

## Higher Apprenticeships

### Business, Operations, Management, Sales

M&G Investments Ltd  
Deadline: 31 May 2015

#### The M&G Apprenticeship Schemes

Have you finished your A Levels and started looking for your first real permanent job? M&G Investments is looking for 2 school leavers to join its Apprenticeship scheme working within its Retail Change & Operations department.

Throughout the 12-18 month apprenticeship you will work towards achieving relevant qualifications (including Investment Operations Certificate and Providing Financial Services NVQ); develop a wide range of skills and competencies by exploring the way the M&G business is run and by engaging with people across the business; receive on the job training and earn a competitive salary.

The scheme is designed to help people without degrees start their careers within a leading investment management company, straight after sixth form or college. It is not a graduate programme.

While this is a permanent role, you must achieve your objectives and complete the NVQ and IOC during the programme to roll off permanently into the team

#### Retail Operations

This role is in the Retail Change & Operations department (RCO). The department comprises several different teams seeking to ensure the day-to-day management of operations and change through projects. RCO provides a unique Apprenticeship programme as it offers a set of rotations through each of the teams within the department, allowing successful candidates to gain experience and knowledge of a wider business area.

RCO is an integral part of our Retail business and maintain the following areas:

- Operations and Systems Support
- Operational Client Support
- Change Management through Projects
- Supplier Relationship Management
- Financial Crime Prevention Unit
- Fund Data Management
- Oversight of the Direct Customer Channel

The Retail division is responsible for the effective distribution of the investment propositions of the Equities business. This includes the distribution of retail funds to clients across the UK, Europe and Asia and covers a wide range of activities from marketing, to sales, to operations.

The team is looking for 2 apprentices who would be able to accommodate working both in London and Chelmsford.

#### Role Responsibilities

Dependent on the team you are working with, you will see what is involved with the following job roles and will perform a range of different tasks involved with each:

- Project Support – organising meetings, taking minutes, assist with maintaining a project plan
- Business Analyst – assist with business research and feasibility studies
- Fund Data Analyst – supplying M&G fund data to the Sales teams as well as external parties
- Supplier Relationship Consultant – attending liaison meetings, assisting with the management of day-to-day and ongoing issues, assisting with complaint management

Overall, you will provide administrative support to the department and will be encouraged to attend meetings of varying levels and manage your own mini projects to gain experience of as well as exposure to the Retail business and wider Financial Services industry.

#### Desired Attributes

It is expected that the successful candidate will display the following qualities;

- Achieved or predicted a minimum of 240 UCAS points, or equivalent
- English and Maths GCSE at grade C or above
- Highly motivated, enthusiastic and driven to succeed.
- An approachable, positive “can do” attitude
- A professional and efficient approach
- Good attention to detail and ability to prioritise and meet deadlines
- Ability to multi task
- Solid grasp of both written and spoken English
- Proactive in learning new skills
- Some experience of dealing with multiple customers would be helpful
- Excellent written and verbal communication skills
- A practical thinker with common sense and good attention to detail
- A proactive team player who is confident about working independently
- Proficient in Microsoft Office

#### Who can apply?

To join us you will need to have achieved or be predicted 3 A levels A\* - C or equivalent, demonstrate the drive and motivation to achieve in a challenging role.

This role will start August-September 2015.

### IT Sales Apprentice

£15,000 plus bonuses

## Who are Softcat?

Softcat are ranked No.2 Best Workplaces 2014... And that's official! As awarded by Great Place To Work.

Here at Softcat we care passionately about two things - outstanding employee satisfaction and world-class customer service. We believe that the former drives the latter. This philosophy has led us to become a leading provider of software licensing, hardware, security and related IT services to corporate and public sector organisations in the UK. Our success has been built on providing exceptional levels of service to our customers. We pride ourselves on listening, responsiveness, agility and flexibility; in short, ease of doing business.

## What is a Softcat Sales Apprenticeship in IT?

An opportunity for high achieving Sixth Form and College students, seeking an alternative to university to begin an exciting career at a renowned IT company with a fabulous reputation and unique culture.

## What is the role?

At Softcat we pride ourselves on delivering unbiased and honest guidance for all our customers' IT requirements. As a Sales Apprentice, you will be responsible for providing this guidance by making contact with new customers to introduce our core capabilities, products and services. Working alongside our sales team, you will be raising quotes, working on proposals and placing orders, working towards targets and earning additional financial bonuses. You will also be involved in projects, campaigns and marketing activities as part of your development.

## What training will you be given?

Our 12-14 month apprenticeship programme runs in conjunction with one of our partners and includes eight separate weeks of offsite training. QA will be responsible for the delivery of a professional sales module, alongside an official Microsoft MTA qualification. Softcat will provide a comprehensive induction, mentorship scheme, onsite coaching and training with an in-depth development plan.

On the successful completion of this scheme, we will offer our highly skilled and qualified apprentices a permanent role within Softcat.

## Who are we looking for?

An A Level (or equivalent) student with an outgoing personality ready to take on a career. We are looking for fun, confident, motivated individuals with excellent communication skills and a desire to succeed.

## Operational Management Apprenticeship

### Putting essential operations in safe hands

The role of an Operational Manager is to ensure that freight trains are safely run at the right time, with the right cargo and by competent people for our customers. It is a role that requires excellent people skills, well developed logistic and planning competence and the ability to make sound decisions. Candidates need to be enthusiastic and committed to learning, and have an ability to work effectively in a variety of situations.

For successful apprentices, this traineeship eventually leads to a production management position within DB Schenker Rail UK, with responsibility for the operational aspects of freight rail services.

### Developing management and organisational excellence

During their apprenticeship, candidates will learn to carry out a wide range of essential duties, including :

- Ensuring we understand our customer commitments and deliver our promises to them
- Ensuring adequate numbers of people are competent, motivated and engaged
- Ensuring that safety and corporate standards are met and maintained
- Ensuring that locations are maintained fit-for-purpose and secure
- Managing the costs associated with their resources within agreed parameters
- Implementing traffic flow management, including optimising yard and terminal capacity
- Identifying and implementing customer train flow efficiency and profitability improvements

Apprentices will be trained to carry out these and many more duties over the three-year apprenticeship period.

### Achieving valuable management qualifications

During their training, apprentices will work towards a series of relevant qualifications, culminating in an Institute of Leadership and Management (ILM) Level 3 advanced apprenticeship.

On-the-job learning is a vital part of apprentice development, and each candidate will be assigned a trained mentor to guide them through their day-to-day life.

### Personal specification

- Effective communicator with excellent interpersonal skills
- Work under pressure and to tight deadlines
- Ability to work to rules and procedures
- Customer service skills and awareness
- Deliver effective solutions to rising problems
- Work both independently and as part of a team

### Qualifications required

- 2 x A levels Grade A-C or equivalent or
- Completed Apprenticeship in a rail, engineering or logistics field or
- 2 + years work experience in rail, engineering field, logistics with GCSE English and Maths, A-C or equivalent

### Shift and weekend working

This can vary from location to location but there will be a requirement to work shifts and weekends, which means flexibility is required.

### Medical information

This is safety-critical position and successful candidates are therefore subject to attaining satisfactory medical standards ( including normal colour vision ) and screening for alcohol and drugs.

### What is the recruitment process?

We currently recruit Operational Management apprentices every two years. These are advertised in May with a start date of November. Candidates who meet the selection criteria will undergo:

- Stage one – Online application
- Stage two – Interview and initial assessments with Vision Apprentices
- Stage three – DBS train driver assessments
- Stage four – DB Schenker management assessment centre
- Stage five – Rail industry standard medical for safety-critical workers

Experian is a leading global information services company, providing data and analytical tools to clients around the world. The Group helps businesses to manage credit risk, prevent fraud target marketing offers and automate decision making. Experian offer an Apprenticeship in Business Administration in their UK&I in Nottingham. You will be rotated around the business into call centre and support based roles. You could be placed in one of these teams:

Customer Support: Administration

Customer Support: Phone support

Verifier Teams

Production Support

On joining the programme you are offered a comprehensive induction with full training for your first role before starting your apprenticeship – with paid study release to attend college classes.

As a minimum you need CCC at A Level or equivalent, plus GCSE Maths and English at grade C or above. You also need excellent written, verbal and listening communication skills, strong IT skills, confidence in talking to customers, high achieving and well organised.

## Media

[ITV](#) support apprenticeships in Creative & Digital Media and Business & Administration. The schemes are 12 months long and have lots to offer, starting with a training allowance. They also make sure the apprentices get all the support and guidance they need to take your career to the next stage. In addition you will gain a nationally-recognised qualification. Many apprenticeships have gone on to secure great roles in the business.

The BBC offer a wide range of Apprenticeship and trainee programmes. Opportunities exist within Production, Journalism, Business support and Technology. These include:

Local Apprenticeships -working as apprentice broadcast or content assistants in local radio stations.

Production Apprenticeships - If you love writing, have a passion for the media and enjoy coming up with programme ideas then this is a great opportunity for you. As part of a year-long programme you'll work on a range of productions with the BBC, while studying towards a Level 3 Apprenticeship in Creative and Digital Media.

Production Trainee Scheme - If you gain a place on the Production Trainee Scheme you will be given a 12 month contract, and during that time, train and develop a career in the media. You will be sent on three different work placements across the UK, in Radio and Television. You'll be mentored by a senior BBC Manager, and by the end of the scheme you'll have the skills to turn creative ideas into brilliant programmes.

Journalsim Trainee Scheme. The BBC's Journalism Trainee Scheme offers a year's paid work as a trainee in one of their UK newsrooms - across online, radio and TV

Business Management Higher Apprenticeship - This sponsored programme incorporating a Pearson College BA Honours degree in Business Management is for two years at the BBC. In terms of academic qualifications, you're likely to have five GCSEs Grade A\* - C and studied A Levels or a vocational qualification such as a BTEC. As part of the two year programme, you'll complete three work placements at the BBC, whilst also studying towards your degree.

Future Media Apprenticeships - As an Apprentice with Future Media, you will get the opportunity to work in one of our award-winning teams, helping to create and deliver live BBC products like apps, sites and services. These are opportunities for people who live across the North West. You need 3 qualifications such as A levels or BTEC National (or equivalent) in a relevant subject (i.e maths or another science).

Technology Apprenticeship. As part of the three year Level 6 Higher Apprenticeship programme you'll complete work placements with the BBC and other media companies, while studying towards a degree in Broadcast Engineering taught at and awarded jointly by the Universities of Salford and Birmingham City. You need 280-300 UCAS points to apply.

The Sky Apprenticeship Programmes are available in Business Administration, Customer Service, Craetive & Digital Media, Marketing and Technology. They are 12 months in length, with the Technology placement being 12-24 months. You will need a minimum of 5 GCSEs to qualify and for the Business Administration and Technology apprenticeships you need A Levels. They all result in a further qualification.

Sky have a core set of behaviours that they value and will looking for them throughout the interviews process. They are:

Clear Direction

Change & Improvement

Feedback & Development

Collaboration & Teamwork

Empowerment

Do the right thing

### Application Process

Stage 1 – Online application. To make a great first impression, take your time completing this and don't rush it. Research Sky, their products and how they use technology.

Stage 2 – Online tests (only applies to the customer service programme)

Stage 3 - Telephone interview . This will be a short telephone interview.

Stage 4 – Assessment day. The assessment day is the final stage of the process. Here you will take on a practical exercise, interview and a group exercise. Finally, you'll get a tour of Sky offices and studios and get to see Sky behind the scenes.

## Retail

John Lewis offer two apprenticeship progammes: Retail Management and Technology.

### Retail Apprenticeships

Retail is fast paced, customer focused and no two days will be the same. As such you will need to have a keen interest in retail and understand what makes great customer service. If you're under 20 and set to achieve A to C grade A-levels, their level 3 Apprenticeship can help you make the most of your potential. You'll get support and expert guidance from the best in the business. And after you've completed your programme, you'll be given a permanent role at John Lewis. From there, you'll have the chance to become a section manager – if you show you have the talent and drive.

### Technology Apprenticeships

Technology is at the heart of all that happens at John Lewis, and a key enabler of business growth. They are looking for enthusiastic school- and college-leavers who are excited by the role that technology can play in the fast-moving world of retail. If you're under 19, set to achieve A to C grade A-levels, and have a keen interest in technology and retail, their level 3 Technology Apprenticeship can be the start of an exciting career in IT. You'll get support and expert guidance both from experienced IT professionals in the business and from their partner company, QA Apprenticeships, who will be delivering much of the formal technical training, leading to a professional accredited qualification (Diploma in ICT Professional Competence). After you've successfully completed your programme, you'll be offered a permanent role at John Lewis, with opportunities to progress your IT career in a wide range of roles, if you show you have the talent and drive.

[Nestle](#) offer Apprenticeships in Engineering, General Management and manufacturing (process). You need a minimum of 5 GCSEs. The apprenticeships also involve college study. They are 3-4 years in length.

### Asset & Investment Management

Aberdeen Asset Management is a global investment management group, managing assets for both institutional and retail clients from offices around the world. and offer an Operations Apprenticeship. Through rotations around the Operations Division, you will receive a well-rounded view of the Asset Management industry and its related functions. The programme runs for 12-24 months within the Operations Division. It's designed to help you learn about the organisation, meet the people involved and help you decide which area of Operations to begin your career in. The aim of the apprenticeship programme is to develop those who can make high-level contributions to Aberdeen Asset Management PLC without having attended higher education. As well as providing in-house and on-the-job training, Aberdeen provide you with the opportunity to continue studying for vocational and industry recognised qualifications.

Roles you may embark on include performance reporting, building statistical reports and calculating performance measurements; content management, creating and maintaining web pages; client reporting, building client reports on Aberdeens funds; business systems; investor services in the transfer team; IT in Service Delivery and Infrastructure Technology.

**Fidelity** is one of the worlds leading investment fund managers and offer offer apprenticeships in two areas of their business: the frontline investment operation and the Technology division. Applications normally open in the Spring.

### Investment Services and Fund Accounting

Over two years, you'll learn on the job while studying for industry-recognised qualifications. This combination will give you a world-class introduction to investments, regulations and global securities operations. You can join at the offices in Tonbridge in Kent or Kingswood Fields in Surrey. You'll rotate through two departments to gain the broadest possible overview of the business, experiencing everything from day-to-day operations to change-related projects. Recent apprentices have processed global trades and priced up shares and bonds held on behalf of investors. You need GCSE Maths and English and at least two A-levels (grades A-C).

During the scheme, you'll have the chance to study for the Investment Operations Certificate (IOC). This will give you a detailed introduction to the industry and a specific area like Global Securities, together with relevant PRA (Prudential Regulation Authority) regulation. Meanwhile, you'll build your technical knowledge and skills like problem solving as you work towards a Level 3 NVQ (Investment Administration).

### Technology Infrastructure Services

The Fidelity business teams rely on state-of-the-art technology to make and execute critical investment decisions and to support clients. The infrastructure that supports those applications is supplied and managed by the Technology Infrastructure Service (TIS) team. Joining the team at the Oakhill or Kingswood offices, you'll divide your apprenticeship between technical groups including Windows, UNIX, Storage, Commercial, Desktop, Network and Voice. You'll benefit from formal certified training across all the technical disciplines, in areas like MCSE, RHEL, Juniper and Cisco.

The programme runs for three years. To begin with, you'll concentrate on gaining a formal IT Diploma as well as building your skills through your work. Years two and three will see you learn more on the job, supported by further formal training. You need to have a serious interest in technology.

### Technology Fixed Income and Trading Support

On a Fixed Income and Trading Support (FITS) apprenticeship, you will work with a wide range of technologies and provide essential support to key investment management professionals and the applications they depend upon every day. You'll gain an understanding of the end-to-end investment management process from concept to execution and build important IT skills – a solid base to launch an exciting career.

Joining the team at either the London and Kingswood office, you will be trained in the areas of testing, application support or analysis. The programme runs for three years. To begin with, you'll concentrate on gaining a formal IT Diploma as well as building your skills through your work. Years two and three will see you learn more on the job, supported by further formal training.

The application process for both apprenticeships involves an online application, telephone interview and an assessment centre.

M&G is a leading international asset manager and offers apprenticeship schemes across the business. You will receive valuable training to gain the skills you need to contribute to the organisation. The training is technical and behavioural and is provided on-the-job and by recognised, external providers. You need to have achieved or be predicted 240 UCAS points to apply.

Throughout the 12-18 month apprenticeship, you will work towards a NVQ and industry recognised technical certificates which could include the Investment Operations Certificate (IOC), the Chartered Institute of Management Accountants (CIMA) or another qualification relating to the area you join.

### Where you could work

Investment Operations

IT

Finance

Sales & Marketing

Fund Management

Human Resources

Retail

Secretarial & Admin

The application process includes the application form followed by online tests, video interview, face to face interview and a final interview which may include a case study.

PKF Cooper Parry offer 2 schemes for school leavers - one is a trainee scheme for accountants the other for tax technicians. They are a leading independent firm of business advisors to private business in the East Midlands.

**Accountancy Trainees**

As well as Working with clients as a part of the business advisor team, you will also be studying towards the AAT qualification and then on to the ACA. After completing the two years studying for the AAT you will be eligible to enrol on the ICAEW course, and obtain the ACA qualification – giving you a real edge over friends still at Uni!

There is a variety to the role, from the preparation of management accounts to reviewing financial statements to undertaking audit work, which ensures your personal development is fast, exciting and rewarding.

You need 3 predicted A Levels A-C.

**Tax Trainees**

As well as Working with clients as a part of the business advisor team, you will also be studying towards the ATT qualification. After completing the two years studying for the ATT you will be eligible to enrol on the ICAEW course, and obtain the ACA qualification. You will be involved in a range of client work from the very start of your career, and you will be given responsibility as quickly as your attitude and ability demand.

You need 3 predicted A Levels A-C.

The National Audit Office are independent of government and the Civil Service and hold the government to account for the way it uses public money. They are right at the centre of the drive to promote economy and efficiency in government and focus on the big systemic, cross-government, and crosscutting issues.

They offer a 5-year professional training scheme leading to qualification as a Chartered Accountant (Institute of Chartered Accountants in England and Wales). This may be quicker than graduates moving through university. You need 300 UCAS points from A Levels or equivalent and be ready for the long term commitment of studying for professional exams. You do not need to have studied Maths or a finance related A Level to succeed on the scheme but you do need to demonstrate a keen interest in accountancy and the key competencies they are looking for, which are:

- Analyses data to draw sound conclusions
- Demonstrates sound judgement
- Communicates effectively with others
- Demonstrates enthusiasm, initiative and drive
- Build and maintains effective team relationships
- Build and maintains effective client relationships
- Plans and organises workload to deliver high quality work to deadline
- Understands the bigger picture

You can work in London or Newcastle. The salary is c£22,000 in London and c£17,000 in Newcastle. After qualifying, you may be offered a permanent position as one of the Audit Principals. This brings a starting salary of over £48,000 in London.

The NAO works in three main areas:

- They audit the accounts of all central government departments and other bodies,
- They produce wide ranging reports such as managing government budgets, consumers & markets, pension enrolment, Olympic legacy etc
- They provide support to Parliamentary Select Committees to help save money and bring about improvements in the delivery of public services.

The recruitment process involves an application form, then online numerical reasoning tests. If you are successful you will be invited to a competency interview of about 45 minutes. If you pass this you will be invited back for the day and participate in a number of individual and group exercises as well as further interviews.

Mercer & Hole are chartered accountants. Their Higher Apprenticeships are aimed at anyone who has completed A Levels (or equivalent). They offer specialist entry routes into Audit and Tax disciplines. You will study towards a professional qualification either ATT (for Tax) or CFAB (for Audit) whilst developing and demonstrating a wide range of key business and commercial skills.

The programme will run over two years and on completion, you will be well positioned to move on to complete the CTA or ICAEW qualifications.

