

# FIRE IT UP



## Apprenticeships



## Higher & Degree Apprenticeships

### What is an Apprenticeship?

It's a real job, with hands-on experience, a salary and the chance to train while you work. You are just like other employees, with a contract of employment and paid holiday.

As an apprentice, you:

- get paid and train at the same time
- work towards a recognised professional qualification
- train to be fully competent in your chosen occupation
- are on a career path - with lots of future potential

### Higher & Degree Apprenticeships

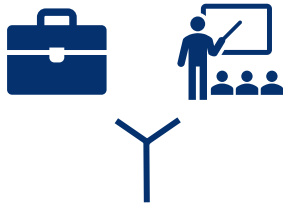
Higher and degree apprenticeships are incredible options for people who want it all – a higher-education qualification, a salary and invaluable on-the-job experience.

Apprenticeships offer a valid alternative to university, with the qualifications to match. If you choose a degree apprenticeship, you still get to graduate, as well as gaining several years of relevant work experience advancing your future employment opportunities.

- **Higher apprenticeships** are the fastest growing of any kind of apprenticeship
- Higher apprenticeships are a great option if you want to gain a higher-education qualification such as a HND or foundation degree
- **Degree apprenticeships** are becoming more popular and available in a variety of sectors. They allow you to gain either a full bachelor's or master's degree
- Higher & Degree apprenticeship students do not accumulate student debt as there are no tuition fees. Instead you will be earning for the duration of your apprenticeship


# Higher & Degree Apprenticeships

Higher and degree apprenticeships are available at levels 4 to 8.

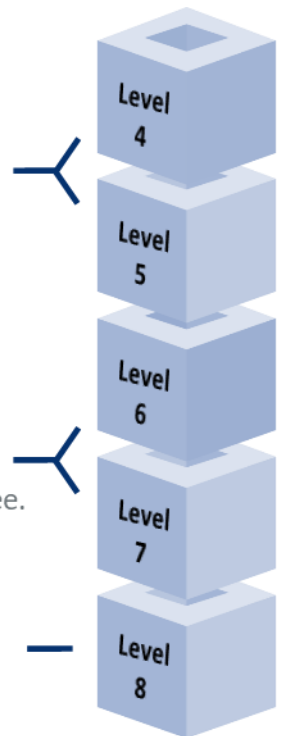


Higher and degree apprenticeships combine work with study and typically include a work-based, academic or combined qualification or a professional qualification relevant to the industry.

  
Levels 4 & 5 are equivalent to a Higher Education Certificate / Diploma or a Foundation degree.

  
Level 6 is equivalent to a Bachelor's degree, level 7 is equivalent to a Master's degree.

Level 8 is equivalent to a Doctorate/PhD



## Is a higher or degree apprenticeship right for me?

An apprenticeship is not the easy option. You will be starting a challenging job and trying to prove yourself in the workplace as well as studying for a higher or degree qualification.

### How does an apprenticeship work?

An average week will be split between spending time at work and attending college, university or a training provider. There may also be some online aspects to your training. You and your employer will work together to decide which method works best for you and the business.

Throughout your time, you will have the opportunity to learn from colleagues, normally working closely with your manager or supervisor who will review your progress and coach you.

### How much can I expect to earn?

If you are aged 16-18 or 19 and in your first year of an apprenticeship you will earn at least the minimum wage for apprentices. Many employers pay more than this, particularly for apprentices undertaking higher level and degree apprenticeships:

- An aerospace engineering apprentice at BAE Systems UK can earn £23,550 per year
- Westminster Council higher apprentices earn £19,800 per year
- A Finance Analyst with HM Treasury based in Westminster will earn £23,600 per annum\*
- A Legal Project Apprentice with Anglo American Plc attracts a salary of £20,000\*
- A PR & Communications Apprentice at Virgin Care Ltd can earn £20,000 per year\*

\*vacancy source: [www.findapprenticeship](http://www.findapprenticeship)

There is potential to earn upwards of £300 per week with your tuition fees paid, meaning no university loans.

### What are employers looking for?

Apprenticeships are designed by employers. Not only will you be developing the right skills, knowledge and behaviours to be successful in your chosen industry you will be immersed in real-world activities and projects in the workplace.

Employers are looking for personal aptitude and enthusiasm as well as your academic ability. Anything that can demonstrate your interest and your readiness for work could help you stand out from other applicants.

## Skills & qualities employers look for



# Which higher & degree apprenticeships are available?

There are hundreds of apprenticeships across a variety of industry sectors\* on offer. From accounting to aerospace engineering, from financial services to legal services and from housing & property management to project management.

Large companies like Rolls Royce, GlaxoSmithKline, Goldman Sachs, Barclays and the BBC offer degree apprenticeships - smaller companies offer them also.

## Career Prospects

The prospects for apprentices undertaking higher and degree apprenticeships are promising. Many businesses are investing in apprenticeships as a means of future-proofing their workforce. Employers need a highly-skilled workforce and many are designing their higher and degree apprenticeship programmes to develop their future leaders and managers.

A distinct advantage of a degree apprenticeship is the working relationships you are able to build with employees and colleagues. You will develop skills such as effective teamwork, communication, negotiating skills, the ability to work under pressure and problem-solving – skills employers often cite as missing from graduates despite their academic attainment. A degree apprenticeship can therefore provide you with a desirable, and quite rare, skill-set alongside a university qualification.

The experiences gained as an apprentice can provide a springboard towards promotion and higher-level opportunities. After several years working with managers and peers, experiencing various aspects of the business and developing the essential skills, knowledge and behaviours, you will have acquired invaluable skills and developed professional networks.



