

DEGREE APPRENTICESHIPS – TOP 100

APPRENTICESHIP EMPLOYERS 2023

PRESENTATION ON YOUTUBE BY LEVI JOUAVEL (BBC 3 PRESENTER) AND MARTIN BIRCHALL
(RESEARCH DIRECTOR FOR DEPARTMENT OF EDUCATION'S TOP 100 APPRENTICESHIP
EMPLOYERS)
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DAs – Degree Apprenticeships

DAs open to all ages

Level 2 and 3 – equivalent to 2 A levels

Level 4 and 5 – equivalent to Foundation degree

Level 6 – equivalent to 3 A levels – degree level

Level 7 – Masters

In Scotland, they are called Graduate Apprenticeships

Most are 3 or 4 years – some can be 6 years – all fees paid by the employer

The numbers joining a DA has increased each year from 2016-2021

For those at 18, in 2021/22, 285,130 started at a university and 2,480 started a DA

There are 100+ level 6 apprenticeships available – from aerospace/ architectural assistant /police constable to speech and language therapy and youth work and more...

At Masters level, there are apprenticeships in architecture /ecology / solicitor/senior journalist and more...

Digital Technologies – 490 on offer

Accountancy/Taxation professionals - 280

Chartered surveyor - 250

Claire Marchant (Chief Executive for UCAS) – she was asked the question why are not more sixth formers doing them??

She replied that making sure that the routes are easy for applicants to navigate is important – need to be engaging – need to look at supply but have great opportunities out there and we all need to navigate students to them. See the UCAS Career finder – on website

Need to think broader – lots of companies and lots of different options – there is health and social science, not just business and engineering...

In 2020, there were 1 million applicants to higher education – the number of 18 years olds is increasing – so DAs are great for this – Manchester Metropolitan and Nottingham Trent University are already looking at DAs and employer links

Q and A

- 1) What if I change my mind during an apprenticeship? – you are free to leave at any point! You do NOT have to pay any fees back but support will be offered if you are not happy for whatever reason - it rarely happens
- 2) What about a social life? – you would be part of a new intake so possibilities there as well as there can be networks of support for apprentices
- 3) Architecture apprenticeships – where can I find out about them? – via the RIBA website – www.architecture.com
- 4) Can you be fired?! – yes but not many are! Can switch apprenticeship if possible and get support first – aim of companies is to keep you and keep you happy!
- 5) Once apprenticeship is completed, can you move to another branch within the company? - yes – if want to stay, can do so or can move to another
- 6) Do you have graduation ceremonies like full-time university?! – yes – may vary across the employers

How to apply – Individual employers have their own systems and dates – they are advertising now for Spring 2023 or later

Examples of employers and how they recruit –

- BDQ (Abdular Mir, Early Careers Manager) – online application and test (40 minutes) – then a video interview – set of 4 questions - Assessment Centres – 5 hours - face-face or virtual interviews – depends on the company mainly – includes 1-1, paperwork, presentations/written tasks – 2-day process altogether

Very thorough process – tips – go to company websites, attend any open days/insight days and so on and reflect on your experiences. You can get feedback if not successful

- Rolls Royce – video shown – Daniel Snartt, a civil aerospace engineering apprentice, talked about his experiences – taking a 4-year apprenticeship in Derby – undertook online tests and an interview day - he trains a lot around the area of business and had a variety of placements within his apprenticeship – had lots of job roles too such as in design, engineering, project management – testing engine components and so on. He talked about how he found there was more structure in the apprenticeship than would be at university – not as much of a social life as there would be but he felt it was a fair trade off! The experience has, in fact, boosted his social skills! He wants to remain at Rolls Royce after his apprenticeship and then study for a Masters qualification

- PwC (Jordan Denney, Student Recruitment Officer) – digital/technology apprenticeships –

Study First model (3 integrated placements) – 4-year degrees in Computer Science and Software engineering at University of Leeds /University of Birmingham/Queen’s University, Belfast/Queen Mary University London – receive a salary but would still be a “normal” university student

Work First model – this was new last year – 3-year apprenticeship - closest to an apprenticeship – based in Manchester (Ada National College for Digital Skills) – with PwC and 20% college/self-study - www.ada.ac.uk - receive a salary too

- Eversheds Sutherland – law firm - offer a Level 7 Solicitor apprenticeship – the full-time university route can be a law degree (3 years), then SQE (1 year) totalling 4 years – you would then attend a training centre for 2 years – final total being 6 years

The apprenticeship is also 6 years – 1st 4 years is working full-time (1 day a week at university) and the 5th and 6th years would be the training contract - salary is £23,000 in London and £20,000 out of London

- Dyson - video shown - Elly Jackson, a 2nd year undergraduate engineer, talked about her experiences – based at The Dyson Institute at the Malmesbury campus (west of England) – 2 days a week at The Dyson Institute and 3 days a week working in the real workplace – The Dyson Institute is like being at a university – have lectures and so on – life is a mix of university and work life – lots of student support – a lot to do in the job but do get good support – had to apply via personal statement /online tests (testing logical reasoning) as well as a telephone interview and a technical interview (skills-based) – 1st year of apprenticeship was general engineering – in the 3rd year, will be able to choose what branch – electrical/mechanical etc
- Royal Navy – video shown – Honesty Shaw-Young, a trainee Officer, spoke about her experiences – taking a sponsored degree at Northumbria University Newcastle – usually 35

places within the Defence Undergraduate Scheme – completed her 30 weeks Officer training in Dartmouth first, then to university – then will undertake Phase 2 Engineering Officer training at the end of university course – mentioned University Royal Navy Units – involving Officer/Cadet training and drill nights she has attended. Does undertake initial sea time during training – lasts 6 weeks – on the HMS Prince of Wales – based in Portsmouth or Plymouth or at sea - day starts at 8am and ends at 4pm officially but often lasts longer!

