

OPTIONS AT 18 IN A CHANGING LANDSCAPE

**Reflections on pathways open to students
taking A-level/IB/BTEC L3 qualifications**

All information is subject to continuous change

THE NEW LANDSCAPE

There used to be 3 main things most students did at 18:

UNI

JOB

GAP YEAR

Now the landscape is wider and more complex, especially due to:

- **Globalisation**
- **Faster technological change**
- **Higher university tuition fees in UK**
- **Growth in employer engagement at 18**

Students can apply for multiple options, but this will add more pressure in Y13

But as my private client Rebekah said...

“Why isn’t anyone telling us about all this?”

SECTION 1

FULL-TIME HIGHER EDUCATION IN UK

MAJOR ADVANTAGE:

- **Thousands of different courses/combinations**
- **300+ different unis/colleges**
- **But almost all can be found and applied for in one place.....**



UNI TUITION FEES (FOR UK / EU STUDENTS)

- Tuition fees = £9,000pa, but you can take out a Fee Loan
 - so **YOU PAY NOTHING UP FRONT**
- UK (but not EU) students can also take out a Maintenance Loan, but then your total “debt” will probably exceed £45,000 + interest
- After a year you pay back at 9% of any income you earn over £21K (= £30 per month on a salary of £25,000)
- BUT THE “DEBT” IS WRITTEN OFF AFTER 30 YEARS
 - so **IT’S NOT ACTUALLY A “DEBT”**

OPTION 1: SINGLE-SUBJECT DEGREE

- A. **Professional courses** - where in effect you're applying for the profession as well as the degree
 - B. **Vocational courses** - which may lead on to professional accreditation, but may not
 - C. **Non-vocational courses** - which can still keep many options open provided you develop your employability skills alongside
- But the dividing lines are not clear-cut and there is lots of overlap between these
 - And as my client Jessica (applicant for Religious Studies) said about Option C:

“But it’s about the journey isn’t it?”

OPTION 2: JOINT, COMBINED OR MULTIDISCIPLINARY DEGREE

- **Combine 2 subjects**

Examples: *History and Spanish* or *Physics and Music Performance*

- **Combine 3 subjects**

Example: *PPE (Philosophy, Politics and Economics)*

- **Take a major/minor course**

Example: *Maths with Management*

- **Or a multidisciplinary course**

Examples: *Natural Sciences* or *Liberal Arts* or *Arts & Sciences*

OPTION 3: DEGREE WITH A PROFESSIONAL/SANDWICH YEAR

- Some unis offer this across a wide range of courses (like **Aston, Bath, Brunel, Loughborough, Surrey**)
- Placement year is usually paid (but not always) e.g. **Sussex** average = £16K-£25K
- Tuition fee for the placement year = £1,800 maximum

OPTION 4: DEGREE WITH SPONSORSHIP

Examples:

- **Royal Navy & Royal Marines, RAF, The Army:** any academic discipline
- **BP: £5,000** for Year 1 of STEM degrees @ **Bath, Birmingham, Cambridge, Durham, Imperial, Manchester, Nottingham, Oxford, Strathclyde**
- **Whitworth Scholarships: £5,000pa** for any Engineering discipline
- **Balfour Beatty:** Construction, Civil Engineering or Quantity Surveying @ **Loughborough, Salford, Nottingham, Birmingham, Leeds, Southampton, Surrey, Durham, Northumbria, Nottingham Trent, Liverpool John Moores**
- **Defence Engineering & Science Group (DESG):** Engineering and science disciplines; sponsorship can be obtained during the first year or mid-course
- **Defence Technical Undergraduate Scheme (DTUS):** similar scheme @ **Aston, Loughborough, Newcastle, Northumbria or Southampton**
- **Sports or Music Scholarships:** at numerous unis
- **NHS Bursaries** for many healthcare degrees
- **Social Work Bursaries** for degrees in Social Work
- **Various university-specific bursaries/scholarships** eg for excellence or low-income families

