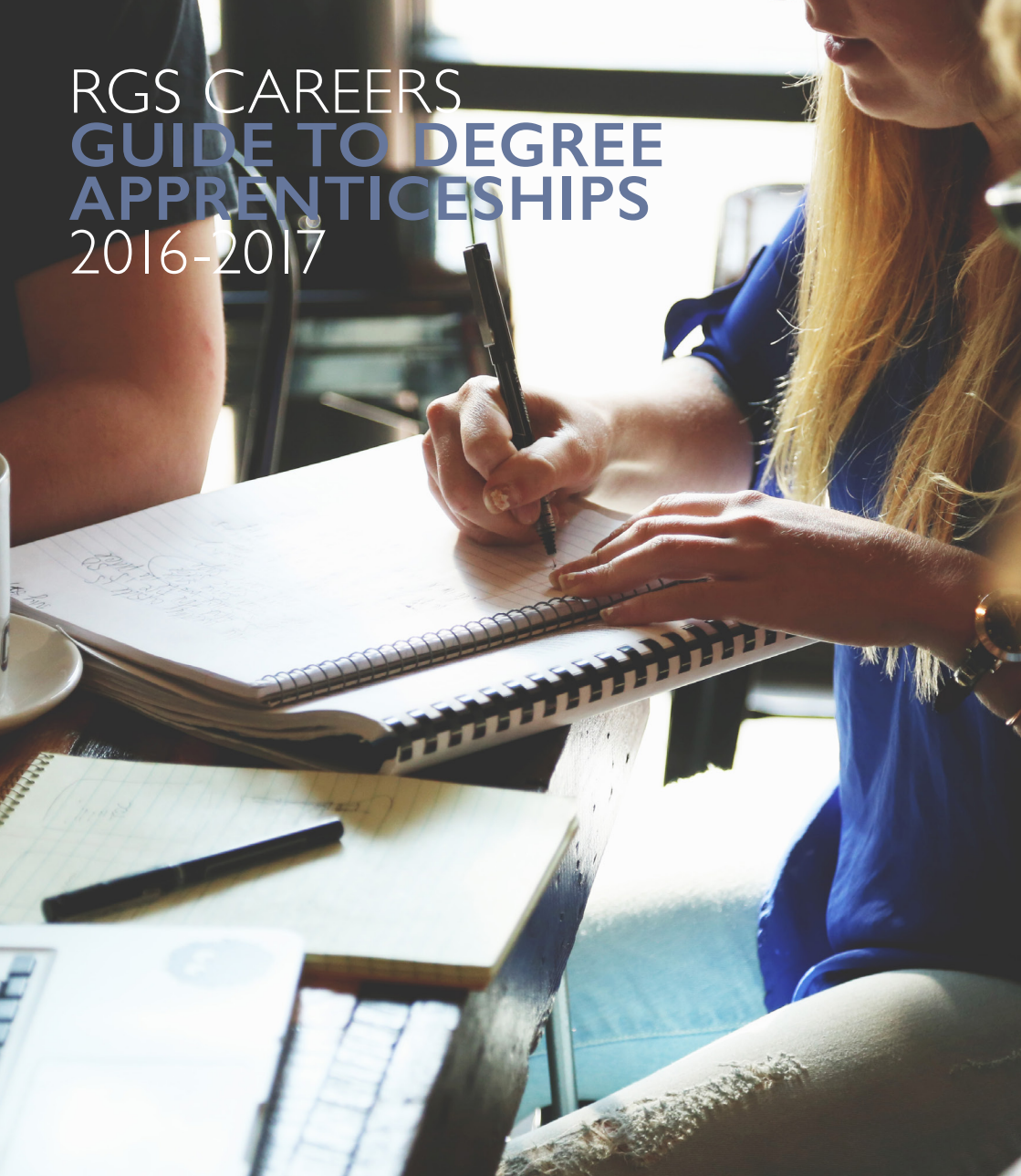


RGS CAREERS GUIDE TO DEGREE APPRENTICESHIPS 2016-2017



REIGATE GRAMMAR SCHOOL

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The types of apprenticeships that RGS students are most likely to be interested in are Levels 4-6 (equivalent to Foundation or degree level) and Degree Apprenticeships (where one comes out with a degree as well as considerable experience with a company).

