



Degree Apprenticeships: a rapidly growing pathway post A-Level

June 2019

- There are 4-500,000 apprenticeship "starts" (new apprentices) each year.
- Old style apprenticeships (e.g. NVQs) are being phased out and new ones (called "frameworks") are being introduced regulated by The Institute of Apprenticeships and Technical Education.
- Around 450 frameworks have been approved and 200 are in development.
- Apprenticeships MUST have 20% off-the job training. Some degree apprenticeships do this in weekly blocks at university, or 1 day a week away from the workplace.
- List of all apprenticeship frameworks:
<https://www.instituteforapprenticeships.org/apprenticeship-standards/>
- In 2019, there was a growth of 18% in graduate roles and a growth of 47% in apprenticeships
- 58% of the biggest 500 recruiters in the UK are developing apprenticeships to replace work previously done by graduates.
- Retention rates are higher for apprentices than for graduates - a key reason why employers are focusing here.

Degree Apprenticeships

- Students are paid a salary and have all tuition fees covered by the business.
- There are 3 types of **degree apprenticeships** (DA):
 - 37 Integrated DA - The university degree is the qualification gained - 20-30 universities are moving in to this area.
 - 29 Non-Integrated DA - apprentices gain a degree and also have to a separate end-point assessment for the apprenticeship.
 - 19 Level 6-7 Apprenticeships - no degree awarded but gain a qualification equivalent to a degree (e.g. chartered qualification)
- There are currently over 100 degree apprenticeships advertised on UCAS, all should appear on the government apprenticeship website:
<https://www.findapprenticeship.service.gov.uk/apprenticeshipsea>
- A number of Russell Group unis are offering DAs (e.g. Warwick, Exeter and Queen Mary) in conjunction with employers (you apply to the employer, not the university). Queen Mary University is about to start a Charity and Volunteering Business DA in conjunction with a number of leading UK charities (e.g. MIND, Red Cross, Age UK, Samaritans).
- There are currently over 1000 DA jobs available (but this is growing fast). Average salary for starts is £18-23,000.
- There are DAs in Engineering, Accounting, Banking/Finance, IT, Construction, Utilities, Retail and Law.
- Both smaller and many big, blue-chip firms like HSBC, CISCO, AMAZON, VISA and the CIVIL SERVICE are offering DAs.
- People taking DA are estimated to earn around £150,000 more over their careers than those going to non-Russell group universities. The firms said at the workshop that on completion of the DA, their apprentices earn more than graduate-recruits do.
- Some employers provide initial accommodation to those doing DAs.
- Apprentices are treated like any employee in terms of access to employee benefits etc.

- One route is to initially do a Level 3 or 4 apprenticeship and then move up to the DA within the same firm on successful completion. Engineers typically start on Level 4 apprenticeships initially. Some people do a paralegal apprenticeship, before training as a lawyer.

Timing for applications

- Level 3 and below apprenticeships are advertised when the employer needs a position filled - so, in the main, these need to be applied for in the summer for an autumn start.
- Timing for application for degree apprenticeships vary - some employers now mirroring UCAS timeline -- so applicants will need to be ready to apply from the Autumn in Year 13 - and need to keep an eye on the government website (or asked to be emailed) all the way through to the summer for opportunities).
- Students can make ONE application PER employer (but multiple applications overall).
- DAs are competitive, so students should apply for a DA alongside a UCAS application (if they want a degree).

Typical application process

- It is important that students fully research the company and are able to reflect this knowledge at interview. In particular they should be able to talk about how they align with the companies values and how they have passion for the business.
- Students need a 2 page CV and covering letter -- must be directly tailored for each job.
- Normally there is an on-line application form, followed by video/phone interview, on-line tests, numeracy and literacy tests and then finally an assessment day(s).
- Cap Gemini has an on-line practice test for a digital interview:
<https://www.capgemini.com/gb-en/careers/your-career-path/apprenticeships/apprentice-recruitment-process/>
- SONRU also has good advice and tips <https://www.sonru.com/blog/how-to-prepare-for-your-next-video-interview/>

Who typically does well on DAs?

- Those with clear career goals.
- Mature & resilient.
- Hard-working (Degree Apprenticeships are not an easy option)
- Results-driven
- Good inter-personal skills
- Able to work independently and as part of a team.

Please ask Mrs Langston, Miss McCleman or a member of the 6th form team for help and support when making an application for a Degree Apprenticeship.