

The JobCrowd

TOP COMPANIES

FOR APPRENTICES TO WORK FOR

2019/20

The UK's leading Apprentice Employer ranking,
based entirely on Apprentice feedback



TOP 50 COMPANIES • COMPANY INFORMATION • INDUSTRY RANKINGS

Don't get lost. **Get found.**

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Now you're ready to work, it's time to find an apprenticeship

Helping you answer the big question facing would-be apprentices – who do I want to work for?

Apprenticeships are big news in the recruitment world. Since the 2017 introduction of the Apprenticeship Levy and in response to the government's stated ambition to create 3 million apprenticeships by next year, employers have placed apprentices firmly at the heart of their recruitment strategies.

With that in mind, it has never been a better time to start your career by becoming an apprentice, but now you're armed with your qualifications, you need to consider where you want to work and in what type of environment you want to work.

That's where this third annual edition of TheJobCrowd's Top 50 Companies ranking comes in. Our results, collated from apprentice employee feedback, give you the best indication of which employers are the best fit for you and your workplace ambitions – whether that is work/life balance, career progression, or the amount of training on offer.

This allows you to identify the best apprentice employers – based entirely on reviews and ratings from people who have been in your position.

When considering which company you want to work for, it's important to remember those that shout loudest aren't necessarily the best employers. There are hundreds of small companies out there which aren't household names and don't have the big marketing budgets of the multinationals to grab your attention.

Yet, they may offer an excellent working experience, company culture and career progression – all the things you might be looking for.

That's why we have produced the Top 50 Companies ranking – so you can see which companies are the best to work for, rather than those which are the best known.

Think of us as the TripAdvisor of apprentice jobs. In the same way as you would check out reviews for a hotel before booking a holiday, we have thousands of employer reviews written by apprentices available to view online at www.thejobcrowd.com.

These reviews also rate 13 key aspects of the job and the work environment – such as training, colleagues and salary – to give you a clear picture of what it is like to work for that employer.

Each year we analyse the data from how the companies were rated in the reviews, written by their own employees, to produce the Top 50 Companies ranking and, therefore, show you the very best companies in the UK with which to start your career.

Your choice of employer is in your hands.

Don't get lost. Get found.



Simon Lewis
Managing director
TheJobCrowd



About TheJobCrowd ranking – how does it work?

We have crunched the numbers from thousands of anonymous surveys completed by apprentice employees to bring you the Top Companies for apprentices to work for

This guide is based on data we've extracted from anonymous surveys completed by thousands of apprentice employees up and down the UK.

In addition to answering TheJobCrowd's questions about different aspects of their employer and their role, employees rate 13 key aspects of their experience – from salary and company culture through to training and career progression. We then rank the companies in order of the overall average ratings they have been given by their apprentices from the last three years.

By reviewing apprentice experiences in this unique way, we provide a direct insight into what

makes a company, and its apprentices, tick.

Find out where all the companies to feature in this year's Top 50 are ranked on pages 7-12.

HOW TO USE THEJOBBCROWD'S APPRENTICE GUIDE

As well as our Top 50 rankings, there are 18 industry sectors in our Top Companies guide (see pages 13-46), from law to finance and arts & media. An infographic accompanies the introduction to each sector, displaying some of the most useful and interesting data we've collected from our reviews, including the average salary and the main factors apprentices in that industry

What's important to you?

How to use TheJobCrowd's Apprentice Guide

We asked employees to rate 13 aspects of their experience through an anonymous survey, ranging from salary and company culture through to training and career progression. These ratings form the basis of our Top 50 Companies rankings

★ **BENEFITS**

★ **LOCATION**

★ **COLLEAGUES**

★ **MANAGEMENT**

★ **CAREER PROGRESSION**

★ **RESPONSIBILITY**

★ **COMPANY CULTURE**

★ **SUPPORT**

★ **ENJOYMENT OF ROLE**

★ **TRAINING**

★ **ETHICAL &
ENVIRONMENTAL
AWARENESS**

★ **WORK/LIFE BALANCE**

★ **SALARY**

considered when choosing their employer.

These pages identify which of the companies in that category have scored highest in this year's rankings. Each sector also features in-depth profiles and case studies of companies within that industry, detailing what they offer and how to apply for a position with them. We also highlight the top three companies to work for by each survey category. Whether you're looking for career

progression, a great benefits package or an employer that reflects your ethical choices, we've got you covered on pages 47-49.

And for an at-a-glance review of some of our highly commended companies and best performing employers broken down by geographical region, see page 51.

For further insight, visit our website: www.thejobcrowd.com

Apprenticeships – what you need to know...



Name	Level	Equivalent educational level
Intermediate	2	GCSE
Advanced	3	A Level
Higher	4, 5, 6 and 7	Foundation degree and above
Degree	6 and 7	Bachelor's or Master's degree

Apprenticeships have come of age. Previously, an apprentice might have been a builder's mate with little proper training, or an office junior whose main job was to make the tea!

These days, an apprentice can expect structured, formal training, a career development plan and substantial salary rises once he or she becomes fully qualified.

WHAT'S ON OFFER?

Modern apprenticeships include on-the-job and off-the-job training that lead to industry-recognised standards or qualifications. On completion, some apprenticeships also require assessment to confirm the apprentice's ability in the role.

WHAT CAN I EARN?

The national minimum wage (NMW) for apprentices is set at £3.90 per hour for those aged under 19, or aged 19 and over and in the first year of their apprenticeship. Apprentices aged 25 and over and not in their first year are entitled to NMW of £8.21 per hour. Anyone completing a higher apprenticeship could enjoy increased earnings of an estimated £150,000 over their lifetime, according to the Centre for Economics and Business Research.

Year	25 and over	21 to 24	18 to 20	Under 18
April 2019	£8.21	£7.70	£6.15	£4.35

HOW MANY HOURS SHOULD I BE EXPECTED TO WORK?

The minimum length of any apprenticeship is based on the apprentice working 30 hours or more per week, including any off-the-job training, which should make up 20%. Your employer must allow you to complete your apprenticeship during working hours. If you have caring responsibilities or a disability, these hours may differ.

WHAT TRAINING SHOULD I EXPECT?

Throughout your apprenticeship your training provider should support you and work closely with your employer to ensure you receive:

- An induction programme upon starting
- A detailed training plan (which includes on-the-job training)
- Regular progress reviews
- Opportunities to put your off-the-job learning into practice
- Mentoring and general support

All of this will be documented in your apprenticeship agreement, which is a personalised training plan agreed by you, your employer and your training provider.

Find out more about apprenticeship opportunities at www.thejobcrowd.com

The JobCrowd

TOP COMPANIES FOR APPRENTICES TO WORK FOR 2019/20










The scores are in and we've crunched the numbers to bring you the Top 50 Companies for Apprentices to Work For 2019/20. Over the next six pages, you'll find the definitive guide of the very best companies for apprentices to work for




WINNING COMPANY 2019











RWE

RANKING	COMPANY	APPRENTICE QUOTE
1	RWE Supply & Trading 	"The people are lovely and so helpful! I have honestly never worked with such nice people who are never too busy to support you"
2	Hargreaves Lansdown 	"You're working in a fast-paced environment with great colleagues. Every day is different and there's so much to learn"
3	Willis Towers Watson 	"I work alongside some very experienced and respected people within the industry and I am able to learn from them"
4	Capacitas 	"You are given responsibility within each project are counted and appreciated as a valuable member of the team"
5	Virgin Media 	"The best things about my job are the freedom I am given within the role and meeting great new people"
6	Croudace Homes 	"You get the opportunity to gain professional qualifications while working full-time"
7	Anglian Water 	"I couldn't ask to work alongside a better group of people. I already feel as if I am part of the team"
8	Barratt Developments 	"I get an all-round experience of different jobs that are carried out every day"
9	Lockheed Martin UK 	"Interesting projects keep me busy and because of this I am always learning new skills."
10	NFU Mutual 	"I get a lot of support from my colleagues so it's great to feed off their wide-ranging knowledge"

RANKING	COMPANY	APPRENTICE QUOTE
11	DSTL 	<i>" There is so much to do and learn across a wide range of subjects and the people who teach you are extremely friendly "</i>
12	Avison Young (formerly GVA) 	<i>" I love the mixture between the daily tasks and new duties that arise, giving me a balance of things to do and learn "</i>
13	Schneider Electric 	<i>" The people I work with are very friendly and help me a lot, while the work is very interesting "</i>
14	Port of London Authority 	<i>" At Port of London I get to work on a variety of jobs, on a range of vessels, while the people I work with make the job enjoyable "</i>
15	Financial Conduct Authority 	<i>" The people I work with and the things I get to do make my job really enjoyable, as I do something that makes a difference "</i>
16	Taylor Wimpey 	<i>" The support I get from the site team and colleagues at Taylor Wimpey is exceptional "</i>
17	Menzies LLP 	<i>" The work environment and people I work alongside are great. I also find the work really enjoyable and challenging "</i>
18	UK Power Networks 	<i>" I do challenging work that keeps me busy in a caring environment with colleagues who are always interested in how you are doing "</i>
19	Costain 	<i>" There are supportive team members in addition to lots of training opportunities and opportunities to take on extra roles and responsibilities "</i>
20	Fujitsu 	<i>" There are opportunities everywhere. Fujitsu is very focused on allowing its employees to learn and progress "</i>