They are looking for high achievers academically because the work is intellectually demanding and therefore applications are invited only from candidates who have achieved the minimum academic requirement of 300 UCAS points which must comprise of at least three A-levels (excluding General Studies).

They also looking for other qualities outside your academic qualifications. They aim to recruit people who have demonstrated an ability and a willingness to accept responsibility, because you will be expected to do so as a trainee; who possess common sense and good judgment; who are high achievers outside purely academic matters with a range of extra-curricular interests; who have an outgoing personality with an ability to think and do things for themselves, a desire to participate and a ready ability to communicate; and for whom coming to work each day is enjoyable, but who realise that there is more to life than just work.

To apply you need to complete their application form.

KPMG have developed an innovative 6 year School Leaver programme that offers the opportunity to get a job in their audit team, obtain an accounting degree at Birmingham, Durham or Exeter University, and become a fully qualified chartered accountant with the ICAEW or ICAS.

They also pay a starting salary of £20k (in London). This could be your opportunity to be completely free of student debt because your university tuition & accommodation fees and your professional qualification fees will be paid for by KPMG.

**How is the programme designed (Durham)?**

During years 1-3 of the programme you will study six modules at the Business School and six modules at KPMG whilst working. Year 4 is spent full-time on campus, affording you the full 'student experience'.

**How is the programme designed (Exeter)?**

You will immerse yourself in study at the University for your first two years together with work placements at KPMG. You will work full-time at KPMG during your third year and then return to the University for your fourth year for further immersive study and a work placement period.

**How is the programme designed (Birmingham)?**

You will not only gain a globally recognised and respected degree in Accountancy; but also get significant work place experience and full accreditation by ICAS so you can achieve Chartered Accountant status two years after graduating. You'll also have the chance to combine your academic studies with the opportunity to immediately apply your learning and reflect on your experiences in a professional environment with a world leading organisation.

**What are the entry requirements?**

Grades ABB at A Level, plus a B in GCSE Maths and a B in GCSE English Language (or equivalent)

**Recruitment Process**

To apply, you should complete the UK firm's online application form. If your initial application is successful, you'll be asked to complete online numerical and verbal reasoning tests and then be invited to a first interview in one of KPMG's UK offices. The final part of the selection process will be a written exercise and an interview with a Partner that will include a presentation.

If you have any questions about the programme, email: [ukfmschoolleaver@kpmg.co.uk](mailto:ukfmschoolleaver@kpmg.co.uk) or telephone 0207 694 1900

HSBC offer a Global Markets Operations Apprenticeship Programme. Global Markets Operations is part of the Global Banking and Markets business and drives every part of the trade lifecycle post execution. This means that they: process, settle, confirm and control transactions; manage operational risk and comply with regulatory requirements; open and maintain client trading accounts; and meet the post-trade requirements of our clients.

**Who can apply?**

The Global Markets Operations programme is open to students in their final year of secondary education, Sixth Form, or equivalent stage of college education

To be considered for an apprenticeship you will:

- Be on track for 320 UCAS points or above in any subject(s)
- Have strong numeric skills and attention to detail
- Be hard-working, motivated and willing to take on new challenges
- Act with integrity, in keeping with HSBC's values

**What to expect**

Following your induction programme, you will undertake a twelve month placement working within Global Markets Operations where you will get structured exposure to functions such as Risk and Control, Change and Client Services.

You will have the opportunity to:

- Work with dynamic and highly skilled colleagues to gain detailed product knowledge
- Provide post-trade support for large and complex projects carried out by Global Banking and Markets
- You will also learn how each function operates and what its business impact is, develop an understanding of relevant products, systems and customers, and grow your knowledge of Global Banking and Markets.

Transport for London offers a Finance Higher Apprenticeship. You need a minimum of 2 A levels grade A\*-C. You will work towards becoming a qualified finance professional and gain a good understanding of their business and benefit from a breadth of technical experience. There are 2 business finance placements in surface transport or london underground.

A typical placement structure would be as follows:

Year one: financial shared service ie accounts payable, payroll and an operational placement in a key business area

Year two: business accounting placement

You will develop expertise in the following areas:

- Financial and business accounting
- Business planning and forecasting
- Financial analysis and performance
- Benchmarking and value
- Investment control and project analysis

You'll be able to study for Higher Apprenticeship in Management Accounting with membership of the Chartered Institute of Management Accountants (CIMA).

You will have the option to continue your studies further and gain a professional qualification as a qualified accountant. They will give you a competitive study package, including full study support (all professional body registration, course fees, etc) and leave for class attendance and exams.

Visa Europe is a payments business offering secure payment options for clients. They make money flow by enabling cardholders, retailers, and banks to do business with each other.

Visa Europe offer a number of 3 or 4 year higher apprenticeships to those with A levels who have decided they do not wish to go to university. They are based in either London, Basingstoke or Reading. The roles are within IT and Finance, with a Intermediate Apprenticeship in Business Administration. You will continue to study and be sponsored to achieve your professional exams. These could be Foundation degree in ICT or Level 4 AAT qualification to qualify as an accounting technician. Positions pay £15,000.

You require 2 A Levels or equivalent and five GCSEs at Grade C, which include English, Maths IT or Science. If you are applying for the finance apprenticeship, you need Maths or IT at A level.

Trafigura is one of the world's leading independent commodity trading and logistics houses. The company employs over 5,300 people through a network of 65 offices in 36 countries. They source, store, blend and deliver essential raw materials and commodities. In 2014, they traded 120.4 million tonnes of oil and petroleum products and 49.1 million tonnes of metals and minerals commodities.

They offer a Commodity Trading Apprenticeship for A Level students.

If you have decided not to go to university, excited by a career in commodity trading and you are happy to work anywhere in the world, then this represents a great opportunity.

Trafigura's Commodity Trading Apprenticeship offers you the opportunity to join a particular business function (Corporate Finance, Deals Desk, Operations, Trade Finance, Mid - Downstream Supply, Warehousing and Logistics) for a year before being fast tracked to take part in their graduate programme. Those selected will be offered the chance to start in either Geneva or Houston. With a years' worth of real world company experience your practical expertise will

exceed that of external candidates joining the Trafigura graduate programme with Bachelors and Masters Degrees from some of the world's top institutions. The opportunities at the end of the programme are therefore unlimited, whether that ultimately be in trading or management.

Depending on the function you are assigned to, you could play a role in charting the course of vessels carrying up 160,000 tonnes of product, given the responsibility to manage the price risk on cargoes worth over \$40 million or even put in charge of financing multiple deals at one time with a combined total worth of over \$400 million. There is no shadowing or making tea. From day one you will be a part of the team and expected to contribute as such. You will be supported fully throughout the programme to ensure you learn and progress as quickly as you can.

Trafigura will support your accommodation costs over the duration of your time on the programme - wherever it is in the world that you will be working from.

**Minimum Requirements:**

UK – A-level BBB or above / International Baccalaureate 34 or above

US – High School GPA 3.5 or above

France – French Baccalaureate 14 or above

TO APPLY, PLEASE VISIT <http://www.trafigura.com/apprenticeship>

**Argiva** offers a Higher apprenticeship in Communications Engineering. They are a communications infrastructure and media services company leading the provision of network solutions and services in the digital world. You'll experience the full breadth of business operations, working alongside the engineering and technical teams to support delivery of products and services.

This is a 3 year programme and you'll spend 14 weeks a year on block release studying for a Foundation Degree in Electronics and Communications Engineering at a partner college in Birmingham. You'll need to be flexible, and the 24/7 services mean this is no 9-5 business, so you'll need to be prepared to travel extensively and stay away from home regularly to work on projects and assignments right across the business.

To apply you'll need to meet the following criteria:

a minimum of two A levels (nonspecific subjects) at grade C or above

GCSE's, including Maths or a science, at C or above

a full, valid UK driving licence

**Locations:** Brookmans Park (Hertfordshire), Caradon Hill (Liskeard), Chalfont St Peter, Durris (Aberdeen), Feltham, Winchester

**Balfour Beatty** is a global company who fund, design, deliver, operate and maintain infrastructure efficiently and safely. They offer Higher Apprenticeships to A Level students which are designed to offer you a structured work based training programme, whilst continuing your studies to obtain higher qualification such as a Level 4 Diploma, an HNC. You may be given the opportunity to continue your studies to obtain Foundation Degree or even an Honours Degree. The programme last between 3-6 years. During the scheme you will attend college or University on a day or block release basis.

Successful candidates at the end of the scheme can expect to work as a:

Civil Engineer

Construction Manager

Designer

Electrical Engineer

Facilities Manager

Mechanical Engineer

Power Engineer

Quantity Surveyor

Railway Engineer

Generally you will require at least two A 'Levels at grade A\* to C, with five GCSEs (or equivalent) in English, Maths and a Science.

**Barrett** is one of the largest house builders in the UK. They offer a number of Apprenticeships, within the Barrett Academy. These include:

**Trade Apprenticeship Programme.** Aimed at developing bricklayers, electricians, carpenters and plumbers. Mixing college study with practical training over 2 years, this will give you S/NVQ qualifications and a valuable trade. At the end, you might continue for a further year to undertake an advanced apprenticeship qualification, you might work for Barrett permanently or join one of their sub-contractors, or progress to other programmes within the Academy. The programme begins in September each year.

**Technical Advanced Apprenticeship Programme.** This is a 2 year scheme, designed for apprentices wishing to train in areas such as buying, design or surveying. You'll complete a number of 'on the job' modules, as well as an ONC or HNC at college. There's no set time of year to begin this programme, so keep your eye out for vacancies.

**Technical & Commercial Programme.** Here, you'll be given the training, encouragement and support to become a professional in disciplines such as surveying, buying, design and technical.

**Assistant Site Manager Programme.** This 10-month programme is structured into five phases and is designed to prepare you for the big job of managing one of the Barrett developments. You will also receive the professional qualifications and management skills to back it up.

**Site Manager Programme.** This 12-month programme is delivered via a series of one day management development modules, and the opportunity to undertake an S/NVQ Level 4 in Construction Site Management if you haven't already achieved it.

**Skanska** is one of the world's leading construction groups with expertise in construction, development of residential and commercial projects and public-private partnerships. They carry out all aspects of the project from financing, through design and construction, facilities management, operation and maintenance. They offer two school leaver programmes: Apprenticeships and Trainees.

The Apprenticeship Programme has a range of positions, including mechanical and electrical engineering and facilities management. You are given the opportunity to gain a recognised vocational qualification at college while working at Skanska. When you are qualified, you will have a structured career path. The Trainee Programme allows you to work and study part time at college or university financed by Skanska.

**Taylor Wimpey** build and sell over 10,000 homes each year.

**Site Management Apprenticeship:** This is a 3 year programme where you will spend time working in different departments, gaining an in-depth knowledge of

site management. The departments range from Technical (Engineers/ Architects), Commercial (Quantity Surveyors/ Buyers) to Land & Planning as well as Sales, Finance and Customer Service. You will gain an insight into how all these departments work and fit together, in order to become a future Assistant Site Managers. You need a minimum of 2 A Levels preferably grade A-C to apply and be hard working and enthusiastic.

**Brilliant Thinking** is a recruitment campaign that is driven by major employers in the energy and utilities industry. Its managed by the Energy & Utility Skills (EU Skills) Group. They represent apprenticeships in gas, power, water, waste and recycling. It is supported by a range of employers such as Alstom, Siemens, Southern Water, Severn Trent, Anglian Water, Eon, National Grid and Northern Gas. Companies will post their Apprenticeship vacancies onto the site.

**E2v** design and manufacture advanced technological solutions. They have some of the world's most exciting and varied technology from Thermal Imaging Cameras for the fire and police services, CCD Imaging sensors for space missions and Magnetrons for medical radiotherapy treatment. Customers include NASA, ESA, Eleka and Boeing who they work with to provide specialist technology solutions.

The Higher Apprenticeship Scheme will give you the opportunity to be sponsored through industry-recognised qualifications to degree level. At the same time you will gain real-world experience in an innovative engineering environment and benefit from working alongside engineering professionals from a range of fields.

The e2v Higher Apprenticeship is a four year programme which will support you through your HNC, HND and BEng qualification as well as the NVQ Level 4 and PEO. The scheme will also allow you to undertake placements across a range of business areas before deciding on your preferred area to focus your development in. The aim of the scheme is to develop apprentices into an Engineer role within the business.

Responsibilities within the engineering team include designing high quality solutions, and providing expert advice to the group that will allow the progression and continuation of a product throughout its life cycle. The engineers work alongside technicians and product managers to liaise with suppliers and customers, and ensure that the final solution meets the specification.

*What are the entry requirements?*

Achieved a minimum of 5 GCSE's (or equivalent), at grade C or above with Maths and English Language at grade B

Achieved (or be predicted to achieve) a minimum of 3 A-Levels, including Maths and Chemistry / Physics / Engineering at grade B or a BTEC Level 3 in Engineering at Distinction level

Beyond qualifications you must be passionate about developing a career in engineering.

**Atkins** is one of the world's leading design, engineering and project management consultancies. They offer apprenticeships - both higher and advanced for those with at least 2 A Levels or an HNC/HND/degree respectively.

Both options give you an alternative to university. They will give you the foundations you need to progress through the engineering profession and allow you to earn money while you learn. At Atkins, most of the apprentices join for an initial two to four year period.

You'll be on the job from day one working in one of 22 business sectors. You'll be a paid, full time and permanent member of the team and you'll take part in an accredited day or block release training programme.

**Aggregate Industries** offers a modern advance Engineering Apprenticeship Scheme in 2 trades: electrical and mechanical. This will allow you to train either as an electrician or a fitter. You will also attend Stephenson College in Leicestershire for college block release that takes place for 2 weeks every 6 weeks. The scheme lasts from 4-7 years. Following successful completion of the Advanced Apprenticeship, most Apprentices continue on to the Higher National Diploma (HND) and become trainee engineers. To apply you need to submit your CV to Aggregate Industries. You need to be 16 or over to apply and have at least GCSE grade C and above in Maths, English, Science and ICT.

They also offer a Higher Apprenticeship in Mineral Products Technology. Your first year will be a generic period of development covering minerals extraction, after which you will specialise in one of several streams including extractives, asphalt, concrete or contracting. For more information please

email: [futurepath@aggregate.com](mailto:futurepath@aggregate.com)

**Airbus** manufacture aircraft. They offer a Higher Supply Chain Logistics Apprenticeship. This is based In Broughton, N Wales. Supply Chain Logistics (SCL) supports the wide range of aircraft produced by Airbus with an integrated supply chain. It manages the supply base of hundreds of external suppliers responsible for parts and materials consumed during the wing manufacture process for all programmes in Broughton and Filton.

The programme last three years and combines college or university studies with practical training. This apprenticeship leads to Essential Skills Level 3, NVQ Level 2 in Performing Engineering Operations (PEO), BTEC Level 2 Certificate in Supply Chain Management, CIPS Chartered Institute of Purchasing & Supply Level 5, NVQ Level 3 in Logistics Operations Management and ERR (Employee Rights and Responsibilities), amongst others.

To be considered for the programme you will need:

Two A Levels (or equivalent) at grade B or above in Business Studies or a BTEC National Diploma in Business Studies (Distinction) and a related subject such as Economics.

Five GCSEs (or equivalent) at grade B or above including Maths and English

Recruitment process involves an online application, online tests, phone interview and an assessment centre.

**Amey** offer a number of apprenticeships. The Higher apprenticeships are for those students with 3 A Levels (A\* to C) or equivalent and offer four different roles: Finance Assistant, Commercial Assistant, Design Technician or Engineering Technician. This is a two-year programme which combines work experience and also study in a local college on a day release basis, where you are encouraged to work towards a professional qualification. Amey provide services in over 200 locations around the UK. The starting salary is £16,000-£18,000 per annum. They accept applications from March to September.

**AgustaWestland** is a world leader in helicopter manufacture, based in Yeovil, Somerset. Each year, they seek to attract a high calibre of enthusiastic people to join their Engineering apprenticeships. Each Apprenticeship starts with a Year at college, this is fully paid and you would be entitled to all College holidays.

They offer two types of apprenticeship: Craft and Technical. Both are 4 years in length. If you are interested in designing and testing aircraft components and systems, and/or planning and scheduling engineering operations, then you would be more suited to the Technical programme. If you are quite 'hands-on' and enjoy making and repairing things, then you may be more interested in the Craft programmes.

There are 6 programmes in total:

**Technical:** Electrical and mechanical

**Craft:** mechanical, electrical, composite and transmissions

You only need GCSEs to apply. A Levels are also welcome.

In order to apply, you need to submit an online application form on their website. Apply early. You will then be required to attend an assessment centre.

[BAE Systems](#) offer a number of Apprenticeships. These include Aerospace engineering, Aerospace software development and combat systems engineering. [Aerospace Engineering.](#)

The scheme provides a combination of tailored industrial placements within the MA&I businesses, with the opportunity to study for a Foundation Degree on a part time basis at Blackpool and the Fylde College, and the potential to continue onto an Honours Degree programme, dependant on individual performance and business needs. Upon completion of your apprenticeship you can expect to be employed in roles such as Systems Integration Engineer, Support Engineer and Airframe Specialist. You will be joining a team of highly skilled and dedicated employees based primarily at the Warton or Samlesbury sites in Lancashire.

To apply for this programme, you'll need academic qualifications of 240 UCAS points or above. This is to be achieved at A2 level – points awarded for AS level qualifications are not counted.

[Aerospace Software Developer.](#)

The scheme provides a combination of tailored industrial placements within the MA&I business, with the opportunity to study for a Foundation Degree on a part time basis at a local HE establishment, and the potential to continue on an Honours Degree programme, dependent on individual performance and business needs. Upon completion of your apprenticeship, typical roles include the design, development and production of both airborne and ground based software including (but not limited to that required) for test equipment, training systems and simulators, structural health monitoring, spares and logistical support systems, communications command and control systems etc .

To apply for this programme, you'll need academic qualifications of 240 UCAS points or above. This is to be achieved at A2 level – points awarded for AS level qualifications are not counted. Opportunities exist opportunities at Preston, Brough and Yeovil locations.

[Combat Systems Engineering](#)

As a Combat Systems Engineering Apprentice you'll spend four years gaining experience through a variety of specifically targeted placements across the Combat Systems organisation.

The Combat Systems Engineering Apprenticeship is a Higher Apprenticeship comprising off-the-job training at a local college and on-the-job training across a variety of Naval Ships – Combat Systems Engineering disciplines including:

Combat Systems Integration

Software Design

Product Safety

Combat Systems Engineering

Platform & Software Security

You will be joining a team of highly skilled and dedicated employees based primarily at New Malden or Frimley.

**You will need:**

A-Level Mathematics plus 2 other A-Levels in Science or Technology Subjects (Grade A-C), e.g. Physics, Electronics, Design, Chemistry, Biology, Information Technology, Computing etc

OR an Extended BTEC National (DMM profile in an Engineering or Computing discipline), this must include the Level 3 Mathematics for IT module, at a minimum Merit level.

[Bentley](#) offer a number of apprenticeships - higher and advanced. The higher apprenticeships include:

Junior Engineer – Typically in Engineering and requires A Levels in Maths, Science and an Engineering related subject at Grade C or above, or a BTEC Level 3 Extended Diploma in Engineering at a minimum of Merit.

Commercial Higher – Typically in business commercial functions and require 3 A Levels (or equivalent) at Grade C or above including a business related subject or BTEC Level 3 Extended Diploma in Business.

The Junior Engineer role involves studying for a foundation or full degree. The roles are based in Crewe. Each programme lasts 3-4 years

[Ford](#) offer the Higher Apprenticeship Programme is aimed at students with A Levels. The Programme is available in Engineering. A minimum of 5 GCSE's (or equivalent) at Grade B or above is required and these to include Maths English and Double Science and you have or are predicted to gain 3 A Levels or equivalent at grades B or above to include Maths, Physics and one other Science/Engineering related subject.