REFLECTIONS ON CHOOSING A COURSE

- Choose what you enjoy
- Think outside the box
- Don't panic if you don't have a career plan
... **your future career may not be invented yet**
- Be aware of skills shortages
... for which **STEM subjects** confer an advantage
- But equally, be aware that **50-60% of graduate jobs are open to graduates of any discipline ...**
... and the importance of **EMPLOYABILITY SKILLS**

KEY EMPLOYABILITY SKILLS & ATTRIBUTES (WARWICK/KENT UNIVERSITY)

- Time management
 - Teamwork
 - Communication (verbal & written)
 - Problem solving
 - Planning/organisation
 - Leadership
 - Initiative & self-motivation
 - Negotiation
 - Commercial awareness
 - Flexibility
 - Innovation & creativity
 - Self-confidence & resilience
 - Intellectual curiosity
 - Numeracy & IT skills
 - Global skills (languages/cultures)
 - Self-awareness
 - Professionalism
 - Stress tolerance
- 4 tips for when you're at uni:***
- 1. Get work experience or volunteer***
 - 2. Get involved in uni life***
 - 3. Visit Careers early***
 - 4. Network!***

'STEM v ANY DISCIPLINE'

Examples:

Google:

- hires graduates from **all disciplines** who have made the most of their time at uni through involvement in clubs/societies/relevant internships
- technical roles within engineering teams require **specific skills**

KPMG:

- open to graduates of **any discipline** but seek evidence of 9 Skills and Behaviours:
 - Career motivation
 - Delivers quality
 - Drives collaboration and inclusion
 - Strives for continuous improvement
 - Exercises professional judgement
 - Makes an impact
 - Seizes business opportunities
 - Demonstrates innovation and curiosity
 - Resilience

BAE Systems:

- Consultancy, Engineering, Technical Delivery: **"STEM degree subjects accepted"**
- Business, Finance, Leadership: **"all degree subjects accepted"**

DESTINATIONS & 'CAREERS NOT YET INVENTED'

**Helena gained a First in History at Royal Holloway,
then a Masters in Holocaust Studies**

She is now ...

Social Media Manager for innocent drinks



**She manages their social media content – but when
Helena started uni, Facebook & Twitter didn't even
exist in UK**

MORE RANDOM DESTINATIONS

GENDER	DEGREE	JOB
M	Archaeology (<i>Reading</i>)	Investment Analyst, London
F	Maths (<i>Warwick</i>)	Director, UK Trade/Investment, Chicago USA
F	Sound Engineering (<i>Liverpool Institute of Performing Arts</i>)	Assistant Tour Manager, Foo Fighters / Production Asst, One Direction world tour
M	Logistics (<i>Aston</i>)	Director of Supply, Airbus, Miami USA
F	Tourism (<i>Greenwich</i>)	Assistant Producer, Ant & Dec's Saturday Night Takeaway
F	Aviation & Pilot Studies (<i>Leeds</i>)	Guitarist, "Savages" world tour
M	Business/Sports Science (<i>Roehampton</i>)	Director of Football, Kick4Life, Lesotho
F	Criminology/Social Policy (<i>Manchester</i>)	Entrepreneur, Fairylicious Cupcakes
F	Spanish/Catalan (<i>Swansea</i>)	Marketing Manager, ESADE, Barcelona
M	Electronic Engineering (<i>York</i>)	Research Scientist in The Antarctic
M	International Business Management with Communication (<i>Birmingham</i>)	Customer Intelligence Analyst, Sky IQ
F	Medicine (<i>UCL</i>)	BBC Political Correspondent

REFLECTIONS ON CHOOSING A UNI

Go where the **COURSE** is right for you

BIS report on 'the Graduate Premium' in 2013:

- **"The Russell Group earnings boost is statistically insignificant"**

CBI 'Education & Skills Survey' 2014:

- **Only 12% of employers said that 'the university you went to' is an important factor**

Also, be aware that some unis, across a wide spectrum, are now making **unconditional offers** to some applicants **prior to qualification**