RANKING	COMPANY	APPRENTICE QUOTE
21	Cadent 	" We work as a team and you realise that you are providing a vital service to the country and customers "
22	Air Products 	" I am exposed to many different things, which enhances my learning "
23	Severn Trent 	" I work in a great environment, my colleagues are very supportive, especially when it comes to exam success "
24	Morgan Sindall 	" I undertake highly technical work with a visual output. My colleagues are great and training is available for all employees "
25	Siemens 	" The work I complete here is valued and I can see the benefits of what I am doing "
26	AMV BBDO 	" You learn a lot about business strategy and really gain an understanding of how the business is run "
27	Greene King 	" There's a great social aspect to the company. It's fun to meet new people every day "
28	Peninsula 	" The best thing about the job is that it provides good career progression within the company "
29	Womble Bond Dickinson 	" I am exposed to a lot of different scenarios, so I am constantly learning. It's always interesting "
30	Network Rail 	" The work/life balance is incredible and there are ample opportunities to progress your career in the future "

RANKING	COMPANY	APPRENTICE QUOTE
31	Avara Foods Ltd 	<i>" Working with such a supportive team has helped me learn so much in such a short space of time "</i>
32	Tulip Ltd 	<i>" There is never a dull moment and not one part of the day where you're not busy "</i>
33	Galliford Try 	<i>" Support is available from my manager and colleagues to progress and the offer help whenever I need it "</i>
34	Arcadis 	<i>" We are encouraged to be entrepreneurial and add value to the project and programmes where possible "</i>
35	MHA Larking Gowen 	<i>" There are great opportunities to progress within the firm and the industry "</i>
36	The Automobile Association 	<i>" I love the team that I work with, there is a great atmosphere and a good bond within the team "</i>
37	Irwin Mitchell 	<i>" I undertake enjoyable and challenging work. Every case is different and it's very interesting to learn and develop my skills "</i>
38	Bryan Cave Leighton Paisner 	<i>" The best aspects of my job are that it is secure and I can become a solicitor while learning on the go "</i>
39	Mott MacDonald 	<i>" I am given the flexibility to work from home if needed, there are great people to work with and everyone is accommodating and helpful "</i>
40	Mindshare 	<i>" There is always something new to learn, every day is a different day, which gives you so much opportunity to learn and grow "</i>

RANKING	COMPANY	APPRENTICE QUOTE
41	Babcock International Group 	" There are a lot of opportunities to meet new people and learn and improve in more subject areas to further broaden your skills "
42	Chaucer Underwriting Services Limited 	" You are supported throughout your professional qualifications and you are given ownership of a lot of work from the beginning "
43	Computacenter 	" My colleagues are all amazing and very supportive. Every single person is willing to give 100% to help and teach "
44	Southampton City Council 	" There is flexible working, good pay and a focus on mental health and personal wellbeing in a supportive environment "
45	DHL Supply Chain 	" It is an ever-changing and always busy workplace, which allows me to make good use of my knowledge and experience "
46	Blake Morgan 	" All the people are really nice and happy to help if you have a problem. I learn something new almost every week "
47	ISG plc 	" The team are extremely kind and welcoming. I do real work, not just exercises "
48	MUFG 	" The work environment is really enjoyable and the work is always interesting "
49	Essentra 	" I am given the opportunity to go on various courses and trips, while my colleagues are amazing at helping me "
50	TJX Europe 	" Everyone is really friendly and supportive and you receive help when needed "

The JobCrowd

INDUSTRY LEADERS 2019/20

From Accounting to Transport, we give you the lowdown on the top-performing companies by 18 industry sectors. We've also broken down the stats for each industry to bring you results such as top-rated categories and how regularly apprentices have a one-to-one with their manager



ACCOUNTANCY & INSURANCE

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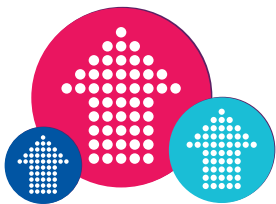
MENZIES
BRIGHTER THINKING

THE TOP COMPANIES

WINNER:
★ **NFU MUTUAL** ★

2 Menzies LLP

3 MHA Larking Gowen

4 Chaucer Underwriting
Services Limited
AVERAGE SCORE 4.0


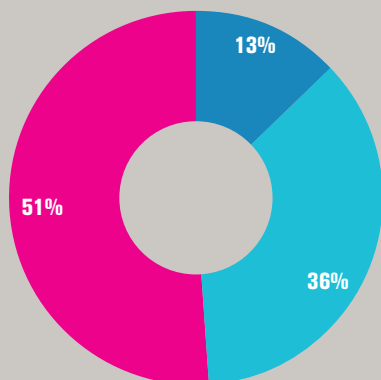
DO YOU HOPE TO
PROGRESS WITHIN THE
COMPANY YOU
CURRENTLY WORK FOR?

YES: 92%

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues 4.5
Location 4.5
Management 4.4
Support 4.3
Training 4.2

HOW LONG DO EMPLOYEES INTEND TO STAY AT THEIR COMPANY?



■ 0 - 3 years ■ 3 - 10 years ■ 10+ years

DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 83% NO: 17%

MALE: 47% FEMALE: 53%



COMPANY

MENZIES
BRIGHTER THINKING

AVERAGE RATING

4.2



Looking through the raft of glowing apprentice reviews for Menzies, the “inclusive” and “friendly environment in the office” is something which jumps out, with almost all employees lauding the welcoming company culture.

“Everyone I work with is extremely friendly and helpful,” explains one delighted reviewer, while another adds that there is a “really nice and friendly environment where it is easy to speak to all staff”.

It is the level of openness and “great team support” that make settling in so easy, with “lots of help from managers” allowing employees to excel in their roles while being confident in the knowledge that they have “people to help you all the time”.

Given such high levels of support, it is no wonder that

“At Menzies you are constantly developing a wide range of skills and knowledge”

employees are able to forge a successful path in the company, with more than one review pointing to the “clear career progression” at Menzies. As one apprentice puts it, “I can see where I am going to be in a couple of years”.

Employees at Menzies clearly enjoy plenty of job satisfaction, repeatedly referring to the work as “challenging”, while at the same time acknowledging the fact that it is “interesting” and “enjoyable”. With the chance to move around the company and work in a number of different departments, the work is “very varied, offering a wide range of experiences”.

On top of all of that, working at Menzies means that “you are constantly developing a wide range of skills and knowledge”, meaning that employees are always learning and improving, allowing for a long and successful career alongside friendly and supportive colleagues.

**Top 5 reviewer ratings
/5 for Menzies**

COLLEAGUES 4.6

LOCATION 4.6

COMPANY CULTURE 4.4

ENVIRONMENTAL AWARENESS 4.4

TRAINING 4.4

**MENZIES
KEY INFORMATION**

Total number of employees:
450

**Number of apprentice vacancies
this year:**
10 to 15

Company contact for apprentices:
careers@menzies.co.uk

Office locations:
London, Cardiff, Surrey and
Hampshire

**Apprentice opportunities
(positions available):**
Accountancy and Tax apprenticeship
programmes

How to apply:
www.menzies.co.uk/careers

Application deadline:
ASAP

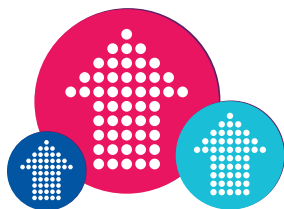
ARTS & MEDIA

THE TOP COMPANIES

WINNER:
AMV BBDO

2 Mindshare

AVERAGE SCORE **3.9**



90%

OF EMPLOYEES
SAID THEIR CAREER
PATHS WERE CLEAR
TO THEM



80%

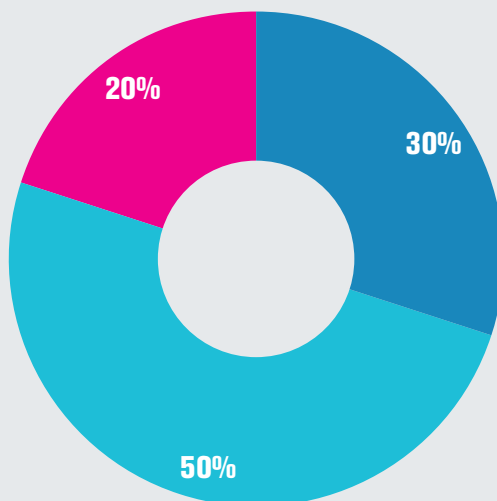
BELIEVE THEIR
COMPANY CULTURE
IS VERY GOOD

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.6
Environmental Awareness	4.5
Support	4.4
Training	4.4
Compensation & Benefits	4.3

MALE: 30% FEMALE: 70%

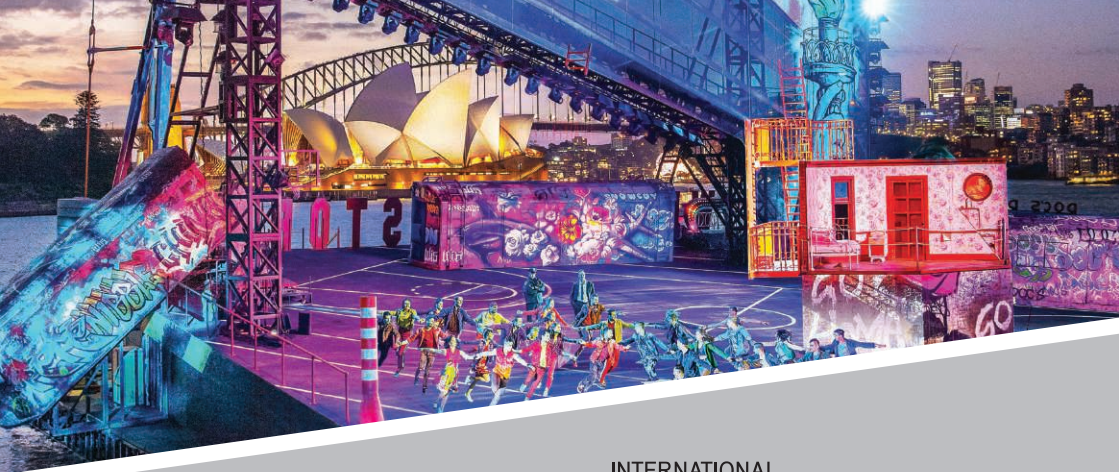
WHAT WAS THE APPRENTICES' STARTING SALARY?



