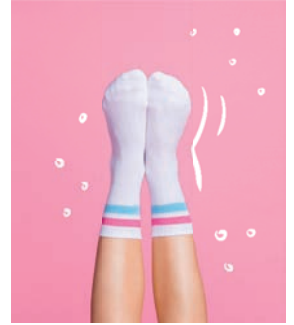




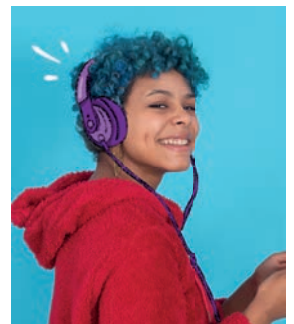
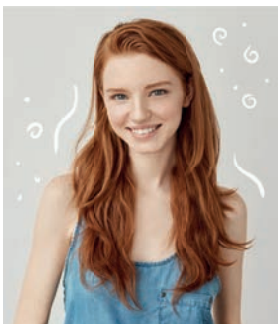
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★ RATEMYAPPRENTICESHIP

# A GUIDE TO CAREER OPTIONS 2022

For school and college students



# WELCOME TO YOUR GUIDE TO CAREER OPTIONS 2022

**No idea whether you want to do an apprenticeship, go to university or pursue TikTok fame when you leave school or college?**

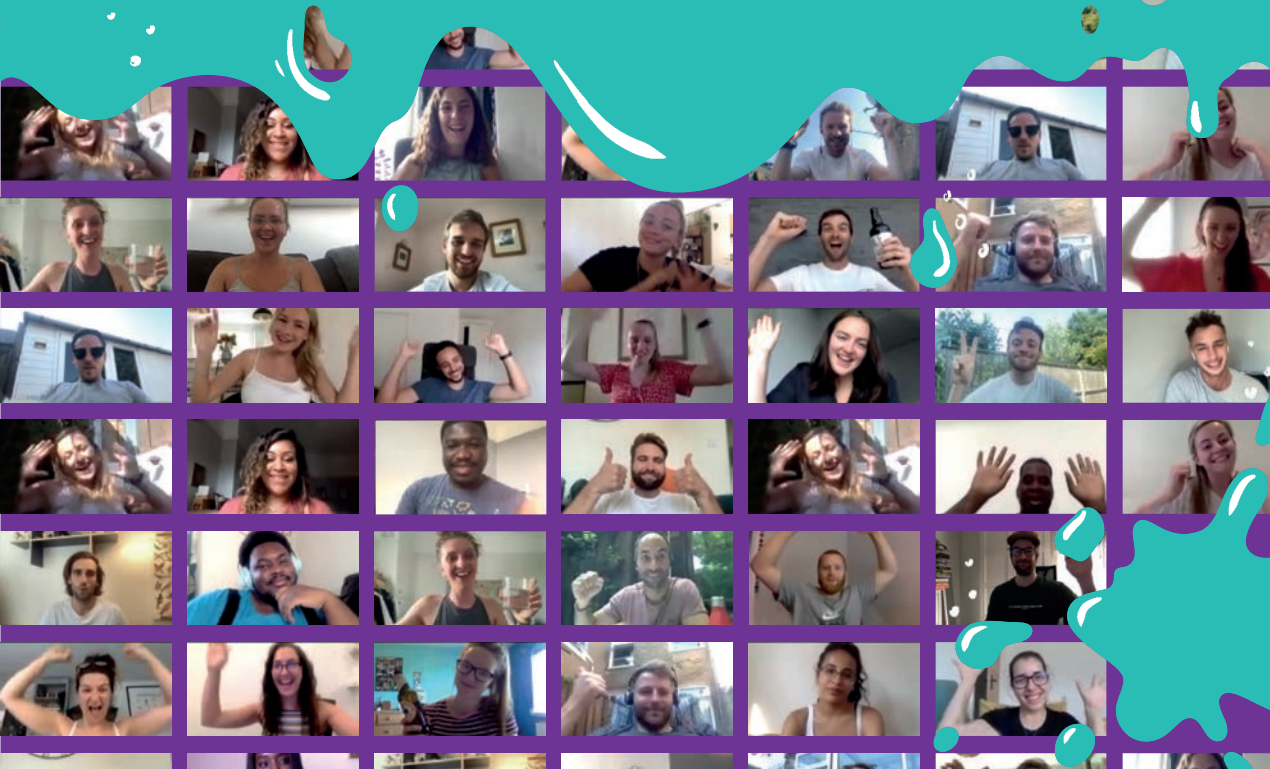
It's a BIG decision to make at 16, 17, 18... So we've put together this guide to help you better understand and map out your future.

Inside, you'll find everything you need to know about the career options available to you, and how to get there.

The guide also features the **Top 100 Employers & Top 50 Training Providers 2022**, with the inside scoop on what it's really like to work for each company.

Voted for by 1000s of apprentices across the UK, these companies are A-listers in the world of apprenticeships - and they're looking for young people like YOU to join them.

**So, let's get started...**



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**ADVICE**

**TOP 100 APPRENTICESHIP EMPLOYERS  
TWO-PAGE PROFILES**

**PROGRAMME OVERVIEWS &  
CASE STUDIES**

**TOP 100 APPRENTICESHIP EMPLOYERS  
ONE-PAGE PROFILES**

**REGIONAL AWARDS**



## PETER MUCKLOW, DIRECTOR OF APPRENTICESHIPS, EDUCATION AND SKILLS FUNDING AGENCY

Apprenticeships are an exciting option, offering the opportunity to get high quality training, hands-on experience and develop transferable skills in a range of jobs. They are open to everyone from school leavers, people progressing in their careers and complete career changers.

An apprenticeship is a real job where you learn, gain experience and get paid. You're an employee with a contract of employment and holiday leave. By the end of an apprenticeship, you'll have the right skills and knowledge needed for your chosen career.

New apprenticeship standards are available all the time, and there are hundreds of apprenticeships to choose from. Some even include a qualification, like a degree.

There really is an apprenticeship for everybody and the variety and richness of apprenticeships on offer means they are becoming a more appealing option for individuals and employers alike.

There are lots of benefits to being an apprentice, from getting paid and training at the same time, with at least 20% of your time spent in 'off the job'

training - often at a college, university or with a training provider.

Apprentices benefit from receiving the training, needed by industry, whilst being on the career path of their choice. Recent data shows that following completion of their apprenticeship, 91% of learners were still in sustained employment.

An apprenticeship can take between one and six years to complete, depending on the apprenticeship standard chosen, the level of apprenticeship and any previous experience an apprentice brings. There are apprenticeships available all over England, at companies large and small, in a wide range of industries, from local organisations to large national brands.

Apprenticeships offer the opportunity to chase dream jobs, kick start amazing careers and reach your potential.

Visit [www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk) to find out more, search and apply for apprenticeship vacancies:  
[www.apprenticeships.gov.uk/apprentices](http://www.apprenticeships.gov.uk/apprentices)

**Peter Mucklow,**  
Director of Apprenticeships



# A NOTE TO PARENTS

**Young people's priorities have changed since Covid-19, with 75% now considering an apprenticeship to future-proof their career.**

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

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

## HOW MUCH WILL MY CHILD BE PAID?

All apprentices are paid the National Minimum Wage of £4.30/hour or above. According to the 1000s of reviews on [RateMyApprenticeship.co.uk](https://www.ratemyapprenticeship.co.uk), the average salary for an apprentice is **£16,184 a year**.

## WHO FUNDS APPRENTICESHIPS?

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

## DO APPRENTICES GET STUCK MAKING THE TEA?


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

## IS MY CHILD GUARANTEED A JOB AT THE END?

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

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

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



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

# GET YOUR FACTS STRAIGHT

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

**I HEARD  
THAT TOO**

**THAT'S NOT  
TRUE**

**NO  
WAY!**

**WAIT,  
WHAT?**

**I DID NOT  
KNOW THAT!**

**THAT  
CAN'T BE  
RIGHT?**

## HEAR IT FROM A REAL-LIFE APPRENTICE...

*"Troup Bywaters + Anders is all about bringing young people through the business with the right training and support to be the best they can be. Not only am I recognised as a key part of the team and the business, I have a clear and structured career path to success."*

**Basant, Mechanical Engineering Apprentice at Troup Bywaters + Anders**

### MYTH

Apprentices don't earn very much.

### FACT

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

### WHY?

The average salary for an apprenticeship is **£16,184 a year**. Imagine what you could spend all that hard-earned cash on. You could start saving for a house... or blow the whole lot on Funko POPs.

### MYTH

Apprenticeships only exist in trade industries.

### FACT

Apprenticeships are now available in 100s of different career paths, including Nursing, Digital Marketing and even Beekeeping.

### WHY?

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

### MYTH

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

### FACT

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

### WHY?

There are 7 different levels of apprenticeship, and which one you do will depend on the qualifications you leave school/college with. Some require certain A Levels or GCSEs, whilst work experience will do for others.

### MYTH

An apprenticeship isn't a proper job.

### FACT

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

### WHY?

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

### MYTH

Most apprentices are men.

### FACT

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

### WHY?

More women started an apprenticeship in 2018/19 than men! (50.1% of them to be exact.) The gender gap is even closing in traditionally male-dominated sectors like engineering and construction.

### MYTH

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

### FACT

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

### WHY?

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

# HOW TO CHOOSE THE RIGHT COMPANY

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

## DO YOU WANT TO WORK FOR...

### A BIG BRAND?

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

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

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

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

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

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

PwC, for example, encourages its employees to give back to the local community through the option to volunteer during working hours for up to 6 days a year!

# OR

### A SMALL BUSINESS?

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

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

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

Who are your top 3 dream companies to work for?

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

# APPRENTICESHIPS

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

## 1 LEAVE SCHOOL OR COLLEGE

Anyone over the age of 16 can start an apprenticeship.

## 2 START AN APPRENTICESHIP

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

## 3 LIVE AT HOME OR MOVE OUT

Many companies pay their higher apprentices enough to rent their own place. The average salary for levels 4/5/6/7 is £23,987 a year!

## 4 GET WORK-READY

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

## 5 GAIN PROFESSIONAL QUALIFICATIONS

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

## 6 MEET NEW PEOPLE

*"I have regular catch ups with the other apprentices, which has helped me to build a rapport and develop friendships. It's great as you can swap notes and be on the journey together. It's reassuring to have that support."*  
**Megan, Fast Track Management Apprentice at Travis Perkins**

## 7 ENTER THE BIG WIDE WORLD

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

# VIS UNIVERSITY

1

## LEAVE SCHOOL OR COLLEGE

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

2

## START UNIVERSITY

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

3

## LIVE IN HALLS

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

4

## JOIN SOCIETIES

Meet people who share your niche interest in Ghost Hunting or Taekwondo, and beef up your CV with sought-after skills like leadership and communication.

5

## MOVE INTO A HOUSE

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

6

## GET WORK EXPERIENCE

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

7

## ENTER THE BIG WIDE WORLD

350,000 graduates leave university each year, so a degree alone won't be enough to guarantee you a job. Apply early and fill your CV with relevant experience to stand out.

# Work Ready Virtual Experience

Build the skills you need to take the world of work  
by storm, in your pyjamas.



Calling all Years 10-13, this  
**FREE** online programme is  
for you!

Got a few hours to spare this weekend? Scale up your CV by developing the exact skills companies want in 2022, including...

- Resilience
- Self-reflection
- Personal branding
- First impressions
- Online networking

\*The programme is self-paced. So you can learn in your own time and have a break, have a KitKat, whenever you need.

Click/scan to  
register NOW.



# THE LOWDOWN ON T LEVELS

**T Levels were introduced in 2020 as a post-GCSE qualification that's designed to take your future to the next level. It's been a year and a bit since they launched. So what's changed?**

## WHAT ARE T LEVELS?

Equivalent to three A Levels, a T Level takes two years of full-time study to complete. It's a stepping stone into skilled employment, further study OR a higher apprenticeship.

## HOW DO THEY WORK?

T Level students spend **80%** of their time in the classroom, learning the relevant theory. And the other **20%** putting this into practice on a 45-day industry placement.

To get your certificate, you'll need to complete the technical qualification and industry placement, plus have passes in English and Maths at Level 2/GCSE.