The numbers of school leavers in 2015, who started Level 4 or degree apprenticeships was 1100, compared with 201,675, who started degree courses. So numbers were tiny; however options in these areas are growing all of the time, partly because of high university fees, partly because employers are increasingly seeing the value of training their staff themselves from 18, and partly because of the Apprenticeship Levy (a figure that large companies will have to pay from next year, but they can get more than its value back if they commit to high quality apprenticeships).

In this document, I am going to focus mainly on Degree Apprenticeships. This is a massively growing area. There are a lot of these at the development stage, so I have left a lot of blanks here, encouraging you to keep a look out at certain companies, where the information is not available at the time of writing. In addition, many of them were not recruiting at the time of writing, so I was unable to get full detail of the application process; you will have to check it out for yourselves, but at least this tells you where to look! The Careers Department will be on hand to help you.

RGS GUIDE TO DEGREE APPRENTICESHIPS

WHAT IS A DEGREE APPRENTICESHIP?

These are aimed mainly at school leavers. Students can choose these in addition to their 5 university choices. Students apply directly to the companies involved. Essentially they are a combination of work based learning and studying for a degree. Students come out with a degree, as well as considerable work experience. Students tend to come out with no debt. It is worth finding out about pay and whether tuition fees are paid, particularly as students on these courses are not eligible for student loans as they are run by the company rather than the university. They are far from a typical university experience; students are often at university when other students are not, so they are likely to miss out on the social side of university to a large degree. I can't cover all of them in this piece, but there is a full list of companies involved at <https://www.gov.uk/government/news/government-rolls-out-flagship-degree-apprenticeships>

It is very important to look very closely at which universities are providing the degree, exactly what qualification you come out with and how the split between study and work is divided up. I suppose that one thing to be a little wary of is that these are new; nobody has yet come out of the other end of a degree apprenticeship, so, while many of them guarantee jobs at the end, we don't quite know how transferable the qualifications will prove to be. If the degree is from a respected university though, I would be confident in them.

WHAT IS A SPONSORED DEGREE?

Sponsored degrees are school leaver schemes that focus on the fact that you will get a degree as part of the programme. Students are often treated as full employees of the company and receive a salary. They are usually linked to a particular university. University fees are often paid. Sometimes there is a guaranteed job at the end with the company that sponsors you.

There is enormous variety in how they work. In some cases students spend most of their time at the company, perhaps going to university one day per week or in chunks of several weeks. In some cases though, they involve a fairly normal university experience with large amounts of work experience in the holidays. It is up to the student to check very carefully; <http://www.allaboutschooleavers.co.uk/articles/article/68/what-is-a-sponsored-degree-programme> for more information.

You can get a pretty good idea of the range available with a quick look at www.Notgoingtouni.co.uk

TECH INDUSTRY

Most tech companies are still employing largely from degrees; however there is no doubt that over the next 10 years degree apprenticeships are going to grow, and they are going to provide graduates with a lot of the skills required by the industry. There is a massive skills shortage currently, and the tech sector is sure to create a million new jobs in the next ten years. Despite this, Computer Science degrees currently have quite a poor record in terms of future employability.

Women make up a tiny proportion of the workforce in this area.

If you are interested in this area and would like to go the degree route, you would be wise to look at the Tech Industry Gold degree web-site at:

<https://www.thetechpartnership.com/degrees-and-courses/tech-industry-gold-degrees/>

These degrees have had a high level of input from employers and a very good record of employability. Examples would be ITMB degree courses:

[ITMB courses](#) (Computing for Business)

These are degree courses.

You can study for this course at Aston, Bristol, Lancaster, Loughborough, Manchester, QMUL and Sheffield.

These courses have fantastic employability, mainly because they involve employers directly. There is loads of employer engagement and industry exposure.

<https://www.thetechpartnership.com/tech-future-careers/what-is-it-like/> is also a useful web-site for tech careers.

