

Degree Apprenticeships

What is a Degree Apprenticeship?

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A job with substantial training and the development of transferable skills.

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Which? Guide to Higher and Degree Apprenticeships.

- Three to four years work and study, without debt and with a salary. Course fees are covered by the employer and the government.
- A blend of distance and face to face learning with no requirement for regular travel to university.
- One day per week dedicated to studies.
- Once the course is completed you have a degree and three or four years experience of work in your chosen sector. Your qualification can be a vocational or academic qualification or a professional qualification relevant to your industry.
- Higher Apprenticeships are at Level 4-7; equivalent to a Foundation Degree or above, for example a professional qualification.
- Degree Apprenticeships are at Levels 6 & 7 and offer a full Bachelors or Masters degree.
- An apprentice has a formal contract of employment and shares the same rights as other employees. These include a minimum of 20 days paid holiday per year plus bank holidays.
- At the end of the apprenticeship you are not guaranteed employment, although 65% of apprentices stay with their current employer. However, even if you aren't offered a permanent role you'll be an employable graduate; 85% of Degree Apprenticeship graduates are in employment, 90% going straight into employment after graduating. You'll have benefited from studying a course that's been designed to meet industry needs, plus you'll also have amassed several years of highly relevant work experience. This means you'll have gained critical skills valued by employers in your chosen career.

How does it work?

80%

You will spend 80% of your time, or at least 30 hours a week, learning from colleagues at all levels. A senior member of staff will work closely with you to coach you and review your progress.

20%

The other 20% of your time is spent attending university, college, in-house training, online study, or a combination of these tuition methods.

What qualifications do I need?

This depends on the sector you are working in.

Even if you have A Levels you may be expected to start on an Intermediate or Advanced Level Apprenticeship to build up your occupational skills. eg in engineering.

EXAMPLE ENTRY REQUIREMENTS:

Unilever: Five GCSEs grades 4-9, including English and maths. A level Grades BCC or above

Deloitte: GCSE maths and English language grade 4 or above, plus 104 UCAS points.

What would I earn?

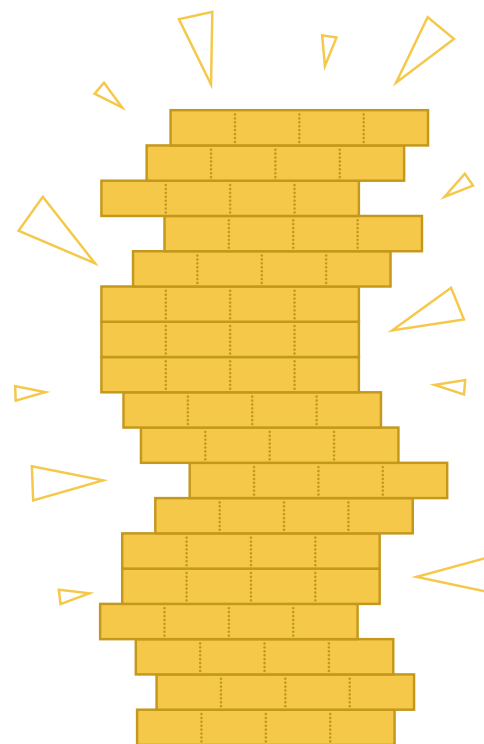
At least the minimum apprenticeship wage of £3.90 per hour, although most employers pay more. There are also no student debts to repay.

EXAMPLES:

- Aerospace engineering: £23,550 pa
- Software engineering: £14,500 pa
- JRL: An engineering Degree Apprentice starts on £18,00 pa, increasing 10% every six months. By the completion of the course the apprentice could expect to be earning an annual salary of over £35,000.

Vacancies offering a “competitive salary” will offer a salary in line with similar roles in other organisations.

“Benefits” could include a pension scheme, access to a car, leisure facilities or a relocation allowance if you need to move.



What are employers looking for?



Personal aptitude and enthusiasm.



Resilience: You will need to be able to juggle work deadlines with study deadlines.



Academic ability, although some don't specify grades.

Should I apply to University or for a Degree Apprenticeship?

- Just 5.8% of apprenticeships offered are at Level 6 or 7 so there is a lot of competition.
- You can apply to both traditional degree courses and Degree Apprenticeships, then if you don't secure a Degree Apprenticeship you will have a back up.

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My apprenticeship has already opened up a huge amount of career options. By the end of my apprenticeship I will have a university degree as well as five years of industrial experience, making me very employable compared to a graduate who has taken a university route.

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Harja Bibi, Degree Apprentice, Laboratory Scientists, GSK

- The drawback compared to traditional degree courses is that students are limited to the 70+ universities working with apprenticeship providers. These may be in places you don't want to live in.
- Degree Apprenticeships are also limited to the subjects provided, which are industry specific, whereas traditional courses offer the opportunity to explore in-depth theories and analysis without practical experience.
- Some careers still require traditional degree courses.
- There is no guarantee of employment after graduation but employers taking on apprentices at this level need a highly skilled work force and 77% of apprentices stay with their employer. Of these according to latest government figures 46% received a pay rise and 36% got a promotion. 95% of all Degree Apprentice graduates go straight into work after their training contract has ended. Former apprentices are well represented in senior management in construction, engineering and the energy industries.

Application and recruitment process.

