

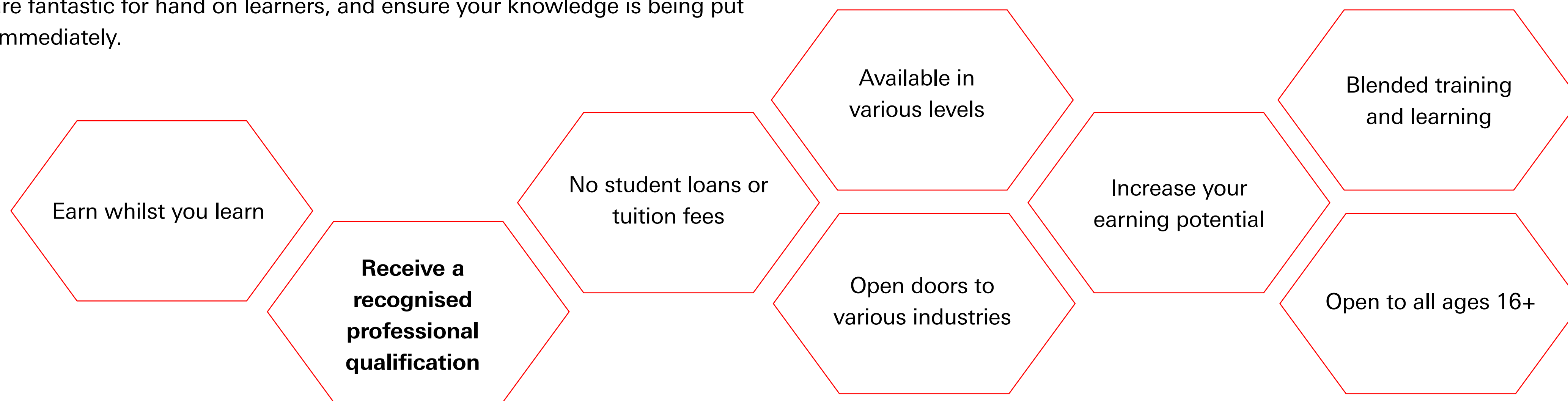
# National Apprenticeship Week 2023



# Apprenticeships

## What are they and why would you pick one?

In an Apprenticeship, you get the option to combine your study and training. These are fantastic for hand on learners, and ensure your knowledge is being put to use immediately.



**Did you know...?  
Apprenticeships  
have an equivalent  
education level:**

Name	Level	Equivalent educational level
Intermediate	2	2 5 GCSE passes at grade A*– C or 9 – 4 Level 5 in Scotland
Advanced	3	2 A level passes/Level 3 Diploma/ International Baccalaureate Level 6/7 in Scotland
Higher	4, 5, 6 and 7	Foundation degree and above Level 7/8/9 in Scotland
Degree	6 and 7	Bachelor’s or Master’s degree Level 10/11/12 in Scotland

# Foundation (Level 3) Apprenticeships

Earn whilst you learn, and begin to forge a career path.

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## Summary

### What is a Foundation apprenticeship?

An entry level position, which also sees you working towards level 3 qualifications (two A-Levels or equivalent) giving you the necessary skills and experience to excel in your chosen career.

### What is the length of this apprenticeship?

18 – 24 months on average, but this can vary across different roles, companies and industry qualifications.

### What can I expect as a salary?

Typically level 3 and 4 Apprenticeships range from National Apprenticeship Wage – £16,000 (dependent on the company, sector and location). We offer a competitive salary at HSBC.

### Type of Sectors

Include but not limited to: Financial Services, Engineering, Healthcare, Education, Retail and Commercial Enterprise, Technology, Science, Public Services.

### Minimum entry criteria

The minimum entry criteria can vary depending on the role and the organisations. Please check the job description before making your applications. This is subject to regular review and maybe different for some roles

- ◆ England, Wales and Scotland – minimum 5 GCSE's or more (grades 9-4/A\*-C), or have completed an intermediate (level 2) apprenticeship.
- ◆ Scotland – The same level and credit value as two Scottish Highers SVQ 2-3/ SCQF 5/6

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## What do I need in order to be considered for a Foundation Apprenticeship?

Be aged 16+ > Bring passion and enthusiasm > Commitment and Curiosity > Willingness to learn – professionally and personally

# Higher (Level 4) Apprenticeships

A hybrid route. Get the education whilst putting your skills into practice.

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## Summary

### What is a Higher apprenticeship?

This provides you with what is equivalent to a foundation degree qualification whilst putting your education into practice. Typically a runway to future study or opportunities, these are more advanced and challenging than a Level 3 (Foundation)

### What is the length of this apprenticeship?

A Higher Apprenticeship typically takes anywhere within 18 – 24 months to complete, depending on the structure of the programme.

### What can I expect as a salary?

Typically level 3 and 4 Apprenticeships range from National Apprenticeship Wage – £16,000 (dependent on the company, sector and location). We offer a competitive salary at HSBC.