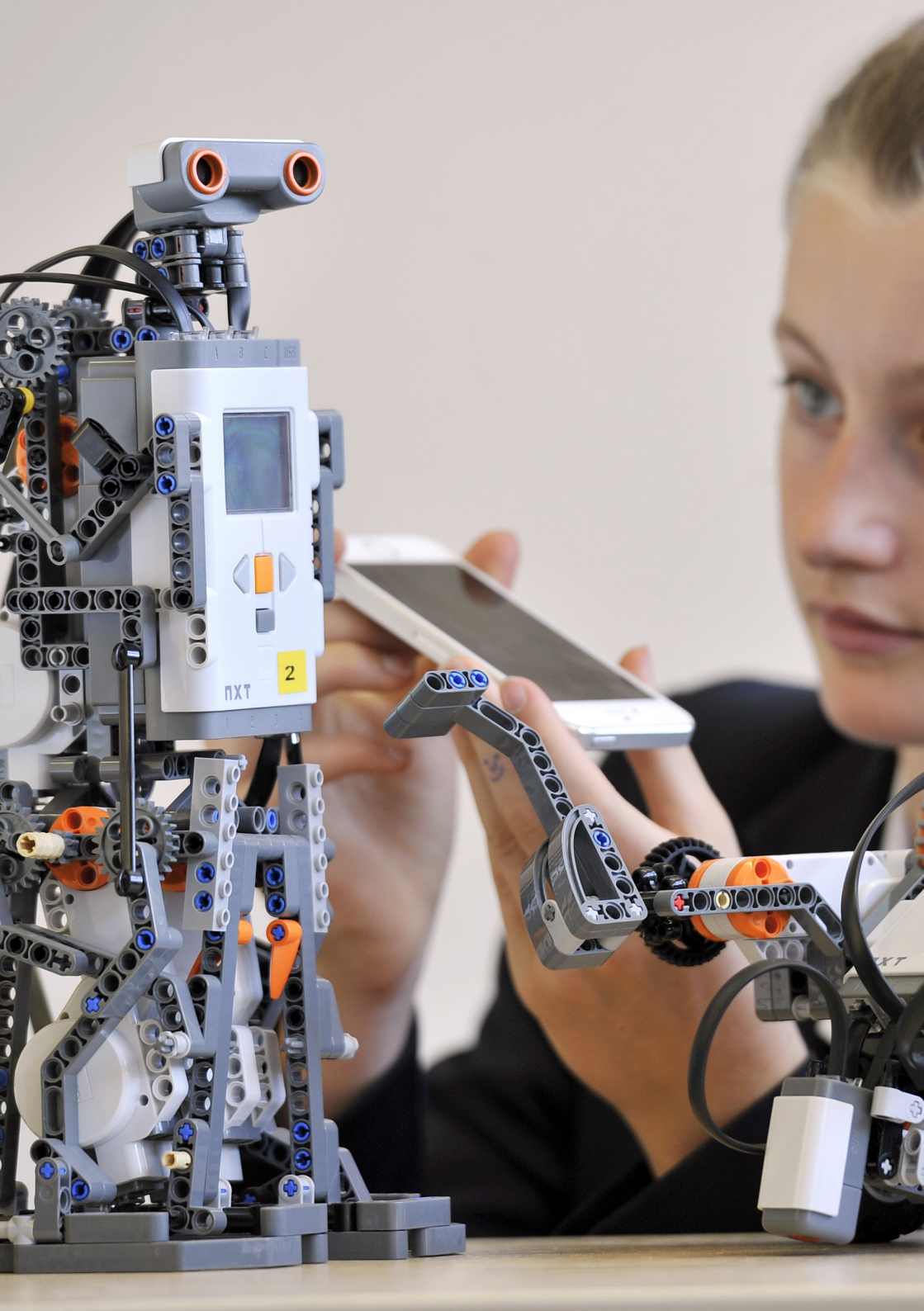
You ought to consider too, one or two of these Degree Apprenticeships; e.g.

1. QMUL: Digital Technology Solutions Degree Apprenticeships

- Basically these are a mix of working and tutorials on campus. Typically, you would spend 2 days on campus and 3 days with an employer.
- Earn while you learn
- 4 years rather than three, but you have so much experience as well as coming out with a degree!
- There are 4 of these through QMUL with IBM and one with GSK.
- You apply to IBM or GSK.
- It is not through UCAS, and you can have it as an additional choice on top of the 5 UCAS.