You will work in South East Essex and training placements will be in the following areas:

Engine management & control system design

Powertrain & vehicle test

Powertrain project management

At the same time as learning a range of new skills in Engineering, you will be studying for a range of qualifications that will lead to the completion of a Bachelor of Engineering degree at the University of Greenwich. You won't be paying your own tuition fees, and you will be earning a salary at the same time as earning your degree.

[GKN](#) is a global engineering group offering a Higher Apprenticeship which will prepare you for a career within their engineering and design teams over a four year programme. The minimum entry requirements are two A-levels at grade A\*-C. These must include mathematics and science (physics or chemistry). Your first year will be spent at college, learning the basics of engineering and manufacturing and working towards a suitable engineering qualification. The next three years will be spent working with the engineering and design teams across the business to learn all the different aspects of engineering, design and manufacturing. You will continue to attend college on a day-release basis to gain your qualifications.

There are 3 core areas to the programmes:

**Design Engineering:** Design engineers use their skills from the early phases of concept development right through to the design work required to support in-service product repairs and upgrades. You will work closely with our customers to provide innovative structural design solutions to a variety of wing related components, sub-assemblies and complex integrated assemblies.

**Analysis:** Working closely with all the engineering functions, the structures analysis team apply the engineering sciences of solid mechanics and materials to ensure the performance of the products in terms of strength, durability and weight.

**Mechanical Engineering:** Manufacturing Engineers operate across the whole business, from product conceptualisation through design, procurement,

manufacturing and end product support.  
Applications are normally required by March.

[Jaguar Land Rover](#) design and produce high-end quality cars. Their Higher Apprenticeship Pathway is a six-year programme, with opportunities within Product Development, Product Supervision, Purchasing, Finance or Manufacturing.

Over the course of this six-year programme you'll earn:

A fully sponsored Engineering Degree

NVQ2 in Performing Engineering Operations

NVQ3 in Business Improvement Techniques

NVQ4 in Engineering Leadership

You'll start off at college learning the engineering basics. Then gain real hands-on experience in one of the expert teams. You'll still continue your studies at college on a day-release basis.

To be considered for this programme you must achieve:

A minimum of five GCSEs at Grade C or above (or equivalent) including Maths, English and a core Science subject

An A-level at Grade C or above in a Mathematical subject or Physics

Another A-Level at Grade C or above in a Science or Technology, Engineering or Mathematics related subject

They will also consider your application if you have Level 4 (or above) further educational Engineering qualifications.

The recruitment process consists of an online application, followed by online psychometric tests and then if successful an assessment centre. This will include an interview, some practical tasks and a group exercise.

[Lockheed Martin](#) is a leader in systems integration, working on major programmes spanning the aerospace, defence and civil sectors. They offer apprenticeships in Mechanical Design Engineering and Electrical/Electronic Design Engineering. They are located in Ampthill, Bedford. They are both 4 year programmes.

The apprenticeships will entail continued study at college, which will lead to the completion of the following qualifications:

Level 3 Engineering Diploma –(via full time 1 year college attendance)

HNC completed at end of third year (via day release)

HND completed at end of fourth year (via day release)

**Required Skills:**

A-Levels in relevant subject area (e.g. Mathematics, Science, Technology)

Engineering Level 2 NVQ (or BTEC equivalent).

IT proficient (ideally Microsoft Office)

A strong communicator, both written and verbal.

**Desired Skills:**

Engineering experience through education, especially practical (workshop) experience.

Computer Aided Design (CAD) experience through education.

Production of engineering drawings, especially in line with British Standard (BS) 8888

Mechanical or Electrical Engineering experience through education, especially with regard to British and International Standards.

Presentation skills gained through the opportunity to present work completed

[QinetiQ](#) are experts in defence, aerospace and security. They employ more than 9,000 people worldwide, and their scientists and engineers solve some of the world's most important problems. Their home markets are UK, US and Australia.

QinetiQ offers a number of Apprenticeships. Many of the apprentices go on to become senior technical experts; leading or advising on ground-breaking projects in air, land and maritime. There are other opportunities, too: they also offer apprenticeships in disciplines such as business administration, management, project management, information systems, sales, software engineering and facilities management. With over 35 locations across the UK, the opportunities are numerous.

The training is at Boscombe Down. For the engineering apprenticeships, they often require maths, physics and chemistry at A Level.

[Renishaw](#) is a global company with core skills in measurement, motion control, spectroscopy and precision machining. They develop innovative products that significantly advance customers' operational performance - from improving manufacturing efficiencies and raising product quality, to maximising research capabilities and improving the efficacy of medical procedures.

They offer both software and engineering apprenticeships, which are generally 4 years in length. You will generally be part of a number of placements. The apprenticeship allows you to continue learning and acquiring qualifications. By the end of your apprenticeship for example, you will have gained a Higher National Certificate (HNC) and can then continue on to a Higher National Diploma (HND). From this you can bridge across to do a BEng degree, if desired.

[Tata Steel](#), are one of the largest steel producers in the world. They offer a number of Apprenticeships. In addition, they offer trainee engineer roles in Scunthorpe for A Level students. You will have achieved, or be expecting to achieve, a minimum of 3 A levels at Grade C or above in maths, science, plus one other related subject and supported by at least 5 GCSEs at Grade C or above including maths, science and English.

**The programme**

You will undertake a 5 year training programme. The first 3 years you will train to be a qualified craftsperson to NVQ level 3 in your chosen discipline (Mechanical or Electrical). The final two years will be on a dedicated programme within the engineering environment whilst completing your BEng level degree in your chosen discipline. Your initial training will be based in the Tata Apprentice Training Centre, Scunthorpe. Your Higher Education (HNC/HND) will commence on joining, with most of the course delivered locally on a day release basis. During years 2 and 3, alongside completing your NVQ level 3, you will

complete a number of placements in different departments. During this time you'll learn all about engineering in your chosen discipline. As a **Mechanical Engineer**, you will design, build, install and maintain mechanical machinery, components and tools. As an **Electrical Engineer**, you will study the uses of electricity and the equipment for power generation and distribution, and the control of machines and communication systems. Whichever discipline you decide on, the programme will last for 5 years, culminating in both an Advanced Modern Apprenticeship Certificate at level 3 and a B.Eng in Mechanical or Electrical Engineering.

[Virgin Media](#) offer a number of engineering apprenticeships. Every year, they recruit up to 150 people to join Field Operations teams throughout the UK. There are a number of different apprenticeships - the advanced and higher scheme ones require 3 A levels. Apprenticeships are in planning, data and networks. Apprenticeships are either 18 months or 2 years in length. Starting salary is £17,500 rising to £21,000. There is also an opportunity to gain further accreditation in Cisco and other advanced technologies.

[EC Harris](#) are a leading global Built Asset Consultancy. If you would prefer to combine study with practical work experience, they offer apprenticeships in Quantity Surveying, Building Surveying and Project Management. You will be employed by EC Harris, paid a salary and will then attend college on a day or block release basis to achieve the relevant qualification. You will spend the majority of your time gaining real life experience in the work place, learning from the team around you. Successful completion of the apprenticeship will enable you to progress onto degree level studies and chartered membership of the RICS and APM all of which will be fully funded and supported by EC Harris.

#### Quantity Surveying and Building Surveying Apprenticeships

The advanced apprenticeships in Quantity Surveying and Building Surveying offer those with GCSE or A Level qualifications the chance to work towards an NVQ Level 3 in Surveying, Property and Maintenance and a BTEC Level 3 Diploma in Construction and the Built Environment.

#### Project Management Apprenticeships

If you have completed your A Levels and are interested in a career in Project Management, the new apprenticeship developed in conjunction with the Association of Project Managers could be a great route for you to get into the profession. The Project Management apprenticeship involves a combination of college based structured training and real life experience. You will work towards the APM Level 4 Project Management qualification and will also be supported with extensive 'on-the-job' learning as you develop their capabilities in the workplace. Entry Requirements are a minimum of 5 GCSEs grades A\*-C including Maths and English, plus a minimum of 2 A-Levels.

[Lambert Smith Hampton](#) are a national commercial property consultancy with a network of offices across the UK and Ireland. They offer Surveying Apprentices which are two-year training contracts, aimed at school leavers. You will attend college one day a week and work towards a NVQ qualification and Associate Membership of the RICS. To apply you need to register on their career page sending a covering letter.

#### Travel & Tourism

[British Airways](#) offers a range of apprenticeships (which have differing entry requirements) in the following areas:

**Head Office** - a 2 year programme to study for level 3 Business & Administration. There are four placements across the business.

**Heathrow Operations** - this programme will equip you with the skills required to be an Aircraft Ground Handler. It's an 18 month programme and involves various placements such as baggage handling, ramp handling and ground logistics.

**IT Programme** - this lasts 24 months and you will train to be an IT Software Engineer (the Higher Apprenticeship Programme) or IT operations (advanced apprenticeship programme). The former role will develop your understanding of programming, system testing, analysis and design and you will help deliver real IT projects that will benefit the airline.

**Project Management** - this is a two-and-a-half-year Higher apprenticeship Programme, acquiring a Level 4 NVQ in Project Management

**World Cargo** - This apprenticeship, lasting up to two years, will give you the skills and experience required to work in a logistics based operation. Through three different placements; two within warehousing functions and one in a clerical role, you will learn the basics of global logistics, customer service and administration skills.

**Engineering - Business & Administration** - The Business and Administration apprenticeship is a two-year programme run in conjunction with Farnborough College with the aim of delivering a number of talented individuals to support the engineering department. The first year involves six weeks in BAs engineering training school workshops gaining a practical understanding of engineering principles, which will involve riveting, wiring and component overhaul. This will then be followed by placements around the engineering support areas including Training, Quality, Commercial, Inventory Management, Planning and Production areas to name a few.

**Engineering Technical** - The Technical apprenticeship is a three-year programme run in conjunction with one of four partner colleges; Brooklands, Farnborough, Kingston or Uxbridge. The first year will be spent full-time at college gaining both the practical and theoretical skills related to aircraft maintenance that are required to become an aircraft engineer. At the end of the first year students will be required to apply to British Airways for a placement and go through an interview process. Successful candidates will be able to complete years two and three of the apprenticeship with British Airways on a paid two-year, fixed-term contract based at Heathrow Airport.

**Financial Services** - These apprentice positions involve studying for a level 2 qualification in Business & Administration. The Finance Services department performs a crucial role in planning, processing, collecting and reporting revenues. The Finance Services Apprentice role works in the heart of these business functions.

Are you interested in training to become a pilot?

There are a number of flight training organisations which will train you. Three leading ones in Europe, that work with a number of airlines are:

[CTC Aviation Training](#)

[CAE Oxford Aviation Academy](#)

[FTE Jerez](#)

They offer pilot ATPL training courses with airlines such as British Airways, Easyjet, Emirates, Monarch, Jetstar, Flybe, Qatar, Air Asia, Aer Lingus, Thomas Cook, Thomson and Royal Brunei.

Applications can be through the airline website or the website of the training organisations. If through the airline, you may be asked to select a training organisation - they are different - and your application will then be sent to them. Your first interview will be with the training company.

Pilot training is expensive - in the region of £70,000 - £80,000. Some airlines, such as British Airways and Easyjet will sponsor you and will cover these costs

initially, and then recoup the investment over a number of years once you have become a pilot with them.  
 Take a look at [BAs Future Pilot Scheme](#) for an overview of the programmes. They require 5 GCSEs at grade C or above (including english, maths and a science) and 3 A Levels grades BBC. Most airlines however do not require A Levels.  
 Have a look at all the airline programmes - such as the [Emirates pilot training programme](#)

## Food Science & Food Manufacturing

**Bakkavor** specialise in making and developing private label prepared foods for the top global grocery retailers and well-known international foodservice operators, such as Waitrose, Tesco. M&S and Sainsburys. They offer 5 apprenticeship schemes in: Administration, Technical, Development, Engineering and Manufacturing. The schemes are specifically designed to combine employment, work-based training and off-the-job learning and are 2 years in length. They aim s to develop your skills in a real food manufacturing environment. You will need a minimum of a Grade C GCSE in Maths and English (plus Science if applying for Technical or Engineering) or equivalent qualification. The starting salary of £10,500 per year. You will study towards an IPQ level 3 Diploma in Foods Industry Skills or other relevant nationally recognised qualifications.

**Development Scheme:** Development isn't just cooking products in the kitchen – it is getting to know the detail of each raw ingredient that goes into products, developing ideas/recipes that turn into products that consumers want to buy, and identifying where there are gaps in the market for new concepts. The Advanced Apprenticeship in Food Development is an ideal opportunity if you are a young 'foodie' with an interest in all foods and how they are made. It will give you a clear understanding of the key development purpose and how it links to the manufacturing of our products.

**Manufacturing Scheme:** The Advanced Apprenticeship in Manufacturing is an ideal opportunity if you are interested in the different stages involved in efficient food production. It will give you a clear understanding of the key manufacturing processes including planning, safe machinery operation and resource management, in addition to enabling you to gain experience in a supervisory role. Depending on the site, the scheme may offer placements within a factory based role with responsibility for a team, running production lines, quality and output costs.

**Technical Scheme:** Technical at Bakkavor is about ensuring they conform to customer, safety, quality and legislative standards. The Advanced Apprenticeship in Food Technology is an ideal opportunity for you to gain a clear understanding of food safety within a food manufacturing environment; partly through gaining a nationally recognised qualification, and partly through work-based experience.

**Administration Scheme:** The Level 3 Apprenticeship Scheme in Business Administration is an ideal opportunity if you are interested in working within one of the support functions involved within a fast-moving food manufacturing business, with vacancies in the Commercial or Planning functions. As Bakkavor operates in one of the fastest growing sectors of the food industry, the commercial team is an important function generating links with major high street retailers and customers. The planning functions are responsible for the scheduling of production and provision of materials for our business.

**Engineering Scheme:** This scheme focuses on the engineering side of the business. From new product development where they could be launching hundreds of new products each year to new business start ups, Engineers are at the forefront, ensuring that Bakkavor can deliver to its customers.

**Mars** employs nearly 4,000 associates across several sites in the UK, and manufacture confectionery, food, petcare and drinks products, with brands including MARS, SNICKERS, GALAXY, MALTESERS, EXTRA, ORBIT, PEDIGREE, WHISKAS, UNCLE BEN'S, DOLMIO, KLIX and FLAVIA. They offer an R&D Apprenticeship which provides an opportunity to learn new skills and gain experience in one of the most important parts of their business – R&D. It's a chance to turn your interest in food, food science and chemistry into an exciting, long-term career. Over the course of the two-year, on-site programme, you'll have access to work-based learning at university level – and will gain a Level 4 Diploma in Research & Development. In terms of the role itself, you'll be supporting innovation teams within the Mars R&D kitchen, as well as taking on all sorts of interesting packing challenges and supporting the wider R&D community.

You'll need A-levels at grade C or above – if they're in Science, Technology, Engineering or Maths subjects, that would be an advantage. Alternatively, you could have a BTEC diploma, a Level 3 Advanced Apprenticeship, experience in the R&D industry or a degree in a STEM subject. Either way, you'll need to show a real passion for food, food science and chemistry, along with strong communication and listening skills, and plenty of self-motivation.

In terms of the process, initially you need to send your CV and cover letter through the Mars website. The next stage is a telephone interview followed by an online numerical test. If you do well at this stage, you will be invited to a panel day, including a group discussion exercise, a problem solving exercise, a presentation on your greatest achievement, an interview and a factory tour with one of the current apprentices so you can see the environment for yourself, and hear about life with Mars as an apprentice from someone who's already been in your shoes.

## Hospitality

**Mitchells & Butlers** are the largest managed restaurant & pub company in the UK. They offer a huge range of career opportunities in Hospitality Retail, from Management and Administration jobs in Head Office, right through to General Manager in one of their pubs or restaurants

They offer a Management Development Apprenticeship programme. These opportunities are recruited for in June/July every year in key brand development sites. They last 3 years and are aimed at developing talented individuals into future managers. They offer two development routes Guest Service and Kitchen. You will also complete externally delivered and accredited qualifications.

The typical types of skills you will develop in Kitchen route include: stock ordering and management, cooking skills, preparing ingredients, operating kitchen equipment, cooking to recipes, maintaining quality standards, as well as leadership, communication and management skills. Many of these skills will be developed in your work place and supported by monthly added value activity workshops.

All the Assistant and General Managers also have the opportunities to progress onto a part time work based Foundation and (BA Hons) Degree with a recognised University. So, if you're looking to take your first step into the Hospitality Industry or entry into management with first class support, training, salary and a recognised qualification this may be for you.

**Travelodge** are one of the fastest growing budget brand hotels. They offer a 2 year Management Apprenticeship Programme, where you will be paid, learn about their business and also continue with your education and learning. Giving you the opportunity to become a Hotel Manager within 3 years of joining. During your first 9 months you will get to know a Travelodge hotel in detail, experiencing each of the hotel team member roles (reception, bar café (if hotel has this facility) and housekeeping) for yourself as well as completing your level 2 Apprenticeship in Multi-Skilled Hospitality.

For the remainder of the programme you will gain further in depth practical experience of what working in a Travelodge hotel means, learning supervisory skills and completing both the First Steps to Management and a Level 3 Diploma (Advanced Apprenticeship) in Hospitality Supervision and Leadership.

To apply for the Management Apprenticeship Programme you must meet the following essential criteria:

You'll be 18 - 24 years old, with EU residency for a minimum 3 years and the ability to reside in UK.

You'll possess 5 GCSE passes (Grade C) including Maths & English, plus 2 A levels (Grade C) or equivalent UCAS points.

You'll not have obtained a previous degree or equivalent vocational qualification.

Applications are considered from March onwards.

## Insurance

[Aviva](#) look after some 44.5 million customers worldwide with a wide range of insurance, savings and investment products. They are the world's sixth-largest insurance group, one of Europe's leading providers of life and general insurance, and the biggest insurer in the UK.

They offer two Apprenticeship Programmes: Actuarial and Underwriting, both based in Norwich. You are supported in both to gain a professional qualification.

### The Actuarial Programme

Actuaries are experts in risk management and use their mathematical skills to measure the probability of future events. As an actuarial trainee, you'll typically get involved in the analysis of future financial events, or even the assessment of the weather and the impact of storms or floods – drawing real-world conclusions from the analysis and presenting practical solutions to senior managers. Aviva will sponsor you to study for the UK Actuarial exams. Once qualified you'll become a fellow of the Institute and Faculty of Actuaries. A global profession with internationally-recognised qualifications, to be an actuary is to be highly regarded. The starting salary is £18,000 and a joining bonus of £500.

You'll need to be expecting to achieve an 'A' grade at A Level maths and 340+ UCAS points. Confidence and communication skills are key, as is the determination to develop a long-term career within the Aviva actuarial function.

### The Underwriting Programme

Aviva Underwriters set the prices for motor, home, travel, creditor, personal accident and all other personal lines business and make financial decisions on the levels of risk Aviva will insure against. Excellent underwriting is what makes the difference between being a profitable business or one that pays out more in claims than it earns in revenue. As a trainee, you will have the opportunity not only to build your technical skills, but to meet both brokers and customers face to face. You'll get training to develop your knowledge of insurance products while learning how to assess risk and underwrite various classes of business. You can choose to specialise in a specific field – like motor, life or property – later on. As you develop you'll begin to trade on larger cases and become key to helping the team develop new opportunities.

Aviva will sponsor you to study for the Chartered Institute of Insurance (CII) exams. You'll aim to gain the Diploma within two years and the Advanced Diploma within four years. The starting salary is £14,500 and a joining bonus of £500.