## WHY CHOOSE T LEVELS?

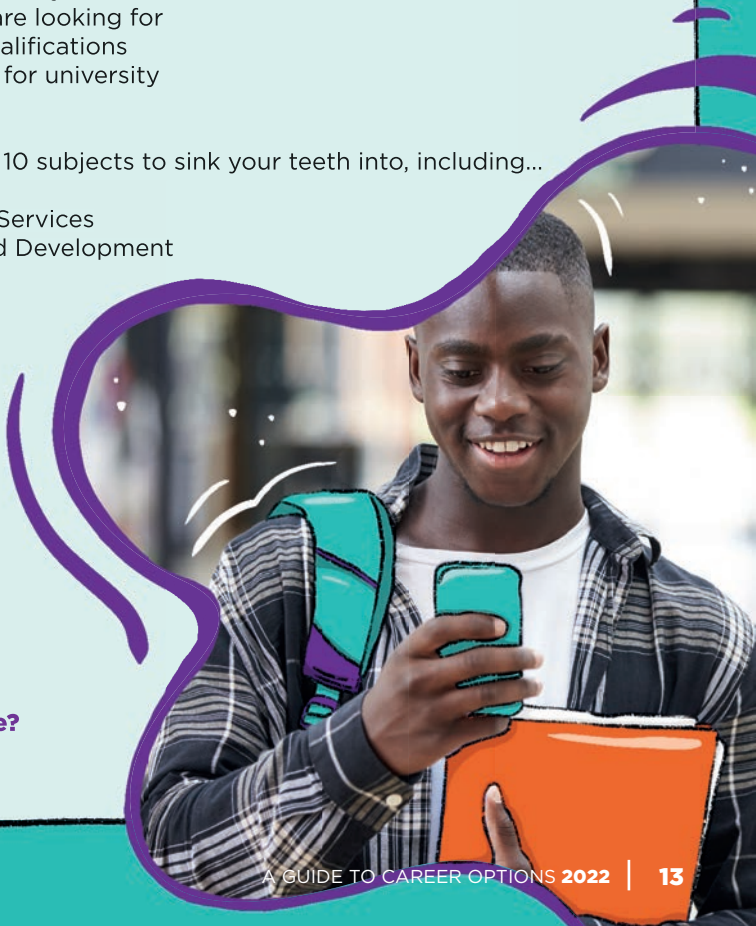
- Get real workplace experience on your CV
- Develop the skills employers are looking for
- Gain nationally-recognised qualifications
- Pick up UCAS points to apply for university

## WHAT'S CHANGED?

Exciting news, as there are now 10 subjects to sink your teeth into, including...

- Digital Business and Support Services
- Digital Production, Design and Development
- Education and Childcare
- Healthcare Science
- Onsite Construction

**Reckon T Levels sound like the best thing since holes in cheese? Click/scan to find out more...**



# WHICH PATH WILL YOU TAKE

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

I AM 14-16

I AM 16-18

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

YES

NO

DO YOU WANT TO GO TO UNIVERSITY?

YES

NO

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

YES

NO

DO YOU HAVE THE REQUIRED GRADES?

YES

NO

DO YOU WANT TO DO AN APPRENTICESHIP?

YES

NO

**DO YOU WANT TO  
COMBINE UNIVERSITY  
WITH WORKING  
IN INDUSTRY?**

**YES**

**NO**

**UNIVERSITY**

**CHECK WHEN  
CLEARING OPENS**

**DO YOU MEET THE  
ENTRY REQUIREMENTS?**

**YES**

**NO**

**TRAINEESHIP**

**A TRAINEESHIP  
QUALIFIES YOU FOR...**

# TRAINING PROVIDERS EXPLAINED

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

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

**There are four main types...**

## 1 FURTHER EDUCATION COLLEGES

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

## 2 UNIVERSITIES

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

## 3 INDEPENDENT TRAINING PROVIDERS

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

## 4 IN-HOUSE TRAINING PROVIDERS

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

### HOW THEY SUPPORT YOU

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

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

# THE APPRENTICESHIP APPLICATION JOURNEY

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

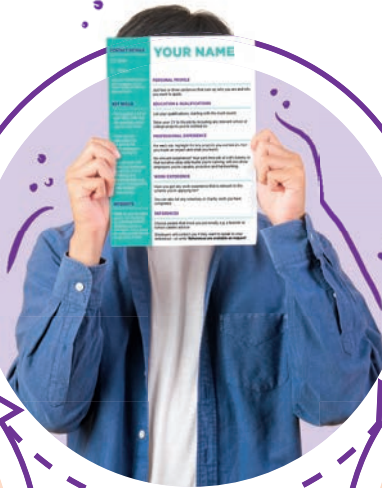
1



## APPLICATION FORM

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

2



CV

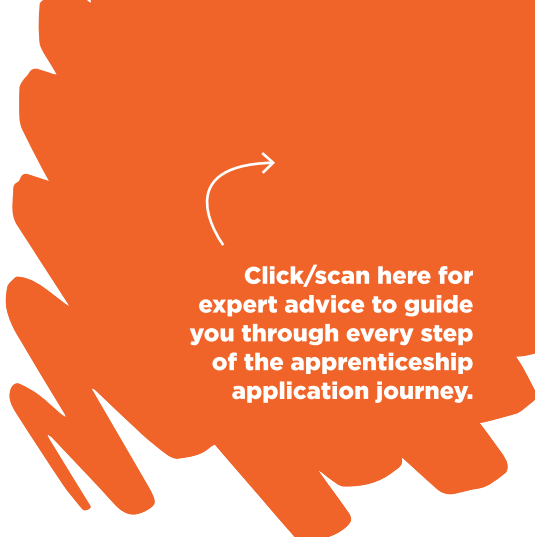
CVs are kind of like Tinder profiles. Except they get you interviews - not dates. Match yours up with the job description to get employers to swipe right.

3

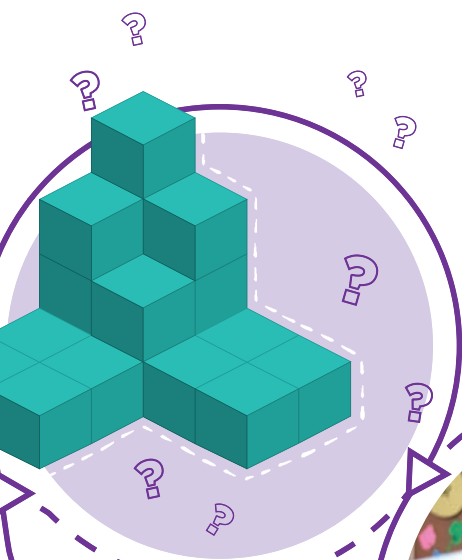


## COVER LETTER

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



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



4

#### PSYCHOMETRIC TESTS

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

5



#### INTERVIEW

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



6

#### ASSESSMENT DAY

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

# PSYCHOMETRIC TESTS

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

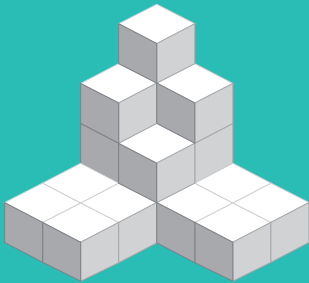
These sound a bit like something from an episode of Black Mirror, but in reality, they're not that scary. Employers use them to figure out if you have the right skills and personality traits for the job.

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

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

1

**How many cubes are there in the figure below?**



A: 19 B: 20 C: 21

2

**Which shape comes next in the sequence?**



A

B

C

D

E



3

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

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

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



4

**On the planet Thone XL3...**

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

What's the word for Christmas?

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

5

**Mick paid more for his car than John.**  
**John paid less for his car than Neil.**  
**Stevie paid more for her car than Christine.**  
**Christine paid the same amount for her car as Neil.**

If the information above is true, which of the following must also be true?

- A: Mick paid more for his car than Stevie.
- B: Christine paid less for her car than John.
- C: John paid less for his car than Stevie.
- D: Mick paid more for his car than Neil.
- E: Christine paid less for her car than Mick.

**How did you do?**  
**Check the answers on**  
**Then click/**  
**scan the QR code for more**  
**psychometric goodness.**

# WHAT HAPPENS NEXT?

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



## ***“I didn't get the job. What should I do?”***

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

Beyoncé lost the “Star Search” talent show in 1993. Fast forward to now, she's easily one of the most influential women in the world.

## ***“I've been invited to an interview!”***

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

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

## ***“I got the job!”***

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

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

## ***“I haven't heard back from an apprenticeship I applied for.”***

It happens, don't take it personally. On average there are 39 applicants per vacancy, so it can take employers a little time to sift through them all.

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



**There are 100s of roles you can apply for RIGHT NOW on [RateMyApprenticeship.co.uk](https://RateMyApprenticeship.co.uk). Click/scan here to continue your search.**



# BEING SOCIAL MEDIA SAVVY

**Social media is #1 for staying in the loop with pals, shopping inspiration and scrolling endless videos of animals playing dress-up.**

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



### ALWAYS BE PROFESSIONAL

Employers use social media to advertise their roles and research candidates. Your public profiles are your online personal brand, so they need to be clean and professional. To be safe, you can always make your accounts private.

### INTERACT WITH COMPANIES

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

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

### INSTAGRAM

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

### TIKTOK

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

### FACEBOOK

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

### LINKEDIN

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

# SIDE HUSTLES

Side hustles were all the rage during 2020. In fact, there was a whopping 72% increase in 16 to 20-year-olds registering as sole traders...

Dream of building your own empire from the ground up? Or just looking to make some extra cash at the weekend?

## HERE ARE 5 REASONS TO START A SIDE HUSTLE

1

Learn how to run a business

2

Channel your creative talent

3

Do something useful with your free time

4

Impress future employers with your experience as a CEO

5

Become financially independent (if your business takes off!)

## STUCK FOR INSPIRATION?

You can turn almost anything into a moneymaker these days.

Vlogging, coding, customised clothing, dog walking, pet portraits... you name it.

Whatever you decide on, make sure it's something you'll enjoy. Running your own business is hard. Horcrux-searchingly hard. So you need to be passionate about it.



## DID YOU KNOW?

Some of the most successful companies in the world started out as side projects. Nike's founder, Phil Knight, started off selling Japanese running shoes out of his car while working as an accountant. Now he's worth \$34 billion.

24-year-old graduate Gabrielle started by baking cakes for friends and family. They loved them so much she launched her own company, **QuashCakes**, back in 2018. Now her cakes are sold across the UK, and she's even made one for Loose Women's Nadia Sawalha!

# YOUR NEXT STEPS

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

(Except how to become the next Charli D'Amelio and get 127 million TikTok followers. That one you'll have to figure out yourself.)



## DO YOU KNOW?

According to reviews submitted by apprentices on RateMyApprenticeship.co.uk, the average salary for an intermediate apprentice was £15,947 in 2021.

### First things first, what is an intermediate apprenticeship?

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

### How do they actually work?

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

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

### Why do an intermediate apprenticeship?

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

During the apprenticeship, you'll work towards professional qualifications that are recognised across your industry. These are equivalent to 5 GCSE passes graded at 9 to 4 (A\* to C), and can be used to apply for an advanced apprenticeship or find permanent employment.

### What are the entry requirements?

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

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

[Click/scan for the full lowdown on Intermediate Apprenticeships.](#)

## CASE STUDY

# LEVEL 2 INTERMEDIATE APPRENTICESHIP



**Who:** Ben

**From:** Howdens

**Position:** Supply Chain Warehouse Operative Apprenticeship

### WHAT BEN THINKS OF HOWDENS...

I felt that this would be a great place to start as the role would allow me to learn more about Howdens and what they produce and supply.

***“Don’t overthink how big the jump is, take each day as it comes because I thought it would be super serious and daunting but school and work life isn’t very different, there is a fun side to both as well.”***

Within the Warehouse Apprenticeship your main responsibilities are very varied, including stock control, unloading livery trailers, line checking stock, picking orders for customers,

loading deliveries, keeping a clean and tidy warehouse (health and safety), and making sure 4 x 4 rules are adhered to at all times whilst unloading and loading livery trailers.

I find the warehouse environment calm, quiet and relaxing and I can concentrate on all aspects of my role. I also like the physical aspect as it’s healthy exercise!

Don’t overthink how big the jump is, take each day as it comes because I thought it would be super serious and daunting but school and work life isn’t very different, there is a fun side to both as well.

Know your warehouse and where things are (use the map of the warehouse that’s used for stock-taking), make sure everything is put in the right place. Have next day deliveries ready the day before and ensure everything is clear and tidy before you go home. If you do the above you can get your line check and any other job done with ease.

[www.rma.digital/howdens](http://www.rma.digital/howdens)



## DO YOU KNOW?

Advanced apprenticeships were the most reviewed programme on RateMyApprenticeship.co.uk last year, with a staggering 2,087 reviews submitted.

### What is an advanced apprenticeship?

These splendid programmes are the next step up from intermediate apprenticeships. They're a great fit for students looking to advance their careers after finishing GCSEs, A Levels/T Levels or Level 2/3 apprenticeships.

### How do they actually work?

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

### Why do an advanced apprenticeship?

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

Did we mention you get paid too? The current National Minimum Wage for apprentices aged 16-18 is £4.30 an hour, with many employers offering heftier pay packets to tempt top students.

### What are the entry requirements?

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

**Click/scan for everything you need to know about Advanced Apprenticeships.**

## CASE STUDY

# LEVEL 3 ADVANCED APPRENTICESHIP



A TD SYNEX Company



**Who:** Holly

**From:** Tech Data

**Position:** Qualified Internal Sales Apprentice

### WHAT HOLLY THINKS OF TECH DATA...

I chose the IT Technical Sales Apprenticeship because I was very indecisive about going to university.