- Lloyd's Banking Group – video shown - Tasma Niazii, a software engineering apprentice, talked about her experiences – she originally applied via UCAS for full-time degree option and then found out about DAs so used her application for her application for the DA! It was a simple application process – application form first – advised you do the research into the organisation – then an interview – asked scenario-based questions – show evidence of skills such as teamwork and others – also had a video interview (“casual”) – simple questions – be yourself!

The main ways to find vacancies is via the UCAS website where vacancies are advertised / employers' own websites / via the www.apprenticeships.gov.uk website and others – see the box for my list of useful websites in the Careers section on the school website for many more apprenticeship websites

TOP 100 APPRENTICESHIP EMPLOYERS 2023

The top 50 were covered –

- 50 - Allen & Ovey – law firm
- 49 - Valuation Office Agency – chartered surveying apprenticeships
- 48 - National Rail – 3-year degree – in technology / business services
- 47- Nestle – Academy – management/finance/food technology
- 46 - Standard Chartered – banking
- 45 - CMS – law firm – 6-year Solicitor apprenticeship (vi University of Law)
- 44 – Sellafield – Cumbria/Warrington – 4-year DA – BSc Project Management
- 43 - RSA – Insurance apprenticeships
- 42 - Pfizer – biopharmaceutical company – 150 medicines worldwide – science/marketing/Human Resources
- 41 - Nat West Group – digital/technology apprenticeships
- 40 - Lloyd's Banking Group - financial / technology DAs
- 39 - BMW – engineering – Oxford/Swindon/Chichester
- 38 - BP – human resources/finance and others
- 37 - Arup - engineering/planning – 16 offices across the UK – 30 vacancies in 2023
- 36 - JCB – construction – engineering/business
- 35 - Astra Zeneca – biopharmaceutical company – 30 DAs annually
- 34 - GSK – 35 places – in laboratory/pharmaceuticals /data science and others
- 33 - Bloomberg – business/finance/data science/technology DAs
- 32 - Thames Water – mechanical /electrical engineering as well as chartered surveying and others
- 31 - Santander – 50 DAs in 2023 – finance/data science
- 30 - MBDA – Defence – 40 places in 2023 – 4-year DA in engineering/ software engineering/ technology
- 29 - Arcadis – engineering/transport planning/surveying
- 28 - HSBC- 50 places in 2023 – 4-yar DA – wealth/personal banking
- 27 - JP Morgan – investment bank – financial services / technology – in London and Bournemouth
- 26 - MI5 Secret Service – software engineering DAs
- 25 - Thales – technology/AI/cyber security – range of engineering and technology DAs across the UK
- 24- Balfour Beatty – 50 places – 5 year civil / mechanical / electrical /construction /design engineering apprenticeships

- 23 - Morrison's – retail management / logistics / manufacturing engineering
- 22- BBC – journalism / software engineering /cyber security / business management
- 21- Clipper – retail /logistics firm – BA Professional Supply Chain Leadership via Sheffield Hallam University
- 20 - BT – project management / computer services /software engineering/applied research /cyber security
- 19 - Vodafone – 70 places – engineering /data analytics /cyber security/human resources
- 18 - AECOM – 70 places – transportation /engineering
- 17- IBM - 80 places annually – digital technologies – via University of Exeter and Manchester Metropolitan University
- 16 – Jaguar Land Rover – engineering / logistics /finance
- 15 – Accenture – 120 places for 2023 – technology via London, Edinburgh, Manchester, West Midlands branches
- 14 – BDO – accounting firm – 120 places – 4-year Masters level apprenticeships – auditing/technology/accountancy
- 13 – Merseyside Police – 140 places for 2023 – 3-year apprenticeship via Liverpool John Moores University
- 12 – Amazon – e-commerce / cloud computing – 150 apprenticeships – management/finance/sales/technology and engineering
- 11 - Airbus – technology / engineering / materials science/supply chain
- 10 - Fujitsu – information/communication technology – cyber security/data analysis/defence
- 9 - Capgemini – 175 places – technology /finance/business
- 8 - Grant Thornton – 5-year Masters level apprenticeships – chartered accountancy – will take 1 year less than full-time university option
- 7 - Rolls Royce – manufacturing /engineering/science/digital technology/procurement
- 6 – KPMG – 800 school leaver vacancies for 2023 – consulting/technology and others
- 5 – Deloitte – as above
- 4 – EY – as above
- 3 – PwC – as above
- 2 - BAE Systems - 500 places – aerospace/nuclear engineering / project management / Information management / sustainability
- 1 - NHS – 1.2 million staff – 350 different career pathways – 1,000 places for 2023

For more information on DAs, employers and more, visit
www.highfliers.co.uk/degreeapprenticeships

AMANDA WATSON
2022