

Programmes Available Key: Higher apprenticeship (HA), Degree apprenticeship (DA), School leavers programme (SLP), Sponsored degree (SD).

Employer	Sector	Programmes available	Typical roles	Starting salary	Length of training	No Recruited in 2017
Civil Service	Public sector	HA	Business, commercial, finance, digital & technology, project delivery	£19,500-£22,000	2 years	974
BAE Systems	Engineering & industrial	HA, DA, SLP, SD	Engineering, finance, software development, project management	£11,900-£17,500	4-5 years	314
PwC	Accounting & professional services	HA, DA, SLP, SD	Assurance, consulting, deals, tax, technology	Competitive	2-4 years	285
Deloitte	Accounting & professional services	HA, DA, SLP	Audit, consulting, financial advisory, risk, technology	Competitive	15 months - 4 years	274
KPMG	Accounting & professional services	HA, DA, SLP, SD	Audit, tax, advisory	Competitive	3-6 years	236
Army	Armed forces	HA, SD	Engineering, intelligence, leadership, medical services	£14,900-£25,900	2-4 years	204
EY	Accounting & professional services	HA, DA, SLP, SD	Assurance, consulting, tax, transactions	Up to £21,500	3 years	182
Jaguar Land Rover	Engineering & industrial	DA	Engineering, finance & accountancy	£18,500	6 years	133
BT	IT & telecoms	HA, DA	IT, engineering, HR, sales, business management, finance, cybersecurity	£13,000-£19,000	18 months - 4 years	125
Rolls-Royce	Engineering & industrial	HA, DA, SLP, SD	Finance, engineering, manufacturing, project management, supply chain, science	£12,600-£15,300	3-4½ years	108
Royal Navy	Armed forces	DA, SD	Royal Navy Officer, Engineering Officer, submarine nuclear & weapon engineering	Up to £5,500 bursary a year (SD), £31,000 (DA)	3-4 year degree, 7½ years (DA)	105
Lloyds Banking Group	Banking & finance	HA, DA	Banking, customer operations, finance, IT, business management	£15,000-£23,300	2-3 years	102
GCHQ	Public sector	DA	Cybersecurity, software engineering	£17,900	3 years	c. 95*
Network Rail	Public sector	SD	Railway engineering, applied engineering	Varies	3-4 years	85
JP Morgan	Investment banking	HA, DA	Financial services, technology	Competitive	18 months - 4 years	76
Royal Navy	Armed forces	DA, SD	Royal Navy Officer, Engineering Officer, submarine nuclear & weapon engineering	Up to £5,500 bursary a year (SD), £31,000 (DA)	3-4 year degree, 7½ years (DA)	105
Lloyds Banking Group	Banking & finance	HA, DA	Banking, customer operations, finance, IT, business management	£15,000-£23,300	2-3 years	102
GCHQ	Public sector	DA	Cybersecurity, software engineering	£17,900	3 years	c. 95*
Network Rail	Public sector	SD	Railway engineering, applied engineering	Varies	3-4 years	85
JP Morgan	Investment banking	HA, DA	Financial services, technology	Competitive	18 months - 4 years	76
Barclays	Banking & finance	HA, DA	Finance, internal audit, leadership, relationship management	Competitive	18 months - 3 years	72
Accenture	Consulting & technology	HA	Operations, software engineering	Competitive	3-4 years	65
Grant Thornton	Accounting & professional services	HA	Audit, tax, advisory	Competitive	5 years	65
Tesco	Retailing	HA	Buying, merchandising, sales, project management	£20,000	3 years	63
Laing O'Rourke	Construction	HA, DA	Engineering, quantity surveying, procurement, planning, construction management	Competitive	5 years	62
Marks & Spencer	Retailing	HA, DA	Retail management, solicitor	£18,000-£20,000	12-18 months (HA), 6 years (DA)	56
Sellafield	Engineering & industrial	HA, DA	Nuclear engineering & science, project management	£14,900	3-4 years	55
Transport for London	Public sector	HA, DA	Engineering, finance, general management, human resources, building services, cyber security	£17,800	2-4 years	55
BDO	Accounting & professional services	HA	Audit, tax, advisory, financial services	Competitive	4 years	54
GSK	Chemical & pharmaceuticals	HA, DA	Manufacturing, laboratory scientist, technology, engineering, finance, supply chain, sales	Competitive	2-4 years	53
IBM	Consulting & technology	HA, DA	Digital & technology solutions, business management, software development, management consultant	Competitive	3 years	50
AECOM	Engineering & industrial	HA, DA	Engineering, building services, quantity surveying, construction	Competitive	2-5 years	46
Capgemini	Consulting & technology	HA, DA	Software development, consulting, cybersecurity, business analyst, project management	£16,000	18 months (HA), 4½ years (DA)	46
Siemens	Engineering & industrial	HA, DA, SLP	Engineering, technology, manufacturing, finance, sales	Competitive	2-4 years	45