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

I wanted to go into work and make money, but I still wanted a career that I was interested in and that I could see myself doing for a long time. So I thought doing an apprenticeship

would be the best thing as I am gaining valuable on-the-job experience as well as learning.

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

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

The aspect of my role I enjoy most is prospecting customers. Calling customers and discussing their needs, finding new opportunities and putting my knowledge from working with other areas of the business into play. Being able to advise and help my customers whilst delivering excellent customer service.

[www.rma.digital/techdata](http://www.rma.digital/techdata)

# PROGRAMME LEVEL 4/5 HIGHER APPRENTICESHIP



## DO YOU KNOW?

The average salary for higher apprentices was £23,987 in 2021 (based on reviews submitted by apprentices on RateMyApprenticeship.co.uk).

### What is a higher apprenticeship?

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

### How do they actually work?

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

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

### Why do a higher apprenticeship?

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

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

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

### What are the entry requirements?

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

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

**Want to know more? Click/scan for all things Higher Apprenticeships.**

## CASE STUDY

# LEVEL 4/5 HIGHER APPRENTICESHIP



**Who:** Mackenzie

**From:** Costain

**Position:** Safety, Health and Environment (SHE) Apprentice

### WHAT MACKENZIE THINKS OF COSTAIN...

I chose a SHE apprenticeship because I wanted to jump straight into a stable career where I was able to earn whilst I learned key working life responsibilities. My original plan was to take the university route, however, I decided this was not for me and declined my place.

***“Another tip for working in this industry is to not be afraid of asking “silly” questions, there is always something new you can learn.”***

When I arrive at work I respond to any emails I have received and join scheduled calls. Later in the afternoon, I attend site to carry out

informal audits of the scheme so that any issues can be rectified and to promote good practice. I then complete college assignments and revision ahead of the end of point assessments.

I advise that you research careers you are interested in, and try volunteering to get work experience. I did a Health and Safety placement at Northumbria Police to help rule out what I didn't want. I also suggest attending short courses in the subject area of interest; I completed a few short Health and Safety courses with a local training provider.

Clear communication is key as a SHE apprentice in order to get the correct message across to the workforce, and turn negatives into positives. Another tip for working in this industry is to not be afraid of asking “silly” questions, there is always something new you can learn. Finally, involvement with the site team such as foremen, operatives and works managers is beneficial. They will see you in a different light and show interest in your role, meaning they will be more likely to support in audits etc.

[www.rma.digital/costain](http://www.rma.digital/costain)



## DO YOU KNOW?

An analysis of the reviews on RateMyApprenticeship.co.uk revealed that the average salary for a degree apprentice was £22,089 in 2021.

### What is a degree apprenticeship?

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

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

### How do they actually work?

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

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

### Why do a degree apprenticeship?

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

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

### What are the entry requirements?

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

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

**Click/scan to dive deeper into Degree Apprenticeships.**

## CASE STUDY

# LEVEL 6/7 DEGREE APPRENTICESHIP



**Who:** Rebecca

**From:** DWF Law LLP

**Position:** Solicitor Apprentice

### WHAT REBECCA THINKS OF DWF...

I really enjoyed law at college and was interested in pursuing a career in law as a solicitor.

***“You will be working with some very experienced people and can gain a lot of knowledge and insight from them, so try to have a positive attitude and be willing to learn.”***

I knew I didn't want to go to university and when my law tutor told me about legal apprenticeships, the idea really appealed to me as it offered the opportunity to gain practical work experience and obtain a qualification, as well as the option to progress as a solicitor apprentice.

The first thing I do when I get to work is check my emails to see what tasks I have in store for the day and create a to-do list to make sure I am on top of all of my work and aware of my deadlines.

The aspects of my role I most enjoy are drafting legal documents such as claim forms, particulars of claim and witness statements, meeting new people and learning from experienced solicitors, and having a variety of work to complete on a daily basis as it keeps the job interesting.

Be prepared to work hard, maintain a positive attitude and be willing to learn. It won't always be easy having to study alongside your work but it is very rewarding and if you put the time and effort in, you will reap the rewards. Also, no question is a silly question so don't be afraid to ask if you need help.

My top tips for working as a legal apprentice are to be as organised and prepared as possible. Be a sponge! You will be working with some very experienced people and can gain a lot of knowledge and insight from them, so try to have a positive attitude and be willing to learn.

[www.rma.digital/DWF](http://www.rma.digital/DWF)

# PROGRAMME GAP YEAR PROGRAMME



## DO YOU KNOW?

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

### What is a gap year?

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

### How does a gap year work?

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

- **Use your powers for good:** Volunteer for a local charity and pick up a bunch of skills that employers love, such as resilience, emotional intelligence and communication.
- **Start a side hustle:** We've got a whole page on the pros of running your own business - especially during a worldwide pandemic.
- **Get work experience abroad:** Once travel is back on the cards, this is a brilliant way of ticking off your bucket list and kicking off your career at the same time. If you want to stay closer to home, lots of companies in the UK run paid school leaver programmes too.

### Why do a gap year?

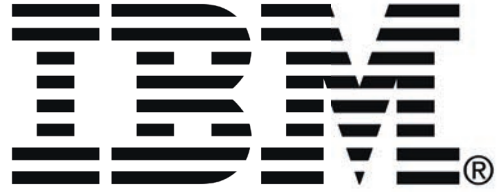
Gap years these days are less 'Gap Yah', more 'fill-in-the-CV-gaps year'. With competition for top universities and apprenticeships hotting up, savvy gappers are swapping full moon parties for internships, volunteering programs and employment.

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

**Craving cultural richness?  
Click/scan for more on Gap Years.**

## CASE STUDY

# GAP YEAR PROGRAMME



**Who:** Gosia

**From:** IBM

**Position:** Futures Gap Year Intern: Talent Acquisition Coordinator

### WHAT GOSIA THINKS OF IBM...

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

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

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

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

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

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

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

[www.rma.digital/IBM](http://www.rma.digital/IBM)

# TOP REGIONAL EMPLOYERS

Who are the best companies to work for in your area? How many of the Top 100 have job opportunities there? And how much could you earn as an apprentice?

Navigate your way around the map to find the answers...

## SCOTLAND

Top 5 Employers:

- 1) **abrdn**
- 2) **NatWest**
- 3) **M&G**
- 4) **BT**
- 5) **Pinsent Masons**

No. of Employers: **36**

Average Salary: **£16,973**

## NORTHERN IRELAND

Top 3 Employers:

- 1) **BT**
- 2) **NatWest**
- 3) **PwC**

No. of Employers: **8**

Average Salary: **£15,688**

## NORTH EAST

Top 5 Employers:

- 1) **BT**
- 2) **Sage**
- 3) **Cummins**
- 4) **Newcastle Building Society**
- 5) **EY**

No. of Employers: **36**

Average Salary: **£18,248**

## YORKSHIRE & THE HUMBER

Top 5 Employers:

- 1) **Solenis**
- 2) **Nestlé**
- 3) **Syngenta**
- 4) **BT**
- 5) **EY**

No. of Employers: **50**

Average Salary: **£19,427**



## NORTH WEST

Top 5 Employers:

- 1) **Whitbread**
- 2) **BT**
- 3) **Booking.com**
- 4) **AstraZeneca**
- 5) **BAE Systems**

No. of Employers: **61**

Average Salary: **£19,743**

## WEST MIDLANDS

Top 5 Employers:

- 1) **National Grid**
- 2) **Whitbread**
- 3) **BT**
- 4) **NHS**
- 5) **The AA**

No. of Employers: **57**

Average Salary: **£18,840**

## WALES

Top 5 Employers:

- 1) **BT**
- 2) **Babcock**
- 3) **Whitbread**
- 4) **Iceland**
- 5) **Tata Steel**

No. of Employers: **16**

Average Salary: **£17,700**

## EAST MIDLANDS

Top 5 Employers:

- 1) **Rolls-Royce**
- 2) **BT**
- 3) **Cummins**
- 4) **Premier Foods**
- 5) **Greene King**

No. of Employers: **43**

Average Salary: **£19,935**

## EAST OF ENGLAND

Top 5 Employers:

- 1) **Whitbread**
- 2) **EY**
- 3) **AstraZeneca**
- 4) **BT**
- 5) **RSA Group**

No. of Employers: **49**

Average Salary: **£19,638**

## CENTRAL & GREATER LONDON

Top 5 Employers:

- 1) **Inspire ATA**
- 2) **Savills**
- 3) **Mace Group**
- 4) **Christie's**
- 5) **IBM**

No. of Employers: **69**

Average Salary: **£21,174**

## SOUTH EAST

Top 5 Employers:

- 1) **Softcat**
- 2) **Gatwick Airport**
- 3) **BAE Systems**
- 4) **BT**
- 5) **NHS**

No. of Employers: **65**

Average Salary: **£19,587**

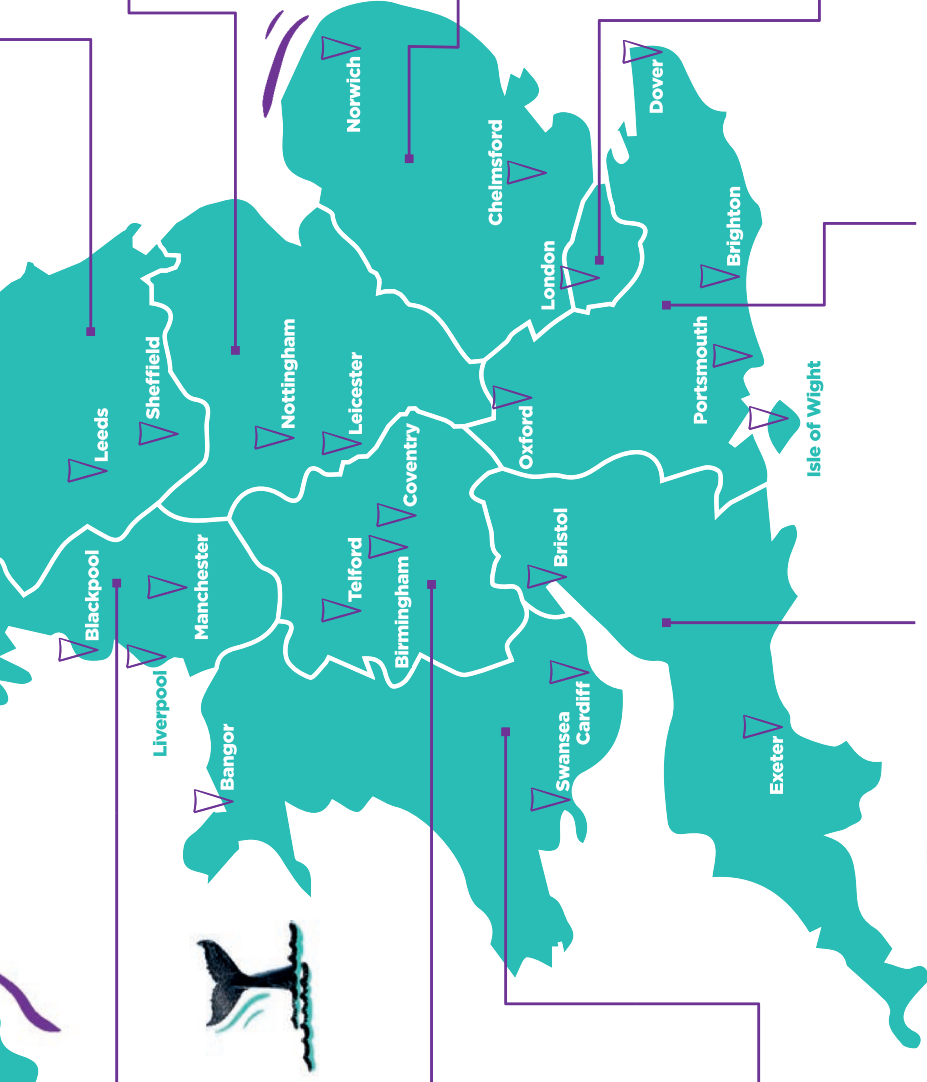
## SOUTH WEST

Top 5 Employers:

- 1) **BMW Group**
- 2) **Stagecoach UK**
- 3) **BT**
- 4) **Leonardo**
- 5) **Defence Equipment & Support**

No. of Employers: **51**

Average Salary: **£18,827**



# NORTH EAST REGIONAL SPOTLIGHT



70th



## WHAT OPPORTUNITIES DO GSK HAVE IN THIS REGION?

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

### ABOUT GSK

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

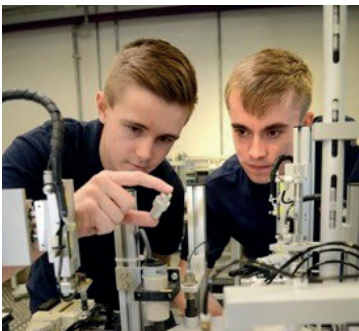
Our apprentices work across the site in manufacturing, engineering, packaging technology, pharmaceutical technology, laboratory science, project planning, IT and the supply chain providing a diverse range of apprenticeships. The apprentices receive fantastic development opportunities which include off-site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

and a Final Year event at our headquarters working with some of our charitable partners. These events are an exciting opportunity to travel and network with apprentices across GSK.