This kind of degree-apprenticeship may help to answer the perennial problem:

On the one hand there is a major skills shortage in the tech industry; on the other hand Computer Science degrees have one of the poorest employability record. Why? It is due largely to a perceived gap in business acumen, practical experience and leadership skills.



2. Another similar degree apprenticeship is run by QMUL in league with John Lewis: <http://jlpjobs.com/apprenticeships/john-lewis-it-degree-apprenticeship/>

3. Digital and Technology Solutions BSC with IBM and Queen Mary University of London

This one was not recruiting at the time of writing, but do keep checking out the IBM web-site, as well as <http://www.notgoingtouni.co.uk> and <http://www.allaboutschooleavers.co.uk/>

Key Points

- 4 year course
- Your degree comes from QMUL (a Russell Group University!)
- You study both Business and technology modules. This is important, as one of the reasons that Computer Science students sometimes struggle to gain employment is a lack of business awareness
- University life and work is split. Check out carefully what they split is
- University fees are sponsored by IBM, so you should leave with no debt (but do check out the figures!)

4. Capgemini Degree Apprenticeship in Digital and Technology Solutions

- Degree from Aston University
- No student fees
- 5 opportunities to join this programme each year in September, November, January, April and June
- 4 ½ years combining work experience and study at Aston
- At least C grade in Maths and English at GCSE required. You have to pass an online aptitude test too
- You are recruited jointly by Aston and Capgemini, but you apply to Capgemini e.g. <http://www.aston.ac.uk/study/undergraduate/courses/eas/degree-apprenticeships-in-technology-solutions/> and look under 'How to apply'
- You have 7 weeks of study at the start of the course, then most of the time with the employer while attending evening online seminars and tutorials. You also have to sit exams
- Full details of the course is here: <http://www.aston.ac.uk/study/undergraduate/courses/eas/degree-apprenticeships-in-technology-solutions/>

n.b. Supposedly, this joint degree with Aston University may also be offered by Tarmac, Payara and Virgin Media this year.

5. Fujitsu Degree in Digital and Technology Solutions

Key points

- 4 year degree with University of Winchester
- You would be based in Basingstoke at Fujitsu's Defence and National Security account
- All tuition fees paid by Fujitsu
- You attend lectures at Winchester University while carrying out a role at Fujitsu

- You will have a dissertation to complete in your fourth year that is linked to your role at Fujitsu
- All modules that you study are linked to aspects of your role at Fujitsu, so you have work based learning all of the time
- BBC or equivalent at A Level
- http://www.fujitsu.com/uk/Images/2660_Apprentice_Degree_Guide_v7.pdf for full details. It looks a great opportunity!
- You apply to Fujitsu

Then there are a number of IT degree Apprenticeships within banking and financial services:

6. Goldman Sachs Degree Apprenticeship with QMUL

n.b. We don't yet know if Goldman Sachs are taking new degree apprentices in 2017, but I am expecting them to do so. More details should emerge soon about entry requirements and the exact split between time spent with Goldman Sachs and with QMUL, so keep an eye on the Goldman Sachs web-site.

Key points

- It is within the technology division
- It is a 4 year programme
- Degree in Digital and Technology Solutions with QMUL (a Russell Group University)
- Potential for a job with Goldman Sachs at the end of the degree
- Competitive salary during the course
- Learn about Software Engineering and new technologies during the placement within Goldman Sachs' technology division
- You apply to Goldman Sachs. Expect to require strong A Level grades in line with those expected by QMUL

7. Lloyds Banking IT Degree Apprenticeship

n.b. This was closed in September 2015. I don't know if it is running this year at the time of writing, but it is worth checking out.