### Type of Sectors

There are a various number of different apprenticeship frameworks.

### Minimum entry criteria

Have completed lower-level apprenticeships (such as level 3) Or at least 5 GCSEs grades A\*– C/9 – 4 or equivalent and Level 3 qualifications, including A-levels, NVQ/ SVQ level 3, or BTEC National or equivalent. This is subject to regular review and maybe different for some roles.

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## What do I need in order to be considered for a Higher Apprenticeship?

Be aged 18+



Commitment, a willingness to learn and develop and strong soft skills



Good organisation, time management and a sense of accountability

# Degree (Level 6-7) Apprenticeships

A real alternative to the full-time university route, without the student debt.

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## Summary

### What is a Degree apprenticeship?

A full-time job alongside part time study working towards an externally recognised degree or masters level qualification. It's a prime opportunity to get the best of both worlds, practical working experience, a salary, and a degree qualification (or higher) without the debt.

### What is the length of this apprenticeship?

A Degree Apprenticeship typically takes 4 – 5 years to complete, depending on the course level, industry and even hours worked.

### Typical Salary banding

Salaries differ dramatically across industries, sector, organisations and location. The average starting salary for a degree apprentice in 2019 was approximately £17,800 per annum. At HSBC, ours are the highest outside of London (and do change per programme).

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### Type of Sectors

There is a huge variety, with more added yearly. So far there are existing frameworks in areas ranging from Nuclear Science through to Banking and Law.

### Minimum entry criteria

Have completed lower-level apprenticeships Or at least 5 GCSEs grades A\* - C/9-4 including Maths & English and UCAS points obtained from Level 3 qualifications, including A-levels, NVQ/SVQ level 3, or BTEC National or equivalent. UCAS will vary depending on the sector, organisation and degree qualification. This is subject to regular review and maybe different for some roles.

## What do I need in order to be considered for a Degree Apprenticeship?

Be aged 18+



**Drive, motivation, resilience and commitment.**  
**An appetite to learn and grow**



**Accountability, proactivity, strong time management and goal setting**

# HSBC Apprenticeships

A real alternative to the full-time university route, without all of the student debt.

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## Summary

### What does an apprenticeship look like at HSBC?

Our UK Apprenticeship programmes allow you to combine work and study, with the opportunity to gain a formal qualification ranging from Foundation through to Degree level.

### What types of apprenticeships do we offer?

In the past we have offered two types of apprenticeships in the UK: Foundation Apprenticeships and Degree Apprenticeships, however in 2021 Higher Apprenticeships have also been offered in some of our business areas.

- ◆ **Foundation:** An 18-month permanent contract for entry-level job seekers who have just finished school/college, or someone looking to re-start or change of career.
- ◆ **Higher:** An 24-months permanent contract for entry-level job seekers who have just finished school/college, or someone looking to re-start or change of career.

- ◆ **Higher:** Varies depending on the programme but to include as a minimum of 5 GCSE's at grade 4/C or above, (or equivalent) including Maths and English. Some roles may also include UCAS points, further details will be included within the job description.
- ◆ **Degree:** 96 UCAS points across 3 A-levels (or equivalent) and a minimum of 5 GCSEs at grade 4/C or above, (or equivalent) including Maths and English.

### What are the entry requirements?

**Foundation:** Minimum of 5 GCSE's at grade 3/E or above), or equivalent, including Maths and English.

**Higher:** Varies depending on the programme but to include as a minimum of 5 GCSE's at grade 4/C or above, (or equivalent) including Maths and English.

**Degree:** 96 UCAS points across 3 A-levels (or equivalent) and a minimum of 5 GCSEs at grade 4/C or above, (or equivalent) including Maths and English.

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## To be considered for a Degree Apprenticeship, you will need to:

Be aged 18+



Share our organisational values



Be driven and committed to self-development



Be organised, self-motivated and accountable

## The HSBC apprenticeship application process



### Summary

#### What are HSBC looking for in an apprentice?

We are looking for people with drive and aspiration, those who think, see, and do things differently and who can represent and relate to our diverse global customer base. We employ, develop and promote employees based on merit and provide a supportive and inclusive working environment.

At HSBC we are looking for passionate and hardworking apprentices who are willing to learn, develop and grow their careers. We look at what you can bring to the role, which includes your skills, motivations and experience. It doesn't matter which subjects you have studied, we are interested to see what you can bring into the role!

To be considered for a HSBC Apprenticeship, you will need to:

- ◆ Be reliable and committed
- ◆ Be passionate and enthusiastic
- ◆ Have strong communication skills

HSBC provides a supportive culture. HSBC supports colleagues on apprenticeship programmes by providing career development, on programme support via training providers and our internal team, development days, dedicated time to study towards apprenticeships and coaching/mentoring.

### Extra Resources



UK Apprenticeships



UK Work Experience