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

The site continues to set stretching challenges for the apprentices. In 2019 the apprentices opened an Early Talent Hub, which had been a derelict cottage. Apprentices took the lead in the project management of the redevelopment - finance, drawing plans, dealing with contractors and procurement.

### Thoughts from GSK's apprentices...



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

"I am very grateful for the trust and confidence my

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

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



RATEMYAPPRENTICESHIP'S

**TOP 100**

**EMPLOYERS &**

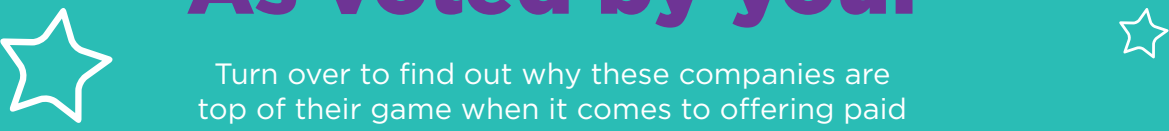
**TOP 50**

**TRAINING PROVIDERS**

**2021 - 2022**



**As voted by you!**



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

# HOW IS THE TOP 50 TRAINING PROVIDERS TABLE CREATED?

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

1

A school or college leaver writes a review of their apprenticeship or work experience and submits it to

2

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

3

All reviews are checked by the RateMyApprenticeship team.

4

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

5

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

6

Our digital team plug all the scores from Q2, Q6 & Q7 into an algorithm and voilà, **RateMyApprenticeship's Top 50 Training Providers** is created!



# TOP 50 TRAINING PROVIDERS 2022

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

## Key

Position in the  
Top 50 table



1



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

# HOW IS THE TOP 100 TABLE CREATED?

The Top 100 is based on the reviews and honest feedback left by over 4,500 young people who completed an apprenticeship in the last year.

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

1

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

4

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

2

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

5

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

3

All reviews are checked by the RateMyApprenticeship team.



# TOP 100

## APPRENTICESHIP



### EMPLOYERS 2022












- 2 YOUR LONDON AIRPORT  *Gatwick*
- 3 M & G
- 5 nationalgrid
- 12 syngenta
- 13 NHS
- 14 Cummins
- 23 Nestlé ACADEMY
- 25 e.on
- 31 Newcastle Building Society
- 33 MARSTON'S
- 34 PREMIER FOODS
- 35 Motus COMMERCIALS
- 42 AON
- 43 Booking.com
- 44 MOTT MACDONALD
- 51 LEONARDO
- 55 ARUP
- 61 Goldman Sachs
- 62 ROLLS ROYCE
- 64 HSBC
- 65 EQUANS
- 72 HARE
- 73 sky
- 74 ROKE
- 75 GE Aviation
- 81 BDO
- 92 Balfour Beatty
- 93 irwinmitchell
- 94 OPTIVO

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

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

**Key**

- Position in the Top 100 table 
- Page number 

	<b>7</b>			<b>10</b>				
<b>16</b>			<b>18</b>		<b>19</b>			
	<b>27</b>		<b>28</b>		<b>29</b>			
	<b>30</b>							
<b>36</b>		<b>37</b>		<b>39</b>				
<b>46</b>								
	<b>57</b>		<b>58</b>		<b>59</b>			
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<b>76</b>		<b>77</b>		<b>78</b>		<b>79</b>		
				<b>80</b>				
<b>86</b>				<b>89</b>		<b>90</b>		
			<b>98</b>		<b>99</b>		<b>100</b>	



88th

Reviewed **7.86 / 10** by **50** young people

## ABOUT ACCENTURE

In a nutshell, we develop, deliver and implement big ideas that improve the performance of other companies across a wide range of different industries. This could include anything from working with new technologies and offering better customer experiences to increasing profits. We keep our clients ahead of the game.

Secure a place on one of our apprenticeships and you'll be hands-on from day one, making a real impact and working with industry experts. Because real work demands real pay, you'll receive a competitive salary.

After three years of classroom learning and live project experience, you'll not only have gained an invaluable set of skills, you'll have earned yourself a degree too.

We believe that positive change happens by bringing together different people with diverse experiences and perspectives. If you're interested in technology, have a bright and inquisitive mind, our apprenticeships are yours for the taking.



## WHAT YOU NEED TO KNOW

**Industry focus:** Technology Consulting (IT)

**No. of opportunities:** 90

**Salary per annum:** £18,900 - £29,000

**Locations:** London, Warwick, Newcastle, Manchester and Edinburgh

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** 80 UCAS Points + 5 x GCSEs grading 4-9 (A-C) including Maths and English.

**Qualifications & Training:** BA (Hons) Business Studies and Chartered Manager Status.

**Deadline:** 31st March 2022.

### Degree Apprenticeship

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

**Qualifications & Training:** All apprentices graduate with a BSc degree in Digital and Technology Solutions, with a specialisation that varies by location.

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



22nd

Reviewed **8.46 / 10** by **32** young people

## ABOUT ALDI

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

As an Aldi Apprentice, you are trusted to make real decisions that help deliver the best experience for our customers, and with opportunities in Stores, Logistics and Driving, there's more than one way to succeed here.

Store Apprentices can enter the Programme via two routes as either a Career Starter or a Store Management Apprentice; the Career Starter route allows apprentices with no previous qualifications to work towards a career whilst completing the Retailer Qualification. The Store Management Apprenticeship, which lasts three years, offers a pathway to Management. The Logistics and Drivers Programmes are both one-year programmes based at our Regional Distribution Centres and offer full exposure into the inner workings of the warehouse and transport departments.



## WHAT YOU NEED TO KNOW

**Industry focus:** Retail

**No. of opportunities:** 892

**Salary per annum:** £190 - £316 per week depending on the programme

**Locations:** UK wide

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** Store Management Apprenticeship - GCSEs in Maths and English, grade 4 and above.

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

**Deadline:** Open all year round.

### Intermediate Apprenticeship

**Entry Requirements:** Stores Career Starter and Logistics - no previous qualifications. Driver - GCSEs in Maths and English min. grade 4 or equivalent. Minimum age of 18 and full clean driving licence.

**Qualifications & Training:** Level 2 Retailer, Level 2 Functional Skills, Level 2 Supply Chain Operative qualification, Category C + E licence.

**Deadline:** Open all year round.



15th

Reviewed **8.60 / 10** by **93** young people

## ABOUT ASTRAZENECA

AstraZeneca is one of the world's most exciting global biopharmaceutical companies.

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

Start a career that will help improve the lives of millions. Breaking free from conventional learning, you'll work on real projects and tasks with serious impact from day one. Encouraging you to be curious and courageous to try new things and take on challenges in an incredibly supportive and empowering team. Collaborating with peers and colleagues with diverse perspectives across our business and guided by expert managers and mentors to achieve your goals and contribute to our shared objectives. There are many career paths and programmes available to you, whatever your level of study, in locations across the UK.



## WHAT YOU NEED TO KNOW

**Industry focus:** Pharmaceutical

**No. of opportunities:** 45

**Salary per annum:** £16,000 - £21,000

**Locations:** Macclesfield, Speke, Cambridge and Luton

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** 5 GCSEs (or equivalent) at 9-4 including Maths, English and Science and 1 A Level or equivalent at grade C.

**Qualifications & Training:** Science Manufacturing Technician Btec.

**Deadline:** 25th February 2022.

### Higher Apprenticeship

**Entry Requirements:** 5 GCSEs at 9-4 including min 6 in Maths, Eng & a Science or business subject & 2 A Levels at C - Maths, IT or Business are preferred.

**Qualifications & Training:** Supply Chain Leadership Degree.

**Deadline:** 25th February 2022.

### Degree Apprenticeship

**Entry Requirements:** Min of 96 points at A Level (Grades CCC) or equivalent and 5 GCSEs at 9-4 (or equivalent qualifications).

**Qualifications & Training:** Degree in Digital & Technology Solutions or Chemical Science.

**Deadline:** 25th February 2022.

# BAE SYSTEMS

## 17th

Reviewed **8.58 / 10** by **188** young people

### ABOUT BAE SYSTEMS

At BAE Systems we serve, supply and protect those who serve and protect us. Ours is a culture that values diversity, rewards integrity and merit, and is a place where everyone has the opportunity to fulfil their potential, no matter their background.

It's never too soon to start thinking about your future. Whether you're in your final year of school or college or taking this time to explore a career change, joining BAE Systems as an apprentice means being part of a team who will support you to achieve your ambitions.

Apprentices are our future, so we invest in yours. We recognise the vital part they play in our success, so you'll be encouraged to bring your unique perspective and showcase your ideas right from the start. With a range of apprenticeships across Engineering, Business and Finance, you'll gain valuable work experience, develop skills and be supported in your study towards professional qualifications – all whilst earning a salary.

Switch on your career with us – apply now.



### WHAT YOU NEED TO KNOW

**Industry focus:** Engineering, Business and Finance

**No. of opportunities:** c.900

**Salary per annum:** Competitive

**Locations:** Nationwide

### PROGRAMMES

#### Intermediate & Advanced Apprenticeship

**Entry Requirements:** 5 GCSEs/National 4 including Maths, English and Science.

**Qualifications & Training:** Intermediate; Level 2 qualification or SCQF Level 5.

Advanced; Level 3 qualification or SCQF Level 6 equivalent to A Level, NC, HNC or HND.

**Deadline:** 28th February 2022.

#### Higher Apprenticeship

**Entry Requirements:** 5 GCSEs/National 5+ & UCAS points - dependent on role.

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

**Deadline:** 28th February 2022.

#### Degree Apprenticeship

**Entry Requirements:** Dependent on specific Degree Apprenticeship.

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

**Deadline:** 28th February 2022.



24th

Reviewed **8.45 / 10** by **26** young people

## ABOUT BAM

If you are looking for an exciting and challenging career, our award-winning Technical Apprenticeship programme could be for you! Join us as a Civil Engineering, Construction Management or Quantity Surveying Apprentice and from day one you will be working with an experienced team, and will be able to make an instant contribution to a multimillion pound project.

Alongside working on one of our sites across the UK, our apprentices study on a block release basis at Leeds College of Building. Accommodation is provided for apprentices during their study blocks in Leeds and travel expenses are covered by the company. Apprentices will work towards a Level 4 Higher Apprenticeship, and upon successful completion our apprentices will progress on to a Level 6 Apprenticeship, where they top up their qualification to a Degree.



## WHAT YOU NEED TO KNOW

**Industry focus:** Construction and Engineering

**No. of opportunities:** 45

**Salary per annum:** £17,000

**Locations:** Nationwide

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** GCSE Maths and English Grade 5, plus 2 STEM A Levels or a relevant Level 3 qualification.

**Qualifications & Training:** Level 4 Apprenticeship in Construction and the Built Environment (Civil Engineering, Quantity Surveying or Construction Management).

**Deadline:** Vacancy is open from Oct to Dec.

***“I have thoroughly enjoyed working for BAM and the different opportunities that it has given me. I have always felt welcomed by my fellow colleagues, both on site and in the office.”***

Construction Apprentice at BAM, London



40th

Reviewed **8.25 / 10** by **62** young people

## ABOUT BARCLAYS

At Barclays, we believe in thinking differently. About the future of banking; about the future of technology in finance; about how a modern business should feel to its colleagues. And about how to find, encourage, develop and grow the people we know will succeed here – and who will help us succeed.

Barclays offers a wealth of opportunities for students from all degree disciplines. All you need is the curiosity and drive to tackle real-world projects that matter and help us to redefine the future of finance. You'll be immersed in our supportive culture, with diverse colleagues to help guide you and build your knowledge.

Whichever programme you choose, you'll start to expand your knowledge of Barclays as an organisation and contribute to real business challenges. Our apprenticeships are refreshingly different. Join us in real, permanent, well-paid jobs – doing real, challenging work from the very start.

Think differently. Think Barclays.

## WHAT YOU NEED TO KNOW

**Industry focus:** Banking

**No. of opportunities:** 200

**Salary per annum:** Competitive

**Locations:** Radbroke, Manchester, London, Glasgow and Northampton

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** 5 GCSE's at Grades 9 - 4 (or A\* - C) including Maths and English, or equivalent (O-Level's or B'Tech) or 6 months previous employment.

**Qualifications & Training:** Improvement Practitioner, Developer, Cyber, Business/Data Analyst, Infrastructure Technician, Financial Services Senior Customer Advisor.