£17,000 - £19,000

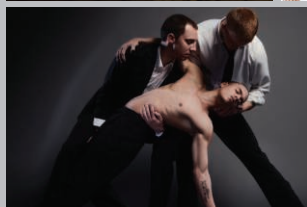
£19,000 - £21,000

£21,000 - £23,000



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BANKING & FINANCE

THE TOP COMPANIES

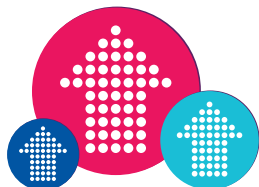
★ WINNER: ★
**HARGREAVES
LANSDOWN**

2 Willis Towers Watson

3 Financial Conduct Authority

4 MUFG

AVERAGE SCORE **4.2**



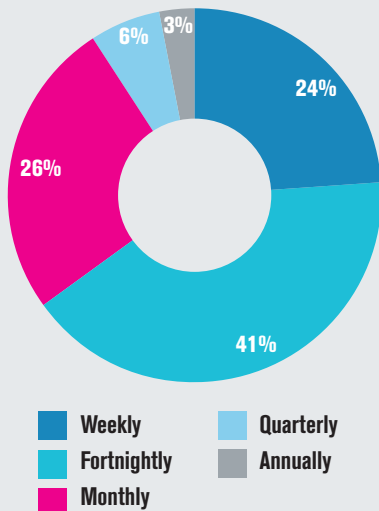
85%

ENJOY THEIR
ROLE WITH THEIR
COMPANY

TOP FIVE EMPLOYEE-RATED CATEGORIES

Support	4.6
Environmental Awareness	4.5
Location	4.5
Colleagues	4.4
Enjoyment	4.4

HOW OFTEN DO YOU HAVE A ONE-TO-ONE WITH A MANAGER?



MALE: 50% FEMALE: 50%



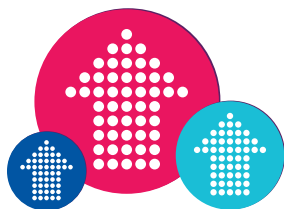
DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 69% NO: 31%

CHARITY, EDUCATION & PUBLIC SECTOR

THE TOP COMPANIES



AVERAGE SCORE **4.0**



100%

OF APPRENTICES ARE
PLEASED WITH THEIR
WORKING LOCATION

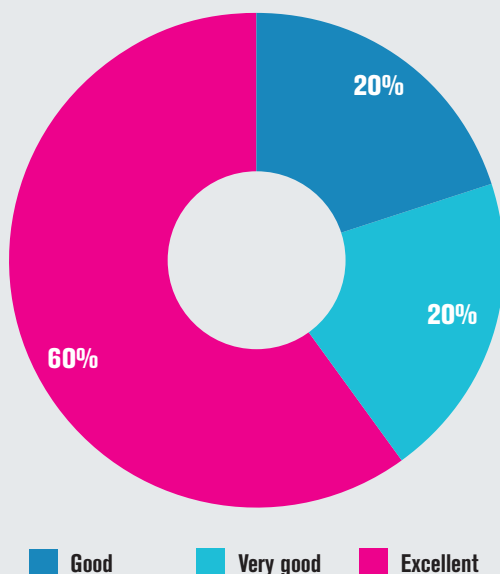
88%

SAID THEY THINK
HIGHLY OF THE
COMPANY CULTURE

TOP FIVE EMPLOYEE-RATED CATEGORIES

Location	4.5
Colleagues	4.3
Environmental Awareness	4.2
Support	4.2
Company Culture	4.0

HOW WOULD EMPLOYEES RATE THE USEFULNESS OF THEIR TRAINING?



80%

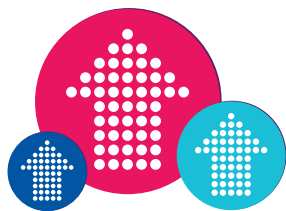
OF EMPLOYEES RATED THE
COLLEAGUES IN THEIR
DEPARTMENT AS EXCELLENT

CONSULTING

THE TOP COMPANIES

WINNER:
PENINSULA

AVERAGE SCORE **4.1**



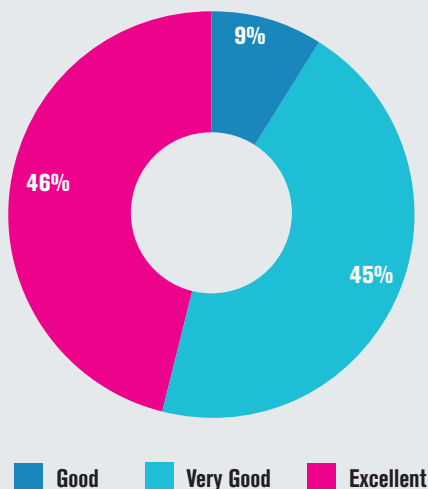
87%

**RATED
THE
SUPPORT
THEY
RECEIVE
AS VERY
GOOD**

TOP FIVE EMPLOYEE-RATED CATEGORIES

Career Progression	4.7
Compensation & Benefits	4.3
Enjoyment	4.3
Management	4.3
Training	4.3

HOW DID EMPLOYEES RATE THEIR MANAGEMENT?



DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 100% NO: 0%

MALE: 66% FEMALE: 34%



CONSTRUCTION & CIVIL ENGINEERING

THE TOP COMPANIES



WINNER:
COSTAIN



2 Morgan Sindall

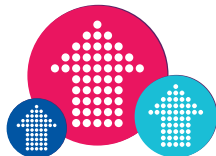
3 Galliford Try

4 Arcadis

5 Mott MacDonald

6 ISG

AVERAGE SCORE 3.9



MALE: 78%
FEMALE: 22%

98%
**SAID THEIR
EMPLOYER IS
ETHICALLY AND
ENVIRONMENTALLY
AWARE**

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues 4.5

Environmental Awareness 4.5

Company Culture 4.3

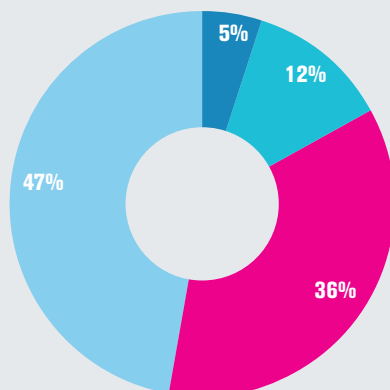
Support 4.3

Management 4.2

94%
**OF EMPLOYEES
ENJOY WORKING
WITH THEIR
COLLEAGUES**



HOW DO EMPLOYEES RATE THE SUPPORT THEY RECEIVE?



Fair **Very Good**
Good **Excellent**

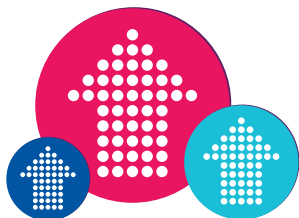
CONSUMER GOODS & FMCG

THE TOP COMPANIES

WINNER:
**AVARA
FOODS LTD**

2 Tulip Ltd

AVERAGE SCORE **4.0**

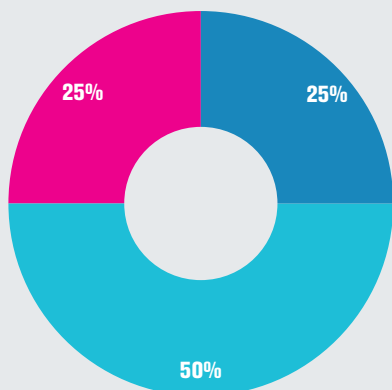


75%
OF EMPLOYEES
SAID THEY RECEIVE
EXCELLENT SUPPORT

TOP FIVE EMPLOYEE-RATED CATEGORIES

Support	4.7
Colleagues	4.4
Company Culture	4.4
Enjoyment	4.4
Location	4.2

HOW DO EMPLOYEES RATE THE RESPONSIBILITY THEY HAVE?