- Vacancies appear throughout the year and close when they have enough candidates.
Don't wait until the deadline to apply!
- Vacancies with larger companies start appearing in the autumn term with the majority advertised from February of the year you leave school.
- Check start dates to make sure you will have left school/college.
- The recruitment process will probably start with an application form to complete, then online tests and a phone/online interview before you get an invitation to an assessment day. If you get through all these selection procedures only then will you be invited to a face to face interview.

Industries currently offering Degree Apprenticeships

- Aerospace
- Architecture
- Banking
- Business and administration
- Construction (including planning and surveying)
- Defence (Royal Navy)
- Design & creative industries
- Digital and technology (including cyber security)
- Education
- Engineering: Aerospace, chemical, electronic, automotive, nuclear
- Finance and accounting
- ICT
- Healthcare
- Legal
- Management
- Manufacturing
- Media
- Public Services (eg Police)
- Science and Pharmaceutical

Degree Apprenticeships in development

- Agriculture, horticulture, environment and animal care
- Childcare and education
- Construction Conservation and heritage
- Creative and Design industries
- Journalism
- Sales, marketing and recruitment
- Social Care

Famous former apprentices.



David Beckham



Jamie Oliver



Sir Michael Cain

Useful websites

www.gov.uk/apply-apprenticeship

www.ratemyapprenticeship.co.uk

www.amazingapprenticeships.com

www.ucas.com/which-apprenticeships

www.careerfinder.ucas.com

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Doing an apprenticeship wasn't something I expected to be undertaking a few years ago. I would recommend anyone...figure out what interests them and then consider apprenticeship as a route to working in that industry.

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JG, Apprentice, Capgemini

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I've achieved a university degree but also worked on my professional skills, been able to travel, and really developed in confidence. I've also been able to buy a car and move to London, whilst many of my friends who went to university are just starting on the career ladder.

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JG, Capgemini

Examples of companies offering higher and degree apprenticeships

Employer	Sector	Typical Roles	Length of training
Civil Service	Public Sector	Business, commerce, finance, Digital & technology, project delivery	2 years
Army	Armed Forces	Engineering, intelligence, leadership, medical services	2-4 years
Royal Navy	Armed Forces	RN Officer, engineering officer, submarine, nuclear and weapons engineering	3-7.5 years
GCHQ	Armed Forces	Cyber security, software engineering	3 years
Network Rail	Public Sector	Railway and applied engineering	3-4 years
Transport for London	Public Sector	Engineering, finance, management, human resources, building services, cyber security	2-4 years
BAE Systems	Engineering & industrial	Engineering, finance, software development	4-5 years
Jaguar Land Rover	Engineering & industrial	Engineering, finance & accountancy	6 years
Rolls Royce	Engineering & industrial	Finance, engineering, manufacturing, project management, supply chain science	3-4.5 years
Sellafield	Engineering & industrial	Nuclear engineering & science, project management	3-4 years
AECOM	Engineering & industrial	Engineering, building services, quantity surveying, construction	2-5 years
Siemens	Engineering & industrial	Engineering, technology, manufacturing, finance, sales	2-4 years
Thales	Engineering & industrial	Engineering, manufacturing, electronic systems, procurement, project planning	3-5 years

Employer	Sector	Typical Roles	Length of training
GE	Engineering & industrial	Engineering, technology	3-5 years
Airbus	Engineering & industrial	Engineering, technology, finance, business management	3-4 years
Atkins	Engineering & industrial	Engineering, programme management, technology, surveying	4 years
Dyson	Engineering & industrial	Engineering	3 years
Laing O'Rourke	Construction	Engineering, quantity surveying, procurement, planning, construction management	5 years
Arcadis	Design & consulting	Quantity surveying, engineering, project management	2-5 years
WSP	Design & consulting	Building services, engineering, design, project management	3 years
Balfour Beatty	Construction	Engineering, construction manager, quantity surveyor	2 years
Mace	Construction	Engineering, project management, quantity surveying	18 months - 5 years
PwC	Accounting & professional services	Assurance, consulting, deals, tax, technology	2-4 years
Deloitte	Accounting & professional services	Audit, consulting, financial advisory, risk, technology	2-4 years
KPMG	Accounting & professional services	Audit, tax, advisory	3-6 years
EY	Accounting & professional services	Assurance, consulting, tax, transactions	3 years
Grant Thornton	Accounting & professional services	Audit, tax, advisory	5 years
BDO	Accounting & professional services	Audit, tax, advisory, financial services	4 years

Employer	Sector	Typical Roles	Length of training
Willis Towers Watson	Professional services	Actuarial work, accounting, insurance	2-3 years
Lloyds Banking Group	Banking & finance	Banking, customer operations, finance, IT, business management	2-3 years
JP Morgan	Investment banking	Financial services, technology	18 months - 4 years
Barclays	Banking & finance	Finance, internal audit, leadership, relationship management	18 months - 3 years
Santander	Banking & finance	Digital technology, Human resources, finance	2-4 years
Accenture	Consulting & technology	Operations, software engineering	3-4 years
IBM	Consulting & technology	Digital & technology solutions, business management, software development, management consultant	3 years
Capgemini	Consulting & technology	Software development, consulting, cyber security, business analyst, project management	4.5 years
CGI	Consulting & technology	Software development, project management, business intelligence, cyber security	2-4 years
BBC	Media	Business management, software engineering, broadcast engineering, cyber security	18 months - 4 years
Nestle	Consumer goods	Business management, operations, HR, finance	2-3 years