Guide to Higher and Degree Apprenticeship

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Santander	Banking & finance	HA, DA	Digital technology, human resources, finance	£17,000	2-4 years	44
Thales	Engineering & industrial	HA, DA	Engineering, manufacturing, electronic systems, procurement, project planning	Competitive	3-5 years	42
CGI	Consulting & technology	HA, DA	Software development, project management, business intelligence, cyber security	£14,600	2-4 years	41
GE	Engineering & industrial	HA, DA	Engineering, technology	Competitive	3-5 years	39
Willis Towers Watson	Professional services	HA	Actuarial work, accounting, insurance	Competitive	2-3 years	39
Arcadis	Design & consulting	HA, DA	Quantity surveying, engineering, project management	£12,000-£18,000	2-5 years	36
Airbus	Engineering & industrial	HA, DA	Engineering, technology, finance, business management	Competitive	3-4 years	35
Atkins	Engineering & industrial	HA, DA	Engineering, programme management, technology, surveying	£12,500-£16,000	4-5 years	34
Dyson	Engineering & industrial	DA	Engineering	Competitive	4 years	33
Sky	Media	HA	Technology, business, journalism	Competitive	2 years	33
Unilever	Consumer goods	HA, DA	IT, project management, engineering, research & development	Competitive	2-3 years	33
WSP	Design & consulting	HA, DA	Building services, engineering, design, project management	Competitive	3 years	31
Balfour Beatty	Construction	HA, SLP, SD	Engineering, construction manager, quantity surveyor	Competitive	2 years	30
National Grid	Utilities	HA	Engineering, project management, cybersecurity, commercial	Competitive	2-3 years	30
BBC	Media	DA, HA	Business management, software engineering, broadcast engineering, cybersecurity	£12,500-£17,000	18 months - 4 years	27
Nestlé	Consumer goods	HA, DA	Business management, operations, human resources, finance	£16,000-£17,000	2-3 years	25
Vodafone	IT & telecoms	HA, DA	Technology	Competitive	2-4 years	21
Virgin Media	IT & telecoms	HA, DA	Engineering, technology, legal	£17,500-£19,000	18 months - 4½ years	18
Boots	Retailing	HA	Supply chain, finance, marketing, engineering, science	Competitive	2 years	17
Cisco	IT & telecoms	DA	Technology	Competitive	3 years	16
Mace	Construction	HA, DA, SLP	Engineering, project management, quantity surveying	Competitive	18 months - 5 years	16

To produce The Times Guide to Higher & Degree Apprenticeships the independent market research company High Fliers Research contacted more than 250 employers of school-leavers, graduates and young professionals during December 2017.

The research identified how many higher or degree apprentices each organisation recruited in the previous 12 months on courses that lead to level 4 qualifications or above.

Employers who offer training schemes outside the apprenticeship frameworks: by sponsoring places on existing undergraduate courses; providing their own degree courses at university; or through programmes leading to professional qualifications were included.

Advanced or intermediate apprenticeships aimed at 16-plus school-leavers, which lead to level 2 or 3 qualifications, have not been included. The 50 organisations that recruited the most sixth-form school-leavers for higher or degree apprenticeships, or comparable schemes, took on more than 4,600 trainees in 2017.