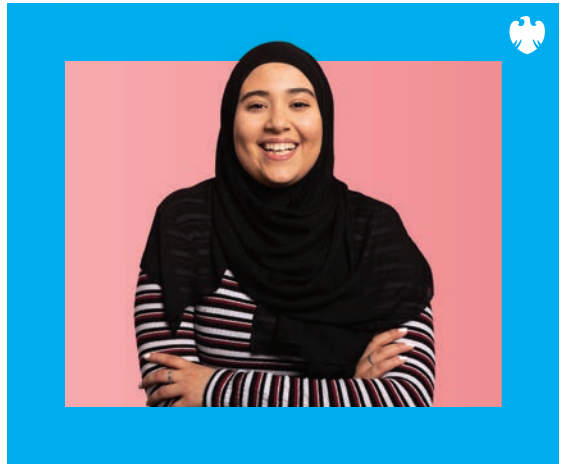
**Deadline:** 30th March 2022. Register interest all year round.

### Higher Apprenticeship

**Entry Requirements:** GCSE's at Grades 9 - 4 (or A\* - C) in both Maths and English. 3 A-Levels at Grades BCC (England), or 3 Highers at Grades BCC (Scotland) or equivalent (HND, HNC, B'Tech L3).

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

**Deadline:** 30th March 2022. Register interest all year round.





# 91st

Reviewed **7.84 / 10** by **22** young people

## ABOUT BBC

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

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Business, Media and Technology

**No. of opportunities:** 90

**Salary per annum:** £14,250 - £19,000

**Locations:** Nationwide

## PROGRAMMES

### Intermediate, Advanced & Higher Apprenticeship

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

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

**Deadline:** Various dates.

### Degree Apprenticeship

**Entry Requirements:** Have at least a 2:1 BSc Honours degree (or international equivalent) in relevant subject to scheme.

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

**Deadline:** Various dates.



Be part of  
#GenerationCGI.

Be part of our story.

63rd

Reviewed **8.06 / 10** by **35** young people



## ABOUT CGI

Leaving school or college means a new start and at CGI we've got some amazing opportunities to set you on a really exciting career path. You might not have heard of us yet, but what we do changes your world... in fact, everyone's world. The IT services we deliver to our clients achieve amazing things. From using satnavs to voting on TV programmes and even texting your friends! Imagine being part of a company that can get you involved in these and many other things that make the everyday easier for all.

So you've finished school and it's time to find a new direction. How does working on a real life project at the same time as working towards a qualification sound? Plus getting paid too! Our Degree Apprenticeships enable you to get a debt free degree from a great university, all whilst gaining invaluable on-the-job experience working for us.

## WHAT YOU NEED TO KNOW

**Industry focus:** Technology and Business Consultancy

**No. of opportunities:** 20

**Salary per annum:** £19,000 - £21,000 plus company benefits

**Locations:** Nationwide

## PROGRAMMES

### Degree Apprenticeship

**Entry Requirements:** 120 UCAS points across 3 A Levels (or equivalent qualification).

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

**Deadline:** Please check our website for available vacancies.

***“My studies have helped me to be better at my role by giving me a wider understanding of IT principles and helping to ground the skills I have learned on the job in academic best practice.”***

IT Project Manager at CGI, Edinburgh



# 82nd

Reviewed **7.89 / 10** by **24** young people

## ABOUT DEFENCE EQUIPMENT & SUPPORT

When you come to DE&S, you're an integral part of a team that helps protect people all over the UK - and overseas too. We do that by providing cutting-edge tech, vehicles and equipment to the Armed Forces. Whether it's the latest protective clothing for soldiers, or the smartest radar for new RAF jets, our projects keep UK military colleagues safe, so that they can protect life at home.

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

Our schemes offer:

- Great rewards in a diverse and inclusive environment where results are recognised.
- Tailored support throughout your role from a dedicated team who have a genuine interest in helping you develop and succeed.
- A permanent role on successful completion.



## WHAT YOU NEED TO KNOW

**Industry focus:** Defence, Government and Procurement

**No. of opportunities:** 150+

**Salary per annum:** £17,143 - £19,460

**Locations:** Bristol and Manchester

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** Minimum GCSEs or A Levels dependent on scheme.

**Qualifications & Training:** Varies per programme.

**Deadline:** Schemes open early to mid 2022. Visit [des.mod.uk](http://des.mod.uk) for more info.

### Higher Apprenticeship

**Entry Requirements:** Minimum GCSEs or A Levels dependent on scheme.

**Qualifications & Training:** Varies per programme.

**Deadline:** Schemes open early to mid 2022. Visit [des.mod.uk](http://des.mod.uk) for more info.

### Degree Apprenticeship

**Entry Requirements:** Minimum GCSEs or A Levels dependent on scheme.

**Qualifications & Training:** Varies per programme.

**Deadline:** Schemes open early to mid 2022. Visit [des.mod.uk](http://des.mod.uk) for more info.



21st

Reviewed **8.48 / 10** by **221** young people

## ABOUT EY

What if we used our thinking power to outpace technology? What if diversity was a way of life? At EY, no question is too small, too ambitious or too imaginative. We use our curiosity to ask better questions, that inspire better answers. That's how we build a better working world.

Our 300,000 people are bold-thinking, life-long learners who are free to be their truest selves and unafraid to give their best every day. Whether you're working from home or in the office, our people are empowered to work in their way to achieve the balance and flexibility they deserve.

Working across 150 countries within four business areas; Assurance, Consulting, Strategy and Transactions and Tax, our teams work at the cutting edge, drawing upon fresh thinking and advanced technology to help make better business decisions.

Start your career and discover our world, your way. The exceptional EY experience. It's yours to build.



## WHAT YOU NEED TO KNOW

**Industry focus:** Accounting, Business and Finance

**No. of opportunities:** 300

**Salary per annum:** Up to £22,100 depending on location

**Locations:** UK Wide

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** Working towards 3 A-Levels/5 Highers or equivalent.

**Qualifications & Training:** Level 7 Business Apprenticeship in Accountancy and Taxation (equivalent to a Master's degree).

**Deadline:** Recruiting on a rolling basis.

### Degree Apprenticeship

**Entry Requirements:** Working towards 3 A-Levels/5 Highers or equivalent.

**Qualifications & Training:** Level 6 Degree Apprenticeship.

**Deadline:** Recruiting on a rolling basis.

### Work Experience

**Entry Requirements:** EY Business Academy.

**Qualifications & Training:** On track for 3 A-Levels/5 Highers or equivalent.

**Deadline:** Recruiting on a rolling basis.



96th

Reviewed **7.81 / 10** by **15** young people

## ABOUT FUJITSU

At Fujitsu, our focus on humancentric innovation is impacting the way the world transforms to a digital future. We see it on a global and local scale and we know that the power of innovation and human connection can create a more trusting, sustainable and responsible world for all. This is your world and your opportunity to shape it for the better.

You can shape the way the world works by embracing technology that puts the interest of the planet above business profit. You can shape global societies for the better by working for a technology giant whilst having the freedom to work in the way that suits you best and that fits your life. You can shape your future by building your own path to success. If you want to work alongside people with different ideas, in an inclusive business, that will welcome you and support you, come and cocreate the future at Fujitsu.



## WHAT YOU NEED TO KNOW

**Industry focus:** Business and IT

**No. of opportunities:** 79

**Salary per annum:** £15,000 - £20,000

**Locations:** UK wide

## PROGRAMMES

### Advanced & Higher Apprenticeship

**Entry Requirements:** 3 A Levels (grade A-C or equivalent) or a Level 3 BTEC Qualification (MMM or above). GCSE Maths and English (grade A-C or level 4 and above).

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

**Deadline:** Please check our website for role deadlines.

### Degree Apprenticeship

**Entry Requirements:** 112 UCAS Points or equivalent (3 A Levels Grade BBC or BTEC DMM). Grade C/Level 4 or above in English and Maths GCSE. Experience in or an interest in IT.

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

**Deadline:** Please check our website for role deadlines.



26th

Reviewed **8.43 / 10** by **50** young people

## ABOUT IBM

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

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

You will get an experience you simply can't get anywhere else. In addition to the day job, there are plenty of opportunities to get involved in social activities and volunteering with other Apprentices, Students and Graduates. Interested in making a change in the future of technology? Visit our website to find out more!



## WHAT YOU NEED TO KNOW

**Industry focus:** Technology

**No. of opportunities:** c.100

**Salary per annum:** £20,000

**Locations:** Nationwide

## PROGRAMMES

### Advanced & Higher Apprenticeship

**Entry Requirements:** 5 GCSEs grade 4-9 including Maths and English Language. You will also need to have completed further education or equivalent.

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

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

### Degree Apprenticeship

**Entry Requirements:** 5 GCSEs grade 4-9 including Maths and English Language. Min of 120 UCAS points (subject to change dependent on university requirements).

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

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



53rd

Reviewed 8.15 / 10 by 30 young people

## ABOUT LLOYDS BANKING GROUP

Lloyds Banking Group is helping redefine financial services for millions of people, businesses and communities across the UK. Using the latest technologies to support over 25 million customers, we've got a shared goal across our well-known financial brands: to make a positive difference and help Britain prosper.

Our apprenticeship programmes will provide you with all the training and development, support and mentoring you need to learn about our industry and develop your strengths. And because we know that people do their best work when they feel happy and valued, we offer a friendly and inclusive working environment where everyone feels free to be themselves and share their ideas from day one. We're looking for motivated, forward-thinking school students who can bring their unique perspective to drive our business forward. Whether you're passionate about building relationships with well-known clients or developing the next generation of digital banking solutions, you can help us build the bank of the future.



## WHAT YOU NEED TO KNOW

**Industry focus:** Banking, Finance & Technology

**No. of opportunities:** 100

**Salary per annum:** £18,000+

**Locations:** Nationwide, with flexible working options available

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** GCSE Level English and Maths.

**Qualifications & Training:** Level 2 Apprenticeship Qualification.

**Deadline:** Visit website.

### Advanced Apprenticeship

**Entry Requirements:** GCSE Level English and Maths.

**Qualifications & Training:** Level 3 Banking Certificate.

**Deadline:** Visit website.

### Higher Apprenticeship

**Entry Requirements:** Varies per programme.

**Qualifications & Training:** Varies; most include professional qualifications.

**Deadline:** Visit website.

### Degree Apprenticeship

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

**Qualifications & Training:** Bachelor's degree.

**Deadline:** Visit website.



32nd

Reviewed **8.37 / 10** by **239** young people

## ABOUT PwC

Helping clients and communities address the biggest challenges they face has never been more important. Our global strategy, called The New Equation, brings our purpose to life by bringing our people together to solve problems, often in unexpected ways to reflect the unique challenges of our times.

Investing in our people is central to our strategy. In return we ask that you'll be eager to learn, with business awareness, intellectual and cultural curiosity and the ability to build strong relationships. You'll be encouraged to work together, share knowledge and insights that foster innovation, drive impact and deliver quality to your clients.

Joining PwC is your opportunity to learn with purpose, lead with heart and make a positive impact on the world. You can expect to be part of a stimulating environment working on challenging projects in a culture that embraces the different perspectives our people bring.

Be a part of The New Equation.



## WHAT YOU NEED TO KNOW

**Industry focus:** Professional Services

**No. of opportunities:** 1,000+

**Salary per annum:** Competitive plus benefits

**Locations:** UK-wide

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** Varies depending on programme.

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

**Deadline:** Varies, see website for details.

### Degree Apprenticeship

**Entry Requirements:** Varies according to university requirements.

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

**Deadline:** January each year.

### Work Experience

**Entry Requirements:** Currently studying for A Levels / Highers / BTEC or equivalent.

**Qualifications & Training:** As part of our virtual week you'll gain an insight into the work we do and how we help our clients.

**Deadline:** Applications open February 2022.



4th

Reviewed **8.94 / 10** by **42** young people

## ABOUT SAGE

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

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Technology

**No. of opportunities:** 30

**Salary per annum:** £12,000 - £21,500

**Locations:** London Bridge, Winnersh, Newcastle and Manchester

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** 5 GCSEs Grade 9-4.

**Qualifications & Training:** No previous work experience required.

**Deadline:** Roles open at the end of Jan 2022.

### Advanced Apprenticeship

**Entry Requirements:** 5 GCSEs Grade 9-4.

**Qualifications & Training:** For school and college leavers. Work experience not essential.

**Deadline:** Roles open at the end of Jan 2022.

### Higher Apprenticeship

**Entry Requirements:** 5 GCSEs Grade 9-4 and role-dependent relevant advanced qualification.

**Qualifications & Training:** Some work experience is preferred.

**Deadline:** Roles open at the end of Jan 2022.

### Degree Apprenticeship

**Entry Requirements:** 5 GCSEs Grade 9-4. (Relevant advanced qualification for L5).

**Qualifications & Training:** Level 4 and 5 roles would suit those with A-Levels.

**Deadline:** Roles open at the end of Jan 2022.



60th

Reviewed **8.11 / 10** by **26** young people

## ABOUT SANTANDER

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

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

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

So whether you've left school at 16 or after your A Levels, there's bound to be a scheme for you here.