Good Very Good Excellent

MALE: 75% FEMALE: 25%



DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 100%

COMPANY



AVERAGE RATING

4.0



Employees at Avara Foods are “frequently presented with new challenges” and “exciting opportunities”, something alluded to in a number of reviews of the company.

Apprentices thoroughly appreciate the fact that they are “given time to learn and develop new skills” on the job.

“I am given opportunities to solve problems that I have not encountered before”

Life at the company offers a “varied workload in a dynamic environment” and the chance to take on new challenges. As one satisfied employee explains: “I am given opportunities to solve problems that I have not encountered before”.

Such high levels of responsibility in a fast-paced environment do not come without plenty of support, meaning that apprentices can benefit from “a diverse workforce, and therefore more people to share their knowledge and experience”.

With so many “experienced colleagues” on hand to help in every aspect of the job, it is little wonder that apprentices feel so comfortable in their roles, with one review stating that “working with such a supportive team has helped me learn so much in such a short space of time”.

At Avara there is so much “potential for further development”, with the company extremely keen to hold on to apprentices and provide a long-lasting career path. An apprenticeship here is seen as a permanent job, with structured training providing clear progression routes. In fact, with a vast array of “huge opportunities for your career”, it is easy to see why so many apprentices decide to make their journey at Avara a long one.

**Top 5 reviewer ratings
/5 for Avara**

SUPPORT 4.6

CAREER PROGRESSION 4.2

COLLEAGUES 4.2

ENJOYMENT 4.2

SUPPORT 4.2

**AVARA FOODS
KEY INFORMATION**

Total number of employees: 7,000

Number of graduate vacancies:
Multiple in various functions

Company contact for apprentices:
Resourcing Team
careers@avarafoods.co.uk
www.avarafoods.co.uk/Careers/
Apprenticeships

Office locations:
Nationwide

Opportunities:
Engineering, Technical, Agriculture,
Production, HR, IT and Finance

Application details:
To find out more and apply, visit our
careers page: careers.avarafoods.co.uk,
or email: careers@avarafoods.co.uk

Application deadline:
Ongoing

ENERGY & UTILITIES

SPONSORED BY

SEVERN
TRENT

THE TOP COMPANIES

WINNER:

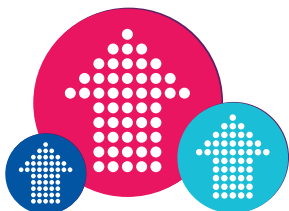
★ **RWE SUPPLY AND TRAINING** ★

2 Anglian Water

3 UK Power Networks

4 Cadent

5 Severn Trent

AVERAGE SCORE 4.3

99%
**SAID THEIR
TRAINING WAS USEFUL**
MALE: 89%
FEMALE: 11%

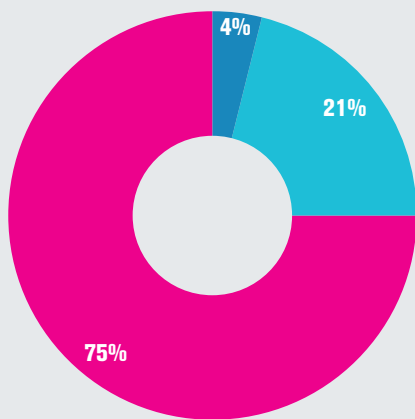
TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.7
Support	4.6
Training	4.6
Environmental Awareness	4.5
Work/Life Balance	4.5

DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?

YES: 86%
NO: 14%


HOW DO EMPLOYEES RATE THEIR COLLEAGUES?



■ Good
 ■ Very Good
 ■ Excellent

CASE STUDY

SEVERN
TRENT

CLARISSA HORN

Type of apprenticeship:
Higher (Level 4 and above)

Job title:
Finance Apprentice

Location:
Coventry

Length of time with the company: Three years

ABOUT THE COMPANY

Apprenticeship opportunities (roles/positions for apprentices):

Schemes open for Applications in February. Final programmes to be announced but expected to include: Technical Operations & Maintenance, Engineering, Finance & Technology.

Contact Details:
potential@severntrent.co.uk

Locations:
East & West Midlands

Why did you choose your company?

I chose Severn Trent because they are a FTSE 100 company with great opportunities for career progression, it was a great place to start my finance career.

What do you do on a day-to-day basis?

I've rotated through a couple of roles during my time on the apprenticeship scheme, my most recent role being in management accounting where I took care of the costs for certain areas of the business, making sure that they're all recorded in the correct place.

Now I'm working towards delivering the fact pack for the finance director for the half-year results announcement.

Which skills/experience are key for your role?

Professional scepticism is hugely important in my current role, making sure that I am able to spot when figures don't quite look right and questioning why. Attention to detail is also key.

What are the best things about your job?

I get to work with so many different people across the business and this is great for networking and gaining a better understanding of what Severn Trent does as a business.

How does the apprentice scheme/programme work?

I rotate through four roles during my three-year apprenticeship alongside studying level 3 & 4 AAT.

What sets your company apart from their competitors as a top apprentice employer?

Severn Trent is set apart by the consistent support across all areas for the students in those departments. Severn Trent are extremely understanding of needing study time or even if you might need some additional support, they make sure they can do their best to help with this.

What's next for you after the programme finishes?

I want to continue studying in order to become a fully qualified accountant and Severn Trent is somewhere I can stay to do this. Once I'm qualified I'm hoping that Severn Trent will have set me up with all the right skills to be able to work abroad and travel with my career.

What advice would you give someone applying for a job in the company?

I would say to someone applying for a role within Severn Trent, don't be afraid to be different. Severn Trent is hugely proud of its diversity, so setting yourself apart from other applicants is a good thing! Think outside the box with any presentations etc, as we want new ways of thinking in an ever-changing industry.

TAP INTO YOUR POTENTIAL

Water is amazing. Let's face it; we need it to live. Our job, at Severn Trent, is to ensure that we provide water to 8 million people every single day.

To do this our people work across a wide variety of disciplines within engineering, technology and many more.

Looking to make a difference?

We're looking for people with potential. If you are analytical and logical, a whizz with technology or simply just curious, you'll find our New Talent programmes could be for you!

Find out more at:

severntrent.com/careers

WONDERFUL ON TAP

SEVERN

TRENT



ENGINEERING & MANUFACTURING

THE TOP COMPANIES

WINNER:

★ **LOCKHEED
MARTIN UK** ★

2 Schneider Electrics

3 Air Products

4 Siemens

5 Babcock International
Group

6 Essentra

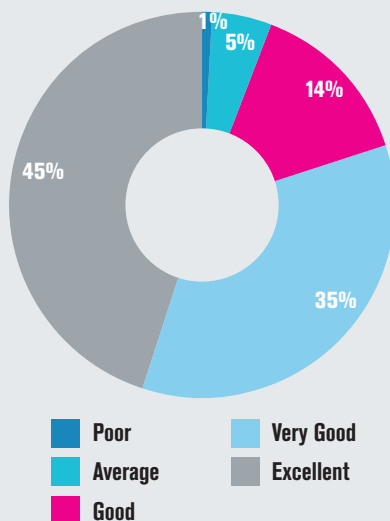
AVERAGE SCORE 4.2

94%
SAID THEIR
COLLEAGUES TAKE
AN INTEREST IN
THEIR PERSONAL
MATTERS

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.5
Environmental Awareness	4.4
Support	4.3
Work/Life Balance	4.3
Training	3.8

HOW DO EMPLOYEES RATE THEIR WORK/LIFE BALANCE?



DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 82% NO: 18%

MALE: 79% FEMALE: 21%

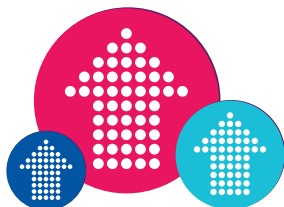


HOSPITALITY, LEISURE & TOURISM

THE TOP COMPANIES

WINNER:
★ **GREENE KING** ★

AVERAGE SCORE **3.9**



TOP FIVE EMPLOYEE-RATED CATEGORIES

Company Culture	5.0
Enjoyment	5.0
Support	5.0
Location	4.5
Training	4.5

80%

SAID THEY WORK
IN A VERY GOOD
COMPANY CULTURE

80%

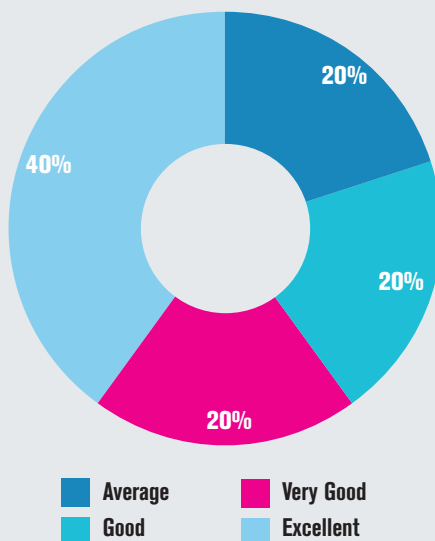
OF APPRENTICES RATE
SENIOR MANAGEMENT
AS EXCELLENT

100%

OF APPRENTICES
BELIEVE THEY
HAVE A CLEAR
CAREER PATH



HOW DO EMPLOYEES RATE THEIR LEVEL OF RESPONSIBILITY?