UK UNIS IN QS WORLD TOP 100

IN THESE TABLES, ALL UNIS IN RED ARE NOT IN THE RUSSELL GROUP

2= CAMBRIDGE

2= IMPERIAL

5= OXFORD

5= UCL

16 KINGS

17 EDINBURGH

29 BRISTOL

30 MANCHESTER

55 GLASGOW

61 WARWICK

64 BIRMINGHAM

69 SHEFFIELD

71 LSE

77 NOTTINGHAM

88 ST ANDREWS

92 DURHAM

94 SOUTHAMPTON

97 LEEDS

98 QUEEN MARY

(QS Top Universities 2015)

UNIS TARGETED BY LARGEST NUMBER OF TOP EMPLOYERS

BUT ONLY 8% OF GRADUATES GET THESE JOBS

1. MANCHESTER

2. NOTTINGHAM

3. WARWICK

4. CAMBRIDGE

5. OXFORD

6. DURHAM

7. BRISTOL

8. UCL

9. IMPERIAL

10. LEEDS

11. BATH

12. LSE

13. BIRMINGHAM

14. EDINBURGH

15. LOUGHBOROUGH

16. SHEFFIELD

17. SOUTHAMPTON

18. EXETER

19. NEWCASTLE

20. KING'S

21. YORK

22. CARDIFF

23. STRATHCLYDE

24. GLASGOW

25. LEICESTER

(www.highfliers.co.uk 2015)

UNIS WITH 'BEST' GRADUATE PROSPECTS

89.9% IMPERIAL	81.8% SURREY
88.7% CAMBRIDGE	81.8% UCL
85.4% BATH	81.7% CARDIFF
84.3% BIRMINGHAM	80.2% BRISTOL
83.4% LSE	80.1% KING'S
82.6% OXFORD	80.0% LOUGHBOROUGH
	<i>(Good University Guide 2015 / HESA – percentage in graduate jobs or further study after 6 months)</i>

UNIS WITH HIGHEST STUDENT SATISFACTION

1. BATH	14. BANGOR
2. LOUGHBOROUGH	15. LANCASTER
3. SHEFFIELD	16. ST ANDREWS
4. CAMBRIDGE	17. WARWICK
5. OXFORD	18. BIRMINGHAM
6. SURREY	19. SOUTHAMPTON
7. EAST ANGLIA	20. DURHAM
8. EXETER	21. KEELE
9. LEEDS	22. READING
10. NEWCASTLE	23. YORK
11. FALMOUTH	24. QUEEN'S BELFAST
12. DUNDEE	25. ROYAL VETERINARY COLLEGE
13. NOTTINGHAM	<i>(TIMES HIGHER EDUCATION 2015)</i>

TOP 25 IN THE TIMES/ SUNDAY TIMES LEAGUE TABLE

1. CAMBRIDGE	14. EAST ANGLIA
2. OXFORD	15. BIRMINGHAM
3. ST ANDREWS	16. YORK
4. IMPERIAL	17. LEEDS
5. LSE	18. SOUTHAMPTON
6. DURHAM	19. BRISTOL
7. EXETER	20. LEICESTER
8. WARWICK	21. SHEFFIELD
9. UCL	22= EDINBURGH
10. BATH	22= NEWCASTLE
11. SURREY	22= NOTTINGHAM
12. LANCASTER	25. SUSSEX
13. LOUGHBOROUGH	<i>(Good University Guide 2015)</i>

TOP 25 IN THE COMPLETE UNIVERSITY GUIDE LEAGUE TABLE

1. CAMBRIDGE	14. SOUTHAMPTON
2. OXFORD	15. BRISTOL
3. LSE	16. EAST ANGLIA
4. IMPERIAL	17. YORK
5. DURHAM	18. BIRMINGHAM
6. ST ANDREWS	19. LEEDS
7. WARWICK	20. EDINBURGH
8. SURREY	21. SUSSEX
9. LANCASTER	22. KENT
10. UCL	23. KING'S
11. EXETER	24. LEICESTER
12. BATH	25. NOTTINGHAM
13. LOUGHBOROUGH	<i>(The Complete University Guide 2016)</i>






