November 2019

**Swakeleys Apprenticeship Newsletter**

Welcome to the Swakeleys ‘Apprenticeship Newsletter’.
November is when the Apprenticeship market starts to become active, especially at the Higher & Degree level, so there are lots of opportunities for Yr13 students wanting alternatives to university. It’s also a good time for Yr11 & 12 students to apply for company/industry Taster Days/Events and Summer Placements.

We hope you find it useful!

The Careers Team:
Mrs Laguillo, Assistant Head, & Mr Williams, EDT Careers Adviser.

**Current Opportunities**

Below are opportunities in the more popular careers where the Higher/Degree Apprenticeship pathway is more established and there are more opportunities. But most industries and sectors offer apprenticeships across a range of jobs to at least Higher level, so our advice is ‘seek and you shall find!’
A good place to start is the Apprenticeship service’s ‘**Parent Pack’**. It has helpful information and advice, with a list of newly announced apprenticeships from across the UK. It’s not exhaustive or comprehensive but valuable all the same. Keep an eye out for the December and subsequent editions.

<https://amazingapprenticeships.com/app/uploads/2019/11/Parent-Pack-November-2019.pdf>

**Accountancy**

Want to become a qualified Chartered Accountant? Then *follow in the footsteps of one of last year’s A Level students, Alanis Cooper.* She had offers from two of the UK’s most prestigious accountancy firms.
**PwC**, **KPMG**, **EY** and **Deloitte** (the world’s largest accountancy firms) are all recruiting Yr13 A Level students onto their Chartered Accountant (ACA) apprenticeship schemes. The **National Audit Office** (NAO) plus many of the UK only firms (such as **BDO**, **Grant Thornton**, **Moore UK**, **RSM**, **PKF Littlejohn, Crowe UK** and **Mazars**) do so as well. **Check their websites** (listed below) for more details on application deadlines and entry requirements.

<http://www.careersschools.pwc.co.uk/ListJobs/All/Search/05-line-of-service/audit/>

<https://www.kpmgcareers.co.uk/search/vacancies/?intakeType=Student&searchText=Audit%20Apprenticeship>

<https://ukcareers.ey.com/students/programmes/apprenticeships/assurance-apprenticeship-programme>

<https://www2.deloitte.com/uk/en/pages/careers/articles/brightstart-business-apprenticeship-scheme.html>

<http://naoaccountancyscheme.co.uk/>

<https://bdoearlyincareer.co.uk/apprenticeship/>

<https://trainees.grantthornton.co.uk/our-programmes/school-leavers/>

<https://www.moore.co.uk/careers/early-careers>

<https://www.moore.co.uk/careers/early-careers>

<https://www.rsmuk.com/careers/students/school-leaver-apprenticeship>

<https://www.pkf-littlejohn.com/careers-school-leavers>

<https://www.crowe.com/uk/croweuk/careers/school-leavers>

<https://www.mazarscareers.co.uk/school-leavers>

**Solicitor**

More firms are now offering the Degree Apprenticeship route to qualified Solicitor status. The competition for places is fierce (just as it is for university Law graduates), requiring a minimum of BBB grades – often higher – for entry.
Major firms such as **Eversheds-Sutherland**, **Mayer Brown**, **Dentons** and **CharlesRussellSpeechlys** are recruiting Yr13 students for September starts. Visit their websites (listed below) for details.

<https://www.eversheds-sutherland.com/global/en/where/europe/uk/overview/careers/legal-apprenticeship.page>

<https://www.mayerbrownfutures.com/europe/programmes/>

<https://challengers.dentons.com/uk-apprentices/applications/application-process/>

<https://www.charlesrussellspeechlys.com/en/careers/apprenticeships/apply/>

**Chambers Students** ([www.chambersstudent.co.uk](http://www.chambersstudent.co.uk)) is the single best source of vacancies for these Degree Apprenticeships: it is regularly updated. Also visit [www.lawcareers.net](http://www.lawcareers.net) [www.thelawyerportal.com](http://www.thelawyerportal.com) and [www.allaboutlaw.co.uk](http://www.allaboutlaw.co.uk) plus [www.lawsociety.org.uk](http://www.lawsociety.org.uk) websites for more general advice and information.

