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Featuring
the 200 most
popular
employers for
school leavers

School Leaver 200



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Hello and welcome

The *School Leaver 200* is your complete guide to deciding what to do after you leave school. It's a choice that only you can make for yourself, but within these pages you'll discover a broad range of options to explore in more depth. For example, did you know that there are various ways to combine practical, paid work with studying for a qualification? You don't always need to commit yourself to one option or the other.

Central to the *School Leaver 200* are the 200 most popular employers for school leavers as chosen by 11,526 school students from across the UK and ranked in Cibyl's School Leaver Research survey. Use these as a starting point for your own career research and inspiration, whether you're interested in joining them straight after school or going to university first. Our 'spotlight on employers' section gives five organisations the chance to tell you all about why they make great employers for school leavers, while our profiles of an apprentice and a full-time student give insights into each of these routes. It's worth noting that both of them admit changing their minds about what exactly they wanted to do, which seems like a fitting theme for this year's edition.

We are still living in uncertain times, adapting to new ways of working or studying and getting used to this post-lockdown world – and so it might feel difficult to plan ahead. Our article about coping with uncertainty provides reassurance and some practical tips to help motivate you. More than ever, it's important to remember that it's OK for plans to change. You don't need to have everything figured out right now; you're just taking the first step.

Best of luck,

Emily, editor

Don't miss in this year's edition...

The top 200 employers **pages 48–50**

Life as a university student **page 22**

Life as an apprentice **page 36**

Spotlight on employers **page 51**

Starting your career in uncertain times **page 19**

Plus advice on everything from picking a career sector to applying for a job, apprenticeship or university course.

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Advertising features

While the *School Leaver 200* aims to provide impartial information and advice, the five 'spotlight on employers' articles on pages 52-61 have been funded by the organisation featured. Their content has been written or edited by a targetcareers editor in close collaboration with the organisation featured, which has had input into the messaging, provided knowledge and contributors, and approved the content.

IFC = inside front cover
 OBC = outside back cover

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A guide to your career choices

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- 6 Be inspired: introducing the top 200
- 8 First steps to your future
- 10 Exploring your career sector options
- 12 How to manage your parents
- 14 How to gain skills and get experience
- 16 Work or uni: choosing your route
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Be inspired: introducing the top 200

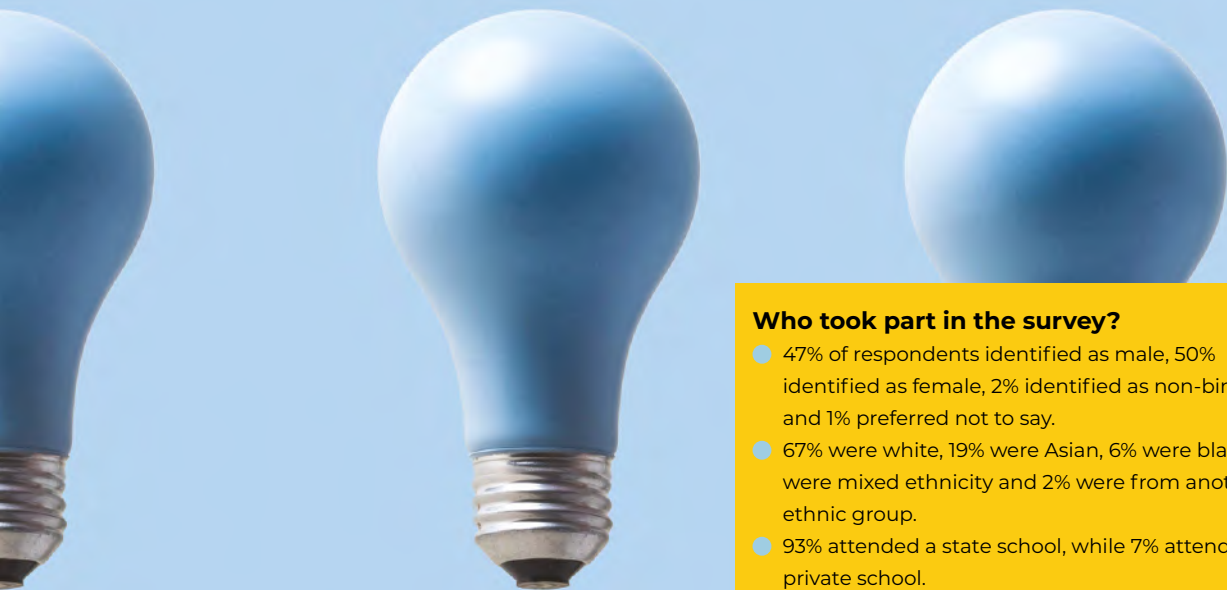
Choosing a career, or at least your first move after leaving school, is one of the most personal decisions you'll ever make and the *School Leaver 200* is your guide to finding the best fit for you. That said, taking inspiration from others who have been in the same position can be a good starting point if you're feeling a bit lost. Similarly, it can help you make plans and achieve your goals if you already have some idea of what you'd like to do next. For example, you might be looking into university or work-based options such as apprenticeships – or thinking of combining the two with a degree apprenticeship. Or perhaps you know which career sector you'd like to work in but aren't sure what would be the best route to get there.

That's where Cibyl School Leaver Research comes in. Its survey asked secondary school and college students about the employers they most wanted to work for and their

attitudes towards making career choices. Find out how the survey respondents have gained skills and experience, who influenced them and at what age they decided what to do after leaving school. You'll also learn about the employers that offer school leaver opportunities and perhaps discover some that you'd like to apply to.

Ranked and revealed: the most popular employers

This publication is centred around the findings from the Cibyl School Leaver Research survey 2021, undertaken by targetcareers' research partner Cibyl. We can exclusively reveal the 200 most popular employers among secondary school and college students in the UK. These are wide-ranging and include law firms, retailers, banks, technology and engineering companies, public sector organisations and more. Several are well-known brands. See page 48 for the full rankings and the types of opportunities each employer offers; you'll see that the vast majority offer



Who took part in the survey?

- 47% of respondents identified as male, 50% identified as female, 2% identified as non-binary and 1% preferred not to say.
- 67% were white, 19% were Asian, 6% were black, 5% were mixed ethnicity and 2% were from another ethnic group.
- 93% attended a state school, while 7% attended a private school.

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

apprenticeship programmes for school leavers, though entry requirements vary. We've also included the top ten employers (page 46). Plus, look out for insights from the rest of the survey throughout the advice at the start of this publication (pages 8–45).

The survey methodology explained

There were 11,526 respondents from over 2,000 schools. The survey was open between February and April 2021 and was in the form of an online questionnaire. Participants were chosen using quota sampling. The data was collected from all different types of schools from across different regions in the UK and weighted by region and gender, in order to gain a representative picture of what the UK's school leavers thought. Students were first asked what career sectors they were interested in and then asked to choose which employers they were most interested in applying to from a list of employers in that sector. ©

Read on...

This section (page 5) contains advice on how to start making career decisions, such as the types of career areas you could work in and whether university or a work-based route would suit you best.

Section two (page 21) covers everything you need to know about going to university.

Section three (page 35) explains what apprenticeships are, how to apply for jobs and how to choose employers. This section is also where you'll find more information on the top 200 employers for school leavers.

Section four (page 51) features five leading employers giving an insight into working life and their apprenticeship opportunities.

Section five (page 63) contains advertising profiles of employers that are actively hiring school leavers and want to hear from you.

First steps to your future

Choosing your career may feel like a big decision, with a lot of different factors to consider. You might have always known what job you wanted, or you might be open to all sorts of potential careers. The following tips will walk you through some of the things you should be thinking about to narrow down your choices and to start exploring different career options.

1

Reflect on your options

Start your search with an open mind...

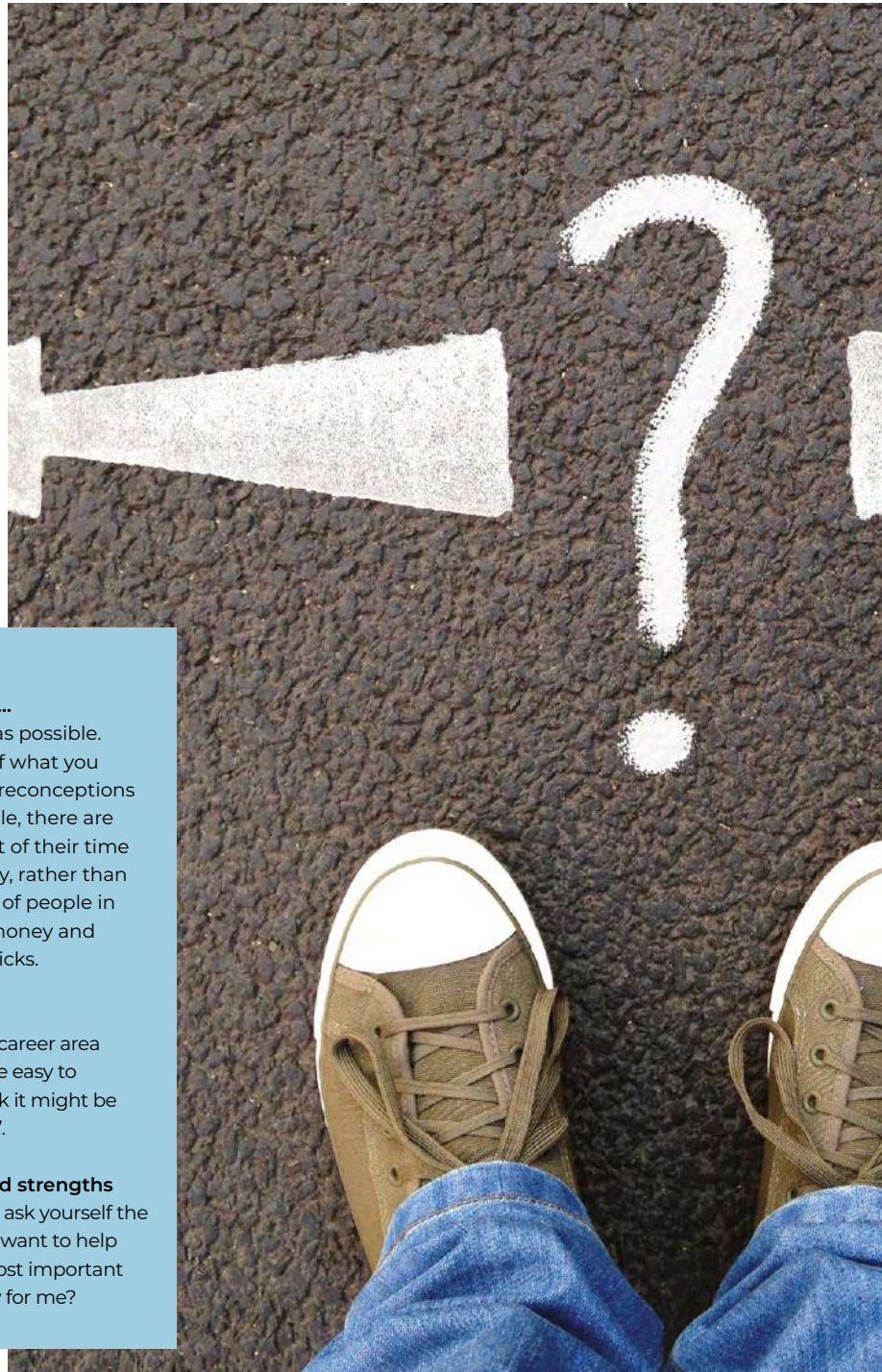
Take a quick look at as many options as possible. Don't rule anything out on the basis of what you think other people might say or any preconceptions as to what the job involves. For example, there are finance professionals who spend most of their time travelling to clients around the country, rather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

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

Make sure you are really interested in a career area before definitely deciding on it. It can be easy to settle on a choice just because you think it might be considered a 'safe choice' or a 'good job'.

Think about your values, interests and strengths

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

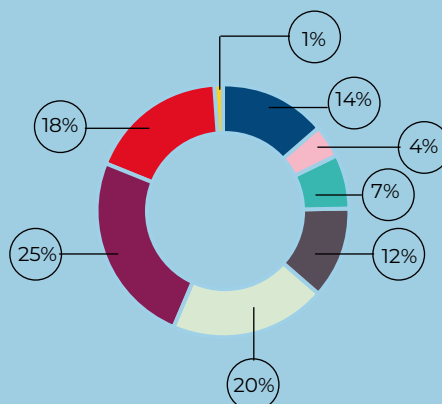


When to decide?

It's never too early or late to make decisions about your future career. Survey respondents* made post-school plans when they were in:

- year 7/primary 7 or younger 14%
- year 8/S1 4%
- year 9/S2 7%
- year 10/S3 12%
- year 11/S4 20%
- year 12/S5 25%
- year 13/S6 18%
- after leaving school 1%

**Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.*



2

Find out more about your choices...

...by meeting people

Talking to people who are currently working in a job that interests you is a great way to find out more about potential future careers and you'll be able to ask them any burning questions you may have. See if your family and friends have any good contacts you can talk to. Your school's careers adviser might also be able to put you in contact with people.

Attending careers events, school leaver jobs fairs and university open days (whether face to face or virtual) is a great way to get in contact with employers and tutors. See if you can find out who will be attending the event in advance and have a couple of questions prepared so you know what you want to find out.

...by gaining experience

By far the best way to confirm whether a job is for you is to experience it for yourself. Don't just rely on your school to arrange work experience – you can find work experience opportunities, both formal and informal, at a range of school leaver employers. Read more on page 14.

3

Try something else?

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



Exploring your career sector options

What do you want to do? Thinking about the type of job you want in the future will help when you're making choices about degrees or choosing

whether you want to do an apprenticeship. Some careers will require specific degrees, but many can be entered by graduates from a variety of courses so you won't necessarily need to choose a career at the point when you apply to university. For apprenticeships, however, you'll need to have a strong idea of the type of work you want to do.



What are professional qualifications?

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

Arts and creative

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

Business and management

These roles can cover any activity that helps an organisation make money.

Construction and property

Construction involves planning and designing buildings, managing projects and restoring structures. Property involves making as much money as possible out of projects.

Consulting

Consultants are hired by other organisations to improve their productivity, profitability and performance.

Engineering

Engineers invent, design and produce everything we use, from aerospace and telecoms to chemicals.

Finance

A varied sector – you could work in accountancy, investment management, banking or insurance to name but a few.

Healthcare and veterinary medicine

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

Hospitality and travel

Opportunities vary from hotel and restaurant management to keeping public transport networks running smoothly.

HR and recruitment

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

For more detailed advice on starting your career in these sectors visit targetcareers.co.uk.

IT and technology

You'll deal with all aspects of computing, such as designing information systems, cyber security and providing technical support.

Law

You could be a barrister, a solicitor, a chartered legal executive (CILEX) or a paralegal.

Marketing, advertising and PR

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

Media, journalism and publishing

Convey information and entertainment through newspapers, television, books, the internet and more.

Public sector and charity

You could work for government (local or central), not-for-profit groups or as a social worker.

Retail, buying and fashion

Think buying, fashion design, merchandising (ensuring stores have the right stock on sale) and logistics (making sure products get from A to B).

Sales

Salespeople's work involves building relationships with clients and negotiating deals.

Science

Conduct research, monitor processes and develop new products in a wide range of industries.

Teaching and education

Educate and support children and adults in a range of schools and other institutions. ©



How to manage your parents

Now that you've started to think about the different sectors you could have a career in, you need to look at how you're going to get there. There are many factors to consider when making your choice, including: will your parent(s)/guardian(s) approve?

Things parents worry about

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

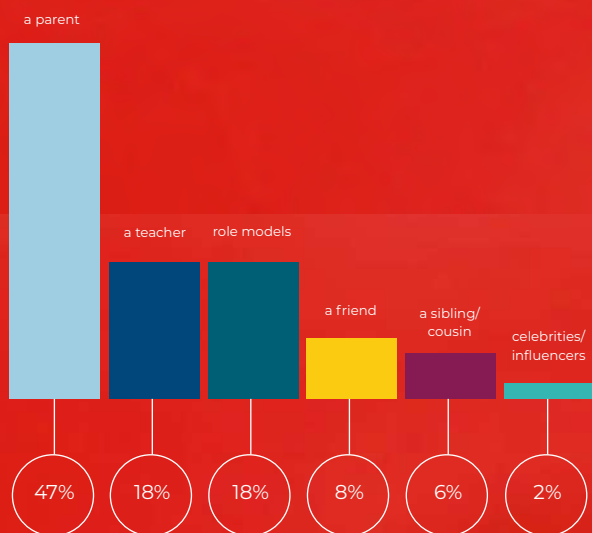
- whether you'll be happy on the path you want to take
- whether the path you are thinking of taking will lead to financial stability
- whether you will be able to change direction later on if you want to
- whether you will be able to climb the career ladder as well and as quickly as those who have made a different choice
- the unknown.