■ Average
 ■ Very Good
■ Good
 ■ Excellent

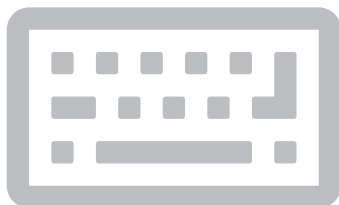
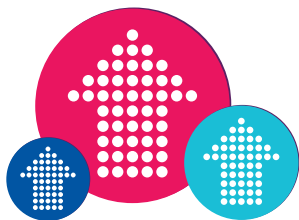
IT DEVELOPMENT & CONSULTING

THE TOP COMPANIES

★ **WINNER:**
CAPACITAS ★

2 Fujitsu

AVERAGE SCORE 4.1

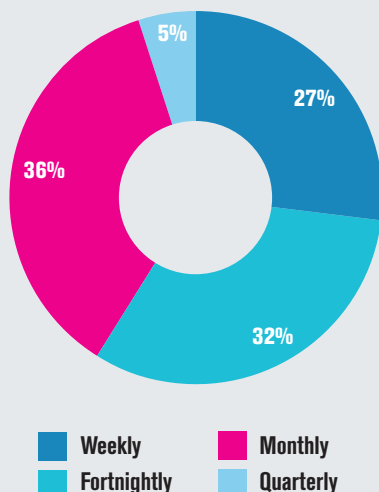


79% ARE
CONTENT WITH THEIR
CURRENT SALARY

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.8
Location	4.7
Management	4.7
Support	4.7
Career Progression	4.5

HOW OFTEN DO YOU HAVE A ONE-TO-ONE WITH A MANAGER?



MALE: 63% FEMALE: 37%



DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 74% NO: 26%

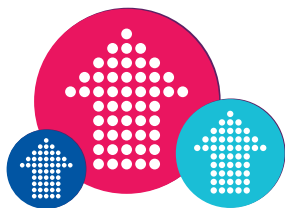
IT SUPPORT & TELECOMS

THE TOP COMPANIES

WINNER:
★ VIRGIN MEDIA ★

2 Computacenter

AVERAGE SCORE 4.0



89% OF
APPRENTICES SAID
THEIR EMPLOYER
IS ETHICALLY AND
ENVIRONMENTALLY
AWARE

94%
ENJOY
WORKING
WITH THEIR
COLLEAGUES



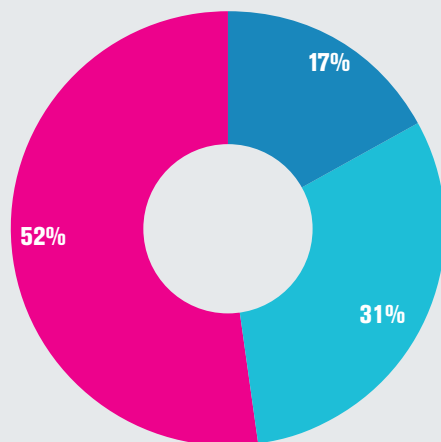
TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.6
Environmental Awareness	4.5
Support	4.4
Company Culture	4.2
Location	4.2

MALE: 83% FEMALE: 17%

97% ARE SATISFIED WITH
THEIR WORKING LOCATION

HOW DO EMPLOYEES RATE THEIR COMPANY CULTURE?



Good Very Good Excellent

Accountancy
Accounting & Finance
Adult Nursing

Ancient History
Animal Behaviour
Animation
Anthropology
Architecture

Art
Astrophysics
Biochemistry
Biological Science
Biology

Biomedical Sciences
Bioscience
Building Surveying
Business Management
Business Management with German

Business Studies
Chartered Engineering
Chemistry
Civil Engineering
Computer Science

Design & Music
Drama
Economics
Economics & Politics
Engineering

English
English & Film Studies
English Literature
English Literature & Law

English Literature and Language
Environmental Science & Engineering
French & Italian
French & Spanish

French and Spanish
Geography & Sport

Geography and International Development
Geology with Geophysics
German

German with French
History
History & Politics
History and English Literature
Human Genetics

Human Sciences
International Relations & Politics
International Relations with Spanish
Journalism

Law
Law with French
Maths
Maths & Computer Science
Mechanical Engineering

Media Production
Music in
Microbiology
Physics
Natural Science

Photography
Physics
Politics and International Relations
Primary Education

Psychology
Recreation
Sports & PE
Teaching

Textile & Fashion Design
Veterinary Science
Zoology

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PURE
POTENTIAL

purepotential.org

LAW

THE TOP COMPANIES

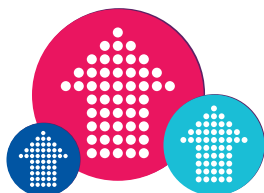
WINNER:
**WOMBLE BOND
DICKINSON**

2 Irwin Mitchell LLP

3 Bryan Cave
Leighton Paisner

4 Blake Morgan

AVERAGE SCORE 4.2

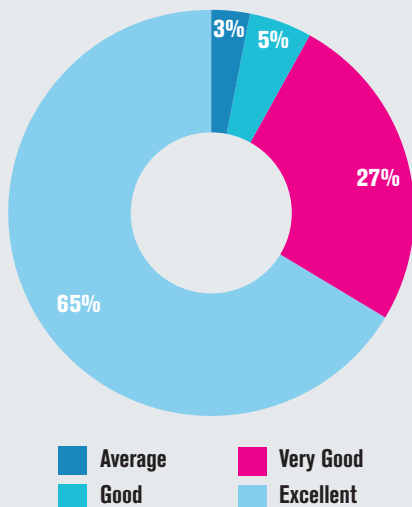


96% SAID THEY
WORK IN A WELCOMING
ENVIRONMENT

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.6
Support	4.3
Training	4.3
Enjoyment	4.2
Location	4.1

HOW DO EMPLOYEES RATE THEIR COLLEAGUES?



DO APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH?
YES: 92% NO: 8%

MALE: 33% FEMALE: 67%



Qualify as a solicitor without the costs of university with our **Solicitor Apprenticeship Programme**



What is the Solicitor Apprenticeship?

A Solicitor Apprenticeship is an exciting alternative route to qualify as a solicitor without the costs associated with attending university.

The solicitor apprenticeship takes six years to complete. Apprentices work full time using 20% of their time for 'off the job' training, completing a law degree and work portfolio, developing knowledge and gaining practical legal experience. In the final two years, apprentices complete a traditional

seat rotation, gaining experience in other practice areas whilst working towards completing the SQE exams.

All apprentices are supported by their mentor, supervisor and team as well as the wider business.

The apprenticeship route requires good grades at A level or equivalent and is open to anyone without a law degree. Entry requirements may vary as they are set by the participating university.

Our experience so far

Since 2017 we have recruited Solicitor Apprentices across Newcastle and Southampton in Private Wealth, Real Estate and Property Litigation.

Our current apprentices are all growing with their teams, building fantastic relationships and taking on more responsibility as they progress.

Hear it from one of the apprentices themselves



Pete Black
Solicitor Apprentice

"When I heard about the Solicitor Apprenticeship, I was bemused as to how such a route into the profession was possible. Earning a salary, having six years of experience upon qualification and of course, no student loan! It seemed too good to be true, however it is very much real and I can honestly say I haven't looked back. Working at Womble Bond Dickinson for the past year has been an experience unlike any I have had before.

I sit with the Trust and Estates Disputes team which brings about interesting challenges on a daily basis. I have more recently become involved in our Court of Protection work and I have assisted colleagues in the Probate team on numerous occasions.

It is safe to say that the apprenticeship is very much hands on from day one, getting to grips with computer software and meeting new colleagues, all the way through to attending a three day Trial in the High Court last year. No two days are identical, but the friendly, supportive and personal experience that Womble Bond Dickinson provides makes every day an enjoyable one.

I would recommend the apprenticeship to anybody who is certain that the legal profession is for them. Your hard work does pay off!"

Why should you join Womble Bond Dickinson?

This is our third year running the Solicitor Apprenticeship so we really know what works and how to provide our apprentices with the best possible start to their careers. Our current Solicitor Apprentices are based in our Southampton and Newcastle offices.

After a positive first year, Ellie, Pete and Hope have completed the first exams towards their law degree, moved into their second year of university and have built fantastic relationships across the business.

They're a close bunch who support each other and the other apprentices, Ian, Sahana and Bryony, and enjoy mixing not just in work but outside too. They're all loving their time here and why wouldn't they?

As a top 20 transatlantic commercial law firm, we can guarantee really interesting work with exposure to household named clients which will help to shape the direction of your legal career. This may sound intimidating but you'll have a supervisor, a mentor and a whole team on hand to support you wherever needed.

Our apprentices are a vital part of our firm and that's why we offer a competitive salary and a flexible benefits package so you can pick and choose between the benefits that matter most to you. You can find out more about these in our Rewards and Benefits brochure.

As a firm we have a strong culture which is underpinned by our values. We encourage health & wellbeing, work hard on our diversity & inclusion initiatives and have created an environment where people can really be themselves.