## WHAT YOU NEED TO KNOW

**Industry focus:** Finance

**No. of opportunities:** Approx. 100

**Salary per annum:** £17,000 - £23,000

**Locations:** Opportunities across England

## PROGRAMMES

### Intermediate Apprenticeship

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

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

### Advanced Apprenticeship

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

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

### Higher Apprenticeship

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

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

### Degree Apprenticeship

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

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



85th

Reviewed **7.88 / 10** by **14** young people

## ABOUT TECH DATA

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

We offer Level 3 IT Technical Sales Apprenticeships which are completed over 12-18 months and incorporate classroom-based, on-the-job and IT accreditation training. Our programme covers everything you need to know about Tech Data and our products, working in a corporate environment, developing technical sales skills, your personal brand, IT fundamentals, customer life cycle management and pricing & profitability.

We are looking for enthusiastic, driven and ambitious individuals. We are fully committed to providing the environment and opportunities for our apprentices to develop, grow and be rewarded for their success.



## WHAT YOU NEED TO KNOW

**Industry focus:** IT

**No. of opportunities:** 16

**Salary per annum:** £16,500

**Locations:** Basingstoke

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** GCSE English Language and Maths Grade 4/C or above.

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

**Deadline:** November 2021 – April 2022.

***“Tech Data is truly diverse and their company values are something which resonates with me. They have fostered a very supportive working environment where you are always encouraged to learn and grow.”***

Sales Team Leader at Tech Data,  
Basingstoke



45th

Reviewed **8.21 / 10** by **35** young people

## ABOUT THE AA

Are you Ready for ANYTHING?

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

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

**HGV Roadside Recovery Apprenticeship:** To our members, you'll be a superhero. Ready for anything, you'll be there for them, anytime and anywhere. When their vehicle just can't be started, you'll still get their day moving forward.

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Roadside Recovery and Customer Service

**No. of opportunities:** 50

**Salary per annum:** £12,000 - £14,000 (Contact Centre) and £22,656+ (HGV Roadside Recovery)

**Locations:** Customer Service: Basingstoke Oldbury, Newcastle, and Cheadle. HGV Roadside: Nationwide

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** No prior experience required.

**Qualifications & Training:** Customer Service Practitioner: 13 - 15 months.

**Deadline:** Please check our website for locations and deadlines.

### Intermediate Apprenticeship

**Entry Requirements:** Ideally Grade 2 or Grade E and above in Maths & English GCSE. Full clean driving licence (held for 2 years). To take and pass a medical.

**Qualifications & Training:** HGV C & C&E Licence: 13 months.

**Deadline:** Please check our website for locations and deadlines.

# Travis Perkins plc

48th

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

## ABOUT TRAVIS PERKINS

Ever wondered where a career in Construction could take you? We've been helping to build Britain for over 200 years as a group of some of the building industry's most popular brands. Despite our scale, we keep our local communities at the heart of what we do. Our supportive culture, industry-leading employee benefits and strong focus on colleague wellness are a part of what's allowed us to be recognised as one of Britain's Top Employers since 2010.

Our industry has some huge challenges to tackle over the next few years. The Built Environment currently produces almost 40% of carbon emissions in the UK. We are committed to reducing carbon within our industry by driving the use of modern building techniques and we see young people as a vital part of this change process, coming up with innovative new ideas that will help us to achieve these ambitions. Joining us will give you real opportunities to positively impact our business, and our industry, helping us to build better communities and enrich lives.



## WHAT YOU NEED TO KNOW

**Industry focus:** Construction

**No. of opportunities:** 350

**Salary per annum:** £11,000 - £21,000, depending on age

**Locations:** UK Wide

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** There are no minimum requirements to join our apprenticeship programmes.

**Qualifications & Training:** On-the-job experience whilst gaining a Level 2 Apprenticeship Qualification in Trade Supply.

**Deadline:** We recruit for Level 2 Apprenticeships throughout the year. All vacancies are advertised at [www.tpplccareers.co.uk/apprenticeships](http://www.tpplccareers.co.uk/apprenticeships)

### Advanced Apprenticeship

**Entry Requirements:** There are no minimum requirements to join our apprenticeship programmes.

**Qualifications & Training:** On-the-job experience and a Level 3 Apprenticeship Qualification in either Management, Business Admin or Fitted Furniture Design.

**Deadline:** We recruit for Level 3 Apprenticeships throughout the year. All vacancies are advertised at [www.tpplccareers.co.uk/apprenticeships](http://www.tpplccareers.co.uk/apprenticeships)



87th

Reviewed **7.86 / 10** by **22** young people

## ABOUT TUI

Want to get your career off to a flying start? The sky's the limit with TUI. We're the world's number one tourism group, which means limitless global opportunities for you and your future.

TUI UK & Ireland is the UK's leading travel brand. Together, we create moments that leave a lasting, meaningful impression. With market-leading brands such as TUI, First Choice, Marella Cruises, Crystal Ski Holidays, plus our own TUI Airline, we create the moments that make life richer, inspiring our customers and colleagues to live happy.

We offer a variety of apprenticeships from Levels 3 to 7, where you'll experience an exciting mix of working with real responsibilities while studying for your professional qualification. You'll have lots of fun during your time with us, and we'll ensure you get the support you need, every step of the way.

Passionate about holidays? Want to add real value while working in a dynamic company? Come and be yourself with us and discover a world of opportunity.



## WHAT YOU NEED TO KNOW

**Industry focus:** Travel and Tourism

**No. of opportunities:** 30

**Salary per annum:** Competitive

**Locations:** Luton and Surbiton

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** GCSE grade 4-9 in Maths and English (or equivalent).

**Qualifications & Training:** On-the-job experience while studying for a professional qualification, with full support from TUI.

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

### Higher Apprenticeship

**Entry Requirements:** GCSE grade 4-9 in Maths and English (or equivalent).

**Qualifications & Training:** On-the-job experience while studying for a professional qualification, with full support from TUI.

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

### Degree Apprenticeship

**Entry Requirements:** GCSE grade 4-9 in Maths and English (or equivalent).

**Qualifications & Training:** On-the-job experience while studying for a professional qualification, with full support from TUI.

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



11th

Reviewed **8.66** / **10** by **23** young people

## ABOUT ABRDN

At abrdn, we empower our clients to plan, save and invest for their futures.

Through the expertise, insight and innovation of our team, we aim to help clients create more ways for money to make an impact. We set our sights on giving them more confidence to achieve their goals, and more clarity about what they need next. And we focus on delivering outcomes that are more than just financial - by investing sustainably to build a better world. We're a global business. We manage and administer £532 billion of assets for our clients, and we have over 1 million shareholders. (Figures as at 30 June 2021).

We are looking for keen futurists to join us on our 2022 trainee programme in Edinburgh or London. Our traineeship programme will help you to grow your knowledge of the world of work, gain work experience within a professional environment and gain a better understanding of our industry. Moving from school or college to the world of work is a unique experience. It is one we understand. It is one we support.

## WHAT YOU NEED TO KNOW

**Industry focus:** Investments and Financial Industry

**No. of opportunities:** 20

**Salary per annum:** Competitive

**Locations:** Edinburgh and London

## PROGRAMMES

### Traineeship

**Entry Requirements:** Qualification neutral - no experience is necessary.

**Qualifications & Training:** Support in gaining an Apprenticeship qualification.

**Deadline:** Please visit our website for more details.

***“I have had support in way more ways than I thought were possible, for example around working from home and making sure that my headspace was as healthy as my workspace.”***

Marketing Trainee at abrdn, Edinburgh



83rd

Reviewed **7.89** / **10** by **10** young people

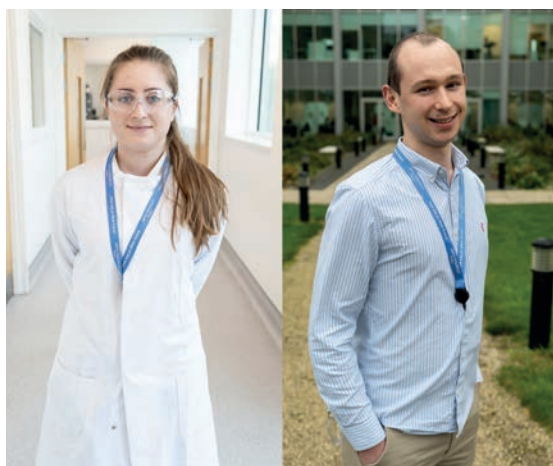
## ABOUT CHARLES RIVER

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

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

Charles River strives to invest in early career Scientists and following successful completion of the Level 5 apprenticeship, you will have the opportunity to apply to top up to the Level 6 apprenticeship program to achieve a full BSc.

To find out more about Charles River please visit [www.pharmiweb.jobs/minisites/charles-river-laboratories](http://www.pharmiweb.jobs/minisites/charles-river-laboratories) or to apply for a position please contact [UKDiscovery.jobs@crl.com](mailto:UKDiscovery.jobs@crl.com)



## WHAT YOU NEED TO KNOW

**Industry focus:** Medicine, Science and Pharmaceutical

**No. of opportunities:** 4

**Salary per annum:** Competitive

**Locations:** Saffron Walden (Cambridgeshire site) and Harlow (Essex site)

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** Minimum of 80 UCAS points.

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

**Deadline:** November 2022.

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

Junior Technician at Charles River,  
Saffron Walden



It's what we do

50th

Reviewed **8.17 / 10** by **91** young people

## ABOUT CO-OP

We're growing our apprenticeship schemes to develop our future leaders.

Whether you're just finishing school, looking to change careers or dive back into the world of work after some time off, there are opportunities for everyone as a Co-op apprentice. You don't need previous experience, just a desire to develop your skills and a shared passion for our values.

There's a role for everyone at Co-op - we're the UK's sixth biggest food retailer with over 2,500 stores nationwide, as well as Britain's number one funeral services provider and a growing legal services business. We offer apprenticeship opportunities across the UK in our stores, funeral homes and support centre offices - from Level 2 through to Degree apprenticeships.



## WHAT YOU NEED TO KNOW

**Industry focus:** Retail, Logistics and Support Functions

**No. of opportunities:** 100+

**Salary per annum:** £14,000 - £28,000

**Locations:** Nationwide

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** Varied.

**Qualifications & Training:** Apprenticeships in Retail, LGV Driving, Funeralcare, Finance and more.

**Deadline:** Year round.

### Advanced Apprenticeship

**Entry Requirements:** Varied.

**Qualifications & Training:** Apprenticeships in Law, Business, Funeralcare and more.

**Deadline:** Year round.

### Higher Apprenticeship

**Entry Requirements:** Varied.

**Qualifications & Training:** Apprenticeships in Technology, Property, Data, Buying and more.

**Deadline:** Year round.

### Degree Apprenticeship

**Entry Requirements:** Varied.

**Qualifications & Training:** Apprenticeships in Legal, Food & Nutrition, Business and more.

**Deadline:** Year round.



20th

Reviewed **8.49** / **10** by **18** young people

## ABOUT COMPUTACENTER

Computacenter is a leading independent technology provider trusted by large corporate and public sector organisations. We help our customers to source, transform and manage their technology infrastructure to deliver digital transformation, enabling users and their business.

Since our founding in 1981, we've grown in reach, scale and reputation, and have developed powerful partnerships with some of the world's leading technology providers. In fact, our people deliver digital technology to some of the world's greatest organisations!

Our ambition is to be strongly recommended by customers for the way we help them achieve their goals. We want to be the preferred route to market for technology providers. People want to join us and stay with us, proud of our reputation, as we learn, earn and have fun.



## WHAT YOU NEED TO KNOW

**Industry focus:** IT and Digital

**No. of opportunities:** 40

**Salary per annum:** £11,000 - £17,000

**Locations:** Hatfield, London, Reading, Nottingham, Birmingham and Manchester

## PROGRAMMES

### Intermediate Apprenticeship

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

**Qualifications & Training:** 20% formal training, coaching and work-shadowing, 80% on-the-job experience.

**Deadline:** Varies, see website for more details.

### Advanced Apprenticeship

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

**Qualifications & Training:** 20% formal training, coaching and work-shadowing, 80% on-the-job experience.

**Deadline:** Varies, see website for more details.

### Higher Apprenticeship

**Entry Requirements:** Three A Levels at CCC or above including a Mathematics based subject and a STEM subject, or equivalent BTECs.

**Qualifications & Training:** 20% formal training, coaching and work-shadowing, 80% on-the-job experience.

**Deadline:** Varies, see website for more details.

dyson

institute of  
engineering+  
technology

84th

Reviewed **7.89 / 10** by **45** young people

## ABOUT DYSON INSTITUTE OF ENGINEERING AND TECHNOLOGY

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

As an Undergraduate Engineer, you work alongside the Dyson Global Engineering team from day one. You're responsible for live projects, all while pursuing a BEng (Hons) Engineering degree apprenticeship and earning a competitive salary. And with no fees to pay, you could graduate debt-free.

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Engineering

**No. of opportunities:** 40

**Salary per annum:** £18,000

**Locations:** Malmesbury, Wiltshire

## PROGRAMMES

### Degree Apprenticeship

**Entry Requirements:** For 2022 entry: A Levels at AAB, to include Maths at Grade A, a STEM subject at grade A and a third subject at grade B.