How to reassure your parents

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

- Knowing that you'll be happy with the career option(s) open to you once you finish your degree or apprenticeship.
- If you want to join an apprenticeship, knowing that you will receive training that leads to nationally recognised qualifications.
- If you're looking to start an apprenticeship, knowing whether you will be able to progress as far and as fast as a graduate joining the same organisation.
- Having a rough idea of how much you might earn when you finish your degree or apprenticeship. ©





PARENTS ARE A BIG INFLUENCE

Survey respondents* were asked who had the most influence on their post-school plans. They said:

- a parent 47%
- a teacher 18%
- role models 18%
- a friend 8%
- a sibling/cousin 6%
- celebrities/influencers 2%

** Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.*



How to gain skills and get experience

Whether you're applying for university or

apprenticeships – or applying for graduate jobs and internships after starting university – your grades alone won't be enough. Recruiters want you to have participated in extracurricular activities or work experience, which will help prove that you're a well-rounded person with the ability to do well. Taking part in these activities will also increase your confidence and help you decide which careers you're likely to enjoy, which will influence which jobs or university courses you choose to apply for.

Turn to page 40 to learn how to demonstrate these skills and experiences in your job applications, 26 for university applications, or 30 to find out how university students can develop their employability.

What are transferable skills?

While some skills are specific to a particular job role, others can be useful in lots of different situations – these are known as 'transferable skills' or 'soft skills'. They can be transferred between different roles, meaning that

you don't always need directly relevant experience when applying for a job or university course; you just need to think about how what you've done in the past might be useful for the opportunity you're applying for. You may even have already gained some of these skills without realising it!

When employers advertise a job, they usually devise a list of skills required for the role and look for candidates who are a good match. Application forms, assessment centres and interviews are typically designed to find out whether you have the skills needed. It's important to understand what recruiters are looking for, so you don't forget to tell them about things you've done that would impress them.

Examples of these skills include:

- communication
- problem solving
- teamwork
- leadership
- time management.

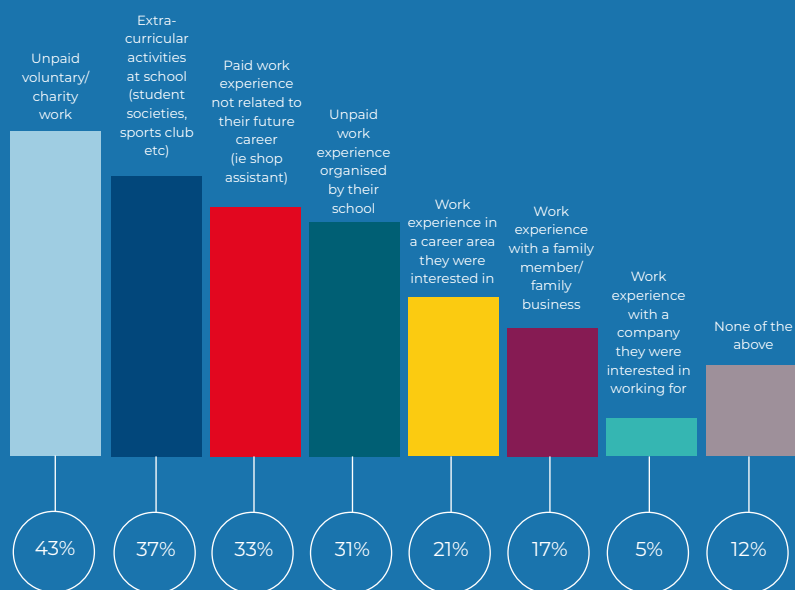
Activities that can look good in applications

All sorts of activities can help you to develop transferable skills, so the term 'work experience' is broader than you might think. There are lots of opportunities at school or

university to develop the skills and qualities that recruiters will be looking for. These include:

- work experience placements
- clubs and societies
- volunteering and fundraising
- part-time jobs
- positions of responsibility (such as being a prefect or the captain of a sports team)
- your own projects (such as writing a blog or building an app)
- learning a language or learning to play an instrument
- starting a business.

The coronavirus lockdowns may have made it harder for you to partake in some of these activities in 2020 and 2021: for example, if businesses were unable to offer you part-time work or your school was closed. Don't worry if that is the case, as it would be an unreasonable employer or university that would expect you to have undertaken much work experience during a pandemic. However, it's worth considering whether anything else you've done has developed your skills. This could include fundraising for a charity, doing an online course or completing a personal project. Even if some of these don't sound CV-worthy at first, it's all about presenting them in the right light. ©



What experience do school students have?

Cibyl School Leaver Research* asked secondary school and college students about the work experience they had taken part in. Respondents could choose more than one option.

*Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12-18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.


Go to the 'skills and experience' section of **targetcareers.co.uk** to learn more about the skills and activities listed in this article.



Work or uni: choosing your route



There will be some key differences in your lifestyle depending on whether you go to university or choose a work-based option, such as an apprenticeship. You'll find more information at **targetcareers.co.uk/careers-advice/work-v-uni**.



Our student profile on page 22 and apprentice profile on page 36 will give you a realistic insight into life at university and in the workplace.

Leaving home

WORK: Depending on where your job or apprenticeship is based, you may need to move away from home into private rented accommodation – your employer may give you support with arranging this.

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

Finances

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

UNI: You'll typically need to pay tuition fees, as well as living costs such as rent and food. You're likely to end up with loans to pay off, and possibly an overdraft too. Help with funding can come from scholarships, bursaries and part-time jobs. Many students will depend on support from parents too. See our advice on funding on page 28.

Studies and training

WORK: You'll likely have an induction to begin with, where you'll get to know the business and your colleagues. In most apprenticeships the majority of your time will be spent at work, with set times for seminars

and lectures. You may also need to study independently too.

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

Social life and hobbies

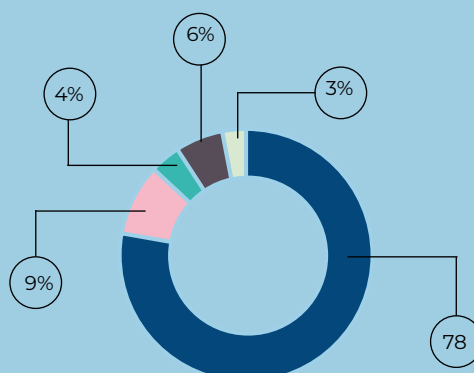
WORK: If you join an apprenticeship at a large employer, you'll have a ready-made peer group of people your own age – though they may be in different departments. If your apprenticeship involves training at an external course provider, you might also be able to mix with apprentices at other employers.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

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

FUTURE PLANS

Respondents to the Cibyl School Leaver Research survey* told us that they were most likely to:

- go to university 78%
- do an apprenticeship 9%
- go straight into a job 4%
- take a gap year 6%
- do something else 3%



**Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.*

Into the unknown: starting your career in uncertain times

The *School Leaver 200* aims to bring you up-to-date information and advice to help you decide what to do after you leave school. As we saw towards the end of 2021, new variants of Covid-19 continue to emerge and we cannot rule out future responses from the government if necessary to contain the virus.

It's impossible to accurately predict how all this will play out and we didn't feel it was fair on you to speculate based on information that could change after this publication goes to press. However, we thought it would be useful to offer some tips to help you cope with uncertainty and perhaps even use this experience to your advantage.

Give yourself the best chance of success

There may be increased competition for jobs, apprenticeships and university courses this year if students have been putting off applying due to the pandemic. However, in many cases the number of vacancies will also have increased since lockdown ended. Rather than dwelling on the big picture, focus on what you can control: making your applications as strong as possible.

- Follow the advice in the rest of this publication when shortlisting employers or universities, making applications and attending interviews.
- Avoid making careless mistakes such as using the name of a different employer or misreading a question – this may be all that it takes to gain an advantage over another candidate with similar grades and experiences to you.
- If you are unsuccessful, remember that it is not a personal reflection on you and you have not necessarily done anything wrong. Be kind to yourself and use any feedback you receive to move forward with your next application. »



Make use of all your experience

Try not to worry about whether you have enough work experience to mention on your CV or UCAS personal statement. Employers and universities understand the difficulties of gaining experience during 2020 and 2021. Taking care of your physical and mental health should be the priority.

However, there are lots of ways you can develop skills and show your interest in the job or course you are applying for. Many of these can even be done without leaving your home. If you've done any of the following or something similar, it can be just as valuable as organised work experience with an employer.

- Volunteering – in non-pandemic times, there is a huge range of opportunities with all sorts of organisations, and it might be worth looking out for these in 2022. But did you know you can also include ways you helped out in lockdown such as regularly fetching shopping for a vulnerable neighbour or caring for younger siblings while your parents worked?
- Pursuing interests – don't overlook hobbies that you have started or continued, such as playing a musical instrument, teaching yourself to code, learning a language, starting a YouTube channel or writing a blog.
- Expanding your knowledge – this can include reading books and articles, watching webinars or listening to podcasts related to a career or academic subject that interests you. There are also online courses (many of them free) on almost any topic you can think of.

You'll find more information about how to gain skills and get experience on page 14.

Be adaptable

It's encouraging that 70% of school students tell us they have not changed their career priorities in response to the pandemic and are continuing to pursue their original goals. If, however, you're having second thoughts or you're struggling to break into your first choice of employer, role or degree, a flexible mindset will help. In fact, being prepared to compromise may be the best approach, while everything's still so unpredictable. Different industries and job roles will be affected in different ways by the coronavirus pandemic and by Brexit. Some have continued operating with little disturbance, while others have struggled. Your first job doesn't need to be your dream role, but it will give you skills and confidence that you can apply to future opportunities, even those that might seem unrelated at first glance. If you're interested in retail, for example, you might look for opportunities at supermarkets rather than fashion retailers, if there are more vacancies there.

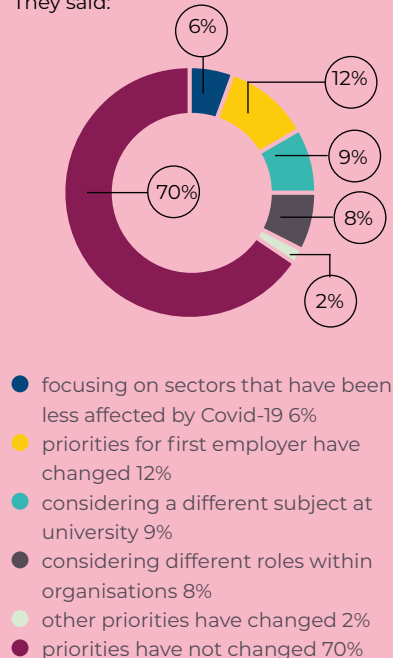
Flexibility and adaptability are valued by employers as they want to hire people who can cope with rapidly changing work environments (such as the shift to home working) or responsibilities. As a school leaver you may have already adapted to learning remotely, social distancing measures in schools and the uncertainty of your GCSE or A level exams being cancelled. These experiences will have made you more resilient to the changes you are likely to face as you move into the world of work or university in 2022 and beyond.

Visit individual employers' and universities' websites to find out what arrangements they have in place for the Covid-19 pandemic and leaving the EU (or contact them directly if you have a specific query). Check gov.uk for national updates. ©

70% of school leavers have NOT changed their career priorities in response to the pandemic.

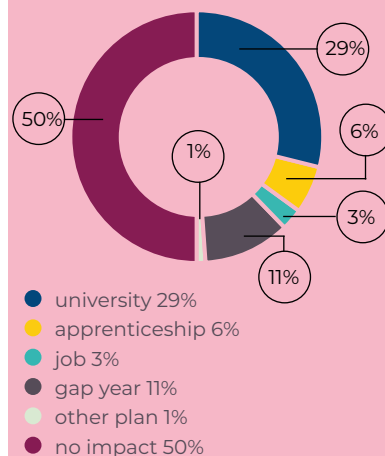
Cibyl School Leaver Research* asked school students whether Covid-19 had affected their career priorities.

They said:



50% of school leavers said Covid-19 had NOT increased the likelihood of them pursuing a particular option.

The Cibyl School Leaver Research* survey asked school students if they were more likely to pursue any of the following in response to Covid-19:



* Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.



Thinking about university

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Abi Timlin is a creative writing student at the University of Winchester

2019

Completed A levels in sociology, media studies and English language

2019

Started studying at Winchester

2019

Began working in domiciliary care

2020

Worked in domiciliary palliative care over the summer

2021

Started working at a care home for adults with learning disabilities

Although it is creative writing that I have always loved, I initially applied to study English language with creative writing as I felt that creative writing on its own wouldn't be viewed as a serious degree. Looking back, I think it's a shame that my decision was influenced by stigma around going to university purely for the enjoyment of a subject. Nonetheless, I did end up studying the subject I love. During my university's open day, the more I found out about the English language side of the course the more I realised that I had no interest in it. I thought 'This is not what I want to do with my life!' So, I switched to a creative writing degree, and I'm really glad that my parents were entirely supportive of this move.

Caring responsibilities

I have been working since I was 14, mostly because I enjoy making my own money. When I was planning

to start university, I decided it was time to switch my McDonald's job for one that paid better. I have family members who work in the care sector, so it was a natural move for me to choose this. I applied to a few roles before I started university and, having secured one in domiciliary (home-based) care, I spent freshers' week training up for it.

I'm so glad I made this decision. While I love studying a creative subject, I reach the end of the day and wonder whether I've done

'We are assessed entirely through coursework and a lot of this can be completed during workshops, so I don't find the course to be a huge time commitment.'

anything useful. But when I read my fiction draft to an elderly woman and she cries because she loves it, or I ask for someone to be moved so they can spend their last days closer to the window as they like looking outside, I feel like I have made a real difference to someone's life. It's also a very flexible part-time job, so I can easily fit it around lectures.

Not too time-consuming

My degree lasts for three years but includes two semesters instead of the usual three, which gives me six months off every summer. There are four modules per semester and three hours of teaching time per module – so that's 12 hours' teaching a week. This is evenly split between more formal lectures and less formal workshops, in which we read and give feedback on each other's work. Listening to criticism can be tough, but you learn so much by doing it.

We are assessed entirely through coursework and a lot of this can be completed during workshops, so I don't find the course to be a huge time commitment. Of course,



the six-month break also provides time away from university work. This seemed like a great idea when I applied to university – for my first summer I booked a two-month backpacking trip to India – but the pandemic put paid to my plans.

I was glad to keep up my care work with a summer job at the care company my auntie manages, but I still ended up spending a lot of time at home.

Hopes to turn dissertation into publication

Every tutor on my course has been published so the support is there if we want to do the same. However, they are also very honest and pragmatic, and discuss alternative careers that require the skills we gain from the degree. This is reflected in the course: one module is geared towards creating a strong creative CV and pitching work to editors. We have also been taught how to build a professional social media presence and, in a copy-editing module next semester, I will be assessed on my applications for freelance jobs.

Personally, I benefit from the support around publication and pursuing alternative careers. After university, I plan to secure a marketing job because I want to do something that will make use of the skills I have gained at university – particularly the ability to write persuasively and consider audiences in writing. Most importantly for me, however, is that it will give me money while I work towards my bigger aim: after university I hope to turn the 9,000-word creative project I am currently working on into a novel and contact agents with a view to getting it published.

Making choices that suit you

There's a preconception that everyone has fun at university, but the reality is that you have to be prepared – particularly if you move away from home. It helps to have a strong support system and you must be ready to manage yourself independently. I struggled during my first year and decided to commute into university from home for my second and third years, which was the

'After university, I plan to secure a marketing job because I want to do something that will make use of the skills I have gained at university – particularly the ability to write persuasively and consider audiences in writing.'

right decision for me. Ultimately, it's about making the choices that suit you at that time and factoring in your mental well-being. If that means deferring for a year or two, I think it's worth it. ©

How to choose your degree and university

Choosing a university and a course can be difficult – there are many options for you to pick from and lots of different

factors to consider. You want to find a course that you'll find interesting and will help you to get a job, and you'll want to study at an institution that suits you. Fortunately, we have advice on the following topics (you can find out more at targetcareers.co.uk/uni).

Choosing the right course

It's a good idea to find out what content is covered, how much time you'll spend in lectures and seminars each week, how you'll be assessed and the student satisfaction ratings for each course.

If you have a career in mind...

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





If you're not sure about careers yet...