We also pride ourselves as a responsible business, working with many charities and even giving everyone two paid volunteering days a year.

As you can tell, it's not just all work and no play! We like to have office get-togethers, put forward a number of sports teams and if you enjoy arranging these sorts of things, there are opportunities to lead here too.

We believe that all of these things makes us a great place to work and set us apart from other firms.

What are we looking for?

There is no blue-print for a Womble Bond Dickinson person and being diverse and inclusive makes us a better and more successful place to work. Of course we want people who are able to deliver high quality work but what is far more important to us is that you have a strong team focus, an ability to form lasting relationships and that you're enthusiastic about a career in law with us!

How do we recruit?

Our recruitment process runs during Spring and with a number of stages including an online application form, assessment day, work placement and interview for successful candidates.

We're firmly of the view that recruitment is a two way process and we want you to feel as enthused about our business at the end of it, as we do. Use this time to find out more about our culture, the role you're applying for, what your development opportunities are going to be. Ask questions and be convinced that we're the right place for you to start your career.

If you are interested in applying visit our website, or for more information, contact:

Kita Cureton
kita.cureton
@wbd-uk.com

Jemma Lewins
jemma.lewins
@wbd-uk.com



@WBD_CareersUK



@womblebonddickinsoncareers



@WBD_Careers

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PROPERTY & HOUSE BUILDING

THE TOP COMPANIES

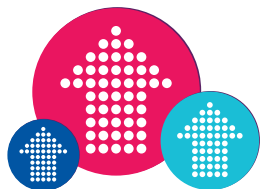


2 Barrett Developments

3 Avison Young (formerly GVA)

4 Taylor Wimpey

AVERAGE SCORE 4.0



80%

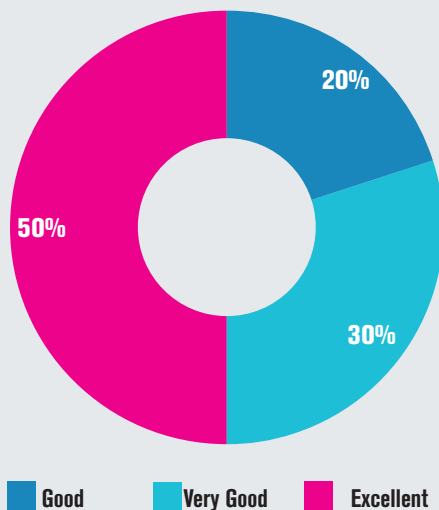
OF EMPLOYEES' COMPANIES SUBSCRIBE TO A CONSUMER BENEFITS PROGRAMME

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.8
Company Culture	4.6
Management	4.6
Support	4.6
Training	4.5

MALE: 56% FEMALE: 44%

HOW DID THE EMPLOYEES RATE THEIR TRAINING?



89%

OF APPRENTICES BELIEVE THEY HAVE A CLEAR CAREER PATH





Committed to developing future talent

New Apprenticeship opportunities with one of the UK's leading Housebuilders

We have recently launched a new Trainee Management Scheme to support the development of our specialist workforce for the future. We are now providing early careers opportunities to school and college leavers, designed to develop you into a particular area of specialism within the Housebuilding industry.

The Trainee Management Scheme

As a trainee manager within our Business, you will be given the opportunity to develop a range of skills to become a manager in Construction, Commercial, Technical, Development, Sales & Marketing or another field of your choosing. Our 2 year supportive training programme leads you directly into a progressive career path allowing you to achieve your ambition

Visit www.countrysideproperties.com for the full details



COUNTRYSIDE

Places People Love



What the scheme offers:

- Experienced and passionate managers
- Strong network of support
- Dedicated Training team
- Real responsibility, enabling you to take ownership
- First class training providers

Benefits of the scheme:

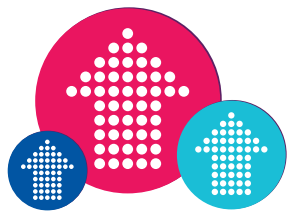
- Generous salary
- Various specialist roles
- Structured career paths

RETAIL

THE TOP COMPANIES

WINNER:
★ TJX EUROPE ★

AVERAGE SCORE 4.0

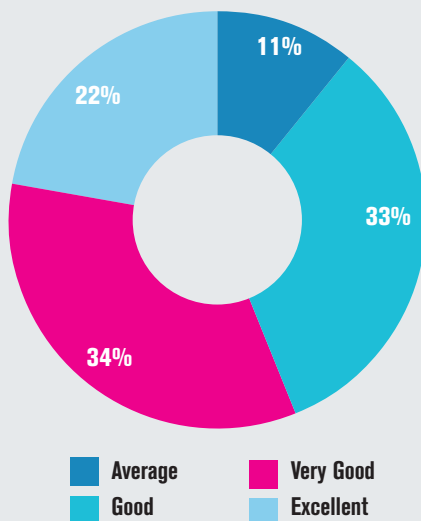


89%
OF EMPLOYEES
ENJOY THEIR
DAY-TO-DAY
WORK

TOP FIVE EMPLOYEE-RATED CATEGORIES

Location	4.0
Company Culture	4.0
Colleagues	3.7
Enjoyment	3.7
Management	3.7

HOW DO EMPLOYEES RATE SENIOR MANAGEMENT?



MALE: 66% FEMALE: 34%

DO APPRENTICES BELIEVE THEY
HAVE A CLEAR CAREER PATH?

YES: 84%
NO: 16%

SUPPORT SERVICES & RECRUITMENT

THE TOP COMPANIES



AVERAGE SCORE **4.1**



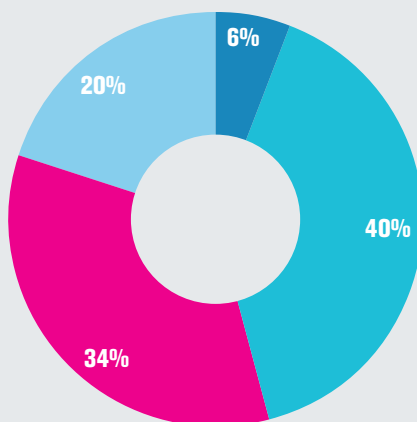
100% FEEL
CONFIDENT
IN ASKING
FOR ADVICE

90% OF
EMPLOYEES
FINISH THEIR DAY
BEFORE 6PM

TOP FIVE EMPLOYEE-RATED CATEGORIES

Location	4.5
Support	4.5
Work/Life Balance	4.3
Enjoyment	4.1
Environmental Awareness	4.1

HOW DO EMPLOYEES RATE THEIR WORK/LIFE BALANCE?



■ Average
 ■ Very Good
 ■ Good
 ■ Excellent

MALE: 20% FEMALE: 80%

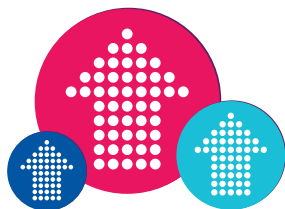


APPRENTICES ENJOY WORKING WITH THEIR COLLEAGUES
YES: 90% NO: 10%

SCIENCE, RESEARCH
AND DEVELOPMENT

SPONSORED BY

[dstl]

THE TOP
COMPANIESWINNER:
DSTLAVERAGE SCORE **4.0**

TOP FIVE EMPLOYEE-RATED CATEGORIES

Compensation & Benefits	5.0
Colleagues	4.8
Environmental Awareness	4.8
Enjoyment	4.7
Support	4.7

100%

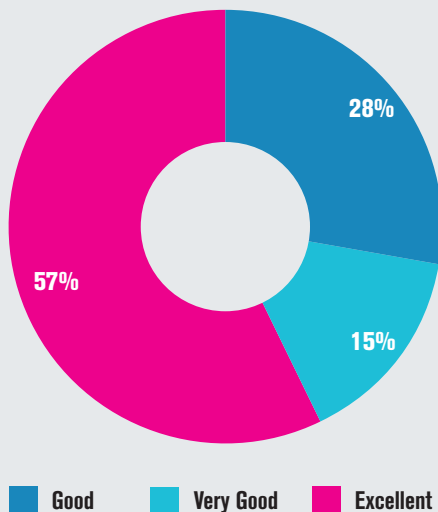
OF EMPLOYEES SAID
THERE IS DIVERSITY IN
THE TEAM THEY WORK IN

100%

OF APPRENTICES
FEEL CONFIDENT
ASKING FOR
SUPPORTDO APPRENTICES
BELIEVE THEY
HAVE A CLEAR
CAREER PATH?YES: **66%**
NO: **34%**

MALE: 34% FEMALE: 66%

HOW DO EMPLOYEES RATE THE USEFULNESS OF THEIR TRAINING?



Good Very Good Excellent

COMPANY

[dstl]

AVERAGE RATING

4.2



One of the main factors that shines through reviews for DSTL is "how interesting and varied the work is". Numerous apprentices point to the "breadth of the role" and the "variety of interesting and important work".

"There is so much to do and learn in a wide range of subjects"

Handing employees such high level projects creates a "feeling of contributing to something worthwhile", with countless employees lauding the fact that "there is so much to do and learn in a wide range of subjects", which ensures that the role is constantly evolving and providing new opportunities for development.