Lawyer Portal is organising a **Law Apprenticeship Conference** in London on 18 January 2020, aimed at 6th Formers. Book via its website.

**Software Engineering & Tech/Digital**Major IT businesses such as **IBM**, **Accenture** and **BT** regularly recruit 6th Formers for Higher & Degree level Apprenticeships across a range of IT specialisms; from Software to Networking.
<https://www.ibm.com/uk-en/employment/school_leaver.html>
<https://www.accenture.com/gb-en/careers/school-leavers>
<https://www.btplc.com/Careercentre/earlycareers/apprentices/index.htm>

Many other businesses, in investment banking (**Goldman Sachs**), financial services (**Bloomberg**, **EY** & **KPMG**), Social Media (**Google**) and Engineering (**TfL**) also recruit Higher/Degree Apprentices for their own IT/Tech departments.
<https://www.goldmansachs.com/careers/students/programs/emea/engineering-apprentices.html>
<https://www.bloomberg.com/company/career/software-engineering-level-6-apprenticeships/>
<https://ukcareers.ey.com/students/programmes/apprenticeships/it-risk-assurance-technology-risk-apprenticeship-programme>
<https://www.kpmgcareers.co.uk/apprentice/software-engineering-apprenticeship/>

<https://careers.google.com/jobs/results/119840073102303942-software-development-apprenticeship-engineering/>
<https://careers.tfl.gov.uk/category/apprenticeships/technology-apprenticeships/>

Many other specialist Tech firms and IT/Tech dependent businesses partner with or recruit via specialist Training Providers such as **Just IT**, **QA** and **Avado/Arch** so check these websites as well.
<https://www.justit.co.uk/candidates/become-an-apprentice/>
<https://www.qa.com/learners/become-an-apprentice/>
<https://www.avadolearning.com/apprenticeships/it/>

**Engineering**The Higher/Degree Apprenticeship pathway to qualified Engineer status is relatively new but more and more businesses are offering it to A Level and BTEC students studying relevant subjects. They include **TfL**, **National Grid**, **Siemens Rail Systems**, **Environment Agency** and **HS2.**<https://careers.tfl.gov.uk/engineering-apprenticeships/civil-engineering-level-6/>
<https://careers.nationalgrid.com/new-talent/apprentices/higher-apprenticeship-programme>
<https://new.siemens.com/uk/en/company/jobs/search-careers/apprenticeships.html>
<https://www.gov.uk/government/organisations/environment-agency/about/recruitment>
<https://www.hs2.org.uk/careers/future-talent/>

**Property & Chartered Surveying**Comparable in status to a Solicitor and Accountant, Chartered Surveying is often overlooked. However, it is a respected profession offering highly paid and interesting career pathways – mixing financial, legal and commercial skills within the commercial property and construction sectors.
Global firms such as **CBRE** and **BNP Paribas Estates** plus major UK firms such as **Savills**, **Knight Frank**, **Lambert Smith Hampton** and **Carter Jonas** offer Degree Apprenticeships.
<https://www.cbre.co.uk/about-cbre/careers/next-generation/choose-your-path/apprenticeships>
<https://www.realestate.bnpparibas.co.uk/early-careers>
<https://www.savills.co.uk/contact-us/careers/graduate-careers/your-career-journey/apprenticeships.aspx>
<https://www.knightfrank.co.uk/recruitment/graduates-and-internships/apprenticeships>
<https://www.lsh.co.uk/explore/careers/apprenticeships>
<https://www.carterjonas.co.uk/property-jobs>

Many of the major construction firms offer these Degree Apprenticeships as well: **Laing O’Rourke**, **Mace Group**, **BAM** and **London & Quadrant**.
<http://careers.laingorourke.com/explore-by-experience/apprentices.aspx>
<https://macegroup.engageats.co.uk/LoginV2.aspx>
<https://www.bam.co.uk/careers/early-careers>
<https://www.lqgroup.org.uk/about/landq-foundation/landq-academy/apprenticeships-at-landq/>

Check their websites for details and the **Royal Institution of Chartered Surveyors** [www.rics.org](http://www.rics.org) for more general information.