It's best to keep your options open with a degree that is very transferable. For example, studying chemistry is applicable to a wider range of careers than studying forensic science – and you'll likely be able to specialise later on. Some recruiters may also prefer more 'traditional' academic degrees. So, consider choosing English literature instead of film studies if you have no strong preference, for example.

Choosing the right university

Some specific courses are only offered at a couple of institutions, which will narrow down your options significantly. For more widely offered courses, looking at general university rankings and subject-specific rankings is a good place to start.

Location is a big factor in choosing a university. Think realistically how far you'll be willing to travel, how much it will cost to live there, and whether you'd prefer a city university to a campus-based university. Is the institution near to lots of employers you'd be interested in working for? University isn't just about study, either – take a look at the societies and clubs on offer at the university and in the local area. If you can, make sure to visit universities on an open day – these are great opportunities to get a feel for the place and to poke around libraries, the student union bar and the accommodation. ©

Top factors for students

The five most important reasons for applying to a university, according to survey respondents* (they could choose more than one option) were as follows. These are the same top five factors that were chosen in the 2020 survey, remaining the same for two years running.

1. It's best for my chosen course
2. The reputation of the university
3. It has a great campus and facilities
4. The location
5. The student satisfaction rate.

* Ciblyl School Leaver Research, conducted by Ciblyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.

Applying for university

in four key steps

If you want to go to university in the UK you'll apply through a centralised system called UCAS (the Universities and Colleges Admissions Service). It has an annual cycle with fixed deadlines. Most degrees begin in September or October and you may need to start applying up to a year in advance of the start date: early in your last year of school or college.

You can select a maximum of five courses (four for medicine, dentistry, veterinary medicine or veterinary science) to apply for initially. See page 24 for more on choosing where to apply. Your choices are in no particular order and universities won't see where else you've applied. UCAS charges an application fee of £22 to apply to just one course or £26.50 for multiple courses. ©

1

Your application

The first stage is an application form on the UCAS website. This includes your personal details, previous qualifications, course choices and a personal statement (your chance to demonstrate your enthusiasm and ability to learn). You will also need a reference – if you're applying through your school or college, a teacher will submit this on your behalf and they will also add your predicted grades.

The deadline to apply for most courses is usually in January. The exceptions to this are applications for any course at the universities of Oxford and Cambridge and applications for most medicine, dentistry, veterinary medicine and veterinary science courses, which tend to have a much earlier deadline in October.

2

Offers, interviews and admissions tests

You might be offered a place at university based on your application, predicted grades and reference, but some universities or courses might also require you to attend an interview or complete an aptitude test to help them decide between applicants.

Interviews are typically used for music, art and design, education and medical courses, and are a requirement for all courses at the universities of Oxford and Cambridge. Admissions tests are common for law, maths and medical courses as well as a wide range of courses at the universities of Oxford and Cambridge. Other universities vary in terms of the subjects they require tests or interviews for, so it's worth checking this for the courses that interest you.

3

Responding to offers

Once you've received offers from universities, you'll need to choose which to accept. If your offers are conditional on you meeting certain requirements (such as A level grades or UCAS points), you'll pick a firm choice (your preferred option) and an insurance choice (your back-up option in case you don't meet the requirements for your firm choice). Some universities hold post-offer open days to help you decide.

If you've already met the entry requirements (say, you're applying after leaving school and receiving your exam results) your offer will be unconditional. If your firm choice is an unconditional offer, you can't have an insurance choice.

If you haven't received any offers, or you've declined all your offers, you can use UCAS Extra to apply for more courses. This service has previously been available between February and early July.

4

Results day, clearing and adjustment

If you've received conditional offers of a place at university, you'll probably find out whether you've been accepted when you receive the results of your A levels, Scottish Highers or International Baccalaureate in the summer.

If you're unsuccessful, all hope is not lost: you can still apply for university courses at this stage via a system called Clearing, normally available from July to October.

In 2020 UCAS introduced a new service called Clearing Plus, which involves UCAS suggesting courses you may be interested in based on your application and what universities are looking for. However, you can choose not to use this and to simply browse courses that have Clearing vacancies instead. If you've done better than predicted and want to try getting into a university you thought you wouldn't meet the entry requirements for, you can use a separate service called Adjustment.

How much will university cost?

Given that there are apprenticeships and school leaver programmes offering paid routes into a range of careers without needing to pay tuition fees, you should think carefully about whether university is worth the money. However, the cost shouldn't stop you applying if university is the right choice for you. The two main costs to take into account when going to university are tuition fees and living costs.

Getting a student loan

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

Grants, scholarships and bursaries

Grants, scholarships and bursaries are sums of money awarded to students by universities and organisations such as professional bodies and charities. They do not need to be repaid. Some scholarships and bursaries are given for academic merit, while others depend on criteria such as family income. Grants, scholarships and bursaries have to be applied for and there is no guarantee they will be awarded to you. You can search for sources of funding on university websites student finance websites, the UCAS website, and at your school/college.



How much will you pay back?

The amount of money that you will end up paying back is variable. Repayments will be deducted from your monthly wage once you're earning over a certain amount: £27,295 in England and Wales, £25,000 in Scotland and £19,895 in Northern Ireland. You won't pay anything while you are earning less than this. Even when you do start repaying, the amount you pay will be proportional to your earnings over the threshold (like paying a little extra income tax), so there's no need to worry about how you'll pay back your student loan if you don't get a high-paying job. The more you earn, the faster you will start paying your loans back, so interest will have less time to build up. However, keep in mind that the loan is cancelled after 30 years, so many graduates will never pay the full amount they owe.

Is university worth the money?

The decision of whether the debt that typically comes with university is worth it is, ultimately, up to you. Think about your career choices – does your ideal career need a degree? If you can reach the same earning level as a graduate in the same time through an apprenticeship or a school leaver programme, then you might be financially better off without university. ☉

Maximum tuition fees per year

- **England** £9,250
- **Wales** £9,000 (Welsh students studying at a Welsh university)
- **Scotland** £1,820 (Scottish students studying at a Scottish university – however, this is normally covered by the Scottish government so students don't pay anything)
- **Northern Ireland** £4,395 (Northern Irish students studying at a Northern Irish university).

Will university help me to get a job?

The answer to whether getting a degree will automatically lead to a job afterwards is a simple 'no'. Not on its own, anyway. At university you need to make sure you are developing skills that recruiters are looking for and will be useful in any workplace, as well as more career-specific skills (turn to page 14 to find out what those skills are).

The good news is there are loads of things you can do alongside your degree to develop your skills and work-readiness. They will let you explore different career avenues and meet new people, and can be fun! ©

Internships

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

Year-in-industry placements

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

Societies and hobbies

Join a group at uni to keep up something you already do or to try something new. They range from unusual pastimes (quidditch, anyone?) to music, sport, crafts, politics and loads more. The best way to turn this into something good for your CV is to get a role on the committee that runs the group.

Part-time work

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

Off-campus events

There will be opportunities to visit employers' offices (or meet them virtually through an online platform) to learn more about the company or a particular career sector and decide if it's right for you. These may be organised by the employer or another organisation such as targetjobs, targetcareers' sister platform for university students and graduates.

Volunteering

Many universities offer volunteering opportunities through their student unions or careers services, as well as charity fundraising known as RAG (raising and giving). These are great fun and don't usually require a large time commitment. It's even better if you find a role that's related to the career you want to go into: if it's engineering you could take part in school outreach to encourage girls to pursue science and maths; if you want to enter the environment sector you could get involved in conserving local woodland.

Careers service events

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

Some of these will allow you to meet employers face to face, while others might focus more on a specific skill or giving you job-hunting advice. Your careers service may also offer an employability award to give you recognition for your work experience and extracurricular activities, and help you understand what you've gained from them.



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At The University of Law and The University of Law Business School, we equip inquisitive students with the professional knowledge you need to go on and excel in your chosen career, whether that's in Business, Criminology, Law, Policing, and more...

With this in mind, we have developed a website to explore the big questions facing tomorrow's professionals including:

- Will Covid-19 change the way lawyers work in the future?
- How do businesses stay positive in uncertain times?
- Does everyone get a fair trial?
- How do the police deal with critical incidents?

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Gaby (She/Her)
London, UK

Apprenticeships are all about
picking up skills for the
workplace, giving you everything
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Thinking about work

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Haseeb Ahmed is a digital and technology solutions degree apprentice at AstraZeneca

2018/19

Tutored a GCSE student
in maths and core
sciences

2019

Achieved the industrial
engineering gold cadets
award

2019/20

Worked as a warehouse
operative

2020

Completed A levels in
chemistry, maths and
physics

The decision to do a degree apprenticeship was a no-brainer for me. This was mostly down to the fact that

I would be able to avoid student debt while getting a qualification equal to those who have studied for a degree in the traditional way. Another important factor was the opportunity to gain real-life work experience, which I thought would be more valuable for my future career than just learning the theory side of things at university.

Transitioning to tech

For my first six months at AstraZeneca, I was a chemical

‘Often, it doesn’t even feel like work when I have the chance to spend time on these kinds of amazing, pioneering projects.’

engineering degree apprentice. I then moved to my current digital and technology solutions degree apprenticeship, which involved going through the recruitment process again. Deciding to make this move was difficult, particularly as I had worked so hard to gain my first role. However, having spent some time working in chemical engineering, I knew it wasn’t the career for me. I also talked to IT apprentices at the company and discovered just how wide-ranging their work was.

So, I spent last Christmas teaching myself coding using online resources such as Code Academy. AstraZeneca then gave me the opportunity to undertake a two-month secondment in technology innovation. I found the projects incredibly interesting, which confirmed to me that this was where I wanted to be. I’m now very glad I had the confidence to change paths.

Drawing on different experiences

While the specific questions and tasks were different, the recruitment

process was pretty much the same for the technology apprenticeship as for the chemical engineering one. I completed an application form with questions to determine my reasons for applying, undertook a cognitive test and joined a virtual assessment centre, which involved an interview, presentation and group exercise.

Something that helped me throughout the recruitment process was the fact that I had a wide range of learning experiences from which I could choose examples to demonstrate skills. I drew upon my work as a private tutor and warehouse operative to showcase time management and organisation. Opportunities such as the industrial engineering gold cadets award I undertook at college, during the finals of which my team and I were tasked to redesign Birmingham New Street station, highlighted more technical skills.

Performing in virtual group exercises

Showing your ability to work well as part of a team is challenging during virtual group exercises as it can be



difficult to know when someone is going to speak, which might lead you to interrupt accidentally. However, being polite and making sure everyone has the chance to share ideas – including asking others for their thoughts – should stand you in good stead.

Freedom to choose

My digital and technology solutions apprenticeship is a four-year programme, which includes multiple eight-month rotations. I also spend one day each week studying for my degree in digital and technology solutions with BPP University.

Knowing that I will have a degree and a level six apprenticeship qualification after four years is great. However, one of the things I like most about working at AstraZeneca and completing the digital and technology solutions apprenticeship is the freedom to choose what to work on within this solid framework. As part of the digital and technology solutions apprenticeship, after your first rotation, which is decided based on the interests you expressed

during the recruitment process, you have full freedom to choose from a wide range of teams working in technology.

Even within my current rotation, I can choose whether to spend most of my time on the research and development side of things, which involves lots of programming, or the more business-focused side, which includes engaging with and presenting to other businesses and internal employees. I enjoy a mix so I split my time pretty evenly.

Ground-breaking projects

So far at AstraZeneca, I have been involved in programming drones, augmented reality, holographic 3D modelling and running technology showcases – and I'm currently working with robotics. The company hopes to use these technologies to find better ways to analyse data and discover new and faster ways to develop medicines. One of the most fascinating products I have worked on was a transparent TV through which users could engage with physical objects. So, they might

'After your first rotation, which is decided based on the interests you expressed during the recruitment process, you have full freedom to choose from a wide range of teams working in technology.'

point to an object behind the screen, and the properties of that object would pop up on the screen. Often, it doesn't even feel like work when I have the chance to spend time on these kinds of amazing, pioneering projects. ©

What are apprenticeships?

Apprenticeships allow you to gain skills and qualifications while being paid to work for an employer. What exactly are your options, and are they the right choice for your career aspirations?

Jobs you can do

Apprenticeships are offered in an increasingly wide range of career sectors: browse the employer showcases and adverts in this publication to see a selection of what's available. However, the traditional university route is still necessary for some jobs, such as doctor or barrister.

The qualifications you'll get

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

- Intermediate (level 2) is equivalent to GCSEs (known as foundation apprenticeships in Wales).
- Advanced (level 3) is equal to A levels (known as standard apprenticeships in Wales).
- Higher (levels 4 and 5) is equivalent to a foundation degree or HE diploma.

- Degree (levels 6 and 7) results in a bachelors or masters degree.

You might see the term 'school leaver programmes' used to describe a scheme that is technically an apprenticeship, or as a catch-all term for all earning-and-learning opportunities open to school leavers. Some apprenticeships and school leaver programmes involve working towards 'professional qualifications' – see the box on page 10 for more on these.

Degree apprenticeships are programmes where you work for the employer, study for a degree part-time and have your tuition fees paid. This is sometimes called a sponsored degree. The term 'sponsored degree' can also refer to an arrangement where an employer provides you with financial help to go to university full time to study a subject that relates to its business. Typically you will complete work placements with the employer during university holidays, and you may need to work for the employer for a minimum period after graduation. This type of sponsored degree is most frequently provided by engineering companies.

Studying while working

Apprentices have to study for qualifications alongside their work, which, depending on the employer, may be by spending one day a week or a block of a week or

more at college or uni (known as 'day release' or 'block release'). Most also have regular exams and assignments to assess their progress at work and to go towards qualifications.

Let's talk money

The cost of an apprenticeship and any qualifications you get will be entirely covered by the employer. Additionally, you'll earn a salary. Apprentices under the age of 19, or who are 19 and in their first year, must earn at least £4.81 per hour*, with this figure rising to the national minimum wage depending on age: £6.83 for 18–20 year olds, £9.18 for 21–22 year olds and £9.50 for those aged 23 and over*. Many employers will choose to pay more than this.

What you can do afterwards

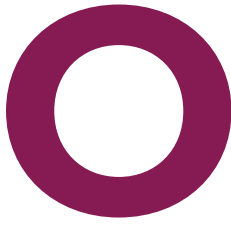
Depending on your performance, it's likely that an employer will keep you on at the end of an apprenticeship. It may be in your contract that you have to work for your employer for a set period of time, particularly if it has supported you to get a degree. While some qualifications may be more versatile than others, any work experience you gain will certainly be useful for jobs in other industries or with other employers. ©

* As of April 2022



Apprenticeships in Scotland

Apprenticeships are structured slightly differently in Scotland. School leavers can choose to do a modern apprenticeship or a graduate apprenticeship. Modern apprenticeships can lead to a range of SCQF (Scottish Credit and Qualifications Framework) qualifications at level 5 and above, equivalent to National 5s, Highers and Advanced Highers. Graduate apprenticeships lead to a diploma of higher education or equivalent qualification (level 8) or bachelors and masters degrees (SCQF levels 9–11). Students currently in S5 and S6 can also complete foundation apprenticeships while still at school.



nce you have an idea of the career you want to enter and how you want to enter it, you need to start taking steps towards turning

these ideas into reality. Applying for an apprenticeship is like applying for any other job. Competition for these opportunities can be tough, so you want to ensure that you give yourself the best possible chance of standing out and impressing recruiters.

Job applications

The application process for apprenticeships and school leaver programmes is your chance to introduce yourself to employers, show off your experiences and demonstrate that you are up to the job. Here are some common application stages you're likely to encounter. More detailed advice can be found in the applications and interviews section of www.targetcareers.co.uk.

CVs

Your CV is a document that introduces yourself to employers. There is no one right way to put together a CV, but it should definitely include details about your contact

How to get hired



information, your education, your work experience and your skills. Make sure that it's easy to read, not too long (two sides of A4 max) and tailored to each employer.

Covering letters, application forms and tests

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

For application forms and covering letters, make sure you've done your research into the employer and know what the role requires, so you're able to show you match the key skills and competencies that employers look for. See page 14 to learn more about what these skills are and how to get them.

Assessment days and interviews

Whatever you're applying for, you're likely to have at least one interview, which may be done over a video call, phone call or face to face. You will usually be asked questions such as 'Give me an example of a time when you used [a skill]' and 'What kinds of tasks do you enjoy the most?'.

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

Showing your ability to work well as part of a team is challenging during virtual group exercises. However, being polite and making sure everyone has the chance to share ideas – including asking others for their thoughts – should stand you in good stead.

Haseeb Ahmed is a digital and technology solutions degree apprentice at AstraZeneca. You can read his career story on page 36.