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

**Deadline:** Check our website.

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

Undergraduate Engineer at Dyson Institute, Wiltshire



70th

Reviewed **8.01 / 10** by **33** young people

## ABOUT GSK

We're exciting minds with our apprenticeship programme – and helping people do more, feel better, live longer. We're a global company delivering billions of innovative products every year, and helping boost the health of hundreds of millions of people worldwide.

There are so many teams you can be part of – which excites you the most? If you're interested in science, you could join us in Laboratory Science, Engineering or join one of our Manufacturing teams. If you're numerate, you could embark on a career in Data Science. Alternatively, you might be drawn to a career in Supply Chain. Our apprenticeships will give you hands-on experience and early responsibility. While you learn on-the-job from industry leaders (and earn a competitive salary), you'll benefit from work events and training courses, whilst studying towards a nationally recognised qualification, which could lead onto further study towards a bachelor's degree or postgraduate qualification.



## WHAT YOU NEED TO KNOW

**Industry focus:** Healthcare and Pharmaceuticals

**No. of opportunities:** 50

**Salary per annum:** £14,000 - £21,500

**Locations:** London, Stevenage, Ware, Worthing, Maidenhead, Barnard Castle, Montrose and Irvine

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** Varies per role, typically minimum of 5 GCSEs Grade 5-9.

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

**Deadline:** Varies per role, please refer to our website.

### Higher & Degree Apprenticeship

**Entry Requirements:** Varies per role, typically a minimum of 96 UCAS points.

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

**Deadline:** Varies per role, please refer to our website.

47th

Reviewed **8.20 / 10** by **88** young people

## ABOUT ICELAND

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

Award winning...We've been awarded Favourite Online Grocery Service in the Good Housekeeping Food Awards 2021 along with receiving an Investors in Apprenticeships Gold award and we won the RateMyApprenticeship Best Apprenticeship Development Programme 2021. Go team!

Go far...As we grow our stores and online business, we've loads of opportunities for you to progress your career. Get in touch via our careers website for more information.



## WHAT YOU NEED TO KNOW

**Industry focus:** FMCG and Retail

**No. of opportunities:** 150

**Salary per annum:** £17,550 - £28,000

**Locations:** Nationwide

## PROGRAMMES

### Intermediate Apprenticeship

**Entry Requirements:** Maths and English.

**Qualifications & Training:** Work-based training & development programme and national qualification.

**Deadline:** Intakes all year round.

### Advanced Apprenticeship

**Entry Requirements:** Maths and English.

**Qualifications & Training:** Work-based training & development programme and national qualification.

**Deadline:** Intakes all year round.

### Higher Apprenticeship

**Entry Requirements:** Maths and English.

**Qualifications & Training:** Work-based training & development programme and national qualification.

**Deadline:** Intakes all year round.



54th

Reviewed **8.15 / 10** by **130** young people



## ABOUT KPMG

KPMG in the UK offers Audit, Tax, Legal, Consulting, Deal Advisory, and Technology services. Powered by the talent of more than 16,000 people, we bring creativity, insight, and experience to solve some of our clients' and communities' biggest problems.

Joining KPMG as an apprentice means being part of our diverse team of people who bring innovative ideas to work that make a difference for our clients, our people, communities and our planet. We offer apprenticeships in Audit, KPMG Business Services, Consulting, Law and Technology across the UK.

As an apprentice, you'll gain valuable work experience, develop professional skills and be supported in your studies towards funded professional qualifications and degrees – all whilst earning a salary. You'll have the opportunity to develop connections and build friendships, and you'll be encouraged to make a difference through volunteering and community initiatives.

## WHAT YOU NEED TO KNOW

**Industry focus:** Accountancy, Technology, Consulting, Law, Business Services

**No. of opportunities:** c.240

**Salary per annum:** Competitive

**Locations:** Nationwide, including Aberdeen, Cambridge, Newcastle and Plymouth

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** Minimum 5 GCSEs Grades A\* – C or 4 – 9. See [www.kpmgcareers.co.uk](http://www.kpmgcareers.co.uk) for full details.

**Qualifications & Training:** Programme dependent - see KPMG Careers website.

**Deadline:** Roles open in 2022.

### Degree Apprenticeship

**Entry Requirements:** Minimum 5 GCSEs Grades A\* - C or 4 - 9. Meet Access Accountancy criteria. See [www.kpmgcareers.co.uk](http://www.kpmgcareers.co.uk) for full details.

**Qualifications & Training:** BSc (Hons) Digital and Technology Solutions.

**Deadline:** Roles open in 2022.

### Work Experience

**Entry Requirements:** Minimum 5 GCSEs Grades A\* – C or 4 – 9. Minimum of BBB at A Level (including STEM subject).

**Qualifications & Training:** You'll learn new skills and gain an insight into KPMG.

**Deadline:** Roles open in 2022.



6th

Reviewed **8.81 / 10** by **49** young people

## ABOUT MACE

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

Our trainees and apprentices have worked on iconic projects, including the London 2012 Olympic Park, The Shard, Battersea Power Station, Tottenham Hotspur Football Stadium and Manchester Business School. As well as the opportunity to work on some of the UK's most exciting projects, all of our apprentices and trainees receive financial and practical support with part-time study towards an industry recognised qualification. Our structured training programme will teach you technical and business skills to help you succeed in your career.

Stepping into a career with Mace will set you on a path to success experiencing exciting opportunities while learning from people who have worked on some of the most inspiring projects across the world. Whatever your skills and interests, if you have big ambitions and are ready to embark on an exciting challenge, we'll give you the support you need to succeed.



## WHAT YOU NEED TO KNOW

**Industry focus:** Construction and Built Environment

**No. of opportunities:** 56

**Salary per annum:** £17,000 - £19,000

**Locations:** London, Manchester, Birmingham, Leeds and Bristol

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** 96 - 112 UCAS points.

**Qualifications & Training:** 4 year Apprenticeship Development Training Programme.

**Deadline:** 28th February 2022.

### Degree Apprenticeship

**Entry Requirements:** 96 - 112 UCAS points.

**Qualifications & Training:** 4 year Apprenticeship Development Training Programme.

**Deadline:** 28th February 2022.



95th

Reviewed **7.82 / 10** by **40** young people

## ABOUT MCDONALD'S

McDonald's is the largest restaurant chain in the world. We serve more than 4 million customers a day in our 1,400 restaurants in the UK & Ireland alone.

Customer experience is at the heart of everything we do, and as an inclusive employer we continually look for talented people who can lead from the front and fully express their diversity.

Working for McDonald's is more than just a job and we aim to have a positive impact in everything we do. From offering good value for money to giving back to the communities we work in. It's not just about the millions of meals we serve each year, it's also about the thousands of people who work for us.

If you've set your sights high, you will want an employer who can turn potential into reality. Our 5 year degree apprenticeship offers a fantastic opportunity to gain practical management experience whilst gaining the qualifications all at the same time!



## WHAT YOU NEED TO KNOW

**Industry focus:** Business, Hospitality and Retail

**No. of opportunities:** 40

**Salary per annum:** £18,750

**Locations:** England and Scotland

## PROGRAMMES

### Degree Apprenticeship

**Entry Requirements:** 104 UCAS points and C or 4 in Maths and English GCSE/Key skills level 2 English and Maths.

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

**Deadline:** 28th February 2022.

***“McDonald's have given me some incredible opportunities and are helping me to develop as an employee to become the best that I can be. I wouldn't change my job role for anything else.”***

Management Apprentice at McDonald's, South West



56th

Reviewed 8.13 / 10 by 30 young people

## ABOUT PEARSON

We help people reach their potential.

We have more than 20,000 employees that deliver our products and services in nearly 200 countries, all working towards a common purpose - to help everyone achieve their potential through learning. We do that by providing high quality, digital content and learning experiences, as well as assessments and qualifications that help people build their skills and grow with the world around them.

Our mission is to develop a programme that will help Pearson, its employees and its managers to progress in their lives and careers through the high quality programmes that we at Pearson provide.

We are proud of our hugely successful Apprenticeship Programme, offering a range of apprenticeships from Project Management to Digital Marketer, Operational Management to Masters in Digital and Technology and many, many more across all of our UK sites. Our apprenticeships range from level 3 through to Masters level and we have intakes throughout the year.



## WHAT YOU NEED TO KNOW

**Industry focus:** Education and Digital

**No. of opportunities:** 15

**Salary per annum:** £21,000+

**Locations:** England

## PROGRAMMES

### Advanced Apprenticeship

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

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.

### Higher Apprenticeship

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

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.

### Degree Apprenticeship

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

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.

### T Levels

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

**Qualifications & Training:** High-quality T-Level industry placement of at least 45 days.

**Deadline:** Varies, see website for details.



97th

Reviewed **7.80** / **10** by **21** young people

## ABOUT RSM

When you're starting out in your career it can be hard to know which route to take and which path will allow you to reach your goals. Our school leaver apprenticeship programme will help you take this first step with confidence.

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

We offer a range of programmes across our network so you can pick the one that's right for you. Whichever option you choose, you'll earn while you learn, gaining hands-on business experience as you work towards your professional qualifications.

It's your future. Own it at RSM.



## WHAT YOU NEED TO KNOW

**Industry focus:** Professional Services

**No. of opportunities:** 100

**Salary per annum:** Competitive

**Locations:** Nationwide

## PROGRAMMES

### Higher Apprenticeship

**Entry Requirements:** 112 UCAS Points.

**Qualifications & Training:** ATT/AAT.

**Deadline:** Rolling recruitment.

### Degree Apprenticeship

**Entry Requirements:** 112 UCAS Points.

**Qualifications & Training:** Digital Degree Apprenticeship.

**Deadline:** Rolling recruitment.

***“Best place to work, great team spirit. Everyone from the partners to immediate colleagues are friendly, easy to approach and ready to help.”***

Auditor at RSM, Kingston Upon Hull

The Savills logo, featuring the word "savills" in a lowercase, red, serif font, centered within a yellow rectangular background.

8th

Reviewed **8.72 / 10** by **29** young people

## ABOUT SAVILLS

The Savills Apprenticeship Programme started in 2015 and gives candidates the opportunity to gain the training, experience and support they need to build a fulfilling career in real estate. We currently have 95 apprentices and we pride ourselves on offering the best possible experience from the day you receive your offer letter with us, through to the training programmes that support your career development. In 2019 and 2020 we ranked 12th, in 2021 we ranked 8th in the RateMyApprenticeship Top 100.

### Working Week

Five full days in the office working hours 9:00am to 5:30pm. One of these days each week during term time should be dedicated to study while in the office. This will depend on where you study as it may involve day release at university.

### How to Apply

Applications for the 2022 Apprenticeship Programme will open on the 7th February 2022.



## WHAT YOU NEED TO KNOW

**Industry focus:** Real Estate

**No. of opportunities:** 20

**Salary per annum:** £17,000 - £19,000

**Locations:** UK wide

## PROGRAMMES

### Intermediate & Advanced Apprenticeship

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

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

**Deadline:** March 2022.

### Higher Apprenticeship

**Entry Requirements:** Grade 4 or C in English Language and Maths, and 3 A Levels or equivalent.

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

**Deadline:** March 2022.

### Degree Apprenticeship

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

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

**Deadline:** March 2022.

## 67th

Reviewed **8.03 / 10** by **17** young people



### ABOUT SIEMENS HEALTHINEERS

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

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

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

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

### WHAT YOU NEED TO KNOW

**Industry focus:** Engineering and Manufacturing

**No. of opportunities:** 30

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

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

### PROGRAMMES

#### Advanced Apprenticeship

**Entry Requirements:** Min. 5 GCSEs grade 4 (C) or above incl. Maths and English, or completed Intermediate Apprenticeship.

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

**Deadline:** Varies, see website for details.

#### Higher Apprenticeship

**Entry Requirements:** Min. 5 GCSEs grade 4 (C) or above incl. Maths and English. Some roles require A Levels or equivalent.

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

**Deadline:** Varies, see website for details.

#### Degree Apprenticeship

**Entry Requirements:** Min. 5 GCSEs grade 4 (C) or above incl. Maths and English. Some roles require A Levels or equivalent.

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

**Deadline:** Varies, see website for details.



1st

Reviewed **9.23 / 10** by **37** young people

## ABOUT SOFTCAT

As a Softcat Apprentice, you'll get to start your career with a true UK success story. We're a trusted partner to names like Apple and Microsoft that's grown into a billion-pound company, offering tech solutions like software licensing and cyber security. Our rapid growth has been driven by our people. We know that the better we train, mentor and develop those individuals, the better our business will perform. That's why the award-winning apprenticeship programme we provide is one of the best.

We love to recruit smart, hard workers with the ambition to achieve big things. Our key focus is the Sales Apprenticeship; a great option if you're a real people person, who's target driven and good on the phone. We also offer Business Administration Apprenticeships for some departments such as Tech & IT, Finance and Marketing. All feature a structured programme of on-the-job learning, with lots of support and mentoring from colleagues. There is a real sense of working and achieving success together.