You need 300+ UCAS points and will need to show you're strong with numbers. Confidence and flexibility are also key, as is the determination to develop a long-term career in the insurance industry. As you'll ultimately be helping deliver tailored solutions for customers on large cases and schemes, you'll need to be creative too so you can come up with ways to differentiate your response from the rest of the market.

Recruitment for both programmes consists of an application form, followed by online tests, a telephone interview and then an assessment centre or face to face interview or assessment Centre. The later may comprise of a presentation, group exercise and/or an interview.

[RSA](#) is one of the leading global insurance groups. They employ 23,000 people across 140 countries. Their 3 year Apprenticeship Programme is in Underwriting. This is about assessing the risk on everything they insure - from a car, to a ship to a building. Underwriters calculate the risk and then decide whether the business wants to accept them and at what price. RSA will sponsor you as part of the programme and help you pass your underwriting exams. The first year is based in the Manchester office and you will work in a technical role. In the 2nd year you will have responsibility for underwriting cases and you will deliver underwriting decisions. By the end of year three, you will be reviewing underwriting cases for negotiation to achieve business retention and retention targets.

You need 240 UCAS points to apply, as well as drive, enthusiasm and commitment.

## Law & legal

[Clyde & Co](#) are a top 15 UK law firm with 33 global offices. They offer a vocational qualification route via the Level 3 Advanced Apprenticeship in Legal Services in Manchester.

They work with CILEx (Chartered Institute of Legal Executives) Law School in providing a two year apprenticeship programme working towards a specialist legal qualification (civil litigation or personal injury). There will be the opportunity to progress further by way of additional study towards becoming a Chartered Legal Executive.

The apprenticeship will be a structured programme combining academic and work-based learning assessing the two main forms of learning: a knowledge and competence qualification.

If you would like to arrange a visit or find out more about our apprenticeship scheme please e-mail Caroline Walsh, Head of Legal Trainee Recruitment and Development at [caroline.walsh@clydeco.com](mailto:caroline.walsh@clydeco.com).

[DAC Beachcroft](#) offer legal apprenticeships. You will learn how to deal on live legal matters and have contact with clients. You will work towards a level 3 apprenticeship qualification which includes studying the relevant law and legal processes as well as learning about systems and business. The programme takes between 18-24 months.

You need at least 280 UCAS points (BBC) as well as at least 5 GCSE grades A-C including maths and english.

DAC Beachcroft have offices throughout the UK

[DWF](#) have 12 offices across the UK.

They were an integral part of the Skills for Justice-led steering committee directing the design and development of the Level 3 and Level 4 Apprenticeships in Legal Services.

Their apprentices are supplied by Vision Apprentices and the Training and Learning Company for Facilities. Those apprentices working in legal roles study with CILEx (Chartered Institute of Legal Executives) Law School to gain the 'knowledge' element of the qualification.

To find out more and become part of the DWF team contact [recruitment.enquiries@dwf.co.uk](mailto:recruitment.enquiries@dwf.co.uk) or call 0161 8380387.

[Gordons](#) is a law practice with offices in Bradford (head office), Leeds and London. They are a multi discipline practice offering a full range of services to both businesses and private clients.

They offer 18 year old A level students an Apprenticeship (GAP) for those that would prefer a more practical way of gaining professional qualifications than going to University. You need to have the drive and ability to work and learn at the same time. Through this mix of practical experience and training you will gain valuable skills to have an excellent career in law. You will receive an annual salary of £10,390

"GAP" encourages specialising in certain areas of law; Business recovery and restructuring, commercial contracts, commercial litigation, commercial property, corporate, employment, family, planning and environmental, personal injury, personal law and residential conveyancing.

Gordons are keen to welcome candidates who have shown evidence of determination and a willingness to overcome challenges, and particularly those who are the first member of their family to apply to Higher Education (excluding older brothers and sisters).

The programme consists of a mixture of work based learning and education. You will work at Gordons and study for CILEx Examinations (Chartered Institute

of Legal Executive Lawyers) which, on average, will take four years of part-time study attending one day or evening class per week or by following a distance learning course. Exams are held twice per year.

Stage 1 – Level 3 Professional Diploma in Law and Practice (this is set at “A” level standard). Years 1 and 2

Stage 2 – Level 6 Professional Higher Diploma in Law and Practice (this is set at honours degree level). Years 3 and 4

On completion of both stages of the qualification you will be required to undertake a further two years employment, before becoming a legal executive lawyer at the firm. It is possible to accelerate the learning if you are really ambitious so that qualification comes in 5 years.

You need to have gained 2 or more A Levels at grade B or above as well as 5 GCSEs including English and Maths. You also need to reside within easy distance of Leeds or Bradford.

The [John M Hayes](#) School Leaver Traineeship is a 3 year programme that provides an opportunity to develop a career with one of the leading, and the largest, firms of Costs Draftsmen in the Country.

Law Cost Draftsmen are responsible for dealing with all aspects of solicitors’ costs that are controlled by both statute and common law. They deal with every conceivable type of legal matter that touches upon the subject of costs and it is the Costs Draftsman’s skill to successfully assist in the legal process.

John M Hayes are offer a starting salary of £10,000 nationwide. They have 11 offices throughout the UK. In addition there will be opportunity to earn bonuses during the 2<sup>nd</sup> and 3<sup>rd</sup> year of the training programme. In order to become familiar with office procedure your training will cover both administrative roles and responsibilities as well as cost drafting training within the office. Following the successful completion of the three year traineeship you will be able to progress to a full time position as a Costs Draftsman with competitive salary plus benefits, including monthly bonus opportunities.

You should hold, or expect to achieve, a minimum of three A levels at grade C or above – or equivalent 240 UCAS points – as a pre-requisite for this job. You also need to demonstrate a good command of written English together with strong analytical and mathematical skills. An interest in the law and its application would be beneficial, but not essential.

For more information on the traineeship and how to apply please click [here](#).

[Kennedys](#) is an international legal firm with expertise in litigation and dispute resolution, particularly in the insurance/reinsurance and liability industries.

They have a number of UK offices, including London & Birmingham as well as offices in Europe, Ireland, Australia, New Zealand, Hong Kong and Dubai.

They offer legal apprenticeships designed to help springboard you into a successful career in the legal world. If you are an A Level leaver or equivalent, you'll have the opportunity to join Kennedys as a Legal Apprentice. You need to have at least eight GCSEs at A\* to B grade and be expecting to gain at least three A levels at A\* to B grade.

The apprenticeship with Kennedys will teach you the skills you will need to work in a legal environment. You'll be helping lawyers with administration and office duties and building your legal knowledge.

The apprenticeship programme is made up of two phases:

1. A one-year intermediate apprenticeship in business and administration, Legal Pathway
2. A two-year advanced apprenticeship in legal services

After you have successfully completed the three-year apprenticeship, there will be a selection process and you will become a Litigation Executive at Kennedys. You will be an integral part of the firm, managing your own caseload, building your own relationships with clients and continuing to develop legal expertise in your field.

#### Locations

There are opportunities for apprentices in Birmingham, Chelmsford, London, Maidstone, Manchester and Sheffield.

The starting salary is £14,000- £18,000 depending on location.

The recruitment process involves an application form, online tests, a first interview, then second interview. Interviews take place during May and June.

[TLT](#) offer a complete a twelve-month Intermediate Apprenticeship programme in Legal Administration, to give you the background to support solicitors and case handlers with client queries and preparing legal documents, all with plenty of help and under supervision of senior team members.

[TLT](#) offer 'Leap into Law' training programme. They support bright, focused, hard-working individuals to become legally qualified with the Chartered Institute of Legal Executives (CILEX).

You'll learn the ropes as an Office Assistant with a mentor and then begin your studies - with a view to becoming a Legal Assistant within 12 months and a trainee Legal Executive within two years. This could put you on the road to becoming a qualified solicitor.

You will receive a starting salary of £12,750 and TLT will pay all your study fees.

IT

The [Accenture Apprenticeship Programme](#) consists of 3 years combined work and study. You will rotate across three different areas of business throughout your time on the course;

**Application Maintenance:** the area of the business that provides support and expertise to clients’ to ensure operations are delivered and maintained without any problems. On this rotation you’ll hone technical development skills and get a full understanding of service delivery.

**Service Management:** the single point of contact for all clients who use Accenture IT services. On this rotation you’ll be providing technical support to users.

**Testing:** the area that verifies that systems or products meet the functional, performance, design and implementation specifications.

If you feel however that one area suits you better, then you will be able to concentrate more on that specialism.

#### Training & Development

As well as your on-the-job experience you will have structured training delivered by Newcastle College (NCG) and Northumbria University, as you work towards Level 3 and Level 4 apprenticeships. In your first year, your study with NCG will be concentrated in two ‘semesters’. During those terms you’ll cover units that include Computer Systems, Data Analysis and Design, and Website Production. It’s not all about the technical side though, and you’ll also get training in communication skills.

In your second and third years, you will study for a Foundation degree in IT with Northumbria University covering topics such as Web Technologies and Application Development for Mobile Devices and also undertake work based projects. Meanwhile, your Accenture training will cover areas such as Software Design and Development, and Systems Analysis and Design.

Over the 3 years you will complete 200 days of training — half delivered by our education training partner (NCG) and half delivered by Accenture specialists.

You’ll emerge at the end of your apprenticeship with sharp business acumen, a wealth of technological knowledge, and a Higher Apprenticeship for IT, Software, Web & Telecoms Professionals which includes a Foundation Degree and Edexcel Level 4 BTEC Diploma in Professional Competence for IT and

Telecoms Professionals (QCF)

**Employment Details**

In the first year you'll earn £7,800 and £12,305 in your second and third years. You'll also receive a £2,000 bonus when you finish. You will also have access to a nearby canteen and subsidised gym.

The apprenticeships are all based at Accenture's UK Delivery Centre in Cobalt Business Park, just outside Newcastle. This is one of Accenture's centres for excellence — and is particularly focused on technology services delivery.

You don't need any specific qualifications to apply to the apprenticeship scheme. You apply by sending a CV and covering letter via the website. This is followed by a telephone interview and assessment morning.

The [Cap Gemini Technology Apprenticeship Programme](#) is a 5-year Higher Apprentice Programme, with a sponsored degree aimed at students with A levels or equivalent. It is designed to develop software engineers. The programme leads to a vocational BSc in Computing & IT and several professional qualifications. It will provide a thorough grounding in software engineering and provide experience on client projects. You will develop skills in a number of environments such as .net, Microsoft & Java and work worth cloud computing.

You will be given the opportunity to study part time for a BSC degree and sponsored throughout so no requirement to accumulate debt.

**To be eligible, you require:**

- at least 5 GCSEs at Grade C or above, including maths and English
- to have or expect 3 A-levels, grades C or above, or equivalent (e.g. National BTEC with at least 1 distinction, or completion of a full IT-related Advanced Apprenticeship with work experience).
- A-levels are likely to include an IT-related subject (e.g. maths or science)
- demonstrable passion and capability in software development (e.g. you might have designed a website or a game)
- high analytical capability
- good oral and written communication
- good interpersonal skills
- self-motivation
- ability to work well as part of a team
- ability and willingness to travel to different offices and client sites after your first 3 months.

Accepting applications for September 2015

[IBM](#), offer an IT Apprenticeship programme for school leavers. This is a 2-year training programme, where you will work as part of ones of the world's leading technology companies as well as gain a professional qualification; The Advanced Apprenticship for IT Professionals. Job roles include either the Technical Support Specialist or the Product Support Specialist. In the former you will develop proof of concepts, design, develop, build and test and implement systems to solve clients business and IT problems. You will be a hands-on professional given the opportunity to learn in-depth about IBM products and services. In the Product Support role you will provide post-sales support on hardware and software products. You will work at either customer locations or in one of the IBM support centres. You will be diagnosing problems and providing support directly to clients. You need at least 8 GCSEs (Grades A\* to C) including Maths and English and at least 2 A Levels (or equivalent) at grade C or above.

<http://www-05.ibm.com/employment/uk/school-leavers/apprentice/>

**Deadline: July 2015**

[Smith & Williamson](#) offer a relatively unique combination of financial services, private banking and investment management. They provide school leaver trainee programmes in assurance & business services, corporate tax and private client tax services. If you're looking for an opportunity where you will be doing real work, on real accounts with real responsibility from an early stage, then this is an option. You'll also work toward a professional qualification with full support throughout your studies, including ongoing in-house training, appraisals, and mentoring.

Assurance & Business Services means working directly with managing and financial directors being responsible for checking that numbers stack up with fact. Corporate Tax ensures clients are tax efficient and compliant and Private Client tax provides tax advice to individuals.

<http://www.smithandwilliamsontrainees.co.uk/our-programmes/school-leaver>

[Aon](#) is a leader in the global reinsurance sector. They are a reinsurance intermediary which means they arrange insurance for insurance companies. They operate in the city of London and in a wide range of financial markets. You will need to be good with numbers and comfortable meeting people from different backgrounds.

They are looking to recruit talented individuals on a permanent basis, starting with a dedicated 12 month Programme. Starting salaries 16-18K

**Responsibilities**

You will be supporting Account Executives and Account Managers on a varying range of tasks including:

Preparation of final reinsurance information or documentation

Claims support

Preparation of market submission(s) and statistical analysis of client data

Quality control of reinsurance documentation

In addition to your daily responsibilities, you will also undertake studies in order to pass the Certificate in Insurance during your first 12 months which provides the foundation for your Chartered Insurance Institute (CII) qualifications.

**Who they are looking for...**

They are looking for candidates with excellent verbal and written communication skills who demonstrate enthusiasm and teamwork. They will assess you on numeracy, communication, problem solving, personal commitment and ability to build effective relationships.

**Qualifications**

A minimum of 280 UCAS points or equivalent qualifications

Grade A or higher in Maths and English GCSE (or equivalent), if not taken at a higher level. Apply via their website. If you have any questions,

email: [amy.cooper@aonbenfield.com](mailto:amy.cooper@aonbenfield.com)

<http://www.aonearlycareers.co.uk/pages/apprenticeships.php>

[GCHQ](#) is one of the UK's intelligence and security agencies, who gather and analyse digital and electronic signals from many channels, from all corners of the world. Converting this information into intelligence material, they play a significant role in informing national security, military operations, police activity and

foreign policy. Customers include government organisations such as the Ministry of Defence and the Foreign & Commonwealth Office, as well as law enforcement agencies.

Joining the Higher Apprenticeships programme you'll be working with MI5, MI6 (the Secret Intelligence Service) and GCHQ (Government Communications Headquarters). You'll be learning about - and working with - some of the best and most cutting edge technology.

Here you'll make a real contribution to the mission of the Intelligence Services to tackle cyber threats, terrorism, counter espionage and organised crime.

You'll be supported throughout this two year programme, with a combination of university delivered education, specific technical training and work based placements and projects. Two thirds of the first year is classroom based learning and in the second year you will continue to spend time in the classroom - for around a third of the year. In your first year you will be based Cheltenham and in your second year either London or Cheltenham. After successful completion of your apprenticeship, you'll gain a Foundation Degree in Communications Systems, Security and Computing and a Level 4 Diploma in IT Professional Competence.

You must have or be expecting 3 A levels at grade C or above, and two of these A levels must be in Science, Technology, Engineering or Mathematical (STEM) subjects, or equivalent qualifications in a STEM - related subject.

Applications open in the autumn.

**The Met Office** is at the cutting-edge of computer science. Information Technology is absolutely crucial to their overall success as a business. They offer an IT trainee scheme is open to those with two relevant A Levels, who are passionate about technology, ambitious to learn and willing to work hard and make a positive impact on business. This two year programme consists of six placements, covering a variety of IT and development areas. This structure enables you to learn a broad range of technical skills – from scientific programming to database management, web design to networking, software testing to Windows and Linux.

You will also be enrolled in the British Computer Society's Professional Development Scheme and there will be a number of training courses, externally and internally, for you to attend.

#### Entry Criteria

At least two A-Levels or equivalent with a significant numeracy, science and / or IT element

Knowledge of at least one programming language.

A keen interest in current and future IT developments.

Effective analytical and problem solving skills.

Ability to plan and organise work using your own initiative.

Evidence of good oral and written communication skills.

To apply you need to complete an online application form. Applications accepted up to Monday 18<sup>th</sup> May 2015

<http://careers.metoffice.gov.uk/graduates-and-placements>

#### Science & Technology

**GSK** (GlaxoSmithKline) is a global pharmaceutical company. They have offices throughout the UK including Scotland. Their apprentices all work towards a minimum Level 3 Advanced Apprenticeship. In some instances, a level 4 and 5 Higher Apprenticeships may be offered. They are recruiting now for Laboratory Apprenticeships to start in autumn 2013. The roles are based in Worthing, West Sussex and will be Level 5 Apprenticeships. Chemistry A level (or equivalent) in addition to five GCSEs (or equivalent) including maths, English and a science are required.

Other apprenticeships include:

- Artwork and design (based in Durham - requires graphic design or similar A Level)
- Engineering
- Information technology
- Supply chain (based in Herts or West London - A or AS Level in Math, IT or business required)
- Manufacturing
- Environmental Health, Safety
- Finance
- Chemical Engineering
- Project Management

Applications for 2015 apprenticeship opportunities are now closed

**National Nuclear Laboratory** (NNL) offer a scientific apprenticeship, based in Sellafield, Cumbria. Scientific Apprentices perform a wide variety of roles. They are needed to test and calibrate equipment as well as undertake investigations and analyse samples. Scientific Apprentices are likely to work with hazardous substances, so it will be necessary for you to have a strong understanding of health and safety procedures and safe working practices.

#### Your training

You will undertake an NVQ Level 3 in Laboratory Operations during your apprenticeship and attend Gen2 to study your Technical Certificate. You will study for the following qualifications:

BTEC Level 3 Diploma in applied Science

NVQ Level 3 in Laboratory and Associated Technical Activities

HNC in Applied Chemistry

**Entry Requirements:** Minimum of 3 A Levels Grades A-C in Mathematics, English and Chemistry.

NNL also offer three other apprenticeships in electrical engineering, mechanical engineering design and project management. The latter requires 120 UCAS points, the former two not stipulating A Levels.

**Selex ES** is an international leader in electronic and information technologies for defence systems, aerospace, data, infrastructures, land security and protection and sustainable 'smart' solutions.

They offer apprenticeship programmes in:

Technical (4 years) - accredited by the Institute of Engineering Technology (IET)

Manufacturing (3 years) - provides a variety of experiences in both technical and nontechnical disciplines

Software (4 years) - a variety of experience through placements in Software Engineering  
 Business (2 Years) - Available placements include; Commercial, Finance, IT Projects, Procurement and Project Planning.  
 They have offices in Basildon, Edinburgh and Luton.  
<http://www.selex-es.com/international-presence/uk/careers-2/apprenticeships/apprenticeships>  
 Currently recruiting – assessments and interviews – April/May

The [Accenture Apprenticeship Programme](#) consists of 3 years combined work and study. You will rotate across three different areas of business throughout your time on the course;

**Application Maintenance:** the area of the business that provides support and expertise to clients' to ensure operations are delivered and maintained without any problems. On this rotation you'll hone technical development skills and get a full understanding of service delivery.

**Service Management:** the single point of contact for all clients who use Accenture IT services. On this rotation you'll be providing technical support to users.

**Testing:** the area that verifies that systems or products meet the functional, performance, design and implementation specifications.  
 If you feel however that one area suits you better, then you will be able to concentrate more on that specialism.

**Training & Development**  
 As well as your on-the-job experience you will have structured training delivered by Newcastle College (NCG) and Northumbria University, as you work towards Level 3 and Level 4 apprenticeships. In your first year, your study with NCG will be concentrated in two 'semesters'. During those terms you'll cover units that include Computer Systems, Data Analysis and Design, and Website Production. It's not all about the technical side though, and you'll also get training in communication skills.