How to choose and research employers

When you apply for apprenticeships and school leaver opportunities, it might seem like applying to every employer that has vacancies will give you the best chance of a job offer. In practice, though, it's better to prioritise quality over quantity. There's no need to have your heart set on one particular apprenticeship, but it's a good idea to pick out a shortlist of around three to four organisations that interest you the most and focus on them first, before moving on to the ones you ranked the next highest and so on.

This approach will ensure you have time to research employers in depth and put together high-quality applications tailored to each organisation (see page 40 for more on the different stages of a typical application

process). Just as importantly, you'll be sure that you really want to work for each organisation and that you'd be happy there.

Decide what matters most

How you prioritise employers depends on you, what you value and what you'd like to achieve in your first job. For example, what kind of working environment do you think would suit you? Location is also important to consider; maybe you'd prefer to stay living with family or close to home, or you want to work in a particular region, or you're willing to relocate anywhere. Think about which factors are most important to you and where you might be prepared to compromise.

Don't worry if you aren't yet sure what is most important to you or what your preferences are; you'll figure it out as you



What do school leavers want?

School students' top five preferred working environments, according to Cibyl School Leaver Research*, were:

1. Serving a greater good
2. Being creative or innovative
3. Being intellectually challenged
4. Having a non-desk job
5. Having a structured role in a big company.

* Cibyl School Leaver Research, conducted by Cibyl, a GTI business. A total of 11,526 12–18 year olds from over 2,000 schools took part between February and April 2021. See page 6 for more information.

compare different options and take part in work experience. You might even change your mind in the process. However, it's worth asking yourself these questions from the outset and keeping them in mind as you learn more about employers and yourself.

Create your shortlist

To help you discover employers and narrow down your top choices, our research partner Cibyl has conducted its annual UK schools survey to find the 200 most popular employers for school leavers. You can see a list of these employers and whether they offer school leaver opportunities on pages 48–50. Our employer showcases starting on page 51 explain why five organisations believe you should work for them. You can also browse the adverts at the back of the publication to see what opportunities are offered by different employers.

Take a closer look

The next step is to browse employers' websites (especially the 'careers' and 'about us' sections) and social media channels. You can also meet school leaver recruiters at careers fairs and open days, which may be face to face or virtual. Work experience is an ideal way to discover first hand whether you'd enjoy working in a particular company, role or career sector – find out more about this on page 14.

It's a good idea to note down key points so that you can refer back to them, and perhaps do some further research, before writing applications or attending interviews. Remember also that, as well as strengthening your applications, this exercise is about deciding whether each employer is a good fit for you and learning more about those that appeal to you most. It shouldn't feel like a chore. If you're excited or at least intrigued by what you read, it's a good sign. ©



Diversity and inclusion at school leaver employers

Most employers in the UK actively promote equal opportunities and diversity during their selection processes. They recognise that employing people from lots of different backgrounds brings unique ideas and strengths to their businesses, which is great for solving problems, innovating and serving their diverse range of clients. These different backgrounds include, but are not limited to, ethnicity, gender, sexual orientation, disability, neurodiversity, socio-economic background and religion. Some employers hold insight events to encourage people from underrepresented groups to apply; some of these are for university students while others are aimed at those studying for A levels or equivalent.

However, diversity and inclusion in the workplace goes beyond hiring a mix of different people and preventing discrimination against them. It's about valuing everyone



as an individual, ensuring they are comfortable being themselves at work and supporting them throughout their careers. Some larger employers have employee networks (sometimes called business or employee resource groups) to celebrate differences, connect employees with others from the same background and encourage allyship. Being an ally means actively championing equality and supporting minority groups, even if you do not identify as belonging to one yourself. Employers may also run unconscious bias training to show everyone how they may be non-inclusive without realising it.

Whatever your identity or background, an employer's track record on inclusivity is something you might want to consider when you're shortlisting employers to apply to (see page 42 for more on how to do this). Most, if not all, of them will claim to care about promoting diversity, but you can get a more accurate picture of an organisation by looking at its actions. ○

The top ten employers revealed

We present the ten most popular employers as chosen by the latest Cibyl School Leaver Research survey. The top five retain their positions in the rankings for a second year (with the top three unchanged for the third year running). AstraZeneca is a new addition to the top ten having risen by 22 places from the previous year – probably due to the Oxford-AstraZeneca coronavirus vaccine increasing awareness of its brand. View the full top 200 rankings on pages 48–50.



1

The National Health Service (NHS) is the UK's publicly funded healthcare provider and directly employs over 1.3 million staff. The NHS offers apprenticeships including ambulance practitioner, healthcare science assistant and dental nursing as well as degree apprenticeships including nursing, podiatry and operating department practice.



2

The British Broadcasting Corporation (BBC) is a public service broadcaster with a remit to inform, educate and entertain its audiences. Its services include TV channels, radio stations, online services and news. The BBC offers apprenticeships and trainee schemes at different levels in production, journalism, business and technology.



3

Warner Bros is a global entertainment company known for producing films, television programmes and video games. It has previously recruited school leavers with A levels (or equivalent) for apprenticeships in areas such as finance, content protection, sales, publicity and graphic design.



4

Apple is a technology company whose products include the iPhone, Mac, AirPods and the Apple Watch. It has over 130,000 employees worldwide and employs around 6,459 people in the UK. Apple does not offer apprenticeships but advertises entry-level job vacancies and work experience, including internships for university students.



5

Google is a technology company that provides a variety of products and services for people and businesses. These include Search, Chrome, Gmail and Google Pixel smartphones. In the UK, Google has apprenticeships in digital marketing, software development and IT with varying entry requirements.



6

ITV is a commercial producer and broadcaster of television programmes for its own channels and others, in the UK and abroad. It has previously offered apprenticeship programmes and also runs a news traineeship for applicants with GCSEs (or equivalent).



7

AstraZeneca is a global pharmaceutical company that develops and manufactures medicines. It employs 65,000 people in over 100 countries, including around 7,897 employees across five sites in the UK. AstraZeneca offers a range of science, operations, technology and business apprenticeships, which typically ask for applicants to have A levels (or equivalent).



8

Amazon is a global ecommerce company that operates an online retailer and web services. It employs 1.3 million people worldwide, including over 55,000 people in the UK. Amazon offers apprenticeships with varying entry requirements in areas such as creative and design, engineering and manufacturing, business and administration, and digital.



9

MI6 (the Secret Intelligence Service) works overseas to collect foreign intelligence and promote and defend UK national security and economic well-being. School leavers can apply for entry-level roles such as business support officer. There is also an infrastructure engineering apprenticeship run jointly by MI6, MI5 and GCHQ.



10

The Civil Service supports the government in developing and implementing policy. It employs around 484,880 people in areas such as finance, diplomacy, health, science and technology. There are apprenticeships at different levels offered by various departments of the Civil Service, such as the Home Office and the Department for Education.

The 200 most popular employers for school leavers 2021/22 (1-136)

Rank 2021/22	Rank 2020/21	Employer	Apprenticeship/school leaver programme	Graduate opportunities
1	1	NHS	○	○
2	2	BBC	○	○
3	3	Warner Bros.	○	
4	4	Apple		
5	5	Google	○	
6	8	ITV	○	○
7	29	AstraZeneca	○	○
8	7	Amazon	○	○
9	6	MI6 – Secret Intelligence Service		
10	10	Civil Service	○	○
11	9	Microsoft		○
12	12	Cancer Research UK	○	○
13	23	Bank of England	○	○
14	32	Starbucks	○	
15	22	Channel 4	○	○
16	19	Teach First		○
17	13	Sky	○	○
18	17	MI5 – The Security Service	○	○
19	27	J.P. Morgan	○	○
20	64	Pfizer	○	
21	25	Amnesty International		
22	35	The Army	○	
23	14	Ubisoft		○
24	39	McDonald's	○	○
25	62	The Royal Air Force	○	○
26	37	HM Revenue and Customs	○	○
27	18	Barclays	○	○
28	11	British Airways	○	○
29	20	PwC	○	○
30	54	Rolls-Royce plc	○	○
31	38	Goldman Sachs	○	○
32	28	Airbus	○	○
33	47	Dyson	○	○
34	61	The Royal Navy	○	○

Rank 2021/22	Rank 2020/21	Employer	Apprenticeship/school leaver programme	Graduate opportunities
35	26	KPMG	○	○
36	34	Mercedes-Benz	○	○
37	48	Heathrow	○	○
38	56	Oxfam		○
39	31	Deloitte	○	○
40	21	BAE Systems	○	○
41	40	HSBC	○	○
42	15	BMW Group	○	○
43	30	Boeing	○	○
44	66	Intel		○
45	36	Sony	○	○
46		NEW London Stock Exchange Group		○
47	33	Jaguar Land Rover	○	○
48	73	Linklaters		○
49	43	Bentley	○	○
50	45	Samsung		○
51	68	Clifford Chance		○
52	49	TUI Group	○	○
53	79	IBM	○	○
54	46	Aston Martin Lagonda	○	○
55	83	Tesco	○	○
56	24	GSK	○	○
57	41	Mercedes AMG High Performance Powertrains	○	○
58	44	Virgin Media	○	○
59	58	Barnardo's		
60	52	EY	○	○
61	69	Merlin Entertainments	○	○
62	82	Harrods	○	○
63	NEW	STFC (Science & Technology Facilities Council)	○	○
64	51	Police Now		○
65	53	Hilton	○	○
66	67	Volkswagen Group	○	○
67	60	GCHQ	○	
68	77	Boots	○	○

* This employer ceased trading after the survey went live.

Rank 2021/22	Rank 2020/21	Employer	Apprenticeship/school leaver programme	Graduate opportunities
69	75	Allen & Overy	○	○
70	84	Aldi	○	○
71	55	Lloyd's	○	○
72	65	Bank of America	○	○
73	103	Next		○
74	93	Superdrug	○	
75	113	Pret	○	
76	74	Clyde & Co	○	○
77	63	L'Oréal	○	○
78	120	Kennedys	○	○
79	107	Ashfords	○	○
80	85	Irwin Mitchell	○	○
81	100	Coca Cola European Partners	○	○
82	101	Deutsche Bank	○	○
83	72	Ford	○	○
84	57	Lloyds Banking Group	○	○
85	104	Atkins	○	○
86	102	WSP	○	○
87	90	Asda	○	○
88	87	National Grid	○	○
89	71	John Lewis Partnership	○	
90	106	Travelodge		
91	88	Network Rail	○	○
92	50	Frontline		○
93	91	Sainsbury's	○	
94	116	Arup	○	○
95	97	Marks & Spencer	○	○
96	110	Travis Perkins	○	○
97	89	CGI	○	○
98	78	Arcadia (Topshop, Topman, etc)*		
99	147	BDO	○	○
100	86	BT	○	○
101	81	Nissan	○	○
102	109	EDF Energy	○	○

Rank 2021/22	Rank 2020/21	Employer	Apprenticeship/school leaver programme	Graduate opportunities
103	136	ARM	○	○
104	80	Morgan Stanley	○	○
105	59	Santander	○	○
106	70	Accenture	○	○
107	95	Marriott International	○	○
108	115	Bird & Bird		○
109	190	Browne Jacobson		○
110	169	Jacobs	○	○
111	132	Cisco	○	○
112	92	Whitbread Group	○	○
113	105	Siemens	○	○
114	180	Balfour Beatty	○	○
115	76	DSTL	○	○
116	98	Slaughter and May		○
117	118	Addleshaw Goddard	○	○
118	NEW	American Express	○	○
119	129	AECOM	○	○
120	121	Transport for London	○	○
121	157	HM Treasury	○	○
122	128	Kier	○	○
123	94	Facebook		
124	131	Grant Thornton	○	○
125	176	NatWest Group	○	○
126	189	News UK	○	○
127	NEW	Babcock	○	○
128	148	The Co-op	○	
129	125	DLA Piper	○	○
130	111	Nestlé	○	○
131	155	TJX Europe (TK Maxx)	○	○
132	184	Morrisons	○	○
133	NEW	Hargreaves Lansdown	○	○
134	149	Mars	○	○
135	188	Fujitsu	○	○
136	117	Shell		○

The 200 most popular employers for school leavers 2021/22 (137–200)

Rank 2021/22	Rank 2020/21	Employer	Apprenticeship/school leaver programme	Graduate opportunities
137	153	Bosch	○	○
138	150	Toyota	○	○
139	160	Mencap	○	
140	197	Lidl		○
141	NEW	Lockheed Martin	○	○
142	166	Barratt Developments	○	○
143	154	CMS	○	○
144	165	Savills	○	○
145	108	National Audit Office	○	○
146	137	Pinsent Masons	○	○
147	164	Citi	○	○
148	NEW	AWE (Atomic Weapons Establishment)	○	○
149	127	GE (General Electric)	○	○
150	114	Dentons	○	○
151	NEW	Hewlett Packard Enterprise	○	○
152	99	Nationwide Building Society	○	○
153	162	Countrywide	○	○
154	163	Credit Suisse	○	○
155	NEW	Freshfields Bruckhaus Deringer		○
156	16	EasyJet		
157	138	Eversheds Sutherland	○	○
158	178	Global	○	○
159	112	Unilever	○	○
160	126	Fidelity International		○
161	135	BlackRock		○
162	130	RPC	○	○
163	119	Reed Smith		○
164	156	M&G Investments	○	○
165	NEW	Withers		○
166	187	Burges Salmon	○	○
167	140	Baker McKenzie		○
168	NEW	Leonardo	○	○
169	167	Macfarlanes		○
170	182	Greene King	○	○
171	96	Allianz		○
172	133	Charles Russell Speechlys	○	○
173	NEW	Mace	○	○
174	143	Ashurst LLP	○	○
175	141	BP	○	○
176	NEW	Johnson & Johnson		○
177	NEW	Hill Dickinson	○	○
178	183	McKinsey and Company		○
179	139	3M UK	○	○
180	NEW	Visa	○	○
181	NEW	UBS	○	○
182	142	Womble Bond Dickinson	○	○
183	NEW	RSM	○	○
184	NEW	Hogan Lovells		○
185	174	Mott MacDonald	○	○
186	179	BAM	○	○
187	NEW	GVC (Ladbrokes, Coral, Gala Bingo etc)		○
188	159	Capgemini	○	○
189	NEW	Premier Foods	○	○
190	NEW	Mercer & Hole	○	○
191	NEW	Severn Trent	○	○
192	NEW	ScottishPower	○	○
193	146	FCA	○	○
194	NEW	Herbert Smith Freehills		○
195	195	Bloomberg	○	○
196	NEW	Taylor Wimpey	○	○
197	NEW	Thames Water	○	○
198	152	Roche	○	○
199	NEW	Thales	○	○
200	NEW	UK Power Networks	○	○

The targetcareers editor has taken due care and attention to ensure this information is correct at the time of writing, but employers do change their opportunities and entry requirements.



Spotlight on employers

In this section

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Advertising features

While the *School Leaver 200* aims to provide impartial information and advice, the five 'spotlight on employers' articles in this section are advertising features. This means their content has been written by a targetcareers editor in close collaboration with the organisation featured, which has funded the piece of content. The organisation has had input into the messaging, provided knowledge and contributors, and approved the content.

SPOTLIGHT ON EMPLOYERS (ADVERTISING FEATURE) ●●● AECOM

ADVANCE YOUR CAREER DEVELOPMENT AS AN AECOM APPRENTICE

AECOM's early careers development programme provides the training needed to progress and empowers you to give back to the community.



Amy Pymont



It was the opportunity to translate her learning into real-world impact that initially drove Amy Pymont to undertake AECOM's *ADVANCE* early careers development programme. Since then, she has continuously developed her understanding and put it into practice.

The 30-month programme caters for school leavers with many different career aspirations. Amy is an engineering apprentice and, as part of this, works as a technician in the streets team at AECOM. There are also surveying and project management apprenticeships, transport planning apprenticeships and development planning apprenticeships. While the work differs, each of these streams supports apprentices to gain both academic and professional qualifications.

Kickstarting your career through qualifications

'When I was weighing up my options between university and an apprenticeship with AECOM, I was drawn by the fact that the apprenticeship programme would give me all the qualifications that demonstrate my engineering knowledge and skills, at the same time as providing practical experience,' says Amy.

Amy spends one day a week at London South Bank University, where she is working towards a level 6 engineering design apprenticeship and a civil engineering degree. At the end of her programme she will also gain incorporated engineer (IEng) status through the Institution of Civil Engineers (ICE): the professional accreditation that shows she meets the required standards for a civil engineer.