TOP 25 IN THE GUARDIAN LEAGUE TABLE

1. CAMBRIDGE	14. SOUTHAMPTON
2. OXFORD	15. COVENTRY
3. ST ANDREWS	16. KENT
4. SURREY	17. BIRMINGHAM
5. BATH	18. HERIOT-WATT
6. DURHAM	19. SUSSEX
7. WARWICK	20= EAST ANGLIA
8. IMPERIAL	20= EDINBURGH
9. EXETER	22. YORK
10. LANCASTER	23. LEEDS
11. LOUGHBOROUGH	24. GLASGOW
12. UCL	25. READING
13. LSE	<i>(The Guardian 2016 rankings)</i>

UNIS WITH BEST NIGHTLIFE!

1. LSE	9. LEEDS
2. MANCHESTER	10. LIVERPOOL
3. NEWCASTLE	11. SUSSEX
4. LIVERPOOL JOHN MOORES	12. UCL
5. GLASGOW CALEDONIAN	13. LEEDS BECKETT
6. STRATHCLYDE	14. NOTTINGHAM TRENT
7. NORTHUMBRIA	15. GLASGOW
8. BRISTOL	<i>(“Which? University” 2015)</i>

HELP! CHOOSING COURSES / UNIS

- search.ucas.com – the Course Search tool on 
- bestcourse4me.com 
- unistats.direct.gov.uk 
- university.which.co.uk 
- sacu-student.com – especially the *****Spartan Test***** 
- Or try ukcoursefinder.com, universitycompare.org or whatuni.com
- AND... go to **university open days** (opendays.com)
- **My Degree Course Menu** 500 ideas
- **You Can't All Be Doctors!** 66 alternatives to Medicine

SECTION 2

“VARIATIONS ON A THEME” OF HIGHER EDUCATION IN UK

Some other options, with a twist...

OPTION 5: NEW/PRIVATE/INDEPENDENT UNIS

- *Cost differentials now less prohibitive; partial scholarships or tuition fee loans up to £6Kpa available in most cases; all are in UCAS; e.g.:*
- **University of Law** (Birmingham/Bristol/Chester/Guildford/London/Manchester/York)
- **New College for the Humanities (NCH)** (London) – *can also apply outside UCAS*
- **UCFB** (Wembley Stadium/Burnley) - Degrees for the football & sports Industries
- **Academy of Contemporary Music** (Guildford) / **Tech Music School** (London) / **BIMM** (Brighton/Bristol /Dublin) / **Institute of Contemporary Music** (London)
- **BPP University** – 2 or 3-year Law/Business degrees (Birmingham/Bristol/Cambridge/Leeds/Liverpool/London/Manchester/Swindon)
- **Pearson College** - career-focused degrees in Business, Law, Media (London)
- **Richmond American International University** – dual US/UK degree (London)
- **Norland College** - BA Early Childhood Studies (Bath)
- **SAE Institute** - 2-yr degrees for creative industries (London/Oxford/Liverpool/Glasgow)
- **University of Buckingham** – 2-yr degrees (+ a new degree in Medicine with £36K fees)
- **Edge Hotel School** (2-year degree at country house hotel on Essex University campus)

OPTION 6: RANDOM NON-DEGREE OPTIONS

Examples (in UCAS):

Higher National Diplomas (HND) or Foundation Degrees

- Normally 2 years full-time, lower entry grades and can top-up to full degree

Examples (not in UCAS):

CAE Oxford Aviation Academy

- **£84K approx for 16-month course** (but Ben became a First Officer with BA at 21)
- Also provider of BA Future Pilot Programme

Specialist Fashion or Culinary Diploma courses

- **£20K approx for 1-year course**
- eg Tante Marie Culinary Academy, Cordon Bleu School, Condé Nast College of Fashion & Design

Executive PA Diploma

- **£10K-£15K approx for 1-year course**
- eg Oxford Media & Business School; Quest Professional

Fashion Retail Academy, London

- **£9K for 1-year course** (Retail, Merchandising, Buying & Range Planning, Garment Technology, Visual Display & Branding; placements with 110 retailers)

Pre-Degree Art Foundation or NCTJ Journalism Diploma

- **£2K approx. for 1-year course**
- Art Foundation = prerequisite for some art/design courses – may be free if still 18

SECTION 3

HIGHER EDUCATION

ABROAD

There's a global revolution going on...