In your second and third years, you will study for a Foundation degree in IT with Northumbria University covering topics such as Web Technologies and Application Development for Mobile Devices and also undertake work based projects. Meanwhile, your Accenture training will cover areas such as Software Design and Development, and Systems Analysis and Design.

Over the 3 years you will complete 200 days of training — half delivered by our education training partner (NCG) and half delivered by Accenture specialists.

You'll emerge at the end of your apprenticeship with sharp business acumen, a wealth of technological knowledge, and a Higher Apprenticeship for IT, Software, Web & Telecoms Professionals which includes a Foundation Degree and Edexcel Level 4 BTEC Diploma in Professional Competence for IT and Telecoms Professionals (QCF)

**Employment Details**  
 In the first year you'll earn £7,800 and £12,305 in your second and third years. You'll also receive a £2,000 bonus when you finish. You will also have access to a nearby canteen and subsidised gym.

The apprenticeships are all based at Accenture's UK Delivery Centre in Cobalt Business Park, just outside Newcastle. This is one of Accenture's centres for excellence — and is particularly focused on technology services delivery.

You don't need any specific qualifications to apply to the apprenticeship scheme. You apply by sending a CV and covering letter via the website. This is followed by a telephone interview and assessment morning.  
<http://careers.accenture.com/microsites/apprentices/Pages/index.aspx>  
 Applications open now

[Nomura](#) is a leading financial services group and the pre-eminent Asian investment bank. It is launching a Technology Apprenticeship Program. It is aimed at young people aged 18 or over, who are motivated, ambitious, with a keen interest in Technology. The programme will provide you with opportunities to develop your skills and the knowledge you need to progress your career within one of Nomura's industry leading technology teams. In your first year you'll spend time gaining a relevant NVQ qualification in partnership with Just IT Training. If successful you'll then go on to study for further qualifications in your second year whilst having the opportunity to progress your IT career in a wide range of roles.

There are three key areas on the Apprenticeship Scheme:

- Development
- Support
- Infrastructure

Within the **Development** team, you'll be working on cutting edge applications across a number of business lines. In **Support** you could be responsible for a number of systems that are critical to the running of the bank. If you prefer the **Infrastructure** side, you'll be working on the infrastructure that supports all the major applications across the bank, from web applications to staff email and messaging.

**Whats required?**  
 Interested candidates should be on course to achieve A to C grades in their A-levels and have a keen interest in technology. Minimum grade C in Maths and English at GCSE level  
 Good communication skills are essential and commitment to a learning program  
 You will be working in London.

<http://www.nomura.com/europe/careers/>

## School leaver programme

The BBC Radio Journalism Apprenticeship Scheme is a fantastic opportunity to kick-start a career in speech radio. The BBC Radio Journalism Apprenticeship Scheme combines training and study at Lambeth College in London with work placements in the radio production teams and will train you in every aspect of radio journalism, from how to create accurate, clear, and balanced reports, to how to write for radio, the web, and social media.

The apprenticeship and work placements will be for 2 years. This experience will give you all the skills and knowledge you need to gain an Advanced Apprenticeship in Journalism (Level 3) and an NCTJ diploma in BBC Radio Production. By the end of the 2 years you will be in a good position to compete for jobs at Assistant Producer level in BBC Radio Production.

If you have a passion for speech radio and listen to Radio 4 and World Service programmes like Woman's Hour and Outlook, if you have a genuine interest in how such programmes are put together and what makes them tick, then this is an opportunity for you. You will need to complete a long and complex application form which provides number of scenario questions.

**Retail**

Harrods school leaver programme is specifically designed to support 18 year old school leavers deciding to pursue a opportunities in retail.. The 18 month programme will provide you with an unrivalled understanding of retail, selling and how to work in a professional environment. By the end, you will be armed with all the essential tools to a fast-track supervisory career within one of the luxury departments.

**Retail Home Group**

You know this group better as companies such as Argos and Homebase. Their **A-level Entry Programme** is aimed at those considering a career in finance. They will give you the opportunity to develop commercial, retail and financial skills. As you move through the business you will also be able to develop your abilities in leadership, influencing and communication. They will support you through a course of professional accountancy exams starting with AAT and then onto either ACCA or CIMA. At 22 you could be a fully qualified accountant. Roles in the scheme will give you exposure to many areas of Finance within the Group. They also offer mentoring and a programme of events to support and enhance your study programme. What they require: Grade B or above in GCSE (or equivalent) Maths and a C grade or above in GCSE (or equivalent) English language. 280 UCAS points (expected) Drive and ambition to succeed To be able to communicate clearly The ability to build relationships and work well in a team You will receive a salary of £16,500 plus benefits.

M&S Trainee Retail Management Scheme provides a fast track to a Commercial Manager role and a range of retail experience. This Management Scheme for School Leavers is fun and challenging and will give you everything you need to run your own £multi-million M&S department – in only 18 months. Through a combination of on-the-job learning, real-life project work, and development activities, you'll get to know retail management inside out. You will need two A-levels (or equivalent), and a solid commercial approach. During the 18-month scheme, you'll branch out from your base location with a series of short-term roles in stores around the region. You'll need to be driven and flexible, tackling different shifts and going wherever the role takes you. You'll start on £18,000 plus benefits. Once you've successfully completed the programme and become a Commercial Manager, you'll move up to a basic salary of around £26,000. **Application Process** You will need to complete an online application that includes a verbal and numerical test, plus a talent screener. The final step will be an Assessment Centre which will include a number of exercises for you to take part in, including a group activity, an analysis exercise and presentation, a competency interview and coaching task.

Mondelez International is a global snacking powerhouse which includes names like Cadbury, Oreo, Toblerone, Trebor, Kenco and Philadelphia. Iconic brands that have made them number one globally in biscuits, chocolate, candy and powdered beverages, and number two in coffee and gum. They are looking for A Level School Leavers to join their team, in three locations: Reading, Banbury and Bournville. They are offering a three year school leaver programme. These placements will be in five different areas: **Sales** - is all about customers: the stores and supermarkets that buy products **Supply Chain**- one of the most expansive areas of the business, responsible for storing products, taking orders, managing demand, arranging transport, collecting payments and, ultimately, ensuring that products reach store shelves all over the UK and Ireland – in full and on time. **Engineering**- engineers develop the highly technical processes behind every product made, whether it's a new recipe for DairyLea Dunkers or a new chocolate bar such as Marvellous Creations **HR** - supports the design and delivery of people systems and processes, and works with business leaders and managers to support the people agenda. You'll also develop generalist skills such as leadership and workforce planning, while gaining specialist skills in areas such as organisational effectiveness and compensation and benefits. **Research, Development & Quality (RD&Q)** - a number of areas including the Chemistry Department who make chemical and physical measurements to characterise composition, functionality and nutritional value; the Packaging team who use their expertise for everything from extending the shelf life of products to ensuring they're wrapped in an environmentally-friendly way. The Consumer and Sensory Science people provide sensory testing and consumer research;the Nutritional Group offers strategic leadership in nutritional science and the Science and Regulatory Affairs Department handles legislation and regulatory compliance. There is also a Quality team who develop and carry out proactive food safety initiatives.

**Sainsbury's** offer a 12-month programme aimed at those with at least 2 A Levels, who wish to gain retail and management skills rather than study further. You actually apply for a specific store. After you have completed the 12 months training, you may then be moved. The starting salary is £18,000. At the end of the 12 months, you will be ready to run your own department whether that's Grocery, Bakery, Fresh Produce or a non-food area like Clothing

The Tesco Commercial Development Programme is a two-year programme to help you become a Buyer or Merchandiser in one of the General Merchandise or Food teams. **Buying Roles** Buyers use a combination of deep product knowledge, customer insight and understanding of sales results to: Source and manage a range of products to ensure our customers get what they want, at great prices Develop relationships and negotiate with suppliers Get to know our customers and products inside out

## Merchandising Roles

They work closely with Buyers, sourcing hubs, and suppliers around the world, to determine the price, quantity and availability of products. They use strong data and time management skills to:

Analyse sales data

Manage budgets and targets to make sure the right stock's in the right place at the right time

Get products from factories to distribution centres to stores to shelves.

### You require:

240 UCAS Points (excluding General Studies)

Maths and English GCSE Grade C

To manage workload in a fast-paced environment

Good computer skills, including Word and Excel

The roles are based in Tesco Head Offices located in Welwyn Garden City and Cheshunt, so you could be placed at either office.

### Recruitment Process

Online application form

Telephone interview

Psychometric testing

Assessment centre

Tesco Trainee Management is a fast-track programme designed to launch retail management careers in just 12 months. The programme involves immediate responsibility and hands-on experience, combined with on and off the job training. Full managerial responsibility will follow. With plenty of support from your store managers, as well as excellent on-the-job training and external learning, you'll soon start to have the basic technical and leadership skills to work as a line manager in one of Tesco stores.

To apply to the programme you need to have:

240 UCAS Points (excluding General Studies)

Maths and English GCSE Grade C

To be a strong leader of people who inspires everyone to achieve together

### Recruitment Process

Online self-assessment checklist

Online application form

Behavioural Talent Screener

Telephone interview

Work sample in store

Assessment centre

## Fashion buying or merchandising

Tesco offers a two-year programme that's a partnership between F&F and the Fashion Retail Academy. There are two 12-month placements, one in Buying and the other in Merchandising. One day a fortnight you attend the Fashion Retail Academy, just off London's Tottenham Court Road, to study for a Level 4 Diploma in Buying or Merchandising. With talent and hard work you can become an expert in fashion - even a leader in Tesco. But before that you'll need to decide to become either a Buyer or a Merchandiser. Both lead to exciting careers. One day you could be a Head of Merchandising, responsible for the supply and financial success of an entire range; or a Head of Buying, responsible for building up a head-turning range of products.

You require:

240 UCAS Points (excluding General Studies)

Maths and English GCSE Grade C and above

To eat, sleep and breathe fashion

An eye for numbers and a head for interpreting data

### Buying or Merchandising?

Buyers use product knowledge, customer insight and a firm grasp of sales results to:

Source and manage ranges that give customers what they want, at prices they can afford

Develop relationships and negotiate the best deals with suppliers

Get to know customers and products inside out

Work with the design team to create big sellers.

Merchandisers work closely with Buyers to scour the world for the right products at the right price and in the right quantity. They also:

Analyse sales data

Manage budgets and targets to make sure the right stock's in the right place at the right time

See to it that products get from factory to distribution centre to store to shelf as quickly and efficiently as possible.

## Asset & Investment Management

Henderson Global Investors run a trainee programme, with intakes in April, August and November. The programme is aimed at school leavers and gives you hands on experience in working in the asset management industry. Unlike many programmes, previous experience is not a prerequisite for applying.

Henderson are offering a 12-month short term contract, and you are placed in one of their teams for the duration of the contract, not rotated. The programme is a paid experience, which could either help you make future career choices or provide the necessary experience for embarking on a career in financial services. For those Trainees who excel it may lead to a permanent role within Henderson. They recruit many people from this trainee scheme, 78% to date of those that attended the training programme, were later employed.

**Investment 2020** is a scheme put together by 13 investment management firms with UK based offices. They offer school leavers ( and graduates) the opportunity to get paid work experience within one of the 13 firms for a 12 month period. The trainees will get experience across one of marketing, IT, Infrastructure, operations or investment. At the end of the 12 month period you will be considered for a permanent position within the firm. The participating companies includes; Aberdeen, BNP Paribas Securities, Services, Cazenove Capital, First State, Henderson, JO Hambro Capital Management, Jupiter, Legal & General Investments, M&G Investments, Pension Insurance corporation, Standard Life Investments and Threadneedle Investments.

J.P. Morgan Asset Management school leaver programme is looking to attract smart and talented A-Level students to join their Asset Management business and to develop you to be future leaders. Following a 4-6 week internship, where you can experience a taste of working in one of the largest financial institutions in the world, successful students will be offered permanent role. These specialist school leaver roles will follow a structured 3-year programme developing your personal and professional skills within the firm.

Students on the School Leaver Programme will undertake the CISI Investment Operations Certificate (IOC) and the CISI Investment Management Certificate (IMC). You will be placed in one of these groups:

- Business Change Group
- European Client Services
- Investment Operations
- Investment Services Portfolio Analysis Group
- Product Delivery

To apply you need to complete an application form, followed by online tests. This will be followed by interviews and an assessment day. You will then have a 4-6 week internship which if successful you will then be offered a full time position.

BDO is one of the UK's largest accountancy and business advisory firms providing services to ambitious businesses within the UK and worldwide. They offer a School Leaver Programme. This combines work experience with study towards your professional qualifications. You can gain highly-regarded professional qualifications alongside a permanent salaried career, all without the expense of funding higher education. At the same time, you'll be gaining invaluable experience in a commercial environment, working on real business projects alongside leading industry professionals. BDO pay for all your training and they also pay you for your work.

For the first two years you will study towards the Certificate in Finance, Accounting and Business (CFAB) qualification and the Higher National Apprenticeship in Accountancy (HNA). If successful in these, you will continue on to study towards an appropriate professional qualification for your chosen specialism. This will usually be the ACA, but may be the CA (in Scotland) or the ATT or CTA if you intend to specialise in tax.

If you pass all your exams, then within 5 years you will be a qualified accountant.

There are a number of areas within BDO that you can choose to specialise in and pursue. these are:

Audit

Tax

Advisory

Financial Services

They have 21 regional offices across the UK.

In order to apply, you need to have at least the following:

grade B in Maths and English at GCSE/Scottish Standards or equivalent

280 UCAS points or equivalent (excluding General Studies) (obtained or predicted)

The application process is an online application, followed by online tests, an interview and then an assessment day.

If you are undecided maybe first attend their Summer School Programme, which runs for 2 weeks over the summer.

Chantrey Vellacott is a provider of accountancy, taxation and professional advisory services. They have offices in London, South East and The Midlands. Their A Level entry training contract is open to A Level students. They have positions available for candidates who are interested in completing The Associate of Accounting Technicians (AAT) qualification. You will need GCSE passes A-C (or equivalent) with grades B or above in English Language and Maths, and have achieved 3 good A level passes equivalent to 300 UCAS points. They offer a 3 year training programme which provides exam tuition, on the job training and professional development.

To apply for the A-level training contract please submit your CV to [aleveltrainingcontract@cudfk.com](mailto:aleveltrainingcontract@cudfk.com).

Crowe Clark Whitehill is an independent accountancy and advisory consultancy. They have 5 key specialist areas in corporate business, not for profit, professional practices, pension funds and private clients. The programme allows you to combine work experience with study for a professional Certificate in Finance, Accounting and Business (CFAB). CFAB is a nationally recognised professional qualification provided by the ICAEW. It consists of the same six modules as the first level of the ACA qualification and once completed gives you the opportunity to progress with your full ACA qualification and become a chartered accountant.

Some of their offices offer:

The opportunity to attain the Association of Accounting Technicians (AAT) qualification, with the possibility of AAT fast track training to ICAEW ACA for the right person.

The opportunity to attain the Associate of Taxation Technicians (ATT) qualification.

To apply you need:

- 300 UCAS points achieved from your top 3 'A' levels at first attempt (not including General Studies).
- GCSE Grade B or above in English language and maths.

**PKF Littlejohn** is a firm of chartered accountants. They offer a scheme for school leavers which allows you to gain valuable commercial experience and earn a competitive salary as well as obtaining a respected qualification. You'll begin by studying the AAT qualification before progressing to the ACA or ACCA.

Wilkins Kennedy are chartered accountants and business advisers. They offer an AAT Training School Leaver programme. They are looking for conscientious students with a minimum of 300 UCAS points. Most of their AAT students go on to study for the ACA qualifications. On qualification, you can choose to

specialise in areas such as taxation, corporate finance or insolvency.  
To apply you need to complete their trainee application form, preferably by December for a trainee ship for the following autumn. This is then followed by online tests and an assessment centre.

The Bank of England offers an Initial Entry Scheme for those not planning to go to university. However it was not available this year and they are therefore not accepting applications.

The scheme focuses on three core areas of the Bank's work. The first, Banking Services, will see you undertaking operational Banking work - processing financial data and gaining first-hand experience of how we work. The second, Information Systems and Technology is all about providing technical support, solving problems and developing new applications. Finally there's Monetary and Financial Statistics, which will involve processing statistical data for use across the Bank. There are also a few research and clerical based opportunities in other areas.

Whichever route you choose, you'll follow a structured development programme for the first two and a half years. On this programme, you'll have plenty of support, along with the opportunity to study for professional qualifications relevant to your role and the Bank.

They want people who are eager to learn and serious about building a career in the financial sector. To apply, you'll need a minimum of five GCSEs at C and above, including English and Maths, along with at least 180 UCAS points (either passed or predicted) from up to three A Levels or equivalent.

Close Brothers is a specialist financial services group which makes loans, trades securities and provides advice and investment management solutions to a wide range of clients. They offer a two year Aspire programme aimed at school leavers:

**What does the ASPIRE School Leaver Programme offer you?**

- A structured yet tailor-made two year programme, working across the Banking Divisions. You will be exposed to a variety of business areas and locations.
- Personalised training and development courses within your induction and throughout the programme.
- One-on-one mentoring and exposure to people in all parts of the business.
- Support with studying for the Professional Certificate in Banking through the IFS.
- Starting salary of £16,000 plus benefits and bonus.
- Assistance and support with relocation (where relevant).

**What they look for:**

- Motivated, enthusiastic, hard-working individuals.
- Applicants that can join in September 2014 and are committed to a two year programme.
- Flexibility to work in our UK locations including: London, Tolworth/Wimbledon, Doncaster, Hove, Manchester, Northwich and other Northern locations.
- Academically we are looking for applicants with at least a grade B in Maths and English Language, and at least a predicted/achieved A-level grades B, B, C (not inclusive of general studies)

**Start date:** 28th September 2015

**Application deadline:** 24th December 2014

To apply visit: <http://www.closebrothers.gtios.com/>

Santander offers their Flying Start programme to students with a minimum of 2 A Levels at grade C or above. You also need GCSE Maths and English at grade C or above. You will join Santander as a Customer Services Advisor or retail sales consultant. You will start the Chartered Banking Programme which is a 4-year journey which allows you to gain a Professional Banking Certificate, Diploma, Advanced Diploma and finally Chartered Banker. At the end of the training, you will be ready to take on a specialist sales role, a team leader role or a more technical specialist role.

The selection process involves an online application & CV, online testing, a telephone interview, interviews and assessment centre. You need to be prepared to work and travel to Santander branches. Positions could be in Glasgow, Edinburgh, Cardiff, Belfast, Leicester, Bootle or Bradford.

Siemens is a leading global engineering and technology services company.

The Siemens Finance & Commercial Academy runs at the head office in Frimley, Surrey and at sites in Manchester, Lincoln, Poole and Newcastle.

You'll be based at one of these sites to initially, but you'll soon see the breadth of the business, spending time in core areas of Accounting & Financial Controlling, Procurement & Logistics, Compliance, HR, Shared Services and other business and corporate functions.

All in all, the Academy will give you a wide-range of commercial skills, money in the bank and plenty of opportunity to develop your career.

To apply, you need at least 280 UCAS points and GCSE grades C or above in Maths, English and, ideally, ICT. To stand out, you need to have a genuine interest in a career in Finance and an innovative streak combined with boundless curiosity and a naturally enquiring mind.

The Finance & Commercial Academy incorporates the CIMA qualification as the preferred route of study. During the first 2 years Academy students will achieve firstly the CIMA Certificate in Business Accounting and then the CIMA Diploma in Management Accounting (Operational Level of the Professional qualification). You then have the opportunity to continue to progress to fully qualified status within an estimated 5 year timeframe from starting CIMA studies.

To apply, you need to complete their application form and send a CV.