**Banking & Financial Services**

A rare opportunity to enter investment banking through the Apprenticeship pathway with one of the world’s leading banks, JP Morgan.
<https://careers.jpmorgan.com/us/en/students/programs/financial-services-apprenticeship>

**Apprenticeships: The Basics**

Apprenticeships are *work based training programmes*, primarily aimed at School and 6th Form/College leavers aged 16-19 years. If you are 100% certain about what you want to do, have (triple) checked that this is the best way to get the necessary experience, training and qualifications, and are ready for the world of work then it’s a fantastic pathway to follow.

As an apprentice you are employed by a company or organisation who will train you to do a real job. It combines training in the **workplace** (where you learn what to do and how to do it) and **college/university** (where you learn why it’s done that way and the underpinning theoretical knowledge).

You’re paid a **weekly wage** or monthly salary, with the company and the government paying for both elements of your training and any necessary exams. Obviously, the higher the level the higher the pay. Upon successful completion of the programme the vast majority of apprentices are offered and accept a permanent job with that company.

There are 4 *levels of Apprenticeships*:

1. **Intermediate** (equivalent to a GCSE Grade 4-9)
2. **Advanced** (equivalent to A Level)
3. **Higher** (equivalent to a Foundation Degree)
4. **Degree** (equivalent to a Degree).

It is possible to move up the levels; how far will depend on the level at which you started. **Year 11** students will be eligible for Intermediate and Advanced Apprenticeship, depending on their GCSE grades. **Year 13** students will be eligible for Higher and Degree Apprenticeships, depending on their A Level or BTEC grades and the type of job applied for.

The quality, variety and number of apprenticeships have increased markedly over the past few years. They are now a genuine alternative to 6th Form/College and University as a route into many jobs, professions and sectors. Increasing numbers of businesses and organisations are rebalancing their recruitment in favour of apprenticeships.

*Finding and applying for an apprenticeship* is just like searching for a job (because that is what you’re doing). It takes time and lots of preparation. It isn’t an “easy option”; in fact, it takes more effort than applying to 6th Form or College and even University…. But the prize of getting the apprenticeship is well worth it!

The best place to start looking is on the main apprenticeship website, [www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk) All businesses are encouraged to list their vacancies on this website but it is also advisable to monitor individual *company websites* (especially larger enterprises such as British Airways or the BBC), *sector organisations* (such as The Law Society or the Royal Institute of Chartered Surveyors) and specialist *Training Providers* (such as Arch, QA or Just IT, which specialise in digital/tech/IT sector).

Training Providers are specialist organisations that partner with businesses to run their apprenticeship programmes (by doing the initial interview of applicants, administrating the scheme and linking the employer with the most appropriate college or university). Identifying a reputable Training Provider that has strong links with the type of employer or specialises in the profession you’re focussed on can make the search process a lot less painful. Colleges and Universities can also act as Training Providers.
Searching in more than one place will, therefore, increase your chances of success!

*Before you start looking* however, it is vital that you’ve written a **quality CV** that is error free! It is equally important to have carefully thought about and researched what kind of job, profession or sector in which you’d like to work. Trying to skip either of these and ‘wing it’ will almost certainly result in failed applications or an excruciatingly embarrassing interview!
A great place to start your research is the **Job Profiles** section of the **Career Pilot** website, it has reliable information about and insights into hundreds of different types of jobs. It also contains CV templates and interview tips.

Once you’ve identified the type/level of apprenticeship you’re after and written your CV *you’re ready to start*. We recommend the following steps:

* Register with the ‘apprenticeship’ website and set up an ‘alert’ so you’re regularly updated on relevant vacancies.
* Identify and register with 1-3 Training Providers that specialise in the job/profession/sector of interest.
* Start practising your interview skills and get your ‘Interview Gear’ ready (which is not always a suit or heels!)

*When to start looking* will depend on which Year you’re in, what level of Apprenticeship you’re aiming for and what size of organisation you’re targeting. For example, bigger companies that hire large numbers of apprentices will probably start their recruitment process in the Autumn or Spring for a start in late Summer. By contrast, much smaller businesses that need just one apprentice will only start recruiting a few weeks before they want you to start.

In short, *apprenticeship opportunities become available throughout the year*. You may need to start searching in the Autumn, Spring or Summer Term for a start after your exam results are published in August. Or you may need to wait until you’ve officially left school or got your GCSE/A Level/BTEC results. There is no ‘rule’ that you can or must follow regarding timing.