Experiencing each element of a project

'I have been working on the A40 smart corridor, an improvement to the street and road provisions in an area of West Oxfordshire, for the past year and a half,' explains Amy. 'This is a massive project that involves the input of so many different teams at AECOM, so I have had the privilege

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AECOM Delivering a better world

Find out more about AECOM on page 66

of experiencing different design stages, learning multiple processes and picking up knowledge from colleagues working in other disciplines.'

AECOM also gave Amy the opportunity to experience an entire project by encouraging and paying for her to attend a week-long 'constructionarium' field trip organised by her university. 'Our project was to construct a scaled-down version of the Gherkin,' she says. 'This was such a valuable experience, as I learned all about project management and gained a first-hand insight into the different elements of this – such as health and safety.'

Learning at a higher level

Many non-technical skills are learned on the job, but AECOM knows that apprentices will only reach their full potential if these are honed through formal training. So, specific work-based skills such as presentation are taught during conferences.

'Conferences involve all apprentices and graduates, so they're a great way to network while learning skills,' Amy explains. 'And the skills are taught at such an in-depth level that they benefit my working life – for example, the emotional intelligence one has improved my communication with my team.'

Teaching colleagues

Knowledge-sharing is an important part of AECOM's culture: 'Everyone is ready to give you the information you need when you need it, and no one is left behind,' says Amy. So, as well as being trained themselves, apprentices are encouraged to share what they learn. Amy now teaches data management as part of her role as information manager, having gained an understanding of the information management programme used by AECOM early on in her work with the streets team. The company also ensures apprentices teach colleagues about their experiences through the apprentice

ambassador role. Apprentice ambassadors work with the early years team to ensure the next cohort of school and university leavers starting at AECOM have the best experience. As a STEM apprentice ambassador, Amy is currently contributing to a guide informing and advising new apprentices and has also suggested ideas for increasing communication between apprentices from across the UK and Ireland.

Giving back at STEM events

All AECOM employees are given two paid social value days a year, during which they can undertake any work that benefits the local community. Amy says, 'Social value days show AECOM's commitment to its workers, by giving them the freedom to help out in the ways that are important to them and to the wider community in general.'

Amy has used her social value days to support school students: 'I run an AECOM stand at secondary school careers events, where I talk to students about what it's like to start a STEM career and the different options available to them – including apprenticeships,' she says. 'I like the idea that I'm giving information that would have helped me when I was in their position, and this became really apparent when I got involved at my old school's careers fair.'

Seeing your work in the real world

If you work for a multinational firm such as AECOM, the work you do will have an impact on the people around you. 'One of the projects that initially led me to apply to AECOM's apprenticeship programme was the Cycle Superhighways in London – the idea of working for a company developing something I had seen and even learned about at school was so exciting,' Amy says. 'And that feeling has only grown during my apprenticeship: when I used my social value day to work at my old school's careers fair, I showed the students photos of construction work carried out by AECOM and asked if they recognised them – they got all but one right!' @

SPOTLIGHT ON EMPLOYERS (ADVERTISING FEATURE) ●●● ALDI

BE SUPPORTED TO REACH YOUR FULL POTENTIAL

An Aldi apprenticeship can help you to build confidence and self-esteem, developing you as a person while launching your career.



Lauren Barker



Ryan Calleja

As the UK's fifth-largest supermarket chain, which continues to open one new store each week on average, Aldi's rapid growth couldn't have happened without the hard work and dedication of its employees, who in return are supported to develop themselves professionally and personally. With apprenticeships in stores and logistics, it's a fantastic place for school leavers to take on a new challenge. Lauren Barker and Ryan Calleja, deputy store managers who have completed Aldi's store management programme, give an insight into what you can expect when joining Aldi as an apprentice.

Support from training providers

Apprenticeships are a learning experience, but at Aldi you won't need to attend college or spend lots of time studying from textbooks. Your training provider will check in with you once a month during your shift. 'Each time they give you new pieces of coursework, a small section each month, and they'll ask you some questions about what you've been doing so it helps to solidify the knowledge you have gained,' Ryan explains. 'They'll also discuss how you're getting on in store and what's going on outside of work too; they are like mentors.' Your training provider is there for you in between these sessions too. Ryan adds: 'If I was stuck with a particular question on my coursework I knew that I could contact them and they'd get back to me quickly.'

Support from leaders and colleagues

There's a lot more to running an Aldi store than you might think. You'll spend your first year of the apprenticeship working as a store assistant: supporting with the running of the shop floor, stock rotation, using the tills and more. After that you'll increasingly gain responsibility for management-

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Find out more about Aldi on page 68

related tasks. This worked well for Ryan and Lauren, who both describe themselves as hands-on learners. The variety of work and keeping busy keeps the day exciting – and also means it goes by quickly. 'Every day is a learning opportunity, whether you're sitting at the computer or working on the shop floor dealing with a new scenario,' Ryan comments.

'At first it feels like you've got to learn everything in one day, but you don't,' says Lauren. 'I can't thank my assistant store manager enough for the training she has given me. If I have a question about something, no matter how silly it seems, I go to her just to double check.'

Ryan has also felt supported by his colleagues at all times. 'Everyone is approachable. They might not have time to help you there and then, but they'll let me know that they're busy and suggest a different time to go through any questions I have. I've developed more in the last three years of my life here at Aldi than I ever did at school.'

Grow personally as well as professionally

Aldi's focus on your development extends beyond learning your role. Lauren and Ryan have been supported both inside and outside of work by both their colleagues and their leaders. Additional support is always available through Aldi's employee assistance programme, Retail TRUST, which provides a completely free and confidential 24/7 helpline to offer support on a broad range of topics, no matter how big or small. The MyWellness area on the colleague app MyALDI also provides colleagues with instant access to lots of helpful information and resources to support colleagues' physical, mental, nutritional, social and financial wellbeing. 'If you're struggling with something there's a lot of advice that you don't even have to ask for,' says Ryan.

Lauren's apprenticeship encouraged her to step out of her comfort zone through exciting projects such as store upgrades. 'I was quite shy when I started. I didn't want to go to other stores by myself because it meant getting to know a new group of people, so at first I went with the assistant store manager. Now, I'm not only going to other stores; I'm leading a team while I'm there and training new people. Aldi keeps pushing and challenging me, which I appreciate.'

Lauren was proud to have won Aldi's Apprentice of the Year Award. Her store manager, Ed Harper, said: 'She understands the importance of standards and delivering a great customer experience. Lauren has developed incredible, natural leadership skills and has huge respect from her team.' Ryan was also delighted to have won his region's Apprentice of the Year Award. 'To enter I had to make a video about myself. Lots of colleagues and customers voluntarily got involved. It was humbling to see how much people thought of me.'

Onwards and upwards

Having completed their apprenticeships, Ryan and Lauren are now leading teams of their own and training new starters, while continuing to learn and develop themselves every day. Both are aiming to become assistant store managers and then store managers in the future. Although they'd prefer to stay based at the same stores, relocating to a different Aldi store is also a possibility for those who want to. 'If you work hard, you can go pretty much as high as you want to go and Aldi is willing to help you get there,' says Lauren. 'The more you put in, the more you get out.'

For more information on Aldi's apprenticeship programmes, and to apply or register your interest for a role near you, visit www.aldirecruitment.co.uk/apprenticeships. ©

Spotlight

LIFE AS AN UNDERGRADUATE ENGINEER

The Dyson Institute of Engineering and Technology offers a unique combination of work and study that will surround you with like-minded people and set you up for an exciting engineering career.



Isaac Jones



Oyemen Okes



As an undergraduate engineer at the Dyson Institute, you can have it all: a four-year BEng (Hons) engineering degree apprenticeship with no tuition fees, a salaried job developing Dyson's cutting-edge technologies, and plenty of support and social activities. The Dyson Institute was created in 2017 to offer a new form of higher education and help develop the engineers of the future. Building on a successful partnership with Warwick Manufacturing Group, the University of Warwick, the Dyson Institute has delivered and awarded the degree apprenticeship independently from September 2021.

Second-year Isaac Jones and final-year Oyemen Okes gave an insight into what you can expect from this innovative route into engineering.

A campus feel with a difference

First-year undergraduates live on Dyson's main site in Malmesbury, Wiltshire. There's a campus atmosphere with communal kitchens and common room, but Oyemen and Isaac agree that the innovative self-contained 'pods' are unlike any other student accommodation. 'The interior was handmade by the architects and the desks were designed by James Dyson,' explains Oyemen, whose year group was the first to move into the pods. 'All the rooms are en suite and we have sports facilities right on our doorstep.'

Malmesbury is surrounded by countryside, though it's within easy reach of Bristol, Bath and Swindon. Both Isaac and Oyemen were a little hesitant about how rural the location would be but discovered its benefits. 'You can easily get out for fresh air and exercise,' Isaac comments. 'Because work and study are always quite busy, having a relaxed pace to your surroundings is a really nice way of complementing it.'

E OF ENGINEERING AND TECHNOLOGY

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Find out more about the Dyson Institute of Engineering and Technology on page 78

Something for everyone

'The Dyson Institute did a great job of welcoming us in,' says Isaac. 'In the first month after I joined, there were events organised for us every day and that allowed us to get to know each other. Having around 40 people in a year group meant the Dyson Institute could tailor events to suit us and ensure there was something for everyone, unlike a typical university freshers' week.'

'When I was living in the pods I got involved in volleyball club and badminton tournaments, we went bowling and to the cinema, and there was a bus to Bristol for nights out,' says Oyemen. 'My first Dyson Christmas party was the best experience I've had since starting here and it made me more comfortable talking to my colleagues from different parts of the company. We've also done online events, like a pub quiz or home cocktail-making class.'

Work and study complement each other

As an undergraduate engineer, you'll spend three days each week working alongside experienced engineers, contributing to new Dyson technologies. The other two days, you'll study for your degree. 'There are certain techniques or applications I've learned in the workplace that I wouldn't have been exposed to had I just been doing a full-time degree,' says Isaac.

Oyemen agrees: 'I use the knowledge from my degree in the workplace almost every day and my degree allows me to go more in depth with things I do at work. My work helps me with my degree a lot too: doing technical, hands-on work helps it click more easily.'

Choosing a specialism to suit you

The first two years of your degree will introduce you to engineering more broadly, while at work you'll rotate

between various engineering teams. 'The rotation system allows us to get a feel for our areas of strength or interest before deciding where we want to go,' says Isaac. 'You get to see a project through from start to finish within each rotation. Because there's so much on offer, I'm keeping an open mind about what I'd like to do in the coming years.'

In your final two years, you'll choose an engineering specialism for your degree (mechanical, electronics, electromechanical or software) and a workplace team to join. Oyemen explains: 'I've specialised in mechanical engineering for my degree and I'm now working in research, which is leaning towards the scientific side of engineering. At the moment I'm just following what I love and seeing where that takes me. The more I learn, the more I feel that I can do.'

Supported to be independent

The Dyson Institute creates a culture where you'll be free to experiment and to learn from failure. 'Coming from school, a high-pressure environment, to a place where mistakes are encouraged felt alien at first and took some getting used to,' observes Oyemen.

'We have a lot of independence because the whole idea is to get us challenged and working on real projects. The projects are given to us because we can make good contributions to them,' Isaac explains. However, this independence is accompanied by a safety net of support, including managers and mentors in the workplace and a student support adviser allocated to each year group.

'There's a huge support network, which I don't think you get at a lot of places,' adds Isaac. 'The Dyson Institute is the perfect size: there are enough people to have a good social life but if anyone's having issues someone will spot it straight away and there's always something that can be done to get you back on track.' ©

SPOTLIGHT ON EMPLOYERS (ADVERTISING FEATURE) ●●● IBM

A LONG HISTORY OF CELEBRATING DIFFERENCES

Employing a diverse mix of people and supporting them throughout their careers has always been at the core of IBM's culture. Find out how it is continuing that legacy in 2022 and beyond.



Danielle Ariyo-Francis



Celine Williams

Global technology company IBM wants its employees to thrive because of, not in spite of, their unique differences, which may include ethnicity, gender, sexual orientation and disabilities. We spoke to two apprentices at IBM to gain a deeper insight into its inclusive, supportive culture. Danielle Ariyo-Francis is a service designer and Celine Williams is a technical pre-sales specialist. Both completed IBM's year-long Futures work experience programme after leaving school and enjoyed it so much that they decided to stay. Their apprenticeships include studying for a degree (digital and technology solutions for Celine and business management for Danielle) alongside doing their jobs.

Leading the way

Since its founding, IBM has had a proud history of hiring people from minority groups, often far in advance of employment laws. 'I did a bit of digging into the companies I wanted to apply to and found out that IBM hired its first African American salesman in 1946, before the US Civil Rights Act in 1964,' says Danielle. Likewise, IBM hired three women in 1899, before they were given the right to vote, and hired its first employee with a disability in 1914. 'Diversity and inclusion isn't seen as a programme or an initiative; it's ingrained into IBM's culture and has been for many years,' Danielle adds. 'When the Black Lives Matter movement was reignited in summer 2020, lots of organisations and people were sharing black squares on social media. We've had a UK Black Campaign addressing the issues and challenges experienced by black IBMers since 2019. That's something that we were doing before it was trending and that we continue to do.'

The UK Black Campaign has since developed into a Black BRG (business resource group), which is focused on the attraction, development and retention of black

ght



Find out more about IBM on page 84

IBMers. This reflects IBM's continuing commitment to addressing the diverse experiences and needs of the black community within IBM.

Diversity in the recruitment process

IBM 'treasures wild ducks': one of its core practices to encourage diversity and inclusion. Everyone who interviews candidates must have completed its 'select for IBM' training to ensure all candidates feel respected and included in an unbiased way. 'Don't reject yourself from an opportunity before you've even applied,' advises Danielle. 'I was concerned that IBM would want someone else, but it isn't looking for carbon copies of the same person. Your diverse experiences and background allow you to bring different ideas and solutions. There's a rich mix of people and that's what makes IBM a great company.'

Supported to succeed

Diverse hiring is only one step towards diversity and inclusion; IBM helps all its employees to achieve their career goals and to feel that they are valued. 'I am dyslexic and that's something that I struggle with on a day-to-day basis. I was concerned that it would affect my university studies but there's so much support at the company to allow me to succeed as much as I can,' explains Celine. 'It supported me through my dyslexia assessment with the British Dyslexia Society and also liaised with the university on my behalf about the support I required, which I really appreciated because it's not always easy to have those conversations.'

IBM is proud of not only being diverse in its apprentice and graduate recruitment but reflecting this diversity in more senior roles. 'I was super excited by the fact that our CEO was a woman at the time I applied,' says Danielle. 'Having a female CEO to look up to is really inspiring for people at our age. Our current CEO is Asian. We've got

diverse representation at all seniority levels and that continues to improve.'

Lots to get involved with

'One of the biggest things that's helped me settle in and meet new people is getting involved in things outside my job role,' says Celine. 'I've been involved in some of the BRGs such as women in tech. I have also helped run a "cyber day for girls" for year 9 students, promoting technology careers to people who wouldn't necessarily know that these options exist.'

Danielle says: 'The UK BAME (black and minority ethnic) BRG has almost 800 people, which includes allies as well. However, IBM recognises that people have different experiences within that group; the experience of a black woman is not the same as an Asian man. The UK Black Campaign, of which I am campaign manager, came out of that as it is more focused.'

Everyone can be an ally

While getting involved in running BRGs can be rewarding, employees are welcome to simply go along to the events. IBM invites everyone to become an ally: a person who actively champions equality and inclusion to benefit people different from themselves. Celine says: 'I've attended coffee mornings run by our LGBTQ+ community to sit and learn about peoples' experiences and what IBM as a company is doing to promote inclusion. It makes me quite proud, just hearing that.'

'I wasn't expecting the level of allyship towards marginalised groups,' says Danielle. 'Throughout the company, people are really committed to learning more about the experiences of different communities and creating an environment in which people of all different backgrounds are supported.' ©

SPOTLIGHT ON EMPLOYERS (ADVERTISING FEATURE) ●●● MACE

Spotlight

WHAT IT'S LIKE TO WORK FOR A NET-ZERO EMPLOYER

How can a career in construction be a sustainable choice? As Mace leads the march against climate change, it's an excellent option for environmentally-minded apprentices.



Romario Cazaubon



Jess Rayif-Pearson

Global warming, carbon emissions, plastic pollution – these world-wide issues demand real change in our outlook. And since we all need places to live in, work from, shop at and to go to and enjoy our leisure time, we also want to see solutions and strategies that make a difference to our built environment. Managing construction well, and considering how a building will be used by its occupants in the long term, affects global emissions and pollution. Apprentices Romario Cazaubon and Jess Rayif-Pearson explain more about Mace's ground-breaking initiatives and what sustainability looks like in their industry.