Here's an idea of what they are looking for in an individual:

- problem solving skills
- the ability and desire to learn fast
- team spirit
- customer focus
- drive and motivation
- a keen interest in Finance

BP are one of the largest physical traders of oil and gas in the world with a huge array of assets, including refineries, ships, tanks and retail systems. The Integrated Supply & Trading (IST) is the market-facing component of their trading activities. They offer a three year IST programme for A-Level students. Based in Canary Wharf, the IST school leaver Programme is an ideal platform for top performers to gain experience on a trading floor. On the programme, you'll undertake two job rotations in front office roles and participate in structured training and development.

You could be involved in a wide range of commercial activities in the oil, gas and shipping sectors such as:

Analysing market data.

Working with product control.  
 Supporting an operations team on a trading bench.  
 Working with the derivatives marketing team.  
 Directly supporting a trading team's day-to-day activities.  
 Supporting commercial trading as part of the financial team.  
 You'll develop the competencies and technical skills needed to move into a permanent role on the BP trading floor, at the end of the programme.  
 BP are looking for innovative thinking, an entrepreneurial spirit and the ability to relate well to colleagues. You need a strong academic record and 320 UCAS points from your top 3 A-Levels (or equivalent). The selection process will include verbal and numerical reasoning tests an interview and an assessment centre in the Canary Wharf offices. Applications usually open in January.  
 Construction, property and Engineering

**Galliford Try.** They are a housebuilding and construction group who offer a range of study opportunities for school and college leavers. You should have good qualifications, ideally six GCSE at grade B or above and/or A Level results totalling a minimum of 240 points or Scottish equivalent. You should enjoy working as part of a team and have a keen desire to develop a career in the construction industry. A good attitude and strong work ethic are also essential qualities. They offer funding for day release studies to gain qualifications such as National Certificates/Diplomas, Higher National Certificates/Diplomas, Foundation Degrees and full degrees.  
 Study will be undertaken on a part-time basis. Your time will be split between academic and theoretical study at college/university and practical experience on site or in an office. The costs of the course will be met by the company and full support will be offered for both studies and skills development.  
 You will follow a competency based, role relevant structured training framework. This ensures that you acquire sound knowledge and understanding for your specific role. In addition, experiential secondments provide a broad understanding of the functions of other departments within the business unit and are an essential part of your development.

**ISG** is an international construction services company delivering fit out, construction, engineering services and a range of specialist solutions. They offer opportunities for school leavers. They will support you in achieving professional qualifications. You can qualify as a quantity surveyor or construction management.

**Laing O'Rourke** is a privately owned, internationally focussed engineering enterprise. They operate an integrated business model comprising the full range of engineering, construction and asset management services. They run a Cadets scheme aimed at bright, passionate school-leavers seeking careers in engineering, construction or commercial management. This five-year programme combines academic learning with on-the-job training. Candidates will complete an accredited degree while working as a Laing O'Rourke employee. During this time, you will be mentored by experienced employees, who will support your personal and professional growth using career planning toolkits and tailored development plans.  
 To be eligible for a UK-based cadetship you will need to have gained (or be on track to achieve) three A Levels at Grade C or above (or equivalent), plus at least five Bs at GCSE-level. Ideally you will have completed your education no more than two years before applying.  
 In the UK, applications open in the autumn and close in the spring – with the programme commencing the following September. The assessment and selection process begins in January, so we recommend you apply early to be considered.

**Persimmon** is a large house builder. If you have A-levels, or a college qualification, a role as a Trainee Designer or Trainee Quantity Surveyor offers an excellent opportunity for you to commence your career in construction. As a Designer you will assist with the preparation of layouts and planning applications. Some experience of CAD is desirable, but above all you should have a genuine desire to learn and succeed in a very rewarding role. Quantity Surveyors play an important part in the process and ensure costs are kept under control. If you have some relevant work experience, all the better, but if you have left school or college or are perhaps already studying towards an ONC or HNC, you are equally suited to one of our varied roles. You will work in the office, visit site, as well as liaising with all our internal departments and our numerous suppliers and contractors.

**Taylor Wimpey** build and sell over 10,000 homes each year.  
**Management Trainee Programme:** Successful applicants for the Management Trainee Programme are usually school or college leavers who wish to gain professional qualifications while working full time. You will start by gaining a general appreciation of the business, and complete day release studies to equip you to become a qualified professional. Typical roles that Management Trainees are appointed into include Quantity Surveyor, Buyer, Marketing Assistant, and Finance Assistant.

**Wates** Group is a family-owned construction services company who offer 3 management Trainee programmes for school leavers, who are interested in a career in construction.  
 They include:  
 Commercial Management - for those interested in a career in quantity surveying  
 Production Management - train to become a site or project manager  
 Production Management (building services) - you need a plumbing, electrical or mechanical background  
 All the programmes combine technical, behavioural and professional development with on the job experience on diverse projects across the country. They are all 2-3 years in length.  
 Wates head office is in Surrey and they also have multiple offices all round the country.  
 The above programmes are also open to graduates.  
 You need a minimum of grade B in Maths and English GCSE.

**Willmott Dixon** is one of the UK's largest privately-owned capital works, regeneration and support service companies.  
 They recruit, on average, 30-40 trainees annually within a variety of construction disciplines, including Site Management, Quantity Surveying, Estimating, Buying, Design & Build and Business Development. We also have trainees within the support functions of Finance, IT and Human Resources.  
 You require A Levels to apply and the training scheme takes 4-5 years.  
 Currently as part of the programme, alongside a structured training programme, trainees attend a residential training course provided by Construction Skills (formerly the Construction Industry Training Board) where you experience "hands-on" trade skills such as bricklaying, joinery and painting. This allows you to gain a broader understanding of all aspects of construction work.

**BAE Systems** is the world leader in electronic warfare, specialising in defence, security, cyber intelligence, electronics and system integration. They design, develop, manufacture and integrate defence systems on the air, land or sea from armoured fighting vehicles to combat aircraft and nuclear submarines. They offer a 5 year **Project Control Foundation Scheme**, where you will have the opportunity to earn an honours degree in project management, while also undertaking various placements within the business. As a Project Controller you'll be the eyes and ears of a project, ensuring that it stays on track. You'll be fundamental to the successful delivery of the order book and prospects. A key benefit of this role is that you'll get a broader view across the project and can see how the jigsaw fits together. As a Project Controller you'll be the eyes and ears of the project, ensuring that it stays on track. You'll be fundamental to the successful delivery of our order book and prospects. A key benefit of this role is that you'll get a broader view across the project and can see how the jigsaw fits together.

You'll be joining Military Air and Information based at Warton or Samlesbury — the part of BAE Systems that designs, manufactures and supports some of the world's most advanced military aircraft.

**What you'll need**

To apply for this programme, you'll need academic qualifications of above 240 UCAS points. This could mean 3 grade C passes at A-Level, a Distinction profile in a National Certificate or Merit profile in a National Diploma.

**Electricity North West** delivers energy to 5million people and 2.4million properties. They offer a 27 month trainee engineer development programme. It comprises structured development from day one, through a range of formal training, academic study and hands on experience. You will be trained to be a qualified engineer and also understand how the business works. You will have a professional mentor and a dedicated training officer. You will be sponsored to achieve an HNC in electrical engineering.

To qualify for the programme you need:

2 A levels grades A\* - C one of which must be in maths or physics. or

BTEC national certificate 3 or ONC in electrical & electronic engineering (or merit or distinction)

The engineering roles cover teams working in connections, design, construction, major projects, maintenance and repair. You will have the opportunity of working across a range of business areas. After you have completed the training programme, you will be appointed to an engineering role. They have offices across the North West in Carlisle, Workington, Kendal, Preston, Blackburn, and greater Manchester.

You will be paid £18,000 rising to £26,000 on successful completion of the programme.

The recruitment process entails an online application, a telephone interview, an on line ability test and then an assessment centre.

**FMC Technologies** is a leading global provider of technology solutions for the energy industry. It offers the Engineers of the Future programme which will take you through to a Masters level degree in Mechanical Engineering over a five year period, whilst being sponsored by FMC Technologies.

During this time you will also enrol on the companies accredited Monitored Professional Development Scheme in line with the Graduate Engineer program.

You will be offered opportunities across many of the different engineering functions within Dunfermline, including Engineering Execution and Production.

FMC will fund college and university study and you will earn while you learn.

FMC also offer apprenticeships.

**National Grid** owns and manages the grids to which many different energy sources are connected. Their job is to connect people to the energy they use. In Britain they run systems that deliver gas and electricity across the entire country. In the North Eastern states of the US, they provide power directly to millions of customers. They effectively join everything up.

The Engineer Training Programme is a 2-3 year development programme. It is a blend of formal study at University and further training at their Nottinghamshire centre combined with practical application and experience at a local site or office facility. There are a wide range of training programmes which include:

Substations - electrical engineer

Power System Design, Planning, Operations or Safety & response

First Line Manager

Network Strategy - integrity & engineering, Distribution network control centre or planning

Gas Operation - gas network engineering mechanical or electrical, gas network control centre ior Gas pipelines, compressors and terminals.

You will finish with a fully-funded foundation degree in either Electrical Power Engineering or Gas Transmission Engineering. There is a starting salary of £23,500 p.a. rising to £30,150 on completion as well as a new car.

To join the programme they require 2 A Levels at grades A\* - C and 1 must be Maths, Physics or Engineering. Alternatively you can have BTEC certificate or BTEC Diploma Level 3 or HNC/HND in engineering.

The recruitment process includes an application form, a situational judgement test, telephone motivation discussion, and an assessment centre, comprising competency interview, a group exercise, and individual planning exercise and a colour blindness test.

**Network Rail** have developed Star Track, a trainee track engineering design scheme. This is a brand new scheme to train track design engineers. You'll enjoy a varied and challenging training programme which includes producing your own designs for track layouts and seeing them installed on site. There is huge variety to the role, with real scope to develop a rewarding career in the rail industry. Network Rail need engineers who can take a brief, work with surveyors on site and talk to project teams and engineers to see their designs developed and implemented.

It's not just about working in the office and using CAD, its about applying your knowledge, challenging the status quo and creating solutions that will benefit the railways for years to come.

They have worked with Sheffield Hallam University (SHU) to develop a two-year Foundation Degree in Railway Engineering. The course includes 23 weeks at SHU learning engineering fundamentals before moving on to the specifics of track design. It will be delivered by lecturers with specialist knowledge and experience. Your studies will be interspersed with local work placements with design consultancies and with Network Rail. They will be structured to support the learning gained at SHU and will provide the opportunity for you to get involved in real projects. During these placements you will gain hands on experience in a design office working on projects for the railway. The end result could be a new design for an existing piece of track or a new piece of track, either way the principles of design and project work will apply.

You'll receive a salary of £14,000 in the first year. On successful completion of the first year, your salary will increase to £15,000.

**Where will you be based?**

The scheme is being run in partnership with Network Rails' track design partners. Except for your time at SHU you will either be based in one of their offices,

or in a track design partners' offices in one of these city centres:

Birmingham  
Central London  
Glasgow  
Manchester  
Milton Keynes  
Swindon  
York

**The entry requirements for the scheme are:**

GCSE English and Maths at grade C or above  
2 A levels – one of which must be in maths, a science or technology subject at grade E or above  
Scottish Highers grade D equivalent  
Alternatively  
A BTEC National Diploma (level 3) in an engineering or a technology subject

**Rolls Royce** are one of the leading providers of high performance power systems. Their products are used on land, sea and in the air across the civil aerospace, defence aerospace, marine, energy and nuclear industries. They offer 3 programmes:

**Manufacturing Development Programme**

**Higher Apprenticeships**

**Accounting Technician**

**The Manufacturing Development Programme.** As part of this programme, you'll earn a Masters Degree in Engineering Business Management from the University of Warwick, paid for by Rolls Royce. It'll involve residential modules and written and work-based assignments, and you'll study part time, alongside your work, completing your Masters in around four-five years. You'll also do placements in different areas of the company, typically lasting six months each. These will equip you with vital skills in forecasting, production planning, supply chain design and management - as well as the management and development of manufacturing, assembly and repair processes and resources.

You require 3 A-Levels - Grade A\* to B in Maths, Physics or another science/numerate subject - plus A\* to B in any two other (achieved or expected)

The **Higher Apprenticeships** includes both on the job and off job training within Engineering, manufacturing engineering, Project Management or Supply Chain Planning & Control. You will achieve at least one foundation degree with opportunities to progress to degree level. To be eligible to apply for engineering, you require 3 A Levels at Grades A\* to C in Maths, Physics/Chemistry plus 1 other plus GCSEs grade C or above in Maths, English, Science and at least one other subject. The same qualifications are required for Project Management and Supply Chain Planning, although they do not stipulate the subjects required at A level - just 3 of them. Opportunities exist in several locations across the UK.

**The Accounting Technician Programme (ATP)** is your chance to launch a career in finance - and it's got the perfect mix of on-the-job experience and classroom-based learning. At the end of your first 18 months, you'll not only be up to speed with finance - you'll also have valuable professional qualifications (AAT) under your belt. During the programme, you'll experience three six-month placements. Each will give you an insight into a different business area, so you'll build a broad understanding of the company as a whole. The placements could be based in any of the UK sites, but your final role will be in the European Finance Service Centre (EFSC) in Derby.

To apply you require Grade A or B at A level in Maths, Accounting, Finance or Economics.

**UK Power Networks** own and maintain electricity cables and lines across London, the South East and East of England making sure your lights stay on. They maintain and upgrade power equipment and move and connect new electricity cables.

The **Engineering Development Programme (EDP)** is a structured training programme designed to give you the skills and experience required to become a qualified field engineer. A field engineer is someone who is competent and qualified to supervise on-site electrical work on the distribution network – and that's what you'll be working towards on this programme. After successfully completing your EDP, you'll have the opportunity to put your new skills to use liaising with customers, Networks Operations and Control, and Network Planning. It's a role that comes with plenty of responsibility, as you'll also be supervising field staff and contractors too.

Who is it for?

The ultimate aim of the Engineering Development Programme is to take hardworking, enthusiastic business-focussed individuals and, through a bespoke training programme, enable them to become professional power distribution engineers working on their public and private networks.

As such, you'll need to have completed an ONC or HNC, and have some previous work experience, preferably in a relevant sector.

**The structure of the programme**

The programme will provide you with a highly-structured set of learning experiences throughout all parts of UK Power Networks. Your training will be delivered through a combination of hands-on and off-the-job sessions.

On-the-job learning will be delivered through a placement. During this placement, you will be expected to develop an all-round understanding of engineering and business practices, as well as build some key business skills and competencies. The placement is also there to give you the opportunity to gain some hands-on experience.

Off-the-job learning will be delivered via the following channels:

Studying for a Higher National Certificate in Electrical Engineering, to include power distribution elements

The completion of a work-based project

Off-the-job training at selected development workshops and courses

On average, the EDP takes two-and-a-half years to complete.

**Rider Levett Bucknall** is an independent, global property and construction practice with over 3,500 people in more than 120 offices across Asia, Oceania, Europe, Middle East, Africa and the Americas. Services provided include Cost Management, Project Management and Advisory Services. They offer 2 school leaver programmes:

Project Planning and Management - roles include a project manager or construction manager

Surveying - roles include a building surveyor, cost consultant or quantity surveyor

**Maersk.** Maersk Group consists of a collection of companies operating within two main industries of shipping and energy. They offer an Officer Education Programme which will give you an all-round foundation in seafaring— preparing you for life above deck and below. The Maersk cadet programmes focus on either Deck Cadet training or Engineer Cadet training. The Maersk Officer Education Programme covers both disciplines – giving you a wide array of skills, competencies and opportunities.

The Maersk Officer Education is a demanding programme, suited to ambitious, enthusiastic and hard-working individuals with leadership potential. You need to have A-Levels and to pass the Maersk admissions test, which challenges a variety of logical, verbal and practical reasoning skills. When you have completed the Maersk Officer Education Programme, you will be qualified to embark immediately upon a career as a Junior Officer. You will also have all the theoretical qualifications you need to proceed to the sought-after Captain- or Chief Engineer positions in due course. Your choice of specializations and the experience you accrue will determine how quickly you can proceed through the ranks.

You can fill in an online application at any time during the year. Applications are processed and a shortlist drawn up in late autumn/ winter, interviews are held in spring, and the Maersk Officer Education Programme starts the following September.

**TUI Travel** is a travel company, comprising Thomson, First Choice, Crystal Ski and Flexi Ski, who specialise in providing mainstream holidays, specialist travel and accommodation. They operate in over 180 countries, offering a portfolio of more than 200 leading brands to over 30 million holidaymakers each year.

They offer a programme for school leavers who are predicted 280 UCAS points. The roles will be varied and you will be given responsibility from day 1. It is a 2 year structured programme.

The recruitment process consists of an application form, telephone interview and then an assessment day comprising different exercises as well as an interview.

**Allianz** is one of the largest leading integrated financial service providers worldwide. Their Technical School Leaver programme is located in their UK Head Office in Guildford. The programme will support you in developing a wide range of skills through a rotation of placements within the Retail Technical division. During your placements you'll be trained on how to contribute to product design; pricing decisions; monitoring commercial performance; detecting fraud and much, much more.

This programme has been designed to grow and develop you as future Pricing Analysts, Portfolio Analysts and Underwriters, so there's a permanent role for you at the end of the programme. They will supplement your hands-on experience with a fully funded professional study programme. At the end of the 3-year programme they aim for you to have achieved chartered status with the Chartered Institute of Insurance (CII).

The starting salary is 18,000 per annum. The minimum entry requirement is 300 UCAS points across A levels, including a B or above in Maths.

Key Skills that they are looking for -

- Numeracy – data analysis, spotting trends / patterns, thinking logically
- Responsibility – taking the initiative and producing commercial solutions
- Teamwork – working with people with a wide range of expertise
- Enthusiasm and motivation
- Excellent Organisational and planning skills

To apply, you need to complete their online application.

**Be Wiser Insurance** is an independent Insurance Broker employing 400 members of staff, based in offices in Andover, Hampshire. They were ranked 13th in The Sunday Times Virgin Fast Track 100 statistics for privately owned companies and are also one of the Top 10 UK Brokers. They offer the Sure Start Programme for A Level students run by their training academy - "Wiser Academy".

Their three year programme has been designed to provide everything needed to develop within areas such as Insurance Sales, Customer Service, Business Retention, IT, Business Administration, Compliance, Business Lead Generation, HR & Training.

What's In It For You?

Salary of £18K pa

Minimum of 10 hours tutorial working time per week (all paid for)

Uncapped performance bonuses

A recognised insurance qualification – qualified to ACII level

Weekly in-house training on sales techniques and leadership

Entry Criteria

3 Grade Bs at A Level or above

GCSE Maths and English

Flexibility to work some evenings and weekends

Committed to the next three years

**Fieldfisher** is a mid sized City law firm, with eight offices across Europe, with over 700 employees. In 2013, they have launched their school leaver programme to establish an alternative route to university enabling high achieving school leavers to qualify as lawyers. Through mentoring and support in the office and sponsorship of CILEx (Chartered Institute of Legal Executives) qualifications, those on their school leaver programme can go on to qualify as lawyers five years after starting our programme.

With their Step2Success programme, you'll become a fully qualified lawyer –as you would if you went to university and Law school. But instead of building up thousands of pounds of debt, you'll be paid throughout on a starting salary of £16k . You will qualify as a lawyer through the legal executive route in 5 years. You will work towards your level 6 CILEx qualification - a professional diploma in law and practice.