Key points

- You work within IT Systems Department at Lloyds while studying for a full honours degree in Digital and Technology Solutions from Manchester Metropolitan University
- You study for your degree by day release and sometimes block release, so it will not be a normal university experience at all. You spend most of your time working at Lloyds. You can use your work at Lloyds to support your learning for your degree. You work alongside experts in their field every day.
- Course fees are paid for by Lloyds. You apply to Lloyds.
- 4 year degree programme
- You need BCC or equivalent at A Level
- Location is flexible, but given that you study at Manchester Metropolitan, you are likely to be based in that area

8. Santander Digital and Technology Solutions Degree Apprenticeship

Key Points:

- 4 years
- Lots of industry experience
- The degree covers: information technology systems, systems development, information and cyber security, business organization and data analytics, project management and computer networks
- £17,000 salary + benefits
- You will be based in either Santander's Milton Keynes or Leicester office
- BCC or equivalent required including Maths, Business, ITC or a science

Then there are IT degrees within the field of Power Engineering such as:

9. SSE IT Degree Apprenticeship

The focus of this degree apprenticeship is on IT in Business. It is looking at how to find IT solutions to solve real business problems. Presumably then it touches upon some of the problems that Computer Science graduates are finding with their employability.

Key points

- Starts September 2017
- Salary c.£16000
- Based in Havant, Hampshire
- 4 year course
- You spend one day at university per week and four days in work
- Degree in Digital and Technology Solutions from University of Chichester
- You will have the opportunity to work in areas of the business such as: emerging technology, infrastructure support, system architecture and project management.
- It doesn't guarantee it, but it strongly implies that strong students will gain a role at SSE after graduation
- 3 A Levels at grade C or above and a real passion for technology are required
- You can show interest in this role through the link: <http://www.ssejobs.co.uk/caw/en/job/509253/it-degree-apprenticeship-college-leavers-september-2017-intake-registration-of-interest>
- Full details are at: <http://students.sse.com/apprenticeship.html>

Then there are IT degree apprenticeships within the field of Life and Industrial Science companies, such as:

10. AstraZeneca IT Apprenticeship Programme

You will apply to AstraZeneca on AZIT-Apprentice-Recruitment@astrazeneca.com

At the time of writing I don't know if it is running this year, but check their web-site from October

Key Points:

- BSC in Digital and Technology Solutions from Manchester Metropolitan University over 4 years

- You will move across a range of IT functions including: Business Analyst, IT Project Manager, Information and Cyber Security Analyst, Information Application Maintenance Analyst, Application Development Analyst
- You could be based at any AstraZeneca site across the country
- You will need BCC at A Level

11. GSK IT Degree Apprenticeship

This one is recruiting for September 2017. <http://uk.gsk.com/en-gb/careers/apprenticeships/our-programmes/it-apprenticeship/#honours-it-apprenticeship> for full details

Key points

- 3 year IT degree with a London university (GSK web-site does not currently specify which one!)
- Gain an in depth understanding of how IT is used within GSK's business
- You will be particularly involved in Research and Development IT
- You need ABB or equivalent including at least one Science
- You will be based in either the Stevenage or Ware site
- You can register an interest now at <https://www.gskapprenticeships.co.uk/registerinterest2017/CandidateLogin.aspx?e=401&cookieCheck=true> and applications open in October for September 2017

In addition, IT in Market Research:

12. BSC in Digital and Technology Solutions (data analytics) through Marketing Sciences and the University of Winchester

'Marketing Sciences' deliver Market Research and advice for a range of companies across the world

Key points

- Based in Winchester
- 3 year course
- You work for Marketing Sciences and go to university on a part time day release basis
- You will be based in the data analytics team, but you will also spend time in the IT Department and data processing
- 3 A Levels at A or B including Maths
- £13,500 salary
- Send email and covering letter to recruitment@marketing-sciences.com
- Full detail on: <http://marketing-sciences.com/vacancies/degree-apprenticeship-data-analytics/>

See also the Sponsored Degree option at Capgemini (under Engineering)

Tech Partnership have also petitioned BIS to develop a degree apprenticeship in Cyber Security, so keep a look out for this in the future.