“It's no good thinking national now, you have to be global”

(Dorothy Foster, SKEMA Business School, Antibes, FR)

“Internationalization of education worldwide isn't going to stop”

(Rob Maat, Fontys International Business School, Venlo, NL)

+ UCAS is opening its service to approved European unis...

OVERSEAS UNIVERSITIES:

APPROX TUITION FEES FOR UK/EU APPLICANTS

(THIS IS PER YEAR IN STERLING AND MAINLY FOR PUBLIC UNIVERSITIES)

- **£0**: Austria, Denmark, Finland, Germany, Greece, Hungary, Iceland, Luxembourg, Malta, Norway, Saudi Arabia, Slovenia, Sweden
- **£160-£535**: France
- **£400-£2700**: Switzerland
- **£450-£1850**: Portugal, Spain
- **£500-£3500**: Belgium
- **£750-£2900**: Italy
- **£800+**: Czech Republic
- **£1525**: The Netherlands
- **£2100**: Ireland
- **£2150-£3750**: China
- **£2450-£3075**: Malaysia
- **£2500-£5650**: South Korea
- **£3350**: USA (average, 2-yr college)
- **£4050-£5150**: Japan
- **£4350+**: S Africa
- **£5900 - £14000**: Canada
- **£6000+**: Hong Kong
- **£6500+**: Singapore
- **£9000: England, NI, Scotland, Wales** (BUT MAY NOT ALL BE REPAID)
- **£9600-£14500**: N Zealand
- **£12000- £22000**: Australia
- **£15300**: USA (average, public uni)
- **£13000-£16000**: UK (o'seas fees)
- **£16500**: Barbados/Trinidad
- **£21000**: USA (average, private uni)

All the above are very rough figures but they give some idea of the huge variation around the world.

MY INTERNATIONAL UNI LEAGUE TABLE

Scores based on number of unis in QS world top 100,
but with a weighting given for their actual rankings

1. **USA (28)**
2. **UK (19)**
3. **Australia (8)**
4. **Canada (5)**
5. **Japan (5)**
6. **Switzerland (4)**
7. **Hong Kong (3)**
8. **Germany (3)**
9. **France (2)**
10. **Singapore (2)**
11. **The Netherlands (6)**
12. **South Korea (3)**
13. **China (3)**
14. **Denmark (2)**
15. **Sweden (2)**
16. **Finland (1)**
17. **Ireland (1)**
18. **Taiwan (1)**
19. **Belgium (1)**
20. **New Zealand (1)**

OVERSEAS UNIS: WEBSITES

Excellent info and support now available, especially through:

- thestudentworld.com*
- eunicas.co.uk*
- astarfuture.co.uk
- studyabroad.com
- studyoverseas.com
- careerseurope.co.uk
- topuniversities.com
- studyinholland.co.uk
- fulbright.co.uk* (USA)
- uniintheusa.com (USA)
- studyoptions.com (Oz & NZ)
- educationau-incanada.ca* (Canada)

World uni rankings listed at:

- timeshighereducation.co.uk
- topuniversities.com (QS rankings)

*Fulbright:

USA Adviser Training & College Day on **25th/26th September**; ILEC Centre, London

*The Student World:

Study Abroad Fair on **3rd October**; Business Design Centre, London

*High Commission of Canada:

Study in Canada Fair & Adviser Seminar on **9th/10th October**; Canada House, London

OPTION 7: DEGREE AT UNI IN EUROPE

POSSIBLE **ADVANTAGES** COMPARED WITH UK

- Most public unis are **cheaper than UK** (some private unis are too)
- **900+ courses taught in English**, especially The Netherlands
- **Later application window** in most countries
- You can search courses taught in English at **eunicas.co.uk**
- You may be eligible for a loan/grant from the country you study in (eg Netherlands/Bulgaria) – search on ‘financial help by country’ at europa.eu/youreurope/citizens/education