Departments where you could be working: Real Estate, Personal Injury and Medical Negligence, Employment, Technology and Outsourcing, Public and Regulatory Group

**Application Process**

CV and online application form  
 online verbal reasoning tests  
 individual video submission  
 assessment centre - group exercise and interviews  
 work experience

Deloitte's **BrightStart** programme is available for students who have completed A levels (or equivalent), but have decided that university is no longer the preferred choice or available option for them. BrightStart is an established and highly structured five-year programme, where you'll benefit from excellent training at every step, plus full support to gain professional qualifications that are respected and recognised right across the business world. The programme accepts students who have achieved at least 300 UCAS points at A-level (or equivalent). The scheme recruits c100 high achieving school leavers and provides the opportunity to gain a full professional business qualification. The professional qualification you will be working towards depends on the business area you join. You will be studying for professional exams in tandem with your everyday projects.

Opportunities exist within: Audit, Consulting, Risk Consulting, Restructuring Services, Tax and Real Estate.

Your day to day role will differ depending on which area of the business you join. You will spend time working for clients either based at their offices or the Deloitte office. You will also spend time preparing for your exams and attending internal training courses.

What are the entry requirements:

GCSE (or equivalent) Maths at grade B or above and English Language at grade C or above

Predicted 300 UCAS points from A-Levels (or equivalent) excluding General Studies for Audit and Tax

Predicted 320 UCAS points from three A-Levels (or equivalent) excluding General Studies for Corporate Finance and Consulting

Apply online.

If you want to get into the business world but don't want to go to university, the **EY School Leaver Programme** gives you access to a combination of training and work experience. It'll give you excellent technical skills in accounting, develop your personal skill set and could help you qualify as an accountant sooner than many graduates.

You start work straight away, whilst also studying towards a professional qualification.

Over the course of five-years you'll study for a professional qualification, for example Chartered Accountancy, and will work at EY from your first day. At the end of your five years you'll be professionally qualified with a considerable amount of experience of accountancy in the real world.

E&Y will pay you a full salary for five years and fund your qualifications.

Those in England will work towards their professional qualification through the ICAEW, and whilst those in Scotland will do so through ICAS.

As a minimum you'll need:

Grade B or above for GCSE Mathematics and English Language

Predicted 300 (24) UCAS points (not including General Studies or re-sits)

<http://www.ey.com/UK/en/Careers/Students/Schools---EY-School-Leaver-programme>

Still accepting applications for September 2015

Grant Thornton are a global organisation providing business and financial advice to over 40,000 clients. Their **School Leaver Programme, Accelerate**, is in place of a degree and has grown significantly over the last few years. Its aimed at students who are bright enough to go to university but have decided that they would prefer to kick start their career immediately and also not saddle themselves with any student debt. You'll join c100 others to train to become a respected business adviser, get AAT, ATT or ACCA qualified, depending on the area you join.

After AAT most trainees go on to study towards the ACA. Those starting on ATT will often then begin studying for the CTA qualification. In all cases, you'll get top-quality training, plus plenty of support, variety and responsibility at every stage. If you pass the exams you'll qualify in the first four years. And after that, all sorts of possibilities open up – including moving to other areas of Grant Thornton – in the UK and abroad.

To apply, you'll need a real interest in business and a desire to make an impact.

Get in touch with Grant Thornton to discuss the role further by emailing [trainerecruitment@uk.gt.com](mailto:trainerecruitment@uk.gt.com)

**Mazar School Leaver** training scheme offers you the opportunity to gain a professional qualification (AAT or ATT) whilst earning a competitive salary and gaining invaluable experience.

AAT stands for the Association of Accounting Technicians. The AAT qualification gives you a great grounding in practical accounting knowledge and skills. Successful completion of your AAT will also enable you to 'fast track' on to a Chartered Accountancy qualification. This makes the AAT / ACA route a very competitive alternative for talented A level students who are considering whether or not to go to university. You could be fully ACA qualified in 4 years.

Mazars offers 3 schemes: tax, external audit and outsourcing.

You will receive a full study package and time off to attend college. Mazars support all trainees with a blended approach to training and development, so classroom study, 1:1 coaching and support and, as you progress, technical and skills training to enable you to progress to management and leadership positions.

#### Academic Requirements

You'll need to have, or be on track to gain, at least 280 UCAS points (to have achieved in the same academic year), although your A level (or equivalent) subjects are not important. They also look for Grade B or above in GCSE English Language and Maths.

#### What do they look for?

Talented individuals who are keen to learn and develop. They are looking for people who are interested in working in a client facing business, with good numerical reasoning and communication skills. Importantly, people with a positive attitude, who enjoy working as part of a team and taking responsibility.

<http://graduates.mazars.co.uk/school-leaver-training-schemes>

Applications for September 2015 still open

**PWC** offer a range of higher apprenticeships for school leavers as an alternative to going to university. They have programmes in:

Assurance

Tax

## Deals

### Consulting

On all the programmes you will complete formal training and study for qualifications. You need 280 UCAS points to apply (240 points for tax).

<http://www.pwc.co.uk/careers/schools/careers/what-are-apprenticeships.jhtml>

**Start date Autumn 2015. Still accepting applications**

**The Ship Safe Training Group** has for over 30 years provided an entry route for officer trainees wanting to develop careers at sea with the Merchant Navy. SSTG provides a recruitment and training service for shipping companies operating a wide range of sophisticated vessels and provides support to the officer trainees whilst at college and at sea. The Merchant Navy careers are incredibly varied, and SSTG will also guarantee that your college education is funded and that you are paid whilst you are training at sea.

The Merchant Navy provides opportunities for candidates to develop a career both at sea and perhaps later on shore. Qualifying for a career as a deck officer, engineer officer or an electro- technical officer will open up a great many opportunities to work in interesting and demanding positions each with their own potential for personal development. Your ultimate goal may be to qualify to command your own vessel as a master (captain) or chief engineer both of which could be attainable within 10 years for ambitious, hard-working and capable officer trainees. Thereafter you will have many opportunities to develop a further management career on shore in allied maritime sectors be this directly within a ship owners or management company, or in connected fields such as maritime trade, insurance, ship broking, finance or legal arbitration.

Candidates must hold at least GCSE's (Grades A-C), or equivalent qualifications, in Physics (or Combined Science), English (or subject using English), and at least two other subjects plus Mathematics at Grade B. These are minimum requirements and additional qualifications at this level are desirable and may be required by some companies. Candidates entering with A Levels, will have a shorter training programme.

To apply you need to submit an online application form. This is then followed by an interview.

<https://www.sstg.org/careers> **Applications open**

**BAE Systems** offer a five year Project Control Foundation Scheme. You'll have the opportunity to earn an Honours degree in Project Management, while undertaking various placements within the business. You'll be joining Military Air & Information based at Warton or Samlesbury — the part of BAE Systems that designs, manufactures and supports some of the world's most advanced military aircraft. At the completion of the course you can look forward to the possibility of taking up a full-time position as a Project Controller. As a Project Controller you'll be the eyes and ears of the project, ensuring that it stays on track. A key benefit of this role is that you'll get a broad view across the project and can see how the jigsaw fits together.

To apply for this programme, you'll need academic qualifications of above 240 UCAS points. This could mean 3 grade C passes at A-Level, a Distinction profile in a National Certificate or Merit profile in a National Diploma

Applications open in October.

[http://www.baesystems.com/careers-rzz/careers-in-the-uk/apprenticeships?\\_afLoop=163148445485000&\\_afWindowMode=0&\\_afWindowId=null](http://www.baesystems.com/careers-rzz/careers-in-the-uk/apprenticeships?_afLoop=163148445485000&_afWindowMode=0&_afWindowId=null)

### BBC Technology Apprenticeship

The BBC Academy has worked in partnership with ITV, Channel 4, Red Bee Media and Arqiva, to design the Apprenticeship so that, once qualified, you will have all the skills and knowledge to be highly employable across the broadcasting industry. Some of the industry partners will also be offering work placements so you will get to work at the heart of broadcasting, in exciting technology teams while building up a fantastic CV that will place you really well for competing for jobs at the end of your Apprenticeship.

As part of this innovative Apprenticeship, you will study for an honours bachelor's degree, with tailored courses in:

Computer networks, networking and IP distribution

Electrics, electronics, power and transmission

Software programming, computer graphics and databases

Audio and video signals and systems, processing and encoding

You will study towards a BEng in Broadcast Engineering taught at and awarded jointly by the Universities of Salford and Birmingham City. This will give you a world-class foundation in the theory of broadcast engineering.

You will have a main BBC base, but you will spend periods away on study or work placements. Through a series of academic modules and industrial experience you'll develop an excellent theoretical and practical understanding of operational and technical systems and equipment and their use in the fast-moving broadcasting industry.

To start with you may be based in technical support teams, working on shift with teams responsible for fixing and maintaining studios and equipment. By the end of three years you may be working on projects. You will have a placement manager who will be responsible for your learning objectives and you will be assessed on each placement.

What you need to apply:

280-300 UCAS points

An A level or BTEC (or equivalent) in a relevant subject (i.e maths or another science) however, relevant experience may also be considered

A passion to understand how things work and solving problems and you'll need to have done something that demonstrates your interest in technology

<http://www.bbc.co.uk/academy/work-in-broadcast/article/art20130802134205518>

Not available at present – deadline is passed.

BBC also offered this year

Apprentice Broadcast Engineer

Production Trainee Scheme

Radio 1 and 1extra scheme

Production Apprentices

BBC Journalism Trainee Scheme

**Cap Gemini** offers a sponsored degree higher apprenticeship programme. The 5-year study and work programme offers an alternative, accelerated path into the IT industry. It includes all the opportunities you need to prepare for a successful career, acquiring expertise in areas like project management and ITIL, as

well as technical skills in software engineering.

They offer:

the opportunity to study part-time for a BSc in Computing and IT and several professional qualifications  
 a thorough grounding in software engineering  
 valuable experience on client projects  
 ongoing support from experts in your chosen field and from "buddies" or mentors  
 the chance to develop skills in environments such as C# .net; Drupal/PHP; Microsoft and Java, and to work with Cloud Computing and Software as a Service sponsorship throughout

You will gain

- BSc Computing and IT Practice
  - Level 4 Diploma in Professional Competence
- You need at least 3 A Levels grade C or above. (or equivalent).

<https://www.uk.cappgemini.com/careers/your-career-path/apprentices>

Open now for 2015 start

CGI is a technology consulting firm, formerly called Logica. If you have A Levels, they offer a higher apprenticeship and a sponsored degree (see under study work options on this sit for further information). During your apprenticeship you'll study for a recognised technology qualification.

They run the CGI Advanced IT Apprenticeship in partnership with a local training provider who will teach and support you while you complete your 12 months apprenticeship. During your technical training you may study for the following qualifications:

- Oracle Certified Associate
- Java SE 7 Programmer
- Microsoft Technology Associate (Software Development Fundamental)
- Advanced Apprenticeship for IT, Software, Web and Telecoms Professionals.

You will study at the University of Winchester one day a week for three years. The other four days a week you'll start developing your career working on real life projects at CGI undertaking different roles based in either our Reading or Leatherhead offices. Your studies will be complemented by on-the-job training gained on live projects in areas as diverse as Space and Defence, Bid Management, Cyber Security and Project Management. Previous apprentices have worked on top-secret national security projects, played their part in sending satellites to Mars and helped to win multi-million pound projects – all while guaranteeing that all our projects are planned and executed to the high standards our clients expect.

What will you get?

- A Higher IT Apprenticeship accredited by QA gained in the first two years of the degree
- A BA (Hons) Business Management for IT or a BSc (Hons) Information Systems Management with the University of Winchester
- A starting salary of £13,000 (correct as September 2014)
- All tuition fees paid for
- And all the support you need to succeed!

What do you need?

To have or be predicted to get:

- 300 UCAS points across three A-Levels at grade C or above (excluding General Studies) or equivalent or a completed Advanced IT Apprenticeship. For the BSc you need to have studied an IT related subject, unless you can show strong IT/Computer Science ability through work experience or extra-curricular activities.
- A minimum of five A\*-C GCSEs (or equivalent), including English and Maths
- The confidence, drive and resilience to work and study at the same time

To apply, you need to complete their application form. <http://www.cgi-group.co.uk/careers/school-and-college-leavers/apprentices>

This programme is open from October to March

Tesco Technology have partnered with Hertford Regional College to deliver a programme that gives you the chance to build your technical knowledge and experience.

In your first year you will complete four short placements across the Tesco Technology teams. In your second year you will complete a 12 month placement focused on your development. Over the two years, you'll also be sponsored to achieve a Level 4 Higher Apprenticeship in Technology with Hertford Regional College.

Successful apprentices will support and build the IT systems and technologies that underpin every aspect of Tesco's business. You will work on projects that are part of every customer's shopping trip. You can also expect to support innovative systems that lead the way in retail technology.

Salary – 18K

**To apply** to this programme you need to have:

- 240 UCAS Points (excluding General Studies) in one or more of the following areas: ICT, IT Technical, Science or Maths
- Maths and English GCSE Grade C

A passion for technology

<https://apply.tesco-careers.com/members/modules/job/detail.php?record=14101>

Closing: End of April

## **Sponsored degrees**

A sponsored degree programme is a way of getting a degree and being paid while you study, as well as gaining valuable work experience with a reputable company. It means you study and work alongside each other and graduate without a student loan to pay off. Details of the schemes vary, but typically you might find yourself working four days a week and studying one day a week on campus at the associated University. You will also receive a range of benefits and support as well as a job when you graduate.

Here are some companies that currently offer sponsored degree programmes in the UK

### **Asda**

<http://www.george.jobs/starting-the-journey/the-george-degree/about/>

Fancy a career in retail? Then perhaps a George Degree from Asda will get you on your way. The Foundation degree, over a period of two years, will allow you to complete a Retail Foundation Degree at Manchester Metropolitan University and gain all the valuable skills required for a career in retail .

### **Barclays Bank**

<http://www.directions.org.uk/news/barclays-sponsored-degree-programme/>

The Barclays Retail Development programme allows you to secure a degree whilst developing the skills and experience you need to become a branch manager within the Barclays retail branch network. Run in conjunctions with Anglia Ruskin and Nottingham Trent Universities.

**Barclays Degree Programme** offers both a fast track into leadership and a sponsored degree. You'll learn, earn, and get a degree – all in just three years. The programme has been developed in partnership with the Lord Ashcroft International Business School at Anglia Ruskin University and Nottingham Business School at Nottingham Trent University. You'll gain a university education whilst working for Barclays in a number of structured work placements. There are 2 programmes:

#### **Nottingham Business School**

Enrolling on the BA (Hons) Business Management (in-Company) degree course, you'll focus on developing your business understanding, as well as your personal and professional skills. You'll spend your first year studying full time in Nottingham. Your 2nd and 3rd years will be work-based with a number of structured placements, all designed to help establish you as a business professional. During these two years we will also pay you a salary and cover your fees.

To apply, you'll need at least 320 UCAS points. If you are interested in this option, go to UCAS, search for Nottingham Trent University and use the course code N200. If your application is successful, you'll be invited to an assessment day. Impress here, and you'll be invited to a second, part way through your first year. This will determine whether you secure a position on the Degree Programme.

### **Capgemini**

<https://www.uk.capgemini.com/insights-and-resources/by-publication/the-c...>

Looking for a career in IT with a global leader in technology. The Capgemini sponsored degree programme offers a five year programme that combines study for a BSc in Computing and IT Practice, on-the-job training on live client software development projects.

### **CGI**

<http://www.careers.cgi-group.co.uk/school-and-college-leavers/sponsored-...>

If you're interested in a degree in Business Management and IT, the CGI programme allows you to study part time for a BA at The University of Winchester and gain work experience and training at the same time. Not only will you receive a salary but all your tuition fees and costs will be paid for too.

### **Ernst & Young**

<http://www.ey.com/UK/en/Careers/Students/Schools---EY-Degree>

A four-year accountancy degree course in conjunction with Lancaster University, you'll study for five of your ICAS examinations during your degree and another two more during your work experience, before completing your final three exams when you join us after graduation.

### **Experian**

<http://www.experian.co.uk/careers/sponsored-degree/sponsored-degree-programme.html>

The Global FTSE 100 company Experian offers a BA(Hons) in Management and Leadership sponsored degree programme in conjunction with Nottingham Business School .

### **Innovative Manufacturing & Engineering degree**

<http://ime.lboro.ac.uk/>

The Innovative Manufacturing Engineering (IME) Programme is a unique degree at Loughborough University, sponsored and developed in partnership with a dedicated industrial consortium of international companies. The course offers an M.Eng degree in 4 years with the usual level of industrial experience normally associated with a 5 year sandwich course.

### **KPMG**

<http://www2.kpmgcareers.co.uk/school-leavers/school-leaver-programme/>

A 6-year programme that gives you the opportunity to join the KPMG Audit team, gain an accounting degree from either the University of Birmingham, Durham University or the University of Exeter, and become a fully qualified Chartered Accountant. All your tuition and university accommodation fees are paid and you

will receive a starting salary of around £20,000 (in London).

#### **Morrisons**

<http://www.morrisonsgraduates.com/sponsored-degree>

Study for a BSc (Hons) in Management and Business at the University of Bradford whilst also gaining hands on practical experience across the Morrisons group leading to a job when you finish.

#### **Nestle**

<http://nestlecareers.co.uk/academy/content/school-leavers/index.html>

The Nestle Academy Fast Start School Leavers Programme allows you to study for a BA in Professional Business Practice whilst gaining practical experience in a global business.

#### **PWC**

<http://www.pwc.co.uk/careers/schools/flying-start-degrees/flying-start.i...>

If you know you want to ultimately have a career as an accountant, then the PwC-endorsed degree offers the best of both worlds Flying Start Degree Programme offers a traditional university experience as a full-time student, alongside paid work placements within the Assurance practice and real exposure to their clients. Available at Newcastle and Reading Universities.

#### **MBDA**

[http://www.mbdacareers.co.uk/apprenticeships\\_faq\\_bt.html](http://www.mbdacareers.co.uk/apprenticeships_faq_bt.html)

A four year programme leading to a degree in Business Studies from either Bolton or Hertfordshire University.

#### **The Environment Agency**

<https://www.gov.uk/government/organisations/environment-agency/about/recruitment#entry-level-programmes>

An opportunity to get your foot in the door in the field of flood risk management through the River and Coastal Engineering Foundation Degree, which combines practical skills development with theoretical learning at the University of the West of England.

#### **Lord Ashcroft International Business School**

On this programme you'll complete a three-year BA (Hons) in Management and Leadership. You'll be work-based and employed by Barclays from day one, but there will be study blocks to attend at the Business School – three two-week blocks in your first year, and two two-week blocks in your second and third years. Your studies will cover topics such as Entrepreneurship and Enterprise Realities, Career Management and Development and Contemporary Issues for Leadership and Innovation. Your experience at work will be built up through a series of structured placements – all of which will help you develop your leadership skills and establish yourself as a business professional.

Barclays will pay you a salary from the start, as well as covering your university fees for the three years.

To apply, you'll need 240 UCAS points. Application is via the Barclays website.

Applications open at the beginning of January.

<http://www.careersatsea.org/>

The Merchant Navy is the name given to the UK's commercial shipping industry. It is made up of shipping companies that own and manage a wide range of different types and sizes of ships. To become a merchant seafarer in the UK you need to undergo specialist training to achieve professional seafaring certification and educational qualifications. This takes place at sea, on board shipping companies' vessels, and in specialist colleges and universities throughout the UK. All programmes are sponsored, with course fees paid, living costs and other allowances provided.

The main jobs include:

**Officers:** Navigations (deck), engineering and electro technical officers

**Ratings:** support staff who assist officers

**Hotel & Catering, Hospitality & Support Services.** On passenger ferries, cruise liners and super yachts.

There are also other opportunities ashore. Many shipping companies manage their own ships and control all aspects of ship operations. There are also ship management companies that look after ships on behalf of the owners and carry out all of the management and control functions for them. Ship management activities cover: fleet operations, logistics, general operations, marine operations and engineering operations.

