

192

ScottishPower

ScottishPower is an energy provider to households and businesses in the UK. It is owned by the Spanish utility company Iberdola and recently announced that it aims to produce 100% 'green' energy. ScottishPower employs around 6,000 people and runs a school leaver programme and engineering apprenticeship for students with GCSEs or National 5s (or equivalent). It also offers power engineer and project management apprenticeships for students with A levels or Highers (or equivalent).

117

Shell

Shell is a group of energy and petrochemical companies that employs around 93,000 people around the world. Its headquarters are in the Netherlands. Shell does not currently have opportunities specifically for school leavers, but does offer opportunities for graduates.

75

Siemens

Siemens is an engineering and technology services company that operates in more than 200 countries and employs around 15,000 people in the UK and around 372,000 people worldwide. It offers a range of advanced, higher and degree apprenticeships, including schemes in specialisms such as manufacturing, business administration, IT, data analysis, accountancy and technical support engineering. Entry requirements vary.

9

Sky

See page 132 for more information.

Sky is a telecommunications company based in the UK with operations in seven countries. It employs over 31,000 people and serves around 23 million customers. Sky offers a number of technology, customer service, business and media apprenticeship programmes. Entry requirements vary, but typically ask for GCSEs or A levels (or equivalent).

83

Slaughter and May

Slaughter and May is an international law firm whose clients include financial institutions, large corporations and governments. It has four offices in the UK, Belgium and China and employs around 115 partners and 1,164 employees worldwide. Slaughter and May does not run a school leaver programme, but does recruit graduates.

183

Smith & Williamson

Smith & Williamson is a financial and professional services firm with 12 offices across the UK, Jersey and Ireland. It employs around 1,700 people. Smith & Williamson offers apprenticeships in specialisms including investment management, valuations and business tax services for students with A levels (or equivalent).

43

Sony

Sony is a global electronics, entertainment and financial services company. It is headquartered in Japan and has more than 117,300 employees worldwide. Sony has previously offered a four-year technology and engineering apprenticeship for school leavers with GCSEs (or equivalent).

160

SSE (Scottish and Southern Energy)

SSE (Scottish and Southern Energy) generates and provides energy to households and businesses. It employs 20,000 people. SSE offers a school leaver programme in engineering as well as a number of engineering craft apprenticeships and an IT degree apprenticeship. Entry requirements vary depending on the scheme.

67

Starbucks

Starbucks is an international coffee and café company, which operates over 17,000 locations in more than 50 countries. It organises hospitality and management apprenticeships for school leavers, and also offers a range of higher and degree apprenticeships for current employees.

11

Teach First

Teach First is a two-year programme for graduates, which allows them to work towards their teacher training qualifications while working in a school that is attended by children from disadvantaged backgrounds. Applicants must have a university degree.

88

Tesco

Tesco is a grocery and general merchandise retailer that operates 6,800 stores around Europe and Asia. It employs 440,000 people worldwide, with 300,000 people employed in its 3,400 UK stores. Tesco offers commercial, finance, food science and technology, and clothing apprenticeships. The length, level and entry requirements vary from scheme to scheme.

173

Thales

Thales is a communications and technology company, serving defence, security, space, aerospace and ground transportation markets. It employs around 64,000 people across 56 countries. Thales offers advanced, higher and degree apprenticeships in engineering and technology, and higher apprenticeships in business and finance.

194

Thames Water

See page 134 for more information.

Thames Water is the water and wastewater provider in London and the Thames Valley. It employs over 6,000 people and runs two apprenticeships for students with GCSEs (or equivalent): one in mechanical and engineering, the other in electrical and instrumentation. It also runs a lab technician apprenticeship for school leavers with A levels (or equivalent).

113

TJX Europe (TK Maxx and HomeSense)

TJX Europe is a global retailer whose brands include fashion retailer TK Maxx and homeware retailer HomeSense. It has over 4,000 stores in nine countries. TJX Europe offers a finance apprenticeship, for which applicants need to have A levels or equivalent.

176

Toyota

Toyota is a Japanese vehicle manufacturer that employs around 369,000 people worldwide. It currently has 53 manufacturing plants in 28 countries. Toyota offers apprenticeships in vehicle technician, body technician, paint technician, customer service adviser and vehicle parts adviser roles. These last between two and three years.

97

Transport for London

Transport for London (TfL) manages the day-to-day operation of London's public transport and main roads. It employs around 28,000 people and offers different levels of apprenticeships in engineering, tech and data, professional services, commercial planning, management and planning. TfL also runs degree apprenticeships in civil engineering, design and development engineering, commercial property surveying, quantity surveying and general management.