## The Recruitment Process

To apply for apprenticeship opportunities go to '**Find an apprenticeship**' on GOV.UK. Once registered on the site you can set up email and text alerts to inform you about new apprenticeship roles.

There are a range of vacancies at **ratemyapprenticeship.co.uk**, as well as over 12,000 reviews.

Visit **amazingapprenticeships.com** and use 'Vacancy snapshot' which provides useful information on well-known employers which may help you with your application. Check directly on employer websites also – vacancies appear on their recruitment or careers page, some employers may refer to their apprenticeships as "early careers" opportunities.

### When to apply

Apprenticeship vacancies differ from university courses in that they appear throughout the year. Don't wait until the vacancy deadline to submit your application - often employers will close a vacancy as soon as a sufficient number of candidates have applied.

In general, vacancies with larger companies start appearing in the autumn, but the majority pop up from January or February onwards. Smaller businesses might start recruiting a month or two before the job starts, so if you hope to start work in August or September, you might start looking from Easter onwards.

Focus on making a great application when the right opportunity arises. Remember this is a competitive process: you are applying for a job, so make sure you take time to undertake research about the job, the qualification and the employer to sell yourself effectively.

## Higher & degree apprenticeship sectors\*

- Agriculture, Environmental and Animal Care
- Arts, Media and Publishing
- Business and Administration and Law
- Catering and Hospitality
- Construction, Planning and the Built Environment
- Creative and Design
- Digital
- Education and Childcare
- Engineering and Manufacturing
- Health, Public Services and Care
- Information and Communication Technology
- Legal, Finance and Accounting
- Protective Services
- Retail and Commercial Enterprise
- Sales, Marketing and Procurement
- Science and Mathematics
- Transport and Logistics

# The Recruitment Process

There may be a number of stages in the recruitment process before being invited by the employer to attend an interview.

Most employers will require you to complete an application form. Following that there could be online tests, a phone or online interview before attending an assessment day.

The process for each employer will vary with some adopting a formal one and others using a slightly more informal or personal process.

## Application tips

- Read the job description carefully - make note of entry requirements and “essential” qualities
- Research the company and the apprenticeship
- Be specific, give examples to demonstrate what you have to offer including skills and experience
- Back up your examples with evidence
- Log on to your account to track your applications on a regular basis
- Check your emails regularly (including junk mail)
- Don't undersell yourself
- Use an appropriate email address and voicemail message on your phone

## Choosing between university and an apprenticeship

You may be struggling to decide between going to university or applying for an apprenticeship. However there is nothing preventing you from applying to university through UCAS while researching interesting apprenticeship vacancies.

It can be disheartening if you have not found your ideal degree apprenticeship, especially around spring-time when others have their university offers. Do not panic - you are not restricted to one apprenticeship application either. If you see more than one you are interested in, make multiple applications. Remember applying for an apprenticeship is a competitive process so it is best to have options.

### Find your ideal apprenticeship:

[www.findapprenticeship](http://www.findapprenticeship)

[www.amazingapprenticeships.com](http://www.amazingapprenticeships.com)

[www.ratemyapprenticeship.co.uk](http://www.ratemyapprenticeship.co.uk)

[www.notgoingtouni.co.uk](http://www.notgoingtouni.co.uk)

For examples of entry requirements and different routes into apprenticeships in Law, Business, Creative and Media, Finance and Banking and more go to:

[www.which.co.uk/apprenticeships](http://www.which.co.uk/apprenticeships)

National Apprenticeship Helpdesk:

Tel: 0800 015 0400

Email: [nationalhelpdesk@findapprenticeship.service.gov.uk](mailto:nationalhelpdesk@findapprenticeship.service.gov.uk)

National Careers Service

Tel: 0800 100 900

[www.nationalcareersservice](http://www.nationalcareersservice)

## Higher & Degree Apprenticeships (a selection of professions & subject areas)

Accountancy / Taxation Professional  
Advanced Clinical Practitioner  
Aerospace Engineer  
Aerospace Software Development Aircraft  
Maintenance Certifying Engineer  
Animal Trainer  
Architect and Architectural Assistant  
Assistant Technical Director (Visual Effects)  
Associate Ambulance Practitioner  
Aviation Operations Manager  
Broadcast and Media Systems Engineer  
Broadcasting Technology  
Building Services Engineering  
Business Analyst  
Chartered Manager/Surveyor  
Clinical Trials Specialist  
Commercial Procurement and Supply  
Community Energy Specialist  
Construction Management  
Creative and Digital Media  
Cyber Intrusion Analyst  
Cyber Security Technical Professional  
Data Analyst/Scientist  
Digital and Technology Solution Specialist  
Fashion and Textiles Product Technologist  
Financial Services Professional  
Housing and Property Management  
Improvement Practitioner/Specialist  
Investment Operations Specialist  
Laboratory Scientist  
Legal Services  
Manufacturing Engineer  
Marine Pilot  
Midwife  
Mineral Products Technology  
Network Engineer  
Non-Destructive Testing Engineer  
Nuclear Technician, Scientist or Engineer  
Occupational Therapist  
Operating Department Practitioner/Manager  
Paramedic  
Physiotherapist  
Police Constable  
Policy Officer  
Product Design and Development  
Professional Economist  
Project Management  
Propulsion Technician  
Prosthetist / Orthotist  
Registered Nurse  
Risk and Safety Management  
Road Transport Engineering Manager  
School Business Professional  
Science Industry Process/Plant Engineer  
Senior Compliance / Risk Specialist  
Senior Metrology Technician  
Social Media and Digital Marketing  
Social Worker  
Software Developer/Tester  
Solicitor  
Teacher  
Technician Scientist

54%

Of 128 apprenticeships in development by employers 69 are for levels 4-8  
Sept 2019