The main entry route for Officer Training is the 3 year Foundation Degree-based programme (or Professional Diploma in Scotland), which is 'A' level /Highers entry and requires 120 UCAS points in unspecified 'A' levels/Highers. You will also be expected to have good grades in GCSE or Standard grades English, Maths, Physics/Combined Science. However there is also the HNC/HND route which requires GCSE Grades A-C/Scottish Standard grades at levels 1-3 in English, Maths, a Science based subject and at least one other subject.

You apply direct to the companies, who sponsor Trainee Officers for the duration of the training course. These include shipping companies, training organisations and scholarship organisations. For a list of sponsoring companies to apply to go to the sponsoring companies page. You can apply at any point throughout the year and there are usually two intakes a year, usually between August and January.

**BAM** specialise in construction, property development, design, services engineering, facilities management and plant hire. BAM operates day-release schemes with educational institutions throughout the UK. Typically you are a recent school / college leaver with a strong academic track record. You'll take part in a

structured training programme while continuing your university or college course on a day-release basis. The programme is designed to give you a broad appreciation of the whole construction process. BAM will pay your university fees and pay you a salary. You need to apply online. BAM are looking for motivated and ambitious individuals who are either studying for or planning to study for a construction-related qualification. They also consider graduates from a non-cognate background with transferable skills.

Barrettis one of Britain's largest and best known homebuilders. They have collaborated with Sheffield Hallam University to offer a bespoke Foundation Degree which provides the opportunity for you to develop the qualities and skills you'll need for a career in the house-building industry. You'll join as Trainee Assistant Site Manager, giving you hands-on experience from day one. You'll attend 4 x 1-week teaching blocks at Sheffield Hallam University each year; achieving the CIOB accredited Foundation Degree after three years, with the option to top-up to a full BSc (Hons) Degree in Construction over a further 18 months. The programme starts with an induction in November each year, with teaching at Sheffield Hallam commencing in January.

The course focuses on the principles of house-building; skills and knowledge of residential construction techniques and their practical use including the legal and contractual areas of construction which are further developed in the work place, enabling you to gain a sound technical and academic education to further your career in the housebuilding industry. Key features include:

Payment of tuition fees

Tailored teaching to compliment workplace learning

4 x 1-week release from site for block teaching each year

A Barratt mentor

Competitive salaries plus additional incentives and generous benefits (including discounted house buying).

Alongside the CIOB accredited Foundation Degree, you'll take up the role of Trainee Assistant Site Manager where you'll develop an ability to co-ordinate trades, direct labour and materials in order to meet a highly challenging schedule on time, and within budget. After the first two years you will be appointed as an Assistant Site Manager, assuming you are performing well. As well as the hands on experience that you'll gain in your role as Trainee Assistant Site Manager you'll also undertake mini-rotations in the following departments; Technical, Surveying and Buying.

In order to qualify, you will typically need one A-level and four GCSE Grade C or above including Maths and English, or one of the following:

- BTEC national certificate or diploma in building, construction or civil engineering
- Advanced diploma in construction or built environment
- Other access or foundation course qualifications

With the increasing cost of studying at University, **Costain** offers a 'Third Way' where successful recruits study for their degree on a distance learning or modular release basis. This normally takes five years and can be done while working for Costain. Costain sponsors the tuition fees. You are fully employed, working in a real job, gaining experience and developing your career.

Costain offers around five of these opportunities annually

Kier is a leading construction, development and building company. The Kier Foundation Degree Programme is a partnership between Kier and Oxford Brookes University. They have created a degree course and combined it with on the job training in general construction and project management. Its structured over 3 years and you will need to commit to 160 hours of study each year.

The study is divided into 4 one-week blocks of residential study at Oxford Brookes University and then you will return to Kier for an assignment-based valuation.

Sir Robert McAlpine offer a sponsorship to students for degree courses in the built environment. Candidates who already have a strong academic base and who demonstrate this potential will be offered financial and technical support during their studies, as well as vacation/IT employment. Upon graduation, sponsored students join the company and enrol on a professional development scheme leading to membership of a professional body.

They offer a bursary of £1,500 per annum for a first year student rising £100 per annum to a maximum of £1,800 for a fourth year student or above. You will also be offered a period of summer vacation employment of at least eight consecutive weeks.. If industrial training is part of a student's degree course they will place the student for the required duration.

Vinci offer sponsorship to successful students studying a recognised construction related degree course at at the following universities:-

Loughborough University -BSc Hons CEM; BSc Hons CMQS; MEng Civil Engineering

Southampton University - MEng Civil Engineering

Nottingham University - MEng Civil Engineeri

They also will look at applications for sponsorship from other Universities, but the above will take precedent.

Further benefits include a financial bursary, advice, mentoring and networking opportunities.

What we look for in students above and beyond your academic achievements, is a flexible, team-based approach and the ability to form strong links with a wide variety of people.

**Experian** is a credit rating company. You will study for a BA (Hons) degree in Management & Leadership at Nottingham Trent University. In addition you will get to work at Experian, a Global FTSE 100 company.

There are 15 vacancies on the programme.

#### What's involved?

You'll work for Experian as a full time salaried employee

You'll study for a full time honours degree with Nottingham Trent University

You'll work in a real job that could include Human Resources, Marketing, Sales or Operations

You'll gain work experience working for one of the UK's largest companies

Content of the degree will include the study of business-related modules over the three years

Study will be completed through study blocks at the university and distance learning

You will gain tuition assistance from the university and support from your employer

**Academically, you'll need:**

300 UCAS points (BBB or equivalent) or a BTEC National Diploma with Distinction Profile.

At least a C-grade in both GCSE English and Maths (or equivalent).

A Maths or science A level would be an advantage but not essential

**National Grids' Engineering Trainee Programmes** are three-year development programmes which benefit from a mix of practical work and academic study as you achieve a Foundation Degree. You can work and study towards a range of engineering degrees - including mechanical, electrical and power. You will earn as you learn, combining formal study at university as well as practical hands on work. Starting salaries are in the region of £24,000.

To apply you need at least 2 A Levels grades A\* - C in maths, physics or engineering. Positions exist throughout the UK.

**Airbus** offers a three year undergraduate apprenticeship which combines vocational and academic training with on the job experience. You will attend one of their partner universities to study for your BEng honours degree. You need 300 UCAS points and two A Levels grade B and above in Maths and Physics. GCSEs in Maths, English and Science (one of which must be Physics). You will be paid £13,498 per annum and your tuition fees will be paid for. The training Centres are located in Broughton (South Wales) or Filton (Bristol) as are the partnership colleges and universities. Applications accepted up to mid April.

**ICT Power Academy** offers engineering scholarships to undergraduate students in electrical and power engineering at leading UK universities. There are a number of scholarships awarded each year to students at participating universities. Firms participating include Costain, BAE Systems, Rolls Royce, Scottish Powers, London Underground and National Grid. You will be provided annual sponsorship as well as annual work experience.

**Who can apply?**

Students undertaking the relevant degree at either BEng or MEng level and are on course to achieve 2:1. You can be in any year of study when applying. If you are in your first year then your previous academic achievements will be taken into account.

Jaguar Land Rover offer sponsorship schemes for Systems Integration/Electronic/Electrical/Computer & Software Engineering students. You will be working on real projects from initial design to production. You can take your summer and Industrial Placement with Jaguar. Acquiring experience in the diverse operation, you could find yourself working in specialist engineering fields ranging from infotainment and Powertrain Control to Electrical Distribution and Body Electronics.

They also have a women in engineering sponsorship scheme - this training scheme has been designed to support ambitious women engineers who want to make an impression whilst studying for their degree.

MBDA is a world leader in missiles and missile systems and has industrial facilities across Europe. It offers a Business Trainee Programme. This combines work and study for a degree in Business Studies either at Bolton University or University of Hertfordshire on a day release basis. You will receive an annual salary and benefits and 50% of your university fees will be paid for. This is a four-year scheme where you will undertake 3-9 month placements in Procurement, Supply Chain, UK & Export Contracts and Business Forecasting & Pricing. They are open for applications from March to May. You need 300 UCAS points to apply.

**Nottingham Trent University** offer the BA (Hons) Management and Leadership programme in conjunction with Rolls Royce. Students will be recruited to a full-time role within Rolls Royce and will work full-time whilst studying for a degree. At the end of the three-year period, students will be awarded a degree in BA (Hons) Management and Leadership from Nottingham Trent University.

All tuition fees as well as a salary will be paid by Rolls Royce. Application is directly with them not through UCAS.

The **Cap Gemini Higher Apprentice Sponsored Degree Programme** sponsors students for a degree in computing & IT. It is a 5 year study and work programme, where you will study part time for your BSc in Computing and IT, develop a thorough grounding in software engineering, work on client projects and develop skills in environments such as C#.net; Drupal/PHP, Microsoft and Java and work with cloud computing and software as a service. You will earn a salary and have all your tuition fees paid for. After 5 years, your salary will equal that of a graduate entrant. There are vacancies in a number of locations across the UK. To be eligible you need 240 UCAS points, CCC. Preference is given to candidates with good grades in STEM subjects. You also need 5 GCSEs at grade C or above. Other attributes include:

demonstrable passion and capability in software development (e.g. you might have designed a website or a game)

high analytical capability

good oral and written communication

good interpersonal skills

self-motivation

ability to work well as part of a team

ability and willingness to travel to different offices and client sites after your first 3 months.

EY have an accountancy degree developed with The Institute of Chartered Accountants Scotland (ICAS) and the Lancaster University Management School. The degree lasts four years. At the end of it you'll have a BSc (Hons) in Accounting, Auditing and Finance.

You will also work at EY for a total of 18 months divided into three placements: two of three months during the holidays, and one of 12 months in your third year. They have offices dotted around the UK, so there's usually some choice of where you want to spend your year away from LUMS.

You'll play a key role in an audit team, working directly with clients as well as with people at all levels in the company.

During this placement you'll sit two of the five Test of Professional Skills ICAS examinations. And when you complete your degree, you'll be exempt from seven of the ten ICAS Test of Competence examinations. This means you can qualify as a Chartered Accountant very soon after leaving university.

## Benefits

It'll help you get into a career at a world-class professional services firm – and then make faster progress when you're in it.

You'll come out with more than a degree – you'll have professional exam passes too.

If things go well you could get a job offer in your third year – leaving you free to concentrate on your degree.

Well-paid work experience at EY.

A first year bursary to help you with to university set-up costs.

The chance to land ICAS qualifications ahead of many other graduates.

A chance to put into practice what you learn from your course.

## Recruitment process

You can apply on the UCAS website, just like any other degree. Use course code NN43 or search for BSc/AccE&Y to find the degree. Once you've submitted your application:

LUMS will conduct an academic screening from your UCAS application.

You'll be asked to complete an online Ernst & Young application form and take an online ability test.

E&Y will invite you to a selection workshop at their London office.

If you're successful at the workshop and meet the degree requirements, we'll make you an offer.

The **EY Scholarship** runs over three year and starts when you finish your A-Levels and goes on until you reach the end of university.

Essentially, it's paid work experience split into three chunks – you'll be working in Advisory in E&Y London office:

Several weeks' work experience before you start university.

A ten-week internship during your first university summer holiday.

Another internship during your second university summer holiday. (You might get to spend some of your second internship at one of their international offices.)

Sponsorship of £1,000 for each of your three years at university.

If you perform well, there's an excellent chance E&Y will give you a graduate job offer as you start your final year.

Getting the chance to put theory into practice and develop your business, technical and soft skills.

Having an individual mentor who'll support your development.

Meeting all sorts of people who work at Ernst & Young, and building a network of useful contacts.

**PWCs' Flying Start Degree Programme** may be for you if you've decided on university and an accountancy career. You'll qualify as a Chartered Accountant about a year after you graduate. The Flying Start degree is a four-year programme that will give you the benefit of going to university & getting paid work experience. Built into the programme, are paid work placements in PwC's Assurance practice, so you get to apply the technical theory you've learned in the workplace.

There are 3 universities that PWC have partnered with:

Henley Business School at the University of Reading: four year BA (Hons) Accounting & Business (UCAS code NN41) degree

Nottingham University Business School: BA honours in Accounting and Business

Newcastle University: four-year BA (Honours) Business Accounting and Finance degree (UCAS Code NN14)

You'll need at least AAB grades from three A-levels or equivalent (excluding General Studies), an A in GCSE maths and a B or above in GCSE English. You apply through UCAS.

George at ASDA offers [The George Degree](#). This is for A-Level school leavers who want to go places in retail. It offers a degree, a career, a University lifestyle and a salary. Run over two years, you'll complete a practical and vocational Retail Foundation Degree from Manchester Metropolitan University. Designed with employers, the degree will give you the skills that retailers demand. You'll be based at George's Head Office in Leicestershire, spending your first year learning the business and developing your commercial skills. In the second year you'll keep on developing these skills, but now your focus will be on one specific role. You will cover every aspect of the business from store operations to stock planning. To apply you need to do so through the Geirge website.

**Morrisons** is a big food retailer and the 2nd largest food producer. They are a business in transformation and offer Management Trainee Sponsored Degree Programmes in Management & Business. Its full time. You can go straight from school or early work experience onto either their Manufacturing or Head Office Sponsored Degree Programme. You'll get right into action in a real paid job and study for a degree that is paid for.

**Locations:** Bradford, Colne (Lancashire), Wakefield (West Yorkshire), Spalding, Grimsby (Lincolnshire), Turriff (Aberdeenshire), Flaxby (North Yorkshire),

Northwich, Winsford (Cheshire), Deeside (Flintshire) Thrapston, Rushden (Northamptonshire), Wigan, Worsley (Greater Manchester), Bridgwater (Somerset), Derby (Derbyshire)

**The Management Trainee Programme.** Morrisons are partnering with Bradford University to develop a programme that will allow you to work, earn and learn while studying at University (part-time) towards a BSc (Hons) in Management and Business. If you are applying for their Head Office programme you will need to live within a commutable distance of Bradford. If applying to the Manufacturing scheme, you could be based at any of their production sites, so you need to be within a commutable distance of one of those (see above locations). If you're not local to Bradford they will put you up in halls at the University when on site studying.

The programme will allow you to understand and experience the Manufacturing business or Head Office operations from the start, taking on a real role with real responsibility. You could become a Manufacturing Front Line Manager within a few years, or be in a key Head Office department like Marketing, HR or Buying. You'll learn quickly, fully supported by a "Buddy" who has been through the scheme before and knows what it's like to be there, a mentor who is a senior manager and has experience and sound advice to offer you and, formal training at their Academy to support you to develop your key skills making you quickly into one of their managers of the future.

#### Whats required?

To join the scheme you must be at least 18 and fresh out of school or ideally will have some work experience... probably up to or around two years' worth, and perhaps related to manufacturing, retail, business or management. You must be able to commit to at least three years working and learning, plus five days a week (on shifts in Manufacturing) and attending university once every six weeks. You should have 260 UCAS points or equivalent and at least C grades including GCSE Maths and English.

To find out more and apply click [HERE](#).

Nestle is offering their **Fast Start Programme** which combines studying for a degree with working. This is a three year programme in which you will study for a BA (Hons) degree in Professional Business Practice at Sheffield Hallam University combined with a number of placements in the Nestle business teams. In your first two years, you'll enjoy work placements in a number of Nestlé business areas, including HR, Sales, Marketing and Supply Chain functions. Alongside this commercial experience, you'll have blocks of study in Sheffield. For your final year, you will specialise into a specific business area, based on your strengths and Nestlé's business needs. On completion, you'll have developed the professional knowledge, a debt free degree and real career prospects with one of the biggest food manufacturers in the world.

Nestle are looking for ambitious and innovative school leavers who have a genuine interest in developing a career in the food and drink industry. You'll need to have completed your A levels or equivalent within the last 2 years, with 300 UCAS points (minimum BBB grades) in three main subjects (predictions are also accepted), excluding General Studies and re-sits. Nestle will pay your course fees, as well as all your costs for accommodation, meals and travel while you're studying in Sheffield. In addition Nestle will pay a regular salary (£16k for York and £17k for Gatwick) and a range of quality benefits.

**CGI (formerly Logica)** offer two Sponsored Degree programmes: the BA (Hons) Business Management Degree and the BA (Hons) Business Management Degree with IT. Both programmes offer you the opportunity to combine academic study with real-life-on-the-job learning, spending one day a week studying on campus at the University of Winchester, and four days working in CGI. Delivered in partnership with the University of Winchester and CGI, the programmes last for three years.

The starting salary is £13,000 and your base office would be either Reading or Leatherhead for the duration of the programme. You would work within the Programme and Technical Services (PTS) division and will sit within the 'Graduate Practice'. All tuition fees are covered by Logica. On graduation, you are committed to stay with CGI for a minimum of two years.

Application is via CGI.

#### Scholarships

The Lloyds Banking Group offers a scholars programme which is a social mobility programme run in conjunction with leading UK universities, offered to students from lower income households. It comprises a complete package of financial support, paid internships, a business mentor and the opportunity to develop your employability skills. You are eligible to apply if you have a household income of less than £25,000 per annum and are due to start as a first year in one of the following 8 universities: Oxford, UCL, Warwick, Edinburgh, Bristol, Bath, Birmingham and Sheffield. You will have a support package that consists of:

Bursaries to help with living costs and study materials.

Performance-related cash awards for good grades.

Real, hands-on work experience on up to two paid summer internships.

Access to advice and support from a dedicated mentor.

The opportunity to build relationships with future employers.

End of course excellence awards for top scholars.

A chance to learn valuable transferable skills and boost your employability through lectures, workshops and events run by Lloyds Banking Group.

The application process consists of an online application followed by online tests, a telephone interview and then an assessment centre.

The Institute of Civil Engineers (ICE) have a scholarship programme for undergraduates called Quest. QUEST offers scholarships of up to £2,500 per year to students about to start an ICE accredited civil engineering degree in the UK. The majority of scholarships are sponsored by civil engineering and construction companies, QUEST scholars are matched with a company, who they work with during the summer holidays, under the expectation that after graduation they'll

join them full time.

The scholarship is well known and respected within the civil engineering industry and offers great opportunities to top civil engineering students including:

Financial support of £2,500 each year

Paid work placements every summer

Potential full time employment with a leading civil engineering or construction company after graduation

Gaining knowledge and experience that will give you a head start in becoming a professionally qualified civil engineer

Developing skills that enhance your career potential and CV

**The following companies currently sponsor QUEST scholarships:**

AECOM, Atkins, Balfour Beatty, BAM Nuttall, Buro Happold, Costain, EM Highway Services, Farrans Construction, Galliford Try, Graham, Interserve Construction, John Sisk & Son, Lagan Construction, Laing O'Rourke, Morgan Sindall, Morgan Sindall Professional Services, Mott MacDonald, Network Rail, Parsons Brinckerhoff, Peter Brett Associates, Skanska, Taylor Woodrow/VINCI Construction, Tony Gee & Partners, Topcon, WSP Group.

Every year some but not all of these companies sponsor scholarships. Applicants who are invited to the QUEST interview day are told which of the companies are offering sponsorship that year.



**The Inspire Scholarship Scheme** is a scheme for undergraduates who wish to work in the contracting sector.

Those that are successful are sponsored £1000 per annum for up to 3 years and can expect to work with their sponsoring employer every summer.

Year 13 students should express their interest through [scholarship@cskills.org](mailto:scholarship@cskills.org). You will then receive an e-mailed application form. For further information see [www.bconstructive.co.uk](http://www.bconstructive.co.uk). The following employers participate in the scheme:

Bornville Village Trust

D-Drill Master Drillers

Fox Ownby Ltd

Grainger Building Services Ltd

Lovell

Morrison Facility Services

Pegasus Facility Services

Rafferty Chimneys Engineering Ltd

Relmfield Builders Ltd

Safe T Reach Access Platforms

Sir Robert Alpine Ltd

W.B. Simpsons (Midlands) Ltd