Respect and early responsibility

When she was at college, civil engineering assistant Jess had the environment in her sights but her first focus was securing an apprenticeship. 'It was about getting my foot in the door and then making my mark in a sustainability role,' she explains. With that in mind, she researched 'top ten best construction companies in the UK' then set about applying for civil engineering apprenticeships. 'Mace stood out because the apprenticeship programme didn't just pay for your degree; it also helped you become chartered or a part of an institute,' she says. Two years in, she's already had a significant role as the on-site sustainability coordinator for a big construction project in London. 'I was in my first year and I was already carrying out reports on our sustainability on site,' she says.

That rapid rise to responsibility has been one of her career highlights. The first breathtaking moment of her new working life came at the top of a tower watching cranes lifting concrete floor slabs with the London evening skyline as a backdrop. 'I thought, "How have I got into this position, doing something that I was just learning about in college?" I thought it was going to take years to get out on

ght



Find out more about Mace on page 88

site, but no, within two months I was there and part of it,' Jess laughs.

Filing reports using Mace's in-house tech system, Optimise, meant monitoring everything from noise, dust levels and waste management to water and power consumption. Jess had to take regular readings then match outcomes against Mace's projections and allowances. She had authority to ask for change if anything was off target. It's the kind of action that the company takes so seriously that it will deliver the UK's first net-zero office development in 2022.

Jess has felt encouraged and supported by senior staff. One of her managers is at the forefront of developing the company's cement-free concrete technology, which will reduce carbon by 80%.

'He is looking at prototypes of buildings using that type of concrete. Being an apprentice and hearing your manager telling you what he is doing – it's like yeah, I want to be doing that. That is how it is meant to be.'

Hot on sustainability and a cool place to work

As amazing as it was to achieve its status as a net-zero-carbon business at the end of 2020, Mace is aiming for better in its pursuit of a sustainable world – as Romario, who is in the fourth year of his degree apprenticeship, explains. 'We want to be even more sustainable, reducing our own carbon emissions and encouraging our clients to aspire to reduce theirs. We don't want just to offset, because while offsetting is good, a key goal is not to put out so much carbon in the first place,' he says.

As an assistant commercial manager, studying for a degree in quantity surveying, Romario's role enables him to achieve those aims, for example by finding the most efficient ways to make deliveries on site. And with everyone working together on common goals, a building can be made more environmentally friendly for life.

In his current project Romario is enthusiastic about the installation of window blinds with smart control systems, which will reduce the need for both air conditioning when the weather is hot and extra heating when it's cold.

'Small things do add up and cumulatively have an impact on the project and enable reduced energy consumption for the future,' says Romario, emphasising not just value for money in the short term but beneficial gains in the long term, both to the building's owners and its future users.

'We use data and technology to see how we are doing on a project, working out where things are, maybe things that have not turned out as we hoped, or just how things could be improved. Mace, especially in its 2026 tracker year, is going to become a lot more data driven,' he says, adding that learning from each development makes the next even better.

Find your why

Jess has some advice for any school leavers keen to improve the environment through a job in construction: 'Do your research and you will find your why,' she says. 'If you're passionate about sea pollution killing marine life, for example, that may not directly relate to civil engineering in our sector but what you do day to day will potentially help the oceans.'

With an estimated 10 million tonnes of plastic entering the ocean each year, affecting both marine life and the food chain, there's no time to waste. Mace has already taken a stand on plastic pollution, so by 2018 it had reduced its corporate single-use plastics by 80% with a 20% reduction at its construction sites. That's a significant amount of sheeting, cable ties, packaging, paint tubs, mastic tubes and canteen and office supplies – and Mace has pledged to continue the fight. Romario sums it up: 'We need to manage the resources we've got... and look to the future.' ©



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School leaver employers and other organisations in detail

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106



“Our purpose is to deliver on the promise of technology and human ingenuity.”

More about us

Accenture is a global professional services company with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services – all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. Our 674,000 people deliver on the promise of technology and human ingenuity every day, serving clients in more than 120 countries. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Our school leaver opportunities

We have a number of Apprenticeship programmes across different regions in the UK, aligned to either Technology or Consulting.

For those interested in enhancing employability skills and industry work experience, we also have a virtual Tech Taster week, where you'll get a real look at what it is like to work for Accenture. If you're a good fit for us, you may also be fast-tracked for our Apprenticeship programmes.

How do we select?

Our application process consists of an online application, online assessment and assessment centre. For technology programmes, there is also an additional technical interview. You can find out more at www.accenture.com/gb-en/careers/local/application-help.

Contact details

Magdalena Kostka

Magdalena.kostka@accenture.com

Type of employer

Tech/Consulting/Global/IT

Locations Edinburgh, London, Manchester, Newcastle, West Midlands

Number of vacancies

50 – in Tech

20 – in Consulting

Salary

16.7k to 21.5k (1st year)

up to 29k (3rd year) depending on location

Entry requirements

London:

Tech Apprenticeship – 80 UCAS Points

Consulting Apprenticeship – 80 UCAS Points & 5 GCSEs including Maths & English (grade 4–9 or A–C)

Other regions:

It will vary dependent on region – please access our website for more detailed entry requirements

Qualifications gained

Technology Apprenticeship – BSc Digital & Technology Solutions with different specialisms dependent on location

Consulting Apprenticeship – BA Business Studies with Chartered Management Status

Training provided

Accenture is committed to continuous training and development of our people to equip them with the skills they need. You'll stay on the leading edge of technology through rapid upskilling on emerging capabilities, expert-curated learning boards, online courses, and much more.

Applications deadline

Feb/Mar 2022

How to apply

Apply at accenture.com/ukapprentices

Get in touch – social media



@AccentureUK



@AccentureUK



@accenture_uk



AccentureUKCareers



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At Accenture, you can match your career with your passions.

With us, you can bring your best true self to your work and we'll match your ingenuity with the latest technologies so you can do incredible things.

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


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RANKING IN
THE TOP 200

119

More about us

At AECOM we are driven by a common purpose to deliver a better world. We are the world's premiere infrastructure consulting firm and voted by Engineering News-Record as the #1 Environmental firm in 2020.

We believe infrastructure creates opportunity for everyone. Whether it's improving your commute, keeping the lights on, providing access to clean water or transforming skylines, infrastructure powers possibilities to help people and communities thrive.

Across the globe, our clients in the public and private sectors count on us to take on the most complex challenges and pioneer innovative solutions that push the limits of what's possible – the world's longest cable-stayed bridge, record-breaking sports events, the largest greenfield port development mega project, life-sustaining disaster recovery programs, and the tallest tower in the Western Hemisphere.

On projects spanning transportation, buildings, water, governments, energy and the environment, we partner with our clients to build legacies for generations to come.

Our school leaver opportunities

We have permanent Advanced, Higher, and Degree apprentice opportunities across the UK & Ireland, within Transportation Engineering & Planning, Quantity Surveying, Project Management, Water Engineering, Tunnelling & Geotechnical Engineering, and Building Engineering.

How do we select?

Students are asked to submit their CV, and covering letter if they have one, followed by an interview.

Training provided

Our Development Programme lasts for 2.5 years, and will provide our apprentices with full financial and development support towards their relevant professional qualification, an assigned mentor, regular residential training modules, an opportunity to work on live client projects, external training courses where required, and multi-disciplinary exposure.

We invest heavily in our development programme as it is designed to help train the future leaders, both people and technical, of our business. You will learn from some of the most talented and renowned experts in their field, while bringing a fresh approach and further diversifying our workforce.

Professional accreditation is key to your development but also to AECOM as a business. We will provide you with all the support and tools required to achieve this as soon as possible, and in return we expect you to own your development to drive this forwards.

Type of employer

Infrastructure & Environment

Locations

Basingstoke, Bedford, Belfast, Birmingham, Bristol, Cambridge, Cardiff, Chelmsford, Cork, Croydon, Chesterfield, Cumbria (Westlakes), Dublin, Edinburgh, Exeter, Galway, Glasgow, Leeds, Limerick, Liverpool, London, Londonderry, Manchester, Newcastle, Norwich, Nottingham, Oxford, Peterborough, Plymouth, Southampton, St Albans, Swindon, Warrington, and York

Number of vacancies

60

Salary

£14,000 – £18,000

Entry requirements

Minimum 5 GCSEs (or equivalent) at grade C or above. For degree apprentice roles 3 A-Levels including maths and science at grade C or above, or an equivalent level three qualification such as a BTEC in civil engineering.

Qualifications gained

Subject to the area of business. In engineering for example you would be supported towards Engineering Technician, Incorporated Engineer for those that complete a degree, and Chartered Engineer for those that complete a masters degree.

How to apply

Students can apply at aecom.com/uk/apprentice

Get in touch – social media


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Kick start your career

Infrastructure and environmental apprentice opportunities

We have advanced, higher and degree apprenticeship opportunities across the UK and Ireland within engineering, quantity surveying, project management, transport planning, and environment. To apply go to:

Delivering a better world

 aecom.com/uk/apprentice



RANKING IN
THE TOP 200

70



“You get to go on an incredible learning journey.”

More about us

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 our wonderful Apprenticeship Programmes, there's more than one way to start a successful career here. You just have to want it.

Our School Leaver opportunities

We have Apprenticeship opportunities for Stores, Logistics and Driver.

How do we select?

We're not like other retailers. So it's no surprise that our Apprenticeship Programmes are a bit different too. Using a combination of hands-on practical work alongside theory, Aldi will help you to achieve a qualification, as well as gain invaluable experience within the retail sector. But you do need lots of drive, ambition and real commitment to succeed. While it can be hard work, it's also incredibly rewarding.

No previous retail experience or qualifications are required to join our **Store Career Starter Programme**. Throughout this 12–15 month programme, you'll learn from the finest retail professionals around and develop skills in English and Maths, all whilst completing a Level 2 Retailer qualification. We're growing really quickly, so there aren't many better places to start your career.

The **Store Management Programme** requires a minimum Grade 4 or equivalent in Maths and English and offers candidates the possibility to progress in the business where there are suitable opportunities. Once enrolled, you'll complete a Level 2 Retailer qualification in your first year of training, before progressing onto a Level 3 Retail Team Leader qualification in years two and three.

The **Logistics Career Starter Programme** gives a rare insight into the fascinating world of Aldi Logistics. No previous experience or qualifications are required; you just need to be conscientious, ambitious and be able to do things using your initiative. You'll work towards a Level 2 Supply Chain Warehouse Operative qualification and learn all about how our products get from suppliers to our customers' shopping baskets, with support from some of the industry's most talented people.

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

Type of employer
Retail

Locations

UK wide (Logistics Programme in England and Wales only)

Number of vacancies

Over 200 Apprenticeship opportunities available nationwide.

Salary

£198 per week for Stores (rising to £295 per week in year 3).

£196 per week for Logistics and Driver will receive £328 per week.

Entry requirements

- Maths and English GCSE grade 4–9 (or equivalent) for Store Management programme only
- No previous qualifications are required for Stores and Logistics Career starter programme
- 16 or over
- Clean and full UK Driving Licence for Driver Apprenticeship

Qualifications & Training

- Level 2 Retailer (Stores)
- Level 3 Retail Team Leader (Stores)
- Level 2 Supply Chain Warehouse Operative (Logistics)
- Level 2 LGV Driver & C+E licence (Driver)

Applications deadline

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

How to apply

All of our Apprenticeship opportunities are available on our website, so have a look to see which one suits your ambition the most, and then complete the online application form to highlight your key skills and experience. If successful, the next stage will involve an Individual or Group Assessment with the Hiring Manager within one of our Stores or Regional Distribution Centre's. Finally, you'll take part in an Aldi Experience or a Driver Assessment (if applying for the Driver Programme) and find out what working at Aldi is really like.

If everything goes well, and you have the right skills and passion, you'll be offered a place on the Apprenticeship Programme.



Everyday
Amazing.

I'm not just learning.
**I'm being taught
how to succeed**

Stores, Logistics and Driver Apprenticeship Programmes

- Nationally recognised qualifications
- £198 per week rising to £248 in year 2 and £295 in year 3 **(Stores Apprenticeship)**
- £196 per week **(Logistics Apprenticeship)**
- £328 per week **(Driver Apprenticeship)**
- 28 days' paid holiday **(including bank holidays)**

www.aldirecruitment.co.uk/apprenticeships

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7



Type of employer
Pharmaceutical

Locations
Macclesfield, Speke, Cambridge and Luton

Number of vacancies
45

Salary
£16,000–£21,000

Entry requirements
Vary from programme to programme

Qualifications gained
Level 3 to Level 7 Master's degree

How to apply
Online at: careers.astrazeneca.com/early-talent

Get in touch – social media

-  @astrazenecacareers
-  @AstraZenecaJobs
-  @astrazeneca
-  @astrazeneca/careers
-  @AstraZeneca

‘Unlock the potential of what science can do.’

More about us

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 life for millions. Making important contributions and embracing our values to deliver on our purpose. Because regardless of role or level, we all have an important part of play in making a positive difference.

To be curious, courageous and openminded – willing and eager to learn, ask questions, and take on new challenges in a fastpaced environment. There are many career paths and programmes available to you, whatever your level of study, in locations across the UK. Business areas we recruit into include: laboratory science; IT; manufacturing; engineering; supply chain and many more.

Advanced Apprenticeships

Entry requirements: 5 GCSEs (or Equivalent) at 9–4 including Maths, English and a Science and 1 A Level or equivalent at grade C.

Qualifications and training: Science Manufacturing Technician Btec.

Higher Apprenticeships

Entry requirements: 5 GCSEs (or Equivalent) at 9–4 including Maths, English and a Science or business subject and 2 A Levels at C – Maths, IT or Business are preferred.

Qualifications and training: Supply Chain Leadership Degree.

Degree Apprenticeships

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

Qualifications and training: Degree in Digital & Technology Solutions or Chemical Science.

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Inspired by our values and what science can do, we are focused on accelerating the delivery of life-changing medicines that create enduring value for patients and society.

AstraZeneca is responding to a changing world and an increasing burden of disease by advancing one of the strongest and productive pipelines in our industry and working to deliver life-changing medicines to patients around the world.

We are continuing to push the boundaries of science in search of solutions that prevent, treat and even cure, some of the world's most serious health challenges: cancer, diabetes, heart, kidney, respiratory and immunological diseases.

Our focus is on driving growth by supplying medicines that can transform care and ensuring that they reach patients who need them in a way that brings wider benefit to society and the planet.

Guided by our values and behaviours, our people, including our apprentices, are empowered and inspired to thrive in an environment where they make a difference to patients, society and our company.

To find out more, visit
[careers.astrazeneca.com/
early-talent](https://careers.astrazeneca.com/early-talent)





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THE TOP 200

28



"As any young adult, I was nervous to join an apprenticeship scheme. Fast forward to now and where I am in BA, it really goes to show how much the company values us. Being an apprentice under British Airways has honestly been one of the best decisions I could have ever made." **Matthias Moraes, Customer Service Apprentice**

More about us

It's an exciting time to be at British Airways. We're growing our global route network, investing in our fleet, and transforming the experience we offer customers. From Customer Service to Aircraft Engineering, you needn't know everything about the world, or even be well-travelled. Provided you're curious, mindful and open to new experiences, you can make a real impact from day one.

Our school leaver opportunities

We have advanced level apprenticeships in civil engineering, building services engineering, transport planning, business administration and bid proposals coordination. For our degree level apprenticeships we offer civil engineering, building services engineering, quantity surveying, project management and environmental science.

Our selection process

Our Apprenticeships appeal to the adventurous and those who fully intend on earning, while getting a head start in their careers. To get you off to the best possible start, we'll make sure you're up to speed with full training. Following this, you'll be in the highly experienced hands of our welcoming, friendly team. Whether you aspire to work in our global head office, face to face with our customers at Heathrow Airport, or behind the scenes in our engineering and operations teams, there's an opportunity for you. We have many benefits for apprentices at British Airways, after all, you're our future stars:

- Increase in salary after you have completed the first year of your apprenticeship
- Access to heavily discounted flights to globe trot, and a generous annual leave entitlement to turn your bucket list into reality
- Involvement in our ambitious sustainability vision, volunteering an active role to champion specific community groups including LGBTQ+ 'Flying Proud' and black excellence 'BeMe'
- Involvement in Community Investment programmes, taking part in fundraising challenges for partnership charities, supporting causes close to your heart
- Volunteering in schools and colleges sharing personal experiences to inspire, motivate and coach students and support their potential to gain employment in the industry we love

How do we select?