ENGINEERING INDUSTRY

The typical route into Engineering remains to do a MEng degree in Engineering and then qualify as a Chartered Engineer (see Engineering guide); however there are alternative Degree Apprenticeship routes. Some of these look really good schemes, but they do have the drawback that the qualification is invariably BEng rather than MEng. The MEng gives students the academic base from which they can qualify as a Chartered Engineer; which is the most marketable professional engineering qualification that you can gain. Those with a BEng tend to be encouraged by their firms to gain an MEng through part time study while working, which is clearly going to be tough.

1. Engineering Degree Apprenticeship at Jaguar Land Rover

<http://www.jaguarlandrovercareers.com/jlr-roles/future-talent/apprentices/>

Key points:

- You will work across a range of departments including Product Development, Purchasing, Design, Product Supervision, Manufacturing Engineering
- Your first year is mainly spent in college, working within a Jaguar plant outside of term time. In your second year, you spend two days in college and three with Jaguar. In later years you spend most of your time with Jaguar, while gaining a full BEng degree in Applied Engineering through block release with Warwick University.
- You would begin on £18,550, rising to around £35,000 by the time you complete the scheme. Tuition fees are also covered.
- You need 2 A Levels at grade C or above
- Training will be very much linked to what you go on to do (as long as you stay in the industry)
- On-line applications take place between October and December of the year before you intend to go. You apply directly to Jaguar. You will be expected to do a situational judgement test, a psychometric test and further assessments. Further details are on the Jaguar website.

Drawbacks

- It takes 6 years (but you are being paid)
- It is a BEng rather than an MEng, and it is in Applied Engineering rather than Engineering. You are likely to need further qualifications to qualify as a Chartered Engineer. Further detail on how to register as a Chartered Engineer is available on <http://www.engc.org.uk/professional-registration/how-to-register/>

2. BAE Systems Degree Apprenticeship

Key points:

- Divided between Aerospace Engineering and Software Engineering
- It takes 5 years, 3 to study for a Foundation degree and two more to study for a BEng qualification
- Large amounts of practical experience throughout the degree apprenticeship course

Drawback

- It is a BEng, so you are likely to need further qualification to become a Chartered Engineer

Capgemini Software Engineering Sponsored Degree Programme

Capgemini came to our Digital Careers Evening to talk about their schemes, so hopefully some of you picked up information there. In addition I do have contacts from the schemes that I can put you in touch with. This is broadly similar to a Degree Apprenticeship.

Key Points

- 5 year BSC in Computing and IT Practice from Aston University
- Level 4 Diploma in Professional (IT) Practice
- On the job training
- Your first 2 months are spent in intense training in established and emerging languages such as Drupal and web technologies, as well as emerging platforms such as Cloud Computing. You will sit exams during this period. You then have a week of induction at Capgemini.
- Competitive salary from the start, so no debt
- You need 3 A Levels at C or above including one of a computing based subject, Maths or a science
- You apply directly to Capgemini by sending a CV and covering letter through the web-site: <http://www.uk.capgemini.com/capgemini-careers/apprenticeshipprogramme/apprenticeship-programme-overview/>

3. Rolls Royce Sponsored Engineering Degree

This has certainly existed in the past though there does not appear to be anything on the web-site at the moment. Keep a look out on <http://careers.rolls-royce.co.uk/#/> and www.notgoingtouni.co.uk

4. BT Engineering Degree Apprenticeship

Again, details are hard to find at the moment because it is not the time to apply, but look on: <http://www.btplc.com/Careercentre/Ourlocations/UK/Apprenticeships/HowToApply/ApplyNow/index.htm> or www.notgoingtouni.co.uk

5. National Grid's Engineering Sponsored Degree Programme: Engineering Training Programme**Key points:**

- Salary- no debt
- Work placements throughout
- Guaranteed job on completion apparently
- Roughly 50% is practical engineering experience
- You must have 2 A Levels A*-C. One of these must be in Maths or Physics
- You gain a Foundation degree with Aston University
- Applications open in October and more can be found here: <http://careers.nationalgrid.com/>

Drawbacks

- It looks as though it is only a Foundation degree

6. Airbus Engineering Sponsored Degree**Key points**

- Focus is on Aeronautical Engineering
- You gain a BEng in Aerospace Engineering (Manufacturing)
- You need 300 UCAS point (3 B or equivalent) including B grades in Maths and Physics
- Applications open 17/10/2016 so refer to the web-site then <http://www.airbusgroup.com/int/en/people-careers/apprentices/in-the-United-Kingdom.html#>