Another factor that receives heavy praise is the comfort of knowing that "the people who teach you are extremely friendly". The staff at DSTL are often described as really welcoming and approachable, and "everyone is so willing to help with any questions or queries". In fact, one thoroughly satisfied employee explains that "the best thing about my job is my team".

Time and again, reviews mention the joys of truly flexible working hours, with employees taking great pleasure from the "ability to set your own timetable". Adding this to the perks of unique and interesting work opportunities and colleagues that go out of their way to make you feel welcome, it is easy to understand why DSTL's apprentices are so happy.

"Everyone is so willing to help with questions or queries"

Top 5 reviewer ratings /5 for DSTL

ENVIRONMENTAL AWARENESS 4.7

COLLEAGUES 4.6

COMPENSATION & BENEFITS 4.5

ENJOYMENT 4.5

SUPPORT 4.5

DSTL KEY INFORMATION

Total number of employees: 3,800

Number of apprentice vacancies: 35

Company contact for apprentices:
dstlrecruitment@dstl.go.uk

Office locations:
Salisbury, Wiltshire. Fareham, Hants.
Sevenoaks, Kent

Opportunities:
Engineering 3 (Advanced Level A levels),
OME Engineer 6 (Bachelor Degree),
Electronic (Embedded electronic systems
design & development engineer) 6
(Bachelor Degree), Laboratory Scientist
(Physics) 6 (Bachelor Degree), Systems
Engineer 7 (Masters Degree), Radiation
Protection Development Programme,
Project Manager 6 (Bachelor Degree),
Business Admin 2 (GCSE), Business
Admin 3 (Advanced A level)

Application details:
Civil Service Jobs site. Each apprenticeship
will have a separate listing but it won't
be live until mid-December 2019: www.civilservicejobs.service.gov.uk/csr/index.cgi

Application deadline:
February 2020

TRANSPORT, LOGISTICS & DISTRIBUTION

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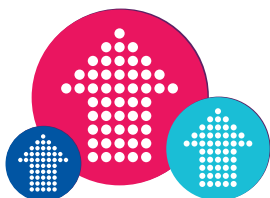
PORT OF LONDON
AUTHORITY

THE TOP COMPANIES



2 Network Rail

3 DHL Supply Chain

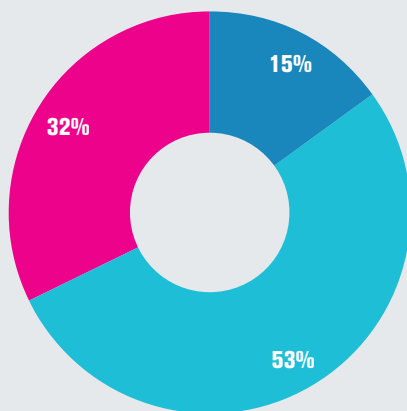
AVERAGE SCORE 4.0


95% SAID
THEY FEEL
CONFIDENT IN
ASKING FOR HELP

TOP FIVE EMPLOYEE-RATED CATEGORIES

Colleagues	4.6
Support	4.5
Enjoyment	4.4
Company Culture	4.3
Environmental Awareness	4.3

HOW DID APPRENTICES RATE JOB ENJOYMENT AT THEIR EMPLOYER?



Good Very Good Excellent

HAVE YOU HAD ANY EXTRA TRAINING OPPORTUNITIES?

YES: 95% NO: 5%

MALE: 42% FEMALE: 58%



CASE STUDY



**SCARLETT
BARNETT-SMITH**

Type of apprenticeship:
Diploma Level 2

Job title:
Marine Deck Apprentice

Location:
London

**Length of time with
the company:** One year

ABOUT THE COMPANY

Contact Details:

01474 562292

[www.pla.co.uk/About-Us/
Vacancies](http://www.pla.co.uk/About-Us/Vacancies)

Port of London Authority

Lodon River House

Royal Pier Road

Gravesend

Kent

DA12 2BG

Locations:
Central London, Gravesend

Why did you choose your company?

The Thames is one of the most famous rivers in the world and there's so much going on along it. Whether it's passenger boats in central London, rowing and recreation further upriver, or the big container ships further downriver. There's so much going on in the Port.

What do you do on a day-to-day basis?

First thing, the crew and I carry out all the checks: the engine, the lights, the nav lights and the safety equipment among many other things. We also make sure the boat is clean before we set off. It could be on patrol with the upriver launches, or out for survey work on one of the hydrographic vessels.

Which skills/experience are key for your role?

You need to be a 'people' person first and foremost. Being able to communicate fluently with your crew is very important. You need to be alert at all times, too, and observant, to help ensure safety of navigation. You also need to be able to make a good cup of tea. I've had a fair amount of experience with sailing, too, which has helped a great deal.

What are the best things about your job?

The people who work along the Thames are a real community, a family even, and it's fantastic to be part of that community by working for the Port of London Authority. I love the variety of work and the variety of boats we have.

How does the apprentice scheme/programme work?

The first two years I spend time working towards attaining my Boatmasters' Licence. The third year, I will be focusing on my 'endorsements', other courses or training in things such as towing and crane lifting.

What sets your company apart from its competitors as a top apprentice employer?

It has to be the sheer variety of work. You get a number of months with all the different teams who are afloat, and that means a lot of different jobs and learning so many different skills. The Port of London is a great place to work because there are so many skills to learn from so many different people.

What's next for you after the programme finishes?

Hopefully, I can carry on working at the PLA and develop my qualifications. One day I'd like to be a vessel skipper, perhaps.

What advice would you give someone applying for a role like yours?

Get as much relevant experience as you can. Work on getting good GCSE grades if you want to do a PLA apprenticeship. See what river-based sports clubs you can join. Get to know the river.

CASE STUDY



JOE THOMPSON

Type of apprenticeship:
Diploma Level 2

Job title:
Marine Deck Apprentice

Location:
London

Length of time with the company: Two years

ABOUT THE COMPANY

Contact Details:

01474 562292

www.pla.co.uk/About-Us/Vacancies

Port of London Authority

Lodon River House

Royal Pier Road

Gravesend

Kent

DA12 2BG

Locations:

Central London, Gravesend

Why did you choose your company?

From what I could see, the PLA offered the best training and the best apprenticeship. It's a good company to work for and offer great benefits.

What do you do on a day-to-day basis?

First thing, I join the crew that I'm with that day, wherever they are. And I help them carry out their day-to-day duties. There is a huge variety of things to do, in various teams. I do my best to help in whatever way I can.

Which skills/experience are key for your role?

I need to be very hands-on and having good spatial awareness is very necessary. Being able to work as part of a team and being able to talk to people, to communicate, is very important. You need to be physically fit, too.

What are the best things about your job?

The people I work with make the job very enjoyable, but I love it mainly for the range of things I get to do. One day I could be with Marine Services, working on the laying of moorings up in London. Another day I could be out with Hydrographic who have the complicated job of mapping underwater Thames, or out on the pilot cutter which delivers pilots to ships visiting the Thames.

How does the apprentice scheme/programme work?

I first heard about the apprenticeship through word of mouth. Someone I know told me, "Hurry up and apply", so I did. I was shortlisted and did two interviews and was successful. Just a week after starting, I was sent for training on the Isle of Wight. It was such a great experience.

I get on-the-job training and get time to study, I do a variety of courses, too. At the end of the three years, I have the chance to do my Boatmasters' Licence (BML).

What sets your company apart from their competitors as a top apprentice employer?

One thing is the time they allocate for training – many companies I've heard of make you do work, then give you time for your training and then you're straight back into work the next day. The PLA gives me plenty of room. You get holiday pay here, too, and a pension.

What's next for you after the programme finishes? Hopefully, I'll get a full-time job at the PLA. One day I'd like to think about going into pilotage or maybe become a vessel skipper.

What advice would you give someone applying for a job with the company?

Get your CV out and apply early. Make sure it's up to scratch and be honest about yourself and where you're working. Make sure they know where you're working already. Be open about your experience.

The JobCrowd

CATEGORY LEADERS 2019/20

This is where we formally recognise those companies to have scored the highest in each survey category that is reviewed by apprentices



RESPONSIBILITY

Winner: Fujitsu

Apprentices at Fujitsu repeatedly laud the amount of responsibility given to employees, acknowledging that "if you want to learn more about a subject" you are given the freedom to do so. There are "opportunities everywhere" throughout the company, so apprentices can take it upon themselves to take advantage of them.

2nd Air Products**3rd** Capacitas

WORK/LIFE BALANCE

Winner: Hargreaves Lansdown

Boasting "amazing colleagues", Hargreaves Lansdown offers a great culture, based around offering apprentices a healthy balance between hard work and enjoyment. As one reviewer explains, there is a "great benefit scheme, and they encourage you (and pay for you) to take external exams".

2nd Port of London Authority**3rd** Essentra

ENVIRONMENTAL AWARENESS

Winner: Anglian Water

Anglian Water is a "company that really cares, and isn't just about the profit". This is a sentiment echoed in numerous apprentice reviews, which point to the ethical and environmental focus that the company has. Such a high level of concern for the environment is just one of the reasons why apprentices claim that "the job is a real winner".