95

Travelodge

Travelodge is a hotel brand with over 560 hotels across the UK, Ireland and Spain. It employs over 11,000 people in its hotels and offices. Travelodge has previously offered a hotel management apprenticeship programme for school leavers with A levels.

161

Travis Perkins

Travis Perkins is a builders' merchant company with over 600 branches and 200 tool-hire outlets in the UK. It is part of the Travis Perkins Group, which owns companies such as Wickes, Toolstation and Benchmarx. The Group has around 29,000 people working for it in the UK and Ireland and runs a number of retail and management apprenticeships. Entry requirements vary from role to role.

62

TUI Group

TUI Group is a tourism company that operates 1,600 travel agencies, six airlines, over 380 hotels and 16 cruise ships. It operates in 180 countries and owns 220 brands. TUI Group runs commercial, digital marketing, finance, retail and engineering apprenticeships, as well as a management degree apprenticeship. Entry requirements vary depending on the scheme.

15

Ubisoft

Ubisoft is a global video game publisher and developer. It employs around 13,742 people across 31 countries. It does not offer school leaver programmes, but does run graduate opportunities in technical and business disciplines.

119

Unilever

Unilever is an international manufacturer of foods and household products, whose brands include Persil, Dove, Flora, Lynx, and PG Tips. It offers a range of business and technology, supply chain and engineering, and research and development apprenticeships at different levels. Entry requirements vary.

51

Virgin Media

Virgin Media supplies broadband, TV, mobile and home phone services across the UK and the Republic of Ireland. Virgin Media organises apprenticeships at different levels in areas including network engineering, legal, planning, project management, civil engineering, and learning and development. Entry requirements vary.

98

Visa

Visa provides financial products and services such as credit and debit cards, serving customers in more than 200 countries worldwide. It runs two apprenticeship schemes for school leavers with GCSEs (or equivalent): a chartered management apprenticeship and a cybersecurity scheme.

139

Vodafone

Vodafone is a telecommunications company offering mobile telephone and broadband services. It operates in over 26 countries worldwide, with partner networks in 55 countries, and employs around 13,000 people in the UK. It offers a range of apprenticeships at different levels in technology, customer service and retail roles, including a digital degree apprenticeship. Entry requirements vary.

52

**Volkswagen Group
(incl. Volkswagen, Audi,
SEAT and Skoda)**

Volkswagen Group is a vehicle manufacturer whose brands include Volkswagen, Audi, SEAT and Skoda. It employs around 627,000 employees and runs 123 production plants worldwide. In the UK, it offers service technician, parts adviser and service adviser apprenticeships to school leavers with GCSEs (or equivalent).

190

Wates

*See page 142 for
more information.*

Wates is a UK-based construction, development and property services company. It employs around 4,000 people and has its headquarters in Leatherhead, Surrey. It offers level 2 and 3 apprenticeships in trade professions and business support roles. Wates also offers higher apprenticeships for students with GCSEs (or equivalent) and a degree apprenticeship for students who have completed a higher apprenticeship or an HNC in a construction-related discipline.

91

**Whitbread Group
(incl. Premier Inn)**

Whitbread Group is a UK-based hospitality group that operates hotels, restaurants and coffee shops. Its brands include Premier Inn and Beefeaters. It employs around 50,000 people. Whitbread offers a number of hospitality, business administration and digital apprenticeships, with varying entry requirements.

177

**Womble Bond
Dickinson (UK) LLP**

*See page 144 for
more information.*

Womble Bond Dickinson is a transatlantic law firm with 26 offices in the UK and the USA. It offers a number of apprenticeships, including paralegal and administration roles. Womble Bond Dickinson also offers a six-year solicitor apprenticeship open to students with A levels (or equivalent).

186

WPP

WPP is a marketing communications services provider with over 130,000 employees in around 112 countries. It is made up of smaller companies in disciplines such as advertising, public relations, branding, digital and ecommerce. WPP's companies have previously offered apprenticeship and work experience opportunities.

153

WSP

WSP is an engineering professional services firm with headquarters in Montreal and over 50 offices in the UK. It specialises in maritime, rail, bridge, tunnel and energy services. WSP runs an engineering advanced apprentice scheme for school leavers with GCSEs (or equivalent) and higher and degree apprenticeships for school leavers with A levels (or equivalent).

142

Zurich Insurance

Zurich Insurance Group provides financial services including insurance, pensions and savings accounts. It employs approximately 55,000 people and has customers in around 170 countries. Zurich offers finance, compliance, insurance and IT apprenticeships for school leavers with GCSEs (or equivalent) and an actuarial apprenticeship for school leavers with A levels (or equivalent).



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