7. BBC Sponsored degree in Broadcast engineering**Key points**

- You gain a BEng in Broadcast Engineering, taught jointly by Birmingham City and Salford University
- £11,000 per year salary and all student fees paid
- You need 300 UCAS points including Maths, as well as at least a B in a science
- <http://www.bbc.co.uk/academy/work-in-broadcast/trainee-schemes/engineering-apprenticeships/article/art20130802134205518> for further details

Drawbacks

Again, it is a BEng rather than an MEng.

8. Thales Degree Software Engineering Degree Apprenticeship

Look out for details of this on the Thales web-site in October <https://www.thalesgroup.com/en/careers/career>

There are also degree apprenticeships in the pipeline at Electronic Systems Engineering companies: ARM and Embecosm and FlexEnable.

ACCOUNTING & FINANCE

There are many opportunities to leave school at 18 and join accountancy firms directly on School Leaver Programmes. These are not just with the biggest four accountancy firms, but also with others such as RSM, Grant Thornton and BDO Stoy Hayward. These are definitely on the increase. Indeed, I was told by representatives from EY that some firms are looking to take around 50% of their intake at 18 rather than 21 in the coming years. Currently it is certainly easier to get a job at a number of accountancy firms at 18 than as a graduate.

There are also quite a few degree courses in Accounting and Finance that are linked with Accountancy firms and include considerable work experience opportunities.

I have covered a number of these in the RGS Guide to Accounting and Finance, so please refer to this: <https://www.reigategrammar.org/school-life/academic/careers-university-entry/>

1. Finance and Accountancy Degree Apprenticeship at Jaguar

Key points:

- You will learn the core functions of finance, before rotating around the company learning Product Development Finance, Manufacturing Finance, Accounting, Marketing and Sales Finance and other aspects.
- You will become a fully qualified CIMA Chartered Accountant
- If you complete the course you will gain a degree in Professional Accounting with BPP University
- You will start on £18,550 per year
- Tuition and course fees are covered
- You need BBC at A Level, including at least one numerical or business related subject
- On-line applications take place between October and December of the year before you intend to go. You apply directly to Jaguar. You will be expected to do a situational judgement test, a psychometric test and further assessments. Further details are on the Jaguar website.

Drawbacks:

- It may be less transferable than a straight degree as it could be seen as quite specific to Jaguar. That said, the business experience is sure to be valued
- It is CIMA rather than ACCA. This is not the same qualification as you would get through one of the big accountancy firms. It is not necessarily worse, but you need to be aware. See <https://www.roberthalf.co.uk/blog/how-choose-accountancy-qualification-acca-vs-cima> for some of the key differences
- It takes 6 years to qualify, but you are being paid and gaining work experience; n.b. it would also take 6 years to complete a degree and then an Accountancy qualification afterwards.

CHARTERED SURVEYING

RICS (Royal Institute of Chartered Surveyors) are offering a Degree Apprenticeship, which leads to Chartered Surveyor Status (MRICS). It is run through the Chartered Surveyors' Training Trust (CSSTT).

Key Points

- Work experience and a part time degree over four or five years
- Backed by Gardiner and Theobald, Arcadis and EC Harris. Do check their web-sites in the early new year for opportunities
- Little information for this year is available at the time of writing, but do keep an eye on the RICS web-site: <http://www.rics.org/uk/> and www.notgoingtouni.co.uk

1. Huntley Cartwright, Caterham

Huntley Cartwright take students each year to work with them while taking qualifications in Surveying through Kingston University. Keep an eye on their web-site later in the school year for more information: <http://www.huntleycartwright.co.uk/>

2. Balfour Beatty

Balfour Beatty have offices in Croydon and Crawley. At the time of writing, I do not know whether more degree apprentices are being taken on in 2017, but keep checking their web-site and www.notgoingtouni.co.uk

Key Points

- Royal Institute of Chartered Surveyors accredited degree
- You attend college and university on day or block release
- You need 3 A Levels including Maths at C or above
- It takes 6 years
- You can gain a BSC in Quantity Surveying and Chartered Surveyor status

Drawbacks

Look very closely at the web-site and talk to experts. It does not look as though progress through to full degree is guaranteed.