Your application journey will differ slightly depending on the role you have applied for. However, once you've successfully completed your online application, you'll be asked to complete a short video interview for us to get to know you a little better. If successful, we'll invite you to join a virtual assessment.

Type of employer
Airline

Locations Heathrow, London

Number of vacancies 100

Salary
£12,000 – £21,000

Entry requirements

Our requirements vary depending on which scheme you would like to join. For most, we require you to be at least 16 years old at the start of the apprenticeship, and for most schemes GCSE's 9-5 are desirable but not essential.

Qualifications gained

Qualifications vary depending on which scheme you join, but we offer a huge variety of qualifications ranging from Level 2 to Level 6.

Training provided

Our apprenticeship schemes are designed to provide you with all the training you need to be successful in your new career – no former experience is needed.

Applications deadline
24th March 2022

How to apply

Visit www.careers.ba.com/apprentices for more information about all our opportunities.

Get in touch – social media

- @british_airways
- @british_airways
- @britishairways
- @British Airways
- @Working-at-British-Airways



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AIRWAYS**

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careers.ba.com/apprentices

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C H A N C E**

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THE TOP 200**

51



More about us

At Clifford Chance, agility sets us apart from the crowd. It keeps us moving and improving at a fast pace. It keeps us at the top of our field as a leading global law firm. Working with us is an opportunity to learn from renowned experts. To get involved in high-profile deals and to become a skilled business adviser. We'll tailor your training to match your interests and ambitions.

Our school leaver opportunities

For many years, obtaining work experience in the legal sector depended largely on who you know rather than what you know. As a founding member of PRIME we have made a commitment to change this by providing fair access to work experience.

Our response is a bespoke, award-winning, two-year development programme – Clifford Chance ACCESS. This pioneering programme consists of twelve different components:

- **ACCESS Development** A four-day, classroom-based placement for an introduction to Clifford Chance and the legal sector.
- **ACCESS Mentors** Access to an online platform where you can ask Clifford Chance scheme alumni whatever you want, whenever you want.
- **ACCESS Experience** The opportunity to develop your insight and skills during a unique five day programme delivered by the Social Mobility Business Partnership.
- **ACCESS Tutoring** One-to-one tutoring, delivered by handpicked tutors currently studying at the UK's leading universities.
- **ACCESS Action** The chance to make an impact on your community by working with Tender, a charity working to end domestic abuse, sexual violence and sexual harassment.
- **ACCESS Board** This will provide you with an insight into what it means to be a board member. You'll learn about the different types of boards and their responsibilities.
- **ACCESS Coaching Executive coaching** – including discussions on current affairs, application tips, application advice and one-to-one interview coaching – delivered by Rare Recruitment, the UK's leaders in diversity graduate recruitment.
- **ACCESS Uni Prep** This aspect of the programme has been designed to support you during your transition from school to university.
- **ACCESS Coaching** Executive coaching – including discussions on current affairs, application tips, application advice and one-to-one interview coaching – delivered by Rare Recruitment, the UK's leaders in diversity graduate recruitment.
- **ACCESS Network** A powerful network to share ideas, opportunities, events and experiences with.
- **ACCESS Recruiter** 1:1 sessions with a member of the Graduate Recruitment Team will include career development coaching
- **ACCESS SPARK** The programme will ultimately lead you to an opportunity to attend ACCESS SPARK – a work experience programme exclusively designed for our ACCESS students in their first year of university.

Contact

10 Upper Bank Street, Canary Wharf,
London, E14 5JJ

graduate.recruitment@cliffordchance.com

Type of employer

Global law firm

Locations

London and Newcastle, UK
34 offices across 23 countries

Number of vacancies

100 Training Contract
60 across placement schemes
55 across ACCESS schemes

Salary

£50,000 First year trainee

Sponsorship opportunities

(Only applicable if held in office and not virtual) travel expenses reimbursed

Training provided

Outlined above via the ACCESS components

Applications deadline

20 March 2022 – April scheme
20 July 2022 – August schemes

How do we select?

You need to complete an online application form via our website. Once you have submitted your application you will receive a link to complete the Watson Glaser test.

How to apply

Via an online application form including a Watson Glaser test

Get in touch – social media

- CCGradsUK
- CliffordChanceGrads/
- company/3954/
- cliffordchancecareers
- CliffordChanceGrads

**C L I F F O R D
C H A N C E**

Careers

WHERE **PROGRESSIVE** MINDS MEET






CLIFFORD CHANCE SPARK **AWARD-WINNING OPPORTUNITIES** **FOR EXCEPTIONAL FIRST-YEAR** **STUDENTS**

“My journey hasn’t been straightforward; I knew I wanted to get into law from a young age, but the timing just wasn’t right. Resilience and my determination to succeed is what has got me to this point. Clifford Chance is a place of opportunity, it is innovative and unique and not afraid to break the mould if it means attracting the best and most diverse talent. It’s a place I already know I can completely be myself. Which is why the SPARK scheme was a natural fit for me. Securing a place on the programme means I will have access to all the tools and resources I need to become a world-class lawyer. The additional option of interviewing for a Training Contract at the end of the scheme is amazing.”

Jas Sahota
SPARK student

Visit careers.cliffordchance.com/ukgrads to find out how we’re breaking down barriers into law.

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 /user/CliffordChanceGrads



RANKING IN
THE TOP 200

82



“In your day-to-day work, you’ll get the chance to turn learning into impact as you work alongside industry experts on real projects and managers who will coach and mentor you to achieve your potential.”

More about us

We’re designing the digital bank of the future and we’re looking for curious and creative school leavers who want to be part of shaping it. We’re a German bank with strong European roots who operate around the world. Technology is our priority for the future and we’re leading the way in shaping solutions to some of the financial industry’s most exciting technology challenges.

Our school leaver opportunities

Our Apprenticeship is a unique opportunity to work at the heart of a global bank rapidly transforming the industry and the way we work. Your time will be split between hands-on experience in the teams driving change and technical learning that will give you the skills to become a stand-out Software Developer within 18 months. You’ll get industry-recognised qualifications and the foundations for a career at the cutting-edge of innovation in investment banking.

How do we select?

You don’t need to be Software Developer already. If you’re truly passionate about technology, excited by its potential and ready to drive your career forward, this is the place for you. The future is yours to shape.

Our undergraduate opportunities

If you are planning on going to University, we have a wealth of opportunities available for you, at every stage of your university career. During your first year, we have our Spring into Banking Programme aimed at providing an insight into the industry and helping to build your connections. During your penultimate year you would be eligible for our Summer internship, and in your final year you can apply for our Graduate programme. With each of these programmes you’ll be able to shape your own career, as well as the future of the financial services industry. With our global platform and world class training opportunities, you can develop your skills, network across the bank and build a career where you belong.

Type of employer

Banking and finance

Locations

London, UK

Salary

Competitive

Entry requirements

For GCSE and A Level requirements, please see the job description on our website

Qualifications gained

You’ll gain a range of globally recognised qualifications including:

- Software Developer L4 Apprenticeship

Training provided

20% of your time will be dedicated to technical training. As well as the qualifications listed above, you’ll take the modules you need for a foundation in Software Development innovation including:

- Intro to development
- Functional business skills
- Web applications
- Big data and AI
- Design and DevOps
- Software Craft
- Microservices and APIs

Applications deadline

March 2022

How to apply

When you’re ready to apply, head over to our careers site and start your application. It’s the first stage in a five-step process:

1. Online application
2. Situational Judgement Test
3. Video Interview
4. Assessment Centre
5. Offer

Get in touch – social media

deutsche-bank

DeutscheBankCareers

deutschebank



We're shaping the future of finance.

Our Technology Apprentices reimagine what a bank can be.

#PositiveImpact

At Deutsche Bank, we're designing the digital bank of the future and we're looking for curious and creative school leavers to help shape it.

Our Technology Apprenticeship Programme is your opportunity to work at the heart of a global bank rapidly transforming the way we work, and how our industry works. Your time will be split between hands-on experience in the teams driving that change, and technical learning that will give you the skills to become a stand-out Software Developer within 18 months.

In the classroom, you'll learn everything from the essentials of software development to the latest innovations in big data and AI. In your day-to-day work, you'll get the chance to turn learning into impact as you work alongside industry experts on real projects and with managers who will coach and mentor you to achieve your potential. You'll also experience our inclusive culture, where everyone, regardless of background, brings their own perspective and is both heard and valued. If you're excited about the potential of technology, this is the place for you. The future is yours to shape.

To find out more about opportunities at Deutsche Bank and to apply, please visit careers.db.com

dyson

dyson institute of
engineering+technology

RANKING IN
THE TOP 200

33



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

More about us

Dyson is growing. Fast. With new product categories to explore and new technology to develop, we need more people than ever before. Especially engineers. But with a nationwide shortage of science, technology, engineering and maths students, we struggle to find the brightest minds. We know the right people are out there, but they're not getting the right training.

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

Our school leaver opportunities

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; people who'd rather get hands-on with real engineering challenges.

As an Undergraduate Engineer, you work alongside the Dyson Global Engineering team from day one. You'll be part of a small and close-knit year group, whilst simultaneously being part of a 4,000 strong-team of passionate Dyson people on campus.

As a first year Undergraduate Engineer, you'll live on-site in a modern accommodation pod designed by renowned architect Chris Wilkinson. Set in the beautiful Wiltshire countryside, the campus is within easy driving distance of the thriving cities of Bristol, Bath and Gloucester. You'll be part of a small and close-knit year group, whilst simultaneously being part of a 4,000 strong-team of passionate Dyson people on campus.

Contact

admissions@dysoninstitute.com

Type of employer

Engineering and technology

Locations

Malmesbury, Wiltshire

Number of vacancies

Approximately 40-50

Salary

£18,000 starting salary, increasing year on year

Entry requirements

Please see our website for details

Qualifications gained

BEng (Hons) Engineering degree apprenticeship

Level 6 Product Design and Development Engineer apprenticeship standard

Sponsorship opportunities

No tuition fees

Training provided

Study 2 days a week towards your degree while working 3 days a week alongside Dyson engineers. Complete a general engineering syllabus in years 1-2 before specialising in mechanical, electronic, software or electromechanical engineering in years 3-4.

Applications deadline


Please see our website for details

How to apply

Visit www.dysoninstitute.com/applying

Get in touch – social media

Follow us on Instagram

 @dysoninstitute

Study engineering. Work on real projects. Get paid a salary.

A degree

You'll study a four-year, immersive BEng (Hons) Engineering programme, on our degree apprenticeship. And you won't pay any tuition fees.

A career

You're a Dyson engineer from the start. You'll play a crucial role in the Dyson world and earn a competitive salary.

An experience

Life at The Dyson Institute is far from ordinary. It's for those with a passion for solving problems and a fascination for how things work.

If you'd rather get hands on with real engineering challenges, register an interest now: www.dysoninstitute.com



RANKING IN
THE TOP 200

60



“On my apprenticeship at EY, I have been given the chance to gain a head start in the working world and become accustomed to the opportunities of working in a global firm, whilst also allowing me to partake in undergraduate studies. After my programme is complete, I will have four years of experience and an understanding of the way EY operates which will allow for the most optimal performance within my role.”

Izzy, Digital Degree Apprentice – Assurance

More about us

We're a professional services organisation that helps companies make better decisions about business, finance and technology. How? By asking better questions that help us all in building a better working world.

With over 300,000 extraordinary people in more than 150 countries, working across four key business areas – Assurance, Consulting, Strategy and Transactions, and Tax – we're well-equipped to drive long-term value for our clients. And, as a motivated and passionate member of our team, you'll play a big part in our impactful work – no matter which business area you join. You'll help communities to thrive, while you thrive in a place where you belong. You'll have the opportunity to make your career your own, building opportunities for yourself. You'll have a chance to define and activate our purpose, delivering on our promises to help clients drive long-lasting strategies.

Our school leaver opportunities

You don't need a degree to start a successful career in business. Our work experience or apprenticeship programmes give you the chance to kick-start your career. Earn a salary from your very first day. Learn from inspirational colleagues on client projects. Learn new skills and get your professional qualification.

How do we select?

We assess candidates on core strengths including, communication skills, teamwork and adaptability, but above all we're impressed by candidates who are authentic and honest in their answers. For more information on our application process and what we look for, please visit our website.

Type of employer

Professional Services

Locations

Aberdeen, Belfast, Birmingham, Bristol, Cambridge, Edinburgh, Exeter, Glasgow, Hull, Leeds, Liverpool, London, Luton, Manchester, Newcastle, Reading and Southampton.

Number of vacancies

300

Salary

Competitive

Entry requirements

We operate an open access policy, meaning we don't screen out applications on your academic performance alone. You will, however, need a minimum of grade 4/C GCSE (or equivalent) in English Language and Maths, and to have completed three A-levels/Five Highers (or equivalent) by the time the programme starts.

Please check our website for specific entry requirements to individual programmes.

Qualifications gained

You'll be able to study for a professional qualification as part of your role. The qualification you study towards will depend on the programme and business area you join.

Applications deadline

Please visit our careers website for up to date information.

How to apply

Please visit our careers website at www.ey.com/uk/apply to find out more about our application process

Get in touch – social media

[eyukcareers](#)

[EYCareersUK](#)

[Ernstandyoung](#)

[EY_CareersUK](#)

[EYUKCareers](#)

How will you navigate our world, your way?

At EY, your curiosity can build the world we all imagine. Explore our work experience and apprenticeship opportunities for a career that counts, an experience that challenges you and a team that empowers you to share your voice, whilst helping other find theirs.

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

Our world. Your way.

ey.com/uk/students



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



Building a better
working world



RANKING IN
THE TOP 200

160



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

Chris – Technology Apprentice

More about us

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

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

With more than 8,750 employees worldwide and working with clients in over 40 countries, we take pride in our understanding of global needs.

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

Our school leaver opportunities

We have a variety of Level 3 and Level 4 Apprenticeships covering technology, operational management and client services.

How do we select our apprentices?

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

Contact

earlycareersatfidelity@fil.com

Type of employer

Asset Management / Financial Services

Locations

Kingswood, Surrey

Number of vacancies

15

Salary

Starting salaries of £20,000
plus welcome bonus
plus performance bonus

Entry requirements

Completed A levels (or equivalent)
and at least five GCSEs between A*–C
or 9–4

Qualifications gained

Level 3/Level 4 Apprenticeship

Training provided

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

Applications deadline

Check website

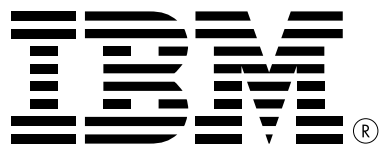
How to apply

<https://careers.fidelityinternational.com/early-careers-overview/apprentices/>



Create value

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



RANKING IN
THE TOP 200

53



Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long and successful career.

More about us

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

Our school leaver opportunities

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

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

How do we select?

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

Type of employer

Information Technology & Consultancy

Locations

Nationwide

Number of vacancies

100+

Salary

Salaries start at £21,000 /annum and our benefits package is highly flexible so it can be tailored to fit your lifestyle and personal circumstances.

Entry requirements

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

Qualifications gained

You could earn a recognised qualification e.g a Level 4 in Junior Management Consultancy, a degree qualification or perhaps you might complete both!

Training provided

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

Applications deadline

Roles open periodically throughout the year. Register your interest at ibmglobal.yello.co/app/collect/form/xG3NWivdUKAo0IXmExFAkA to be the first to know when we open for applications.

How to apply

Apply on our website by completing an initial online application. You'll then be taken through to testing, application form and virtual assessment centre if successful, before a final interview!

Get in touch – social media



@IBMCareersUKI



@IBMCareersUKI



IBM

We'd like to
meet you.
Explore our
apprenticeship
scheme today.



Katie (She/Her)
Winchester, UK

Apprenticeships at IBM are all
about picking up skills for the
workplace and embarking on a
long and successful career.



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RANKING IN
THE TOP 200

35



“KPMG stood out from the crowd for me, being one of the Big Four and because I could get work experience straight away. That’s invaluable, it really sets you apart.”

Hafsah – KPMG Apprentice

More about us

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 our clients' and communities' biggest problems.

Our largest practice is Audit, which audits some of the world's biggest companies and has a relentless focus on audit quality. We help companies solve some of their most complex business challenges, grow sustainably and make a meaningful impact on the world around us.

Our opportunities

Whether you're in your final year of school or college or seeking a new career opportunity, joining KPMG as an apprentice means being part of our diverse team of people who bring innovative ideas to work that really makes 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 at KPMG, 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.

How do we select?

We have done our best to make the KPMG application process as straightforward as possible, and enable you to show us your potential. Our virtual application process is designed not only for us to understand more about you, but also to give you an insight into what life is like at KPMG and whether we are the clear choice for you.