2nd Schneider Electric**3rd** DSTL

COMPENSATION & BENEFITS

Winner: DSTL

One of the main draws of a job at DSTL is the fact that the company offers "fully flexible working



hours", which "allow for much greater freedom to manage your time and your life". Apprentices are given the "flexibility to set their own timetable" and complete their work how they see fit, while the excellent benefits package also includes pool cars to commute to work.

2nd RWE Supply & Trading**3rd** Financial Conduct Authority

COMPANY CULTURE

Winner: Avison Young

Apprentice Ebony Santos says: "I was attracted to Avison Young because of their work experience programme for school students, allowing them to gain an insight into the property industry. Participating in work experience gave me an insight into the culture at Avison Young, and I knew after this that I wanted to be a part of it. I am so glad that I decided to take on an apprenticeship with Avison Young and become a part of this lovely culture."

2nd Green King**3rd** Capacitas

TRAINING

Winner: NFU Mutual

Time and again, apprentices laud the amount of "support from management" that makes training and settling in so comfortable. Numerous reviews explain that you get "a lot of support from your colleagues", so you can learn on the job while benefiting from the knowledge that you are not alone.

2nd Barratt Developments**3rd** Mindshare

ENJOYMENT

Winner: Greene King

As well as the enjoyable work on offer at Greene King, apprentices point to the excellent "social aspect" at the company as one of its main draws. Such a dynamic and vibrant role means that it is "fun to meet new people every day", making for a job that is not only satisfying but also enjoyable.



2nd Barratt Developments
3rd Port of London Authority



CAREER PROGRESSION

RWE

Winner: RWE Supply & Trading

As a result of the "broad range of markets and initiatives" that the company is involved in, there is plenty of scope to build a career at RWE. There are a whole host of "opportunities to test new products and meet new vendors", meaning that apprentices can "gain a breadth of knowledge" as they progress their careers.

2nd Peninsula
3rd Barratt Developments



LOCATION

RWE

Winner: RWE Supply & Trading

A number of apprentice reviews for RWE claim that the best thing about the company is the location, with one satisfied apprentice explaining: "I love not having to commute to work". As well as the office location, there is also the benefit of international visits and the chance to embark on work trips abroad.

2nd Hargreaves Lansdown
3rd Capacitas



MANAGEMENT

RWE

Winner: RWE Supply & Trading

There is an "open and friendly attitude" amongst the management at RWE, so apprentices can feel free to seek out anyone for help or advice. There are "incredibly experienced people in all positions", all of whom "have so much knowledge, which they are happy to share" with apprentices.

2nd Capacitas
3rd Croudace Homes



COLLEAGUES

Winner:

Croudace Homes



Croudace told us: "We were absolutely thrilled with the

results this year from our apprentices and graduates. Being ranked 1st in the property and housebuilding colleagues category amongst apprentices is testament that our initiatives to improve communication, listen to our employees and our ongoing commitment to training are really paying off. The success of these initiatives was also backed up by our 2019 employee engagement survey, which showed that 88% of all staff are satisfied with Croudace as a place to work and 87% would recommend working at Croudace to a friend!"

2nd AMV BBDO
3rd Irwin Mitchell LLP



SUPPORT

Winner:

Irwin Mitchell LLP

Irwin Mitchell told us: "Apprenticeships at Irwin Mitchell are a key part of our Early Careers proposition, ensuring that we attract the best talent and create a diverse workforce. Our apprentices are an integral part of our successful teams that work closely with clients and are fully supported in the workplace. We are delighted to have received this prestigious award, which reflects our supportive and inclusive culture."

2nd RWE Supply & Trading
3rd Port of London Authority



SALARY

Winner: Virgin Media



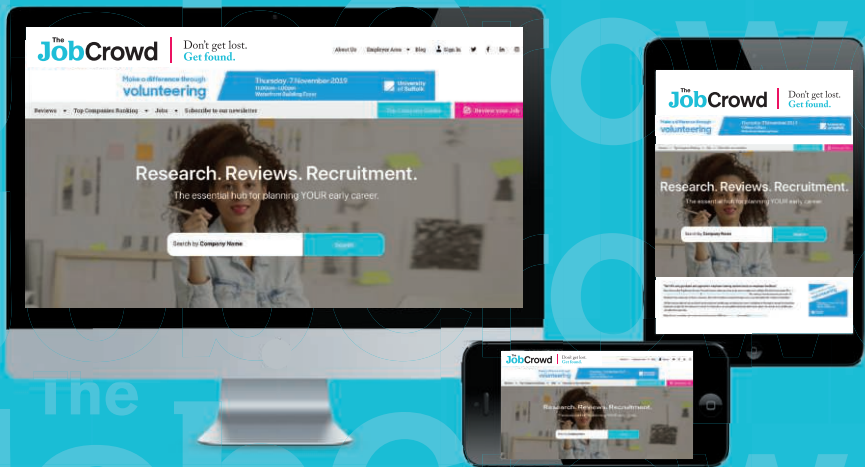
Among the plethora of positives of working at Virgin Media, one of the standout factors is the high salary, something mentioned in almost all reviews of the company. There is also an excellent benefits package, the bonus of flexible hours and the knowledge that "if you meet your targets you can receive bonuses".

2nd Avison Young (formerly GVA)
3rd Willis Towers Watson



Willis Towers Watson

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Regions

SCOTLAND

Avison Young (formerly GVA), Barratt Developments, Computacenter, Mott MacDonald, NFU Mutual, Peninsula, Schneider Electric, Siemens, Taylor Wimpey, Willis Towers Watson

NORTHERN IRELAND

Mott MacDonald, NFU Mutual, Peninsula, Schneider Electric, Taylor Wimpey

WALES

Avara Foods, Avison Young (formerly GVA), Computacenter, Financial Conduct Authority, Galliford Try, Mott MacDonald, Network Rail, The Automobile Association

SOUTH WEST

Avara Foods, Avison Young (formerly GVA), Barratt Developments, Cadent, DSTL, Galliford Try, Greene King, Hargreaves Lansdown, Mott MacDonald, Network Rail, NFU Mutual, RWE Supply & Trading, Siemens, Taylor Wimpey, Womble Bond Dickinson

SOUTH EAST

Air Products, Avara Foods, Avison Young (formerly GVA), Barratt Developments, Cadent, Computacenter, Croudace Homes, DSTL, Essentra, Galliford Try, Greene King, ISG Plc, Larking Gowen, Lockheed Martin UK, Menzies LLP, Mott MacDonald, Network Rail, Port of London Authority, RWE Supply & Trading, Schneider Electric, Siemens, Southampton City Council, Taylor Wimpey, The Automobile Association, TJX Europe, UK Power Networks, Virgin Media, Willis Towers Watson

NORTH WEST

Avara Foods Ltd, Avison Young (formerly GVA), Barratt Developments, Cadent, Fujitsu, Galliford Try, Greene King, Mott MacDonald, Network Rail, Schneider Electric, Siemens, Tulip Ltd, Wills Tower Watson

NORTH EAST

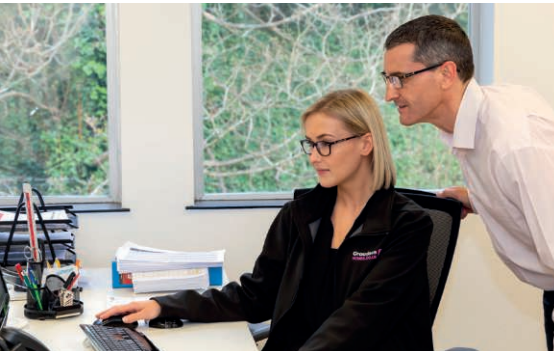
Avison Young (formerly GVA), Barratt Developments, Cadent, Galliford Try, Greene King, Mott MacDonald, Network Rail, NFU Mutual, Schneider Electric, Siemens, Taylor Wimpey, The Automobile Association, Virgin Media, Womble Bond Dickinson

MIDLANDS

Avara Foods Ltd, Avison Young (formerly GVA), Barratt Developments, Cadent, Computacenter, Galliford Try, Greene King, Lockheed Martin UK, Mott MacDonald, Network Rail, NFU Mutual, Schneider Electric, Severn Trent, Siemens, Taylor Wimpey, The Automobile Association, UK Power Networks, Virgin Media, Willis Towers Watson

LONDON

AMV BBDO, Arcadis, Avison Young (formerly GVA), Barratt Developments, Blake Morgan, Bryan Cave Leighton Paisner, Cadent, Capacitas, Chaucer Underwriting Services Limited, Computacenter, Essentra, Financial Conduct Authority, Galliford Try, Greene King, Irwin Mitchell LLP, ISG Plc, Menzies LLP, Mindshare, Mott MacDonald, MUFG, Network Rail, Port of London Authority, Schneider Electric, Siemens, Taylor Wimpey, The Automobile Association, Tulip Ltd, UK Power Networks, Virgin Media, Willis Towers Watson, Womble Bond Dickinson



Croudace
HOMES GROUP



BUILD A QUALITY CAREER WITH CROUDACE HOMES

Apprenticeships 2020

Croudace Homes offer opportunities for ambitious Apprentices to join our highly qualified teams in various site related and office based disciplines based in the South East of England.

We are an award winning house builder and pride ourselves on our reputation for outstanding quality backed with exceptional customer service.

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