PUBLIC RELATIONS

Degree apprenticeships in this area are still at the development stage:

1. **Claremont Communications are looking to run one, so keep an eye on their web-site:**
2. **This also goes for Golin and 3). KOR Communications Ltd**

NUCLEAR ENERGY

Several degree apprenticeships in this area are still in the development stage, but are to be supported by EDF Energy, Magnox Ltd.

1. **Gen2, however, are now running one:**

Gen2 are a company who provide training for young people and adults, especially in the engineering and technology sectors. In coming up with their course, they are working with Sellafield, Morgan Sindall, Axiom, Amec Foster Wheeler and the National Nuclear Laboratory.

Key points:

- You gain a Foundation degree in Plant Engineering with the possibility of progressing onto a full degree
- You apply at www.gen2.ac.uk from January (if it runs this year)
- You will go through a stringent admissions process of aptitude tests, interviews and an assessment day
- You will be sponsored by one of the companies above, and you will get your degree through Gen2 on a day release basis
- You'll need 240 UCAS points including at least one full A2 Level, preferably C or above in a STEM subject
- For full details: http://www.gen2.ac.uk/wp-content/uploads/2016/02/TSTS-booklet-2016-rev_1-web.pdf

Drawback

This one is fairly slow progress, as you are only looking to gain a Foundation degree initially, and it will take three years to achieve this.

LIFE & INDUSTRIAL SCIENCES

GSK and AstraZeneca have IT Degree Apprenticeships up and running (see above). Pfizer are also working on degree apprenticeships, so do keep checking their web-site from October.

FINANCIAL SERVICES

1. **Barclays offer Higher Apprenticeships with the possibility of studying to degree level: <http://joinus.barclays.com/emea/higher-apprenticeships/>**
2. **Santander are offering a degree apprenticeship in Digital and Technology Solutions (see above)**

BUSINESS MANAGEMENT

Barclays, Nestle, the Civil Service and Serco are all running a Chartered Management Degree Apprenticeship. <https://www.managers.org.uk/insights/news/2015/november/all-you-need-to-know-about-the-new-chartered-manager-degree-apprenticeship>

At the time of writing it is not clear exactly what is in place for 2017 but keep looking at the CMI

(Chartered Management Institute) web-site: <http://www.managers.org.uk/> for more information. Look also at the web-sites for the companies above.

This may also be worth a look at Nottingham Trent: <http://www.apprenticeeye.co.uk/2016/06/22/new-management-degree-apprenticeship/>

1. Boots UK BA Hons degree in Management and Leadership

You apply to their Future Leaders Apprenticeship. You need BCC at A Level. You would have a full time job at Boots and a salary of £15,000. It takes two years to complete a Level 4 Higher Apprenticeship in Business Administration through the Future Leaders Programme. You then have the opportunity to apply (so not guaranteed) for their Chartered Manager Degree Apprenticeship.

Key Points

- The Degree Apprenticeship is supported by the Chartered Management Institute
- Pathway to Chartered Manager status
- The degree is a BA (Hons) in Management and Leadership with the Nottingham Business School.
- The degree course takes two years

For more information: <https://www.boots.jobs/apprenticeships/future-leaders-programmes/> and <https://www.boots.jobs/early-careers/>

CONCLUSION

The information in this document will go out of date on a regular basis. What it does do though is give you a guide as to which companies are worth looking at. You must then analyse the detail and consider whether this looks a good scheme for you. Keep looking at www.notgoingtouni.co.uk and <http://www.allaboutschooleavers.co.uk/> for up to date information about opportunities as they come up.

Degree apprenticeships can be applied for in addition to your 5 UCAS choices, but you apply through the individual companies. Many of these look like brilliant schemes, but they are a somewhat unknown quantity in the sense that nobody has yet completed one. Therefore please do seek as much advice as you can from those in the industry to make sure that what you are getting yourself into is what you expect. In addition, the Careers Department are available to you at all times and really keen to help.





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