During the recruitment process, we want to understand if your strengths are aligned with those required for success at KPMG. By looking at your strengths, this will help you and us to know whether you would enjoy working here and have the potential to thrive.

See [kpmgcareers.co.uk/apprentice/applying-to-kpmg](https://www.kpmgcareers.co.uk/apprentice/applying-to-kpmg) for more information on our application process.

Contact

apprenticeships@kpmg.co.uk

Contact tel: 0800 328 5764

Locations

Nationwide, including Aberdeen, Cambridge, Newcastle and Plymouth

Number of vacancies

c.240

Salary

Competitive

Entry requirements

We will look at more than just your academic results and will also consider your strengths, values and motivations. See [kpmgcareers.co.uk](https://www.kpmgcareers.co.uk) for full details.

Qualifications gained

Qualifications and professional accreditations are dependent on the role. Programmes range from Level 3 to Degree level.

Training provided

We want all of our Apprentices to embrace a growth mindset of learning every day, which is why we have created a rich curriculum and learning community to help trainees build their skills and fulfil their potential. This ranges from an immersive 5-day induction experience, formal training courses, leadership knowledge bites, learning journals, online courses and networking events – all aligned to our life-long learning strategy and part of our overall student package.

Application deadlines

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

How to apply

Visit our careers website:

[kpmgcareers.co.uk/apprentice](https://www.kpmgcareers.co.uk/apprentice)

Get in touch – social media

@KPMGRecruitment

@KPMGRecruitment

@KPMG UK

@kpmgtraineesuk



What if your ideas can help make a difference?

Apprenticeship opportunities 2022

Working collaboratively, our apprentices help make a positive impact for our clients, people, communities and our planet – like helping to reduce carbon footprints, preventing financial crime and even improving access to life-saving healthcare.

As an apprentice, you'll learn from some of the brightest minds in the business and be inspired to make a difference – both in work and outside the office too. We offer apprenticeships in Audit, KPMG Business Services, Consulting, Law and Technology across the UK.

Our Apprenticeship programmes offer you the chance to achieve professional qualifications and degrees, whilst getting hands-on work experience at the same time. You'll be supported to build all the core skills you need for an impactful, exciting career – all while earning a salary.

Join us and we'll empower you to thrive and build a rewarding career.

To imagine, is to do.

kpmgcareers.co.uk/apprentice





RANKING IN
THE TOP 200

173



"After my A-Levels, I wanted to start my career. Mace gave me an opportunity to grow with the business, while providing me with support to continue learning alongside. I've kick-started my professional journey, and have put my confidence into a company that has put their confidence in me."

Ella Anderson, Project Management Apprentice

More about us

At Mace, we're global experts in shaping the built environment. From development and consultancy, to construction and operations, we connect expertise across the entire property lifecycle to help our clients, people, communities and society achieve more than they believe is possible.

Every day we're moving closer towards our vision: leading the way to a more connected, resilient and sustainable world. The built environment holds many of the keys to this future. In an industry that's too often been part of the problems, we're determined to create solutions. That's why, at the heart of everything we do, there's a purpose that drives us: to redefine the boundaries of ambition.

Our school leaver opportunities

With unparalleled training, hands-on experience and on-going support from industry-leading professionals, taking your first step in your career with Mace will set you up for a successful future.

We offer a variety of apprenticeships from Levels 3 – 6 in areas such as Project Management, Quantity Surveying, Civil Engineering, Construction Management, and more.

How do we select?

We recruit ambitious people who want to make a positive difference in the world. Those who see challenge as an opportunity and foster innovative spirit to make our ambitions a reality.

Our recruitment process typically involves an online application form and an assessment centre. While we'll be learning about you and your strengths, you'll have the opportunity to learn more about us.

Contact

emerging.talent@macegroup.com

Type of employer

Consultancy and construction firm

Locations

London, Birmingham, Manchester, Leeds, Bristol, Exeter, Winchester, and additional locations across the UK

Number of vacancies

130 apprenticeships

Salary

£17,000 – £19,000 depending on location

Entry requirements

GCSE English and Maths grade 4/C or above (or equivalent)

UCAS points dependent on role

Qualifications gained

Each of our apprenticeships offers the opportunity to gain a professional qualification, from Advanced to Degree level depending on the role.

Training provided

Our structured training programme will teach you technical and business skills to help you succeed in your career. From the offset, you'll take on responsibility on live projects – developing your skills and knowledge through structured training, mentorship, and guidance.

Application deadlines

We recruit on a rolling basis, which means we don't have deadlines, so we recommend applying early. Most roles will be closed by March.

How to apply

Apply online at [macegroup.com/careers/early-careers](https://www.macegroup.com/careers/early-careers)

Get in touch – social media

@Macegroup

@MaceGroup

Mace

@Macegroup



GLASS CEILINGS? SMASHED.

Every challenge is an opportunity.

At Mace, we're global experts in shaping the built environment - helping to lead the way to a more connected, resilient and sustainable world.

From development and consultancy, to construction and operations, we connect expertise across the entire property lifecycle to help our clients, people, communities and society achieve more than they believe is possible.

Valued individuality. Encouraged creativity. Championed ambitions. At Mace, we inspire our people to grow together. Join us today to help build the world we live in tomorrow.

macegroup.com/careers/early-careers





RANKING IN
THE TOP 200

185



"I attend college once a week, where I do a civil engineering course. The other four days are spent at work. There are dedicated lunch and learn sessions to help expand my knowledge on certain topics as well as constant support from my line manager and the team."

Ruth Watson, apprentice civil engineer

More about us

We're a management, engineering and development consultancy which works on projects across the world. By challenging norms, we like to solve humanity's most difficult problems. We're committed to making a positive contribution to the wellbeing of our staff as well as the environment, communities, and market places in which we operate. Could you see yourself being a part of our team?

Our school leaver opportunities

We have advanced level apprenticeships in civil engineering, building services engineering, transport planning, business administration and bid proposals coordination. For our degree level apprenticeships we offer civil engineering, building services engineering, quantity surveying, project management and environmental science.

Our selection process

We're looking for someone that is:

- Professional, proactive and receptive to constructive advice and guidance
- Willing to learn new skills while being able to adapt them
- Aware of their limitations and when to seek help if needed
- Able to work independently when necessary
- Able to take responsibility and pride in their work
- Good at demonstrating a positive approach to problem solving
- Able to contribute to discussions as part of a team
- Able to take a responsible approach to health and safety

Contact details

earlycareers.recruitment@mottmac.com

Type of employer

We are an employee owned company

Locations Nationwide

Number of vacancies 75

Salary

Advanced level 16,500–£17,000

Degree level £20,000

Entry requirements

See website for full details

Qualifications gained

Advanced level

- Level 3 diploma in Civil Engineering for Technicians, a BTEC Level 3 Diploma in Construction and the Built Environment and an opportunity to become a qualified engineering technician (EngTech)
- Level 3 diploma in Building Services Engineering for Technicians, a BTEC Level 3 diploma in Construction and the Built Environment and an opportunity to become a qualified engineering technician (EngTech)
- Level 3 diploma in Transport Planning along with the opportunity to become a qualified engineering technician (EngTech)
- Level 3 diploma in Business Administration)
- Level 3 diploma in Bid and Proposals Coordination

Degree level

- BSc (Hons) in Quantity Surveying
- BEng (Hons) in Civil Engineering
- BEng (Hons) in Building Services Engineering
- BSc (Hons) in Project Management
- BSc (Hons) in Environmental science

Sponsorship opportunities

Only eligible for UK residents

Applications deadline

Check website

How to apply

Please apply via our UK apprentice page on our website. You will be required to complete an online test and our application form.

Get in touch – social media

- @mottmacgroup
- @MottMacLife
- @mottmacdonaldgroup
- Mott MacDonald

M**MOTT
MACDONALD****M**

KEN LOVES OUR WORK.

You will too.

Apprenticeship opportunities in a variety of roles

Start a career you'll love, earning while you learn with work you can believe in. We choose projects that help improve society because that's why we're here – we're driven to achieve the best results for people and the world around us. It's the same whether we're talking high-profile projects benefiting millions or small schemes meeting local needs, like our work on the Dogs Trust rehoming centre in Shropshire. If making a real difference matters to you, we'd love to have you on board.

Join us, to grow the future you want.

Search Mott MacDonald early careers



RANKING IN
THE TOP 200

162



"As the working world becomes increasingly competitive, I wanted to put myself a step ahead on the career ladder. RPC apprentices are given hands on understanding of the job, whilst simultaneously developing confidence, resilience and communication skills. The firm's friendly and supportive nature also means that each apprentice can thrive in their own way."

Ami, Solicitor Apprentice

More about us

RPC is a global commercial law firm with UK offices in Bristol and London. Our market-leading specialists deliver business-critical legal advice across retail, insurance, technology, and beyond.

Considered to be one of the most commercially oriented law firms, we ascribe our success to the level of service which we give to clients – delivering what they want, on time and in an easily accessible manner.

Our school leaver opportunities

We offer paralegal apprenticeships aimed at school leavers during which you develop a knowledge of the law while learning practical skills essential to a legal career. On completion of the two-year programme, you can apply for our six-year solicitor apprenticeship.

We also partner with Multiverse for our business administration apprenticeship opportunities which include Brand, Marketing & Sales, Finance, HR, IT and secretarial in both our Bristol and London offices. The apprenticeships take 15–18 months to complete and can lead to permanent roles.

Furthermore, you can also find out more about a career in a law firm (whether that's as a lawyer or in a support team) by completing our virtual experience programme aimed at school students: rpc.connectr.co.uk/virtualexperience.

Contact details

Nicola Stafford
Senior Early Talent Executive
strikinglyreal@rpc.co.uk

Type of employer

Legal
Locations London, Bristol, Hong Kong and Singapore

Number of vacancies Variable depending on type of apprenticeship. We will be recruiting three paralegal apprentices for our 2023 legal apprenticeship intake.

Salary

Annual starting salary of £19,000 in London and £16,000 in Bristol

Entry requirements

Variable depending upon type of apprenticeship – please check our early talent website.

Qualifications gained

- Level 3 Paralegal Apprenticeship
- Level 7 Solicitor Apprenticeship
- Level 3 Business Administration Apprenticeship

Sponsorship opportunities

The firm will cover the tuition costs for the apprenticeship

Training provided

Through your apprenticeship, you will gain the technical knowledge, practical experience and wider skills needed for your immediate job and future career. To satisfy the requirements of the apprenticeship standard, you will need to spend 20% of your time on off-the-job learning which equates to one day each week to study.

Applications deadline

Variable depending upon apprenticeship applied for. Applications for our 2023 legal apprenticeship intake will open on 1 September 2022 and close on 19 February 2023. Please visit www.rpc.co.uk/strikinglyreal

How to apply

Please visit www.rpc.co.uk/careers/early-careers/legal-apprenticeship

Get in touch – social media

@lifeinalawfirm
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[RPC.CO.UK/STRIKINGLYREAL](https://rpc.co.uk/strikinglyreal)



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THE TOP 200

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PERSONALITIES WANTED
GET THE CAREER YOU WANT AT RSM



More about us

Welcome to RSM. As one of the world's largest networks of audit, tax and consulting firms, we deliver the big ideas and services that help middle market organisations thrive. Our global network spans more than 120 countries, but our passion is always the same: to help our clients move forward with confidence.

- Seventh largest network of audit, tax and consulting firms
- 48,000 people
- 750 offices
- 120 countries

At RSM, you'll gain access to an impressive client list and discover some of the world's most dynamic companies. Our work cuts across more than 40 service areas and a broad range of sectors – anything from premier league footballers and leading charities to FTSE 300 companies and major multinationals.

Our school leaver opportunities

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.

How do we select?

- Online application form
- Online strengths assessment
- Video assessment
- Assessment centre

Type of employer

Professional Services

Locations

Nationwide

Number of vacancies

70–100

Salary

Competitive

Entry requirements

112 UCAS points or equivalent

Qualifications gained

AAT/ATT

Sponsorship opportunities

Yes

Training provided

Yes

Applications deadline

Ongoing

How to apply

Via our website

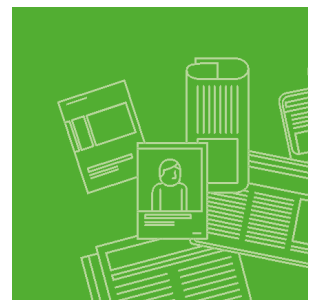
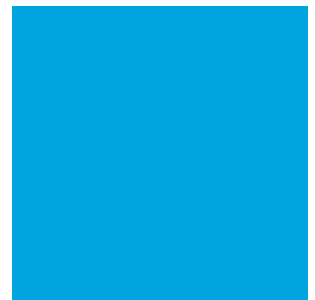
Get in touch – social media

 rsm.uk

 @RSMUK_Careers



PERSONALITIES WANTED
GET THE CAREER YOU WANT AT RSM



Your voice will always be heard at RSM. Join our global network and discover a culture that nurtures individuality and celebrates fresh thinking.

It's your future. Own it at RSM.

Apply at rsmuk.com/careers/students

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RANKING IN
THE TOP 200

159



“Our apprenticeship programmes allow people from all backgrounds to find their purpose and rise to their full potential, whilst learning invaluable skills and earning a wage.”

More about us

Unilever is one of the largest fast-moving consumer goods companies in the world. It makes some of the world's most loved brands: Dove, Lynx, PG Tips, Ben & Jerry's, Sure, Magnum, Knorr and Hellmann's, to name a few. Unilever takes care of the whole supply chain of its products, from development and sourcing right through to production, marketing and distribution. 155,000 people globally produce brands that are sold in 190 countries and used by 2.5 billion people daily.

Our school leaver opportunities

Business and Technology Apprenticeships: Why not accelerate your career with a Business & Technology apprenticeship at Unilever? Working in a diverse, global business, you'll gain invaluable work experience supporting world-class brands in areas such as Customer Development, Finance, Marketing and Supply Chain. Working under the guidance of a dedicated line manager, you will gain the technical knowledge and skills you need to succeed through a combination of real, practical experience and formal training. You can expect on-the-job training, formal development opportunities and dedicated mentoring.

Research and Development Apprenticeships: There are always new ways for our products to improve the lives of Unilever's consumers and have a positive impact on the planet. In Research and Development you'll find out what consumers want and develop the technology to make our innovations come to life. Unilever Research and Development apprentices follow a structured programme that allows you to put your science education and passion into practice while getting a degree.

Engineering Apprenticeships: An engineering apprenticeship within the Unilever supply chain is a gateway to a dynamic career. You will be involved first-hand in helping our business thrive sustainably through the 400+ household brands we produce every day. By joining Unilever's engineering team as an apprentice, you will become part of our inclusive community of over 8000 of the most highly skilled engineers worldwide, spanning across 320+ factories. Working together, supporting each other, and implementing the latest technology and design to build ground-breaking solutions and innovations.

How do we select?

Stage 1: Complete the online application form and tell us all about your motivation for choosing Unilever and your selected apprenticeship programme.

Stage 2: Then you will complete a situational judgment test, which gives you realistic hypothetical scenarios where you will be asked to identify the most appropriate response.

Stage 3: You will be invited to spend a virtual day in the life with us, immersing yourself in business challenges, our Purpose Hub and a business interview.

Type of employer

Foods and Consumer Goods

Locations London, Colworth, Gloucester, Kingston, Leatherhead, Leeds, Liverpool

Training provided

All our programmes offer you on the job experience and formal training to give you the knowledge and skills to fire-up your career and give you the opportunity to work towards nationally recognised qualifications.]

How to apply

Apply via our online application form: www.wilsonhcg.avature.net/UnileverApprenticeship

Get in touch – social media

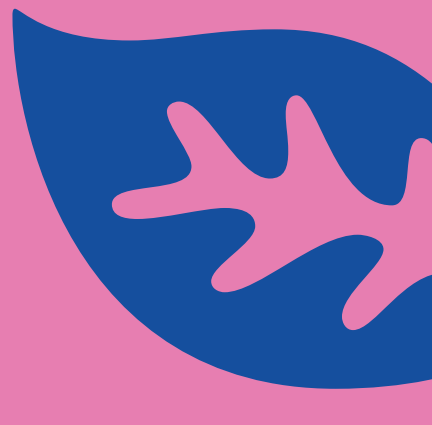
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how to succeed**

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(Stores Apprenticeship)
- £196 per week **(Logistics Apprenticeship)**
- £328 per week **(Driver Apprenticeship)**
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www.aldirecruitment.co.uk/apprenticeships

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