**"AS THE BUSINESS GROWS, YOU GROW WITH IT."**  
SUCCESS. THE SOFTCAT WAY.

## WHAT YOU NEED TO KNOW

**Industry focus:** Technology and Sales

**No. of opportunities:** 100

**Salary per annum:** £16,500 (£18,000 for London)

**Locations:** Marlow, Manchester, London and Birmingham

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** 5 GCSEs (including English and Maths) at Grade 4-9.

**Qualifications & Training:** Level 3 IT Technical Sales – sales and product knowledge. Level 3 Business Administration – business admin skills.

**Deadline:** See website for current deadlines.

***"10/10 love the culture and the job. The potential to do well is what drives me to work hard and the company is very rewarding."***

Account Manager at Softcat, South West



49th

Reviewed **8.19 / 10** by **13** young people

## ABOUT TARMAC

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

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

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

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Building Materials

**No. of opportunities:** 185

**Salary per annum:** Competitive plus benefits

**Locations:** Nationwide

## PROGRAMMES

### Intermediate & Advanced Apprenticeship

**Entry Requirements:** GCSEs A-C (9-4) including English and Maths (support provided for intermediate).

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

**Deadline:** Variable see website.

### Higher Apprenticeship

**Entry Requirements:** Five GCSE A-C (9-4) including English and Maths, or level 3 qualification, including A Levels, NVQ, BTEC, or Level 3 apprentices.

**Qualifications & Training:** Foundation degree and associate membership at institute for Quarrying/ Asphalt/ Concrete, or level 5 CIPD.

**Deadline:** Variable see website.

### Degree Apprenticeship

**Entry Requirements:** 3 A Levels at grades A\*-C including English, Maths and Science, or a level 3 apprenticeship.

**Qualifications & Training:** Civil Engineering/ Chartered Surveyor Degree or ACCA/ CIMA membership.

**Deadline:** Variable see website.

# TROUP BYWATERS + ANDERS

41st

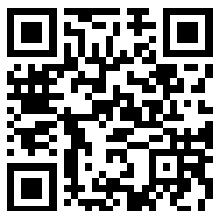
Reviewed **8.25 / 10** by **12** young people

## ABOUT TROUP BYWATERS + ANDERS

Troup Bywaters + Anders is a high-performing engineering partnership delivering high quality building services consultancy across the UK. We provide advice and support with the design, construction, operation and management of our clients' property and assets through a whole life approach.

Our purpose is to be a socially responsible and ethical Partnership that is the best at everything we do. Our ethos is all about passing the baton to those coming through and this starts with our award-winning apprenticeship scheme. We are recognised as one of the best at growing our people through training and development and in 2021 we were the first business globally to be awarded the Investors in People 'We Invest in Apprentices' Platinum accreditation.

Our apprenticeship scheme provides apprentices with the opportunity to become professional engineers on a permanent basis from day one with a route into the industry through a fully supported training and development programme all the way to Chartership.



[www.rma.digital/tbanda](http://www.rma.digital/tbanda)



## WHAT YOU NEED TO KNOW

**Industry focus:** Engineering

**No. of opportunities:** 10

**Salary per annum:** £15,000

**Locations:** Belfast, Cardiff, Edinburgh, Glasgow, Leeds, London and Manchester

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** GCSEs.

**Qualifications & Training:** Gain a BTEC and on-the-job training to achieve professional qualification LCIBSE EngTech or equivalent for non-engineering apprentices.

**Deadline:** Refer to our website [tbanda.com](http://tbanda.com)

### Higher Apprenticeship

**Entry Requirements:** A Levels or BTEC Diploma.

**Qualifications & Training:** Gain a HNC and on-the-job training to achieve professional qualification LCIBSE EngTech or equivalent for non-engineering apprentices.

**Deadline:** Refer to our website [tbanda.com](http://tbanda.com)

### Degree Apprenticeship

**Entry Requirements:** A Levels including a B in Maths & Physics or BTEC Diploma in Engineering subject.

**Qualifications & Training:** Gain a degree and on-the-job training to achieve professional qualification ACIBSE IEng.

**Deadline:** Refer to our website [tbanda.com](http://tbanda.com)



52nd

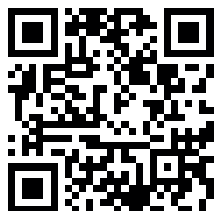
Reviewed **8.15 / 10** by **28** young people

## ABOUT UBS

UBS is the world's largest and only truly global wealth manager. We operate through 4 business divisions: Global Wealth Management, Personal & Corporate Banking, Asset Management and the Investment Bank. Our global reach and breadth of our expertise are major assets that set us apart from our competitors. With more than 70,000 employees, we have a presence in all major financial centers in more than 50 countries.

We believe that the right strategy and a strong culture drive strong performance. And, it's our people who bring that strategy to life. At UBS, we all collaborate. We challenge each other. We act with integrity, respecting and trusting one another. We're responsible for what we do and we want to excel. That's what makes our partnerships with our colleagues and clients successful and long lasting.

It's easy to apply online. Applications for the program open in January and can all be done online through an easy-to-follow process. We hire on a rolling basis so apply as soon as you can.



[www.rma.digital/UBS](http://www.rma.digital/UBS)



## WHAT YOU NEED TO KNOW

**Industry focus:** Investment Banking, Global Wealth Management and Asset Management

**No. of opportunities:** 35

**Salary per annum:** Competitive

**Locations:** London

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** 112 UCAS points (BBC at A Level or Equivalent), and B or Level 5 or 6 in Mathematics and English Language GCSE.

**Qualifications & Training:** Level 3 Assistant Accountant, gaining the AAT L3 Advanced Diploma in Accounting.

**Deadline:** Hire on a rolling basis Easter 2022.

### Degree Apprenticeship

**Entry Requirements:** Dependent on business area, please check our website.

**Qualifications & Training:** Degree Apprenticeships in both Technology and Finance.

**Deadline:** Hire on a rolling basis Easter 2022.



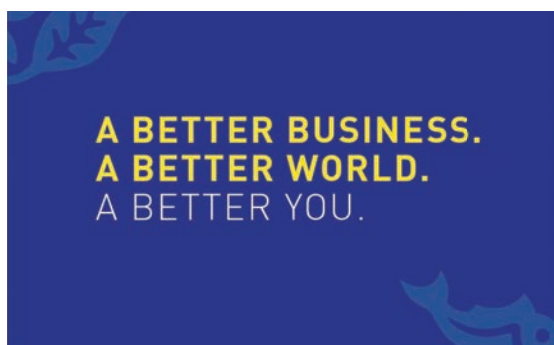
# 68th

Reviewed **8.02 / 10** by **50** young people

## ABOUT UNILEVER

Unilever is a global fast-moving consumer goods company and is one of the world's leading suppliers of Beauty & Personal Care, Home Care, and Foods & Refreshment products, reaching 2.5 billion consumers a day. Unilever has more than 400 brands found in homes all over the world, including Persil, Dove, PG Tips & Magnum.

We're looking for new apprentices who have a passion for learning new skills and working with exciting brands to join our programmes in Business & Technology, Research & Development and Engineering.



## WHAT YOU NEED TO KNOW

**Industry focus:** Fast-Moving Consumer Goods

**No. of opportunities:** 110

**Salary per annum:** £14,500 - £18,000

**Locations:** UK wide

## PROGRAMMES

### Advanced Apprenticeship

**Entry Requirements:** 5 GCSEs including Maths and English.

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

**Deadline:** March 2022.

### Higher Apprenticeship

**Entry Requirements:** 5 GCSEs including Maths and English. Programme specific requirements can be found on our website.

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

**Deadline:** March 2022.

### Degree Apprenticeship

**Entry Requirements:** 5 GCSEs including Maths and English. Programme specific requirements can be found on our website.

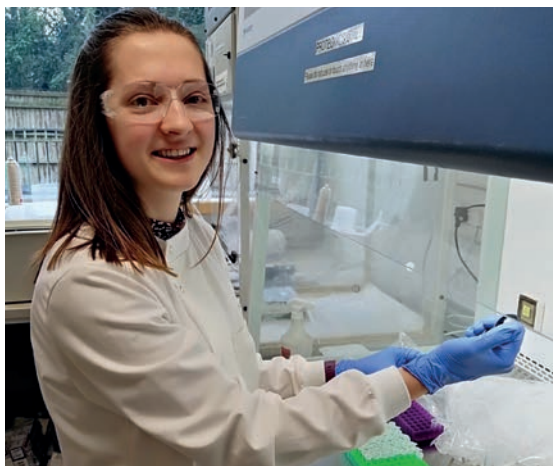
**Qualifications & Training:** Training delivered by our training providers and a personalised learning and development plan with your team.

**Deadline:** March 2022.



71st

Reviewed **7.99 / 10** by **14** young people



## ABOUT UNIVERSITY OF OXFORD

Working within the University offers a unique experience, one that you may not have imagined. We have over 14,000 employees within our 5 divisions, across all areas of Oxfordshire. We aim to lead the world in research and education for the benefit of society, both in the UK and globally.

The University offers a wide range of apprenticeship programmes in all areas – from business admin, HR and accountancy, to laboratory technicians and engineers.

The application process is simple, you can apply for an apprenticeship through our online system where you will be asked to complete a short form. Check out our website for more details on how to apply and some top tips.

To be an apprentice with us we want you to be yourself, to be passionate about being an apprentice, and to take every opportunity that is offered to you whilst working at the University. We recognise diversity is our strength, vital for innovation and creativity, we value and respect each individual's unique contribution.

## WHAT YOU NEED TO KNOW

**Industry focus:** Higher Education

**No. of opportunities:** 100

**Salary per annum:** £20,047

**Locations:** Oxford City and Headington

## PROGRAMMES

### Intermediate Apprenticeship

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

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.

### Advanced Apprenticeship

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

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.

### Higher & Degree Apprenticeship

**Entry Requirements:** Industry experience and a national qualification.

**Qualifications & Training:** Industry experience and a national qualification.

**Deadline:** Varies, see website for details.



38th

Reviewed **8.29 / 10** by **35** young people

## ABOUT VIRGIN MEDIA

We're Virgin Media. We build connections that really matter. For over 20 years we've grown our business on pioneers and big thinkers – and we remain at the cutting edge of fibre-optic broadband today. Through our multi-award-winning broadband, TV, mobile and home phone services, we connect millions of homes and businesses across the UK and Ireland.

We're well-connected. As of the 1st June 2021, Virgin Media and O2 joined forces combining the UK's largest and most reliable mobile network with a broadband network offering the fastest widely available broadband speeds. We're the corporate brand of a 50:50 joint venture between Liberty Global and Telefónica SA and are now one of the UK's largest businesses.

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Telecommunications, IT and Digital

**No. of opportunities:** 300

**Salary per annum:** £18,530 - £30,000

**Locations:** Nationwide

## PROGRAMMES

### Intermediate Apprenticeship

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

**Qualifications & Training:** Industry experience and Level 2 Apprenticeship.

**Deadline:** Varies, see website for details.

### Advanced Apprenticeship

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

**Qualifications & Training:** Industry experience and Level 3 Apprenticeship.

**Deadline:** Varies by scheme, see website for details.

### Higher Apprenticeship

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

**Qualifications & Training:** Industry experience and Level 4-7 Apprenticeship.

**Deadline:** Varies, see website for details.

# WHITBREAD

9th

Reviewed **8.70 / 10** by **125** young people

## ABOUT WHITBREAD

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

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

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

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



## WHAT YOU NEED TO KNOW

**Industry focus:** Hospitality

**No. of opportunities:** 2,000

**Salary per annum:** Competitive

**Locations:** Nationwide

## PROGRAMMES

### Intermediate Apprenticeship

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

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

**Deadline:** Hire on a rolling basis.

### Advanced Apprenticeship

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

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

**Deadline:** Hire on a rolling basis.

### Higher Apprenticeship

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

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

**Deadline:** Hire on a rolling basis.

# YOU'RE AWESOME

The future is  
**YOURS.** Click/scan to  
start your journey...

Before you go, we just want to say a huge thank you for taking the time to flick through **A Guide to Career Options 2022.**

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

Whatever you end up doing, we know you're going to absolutely smash it! Best of luck.

**The RateMyApprenticeship Team**

## HAVE YOUR SAY AND WIN £50!

Click/scan here  
to complete our  
**3-minute survey.**

We'd love to hear what you thought of this year's **Guide to Career Options...**

Did you find it useful? Were any pages more relevant than others? Are you leaning towards binning it, or keeping it pride of place with your Ariana Grande record collection?

Either way, we're all ears.

Your feedback will help us improve the guide next time around, plus you'll be entered into a prize draw to **WIN a £50 voucher of your choice.**

Answers for Psychometric Test examples: 1) B, 2) E, 3) B, 4) A, 5) C.