POSSIBLE **DISADVANTAGES** COMPARED WITH UK

- You **won't be entitled to UK tuition fee loans, student loans or grants** – so you will **have to pay tuition fees up front**
- **Halls of Residence not the norm**
- **Political implications** e.g. implications of UK referendum

“Because of the liberal arts system, I've finally been able to figure out what I want to do in life, and what I'm passionate about.” (*Aqsa, Amsterdam University College*)

MEDICINE/VET/DENTISTRY IN EUROPE

Examples (annual fees in brackets are in sterling/very approximate/may have changed)

NB You'll probably need to learn the local language in time for clinical placement in Year 3

Medicine

- **Italy:** Milan/Bari/Naples/Rome (£4K)
- **Eastern Europe:** Zagreb (**Croatia**); Riga (**Latvia**); Pleven/Plovdiv/Sofia/Varna (**Bulgaria***); Gdansk (**Poland**); Kosice (**Slovakia**); Palacky (in Olomouc) / Prague (**Czech Republic**); LMSU Kaunas (**Lithuania**); Pécs/Debrecen (**Hungary**); (all between £5K-£11K)
- **Spain:** Valencia (£13K)
- Joint programme: Murcia & Pleven, Years 1 & 2 in Spain, Years 3-6 in Bulgaria, £9K/£7K)

***Financial support available in Bulgaria!**

Dentistry

- Varna/Sofia/Pleven/Plovdiv (£6K-8K), LMSU Kaunas (£7K), Kosice (£9K), Palacky, Prague (£9K-£10K), Debrecen (£10K), Riga (£11K), Valencia/CEU San Pablo/Madrid (£13-16K)

Veterinary Medicine

- Warsaw (£8K), Brno (£8K), Valencia (£14K, taught in Spanish from Year 2)

For info: [Eunicas](#), [Medipathways](#), [International Medicine Studies](#), [The Student World](#), [Astarfuture](#)

OPTION 8: UNI ELSEWHERE IN THE WORLD

A few random observations:

USA/Canada/Australia

- **USA: 4,000 unis** to choose from, so **look beyond the brand names** – *“it’s like choosing shoes - you need to find the right fit”* (Donn Grinager, Augustana College)
- Needs-blind/full-need policy @ Harvard/Yale/MIT/Princeton/Dartmouth/Amherst
- Sutton Trust summer school (MIT: only 1% of UK applicants from state sector)
- Florida State Uni has Gateway programme (1st year in London)
- Canadian unis recruiting very keenly in UK right now
- More emphasis on Liberal Arts (undergrad breadth followed by postgrad depth)

Multinational degree courses in Global Business, like:

- S P Jain (Singapore/Dubai/Sydney)
- Bocconi (Milan/Hong Kong/Los Angeles)
- Hult (London/San Francisco + study tours to Dubai/Shanghai/Miami)

OPTION 9: UK UNI WITH YEAR ABROAD

Examples of unis with semester/year abroad (**most other unis have them too**):

- **Aston**: work/study/teaching placements (or a combination) **worldwide**
- **East Anglia**: study abroad in **USA, Canada, Hong Kong, Australia, NZ** + Erasmus in **21 European countries**
- **Exeter**: 400 students per year at **40 different European unis** on Erasmus or European Study programmes
- **Lancaster**: **60 partner unis in Europe, USA, Canada, Mexico, Australia, NZ, Hong Kong, Thailand, China** (no tuition fees for full year Erasmus programme in Europe) + 28 non-language courses with Study Abroad
- **Portsmouth**: potential Erasmus options in **30 European countries** + some opportunities worldwide
- **Southampton**: Erasmus partnerships with **24 European countries** + some specific courses have worldwide links
- **Sussex**: year abroad at **140 unis in 34 countries worldwide**
- **Swansea**: partnerships with **100 unis worldwide**, open to ALL students + summer programmes **in India, China, Zambia, Australia, USA**

Also most **Modern Languages** or **American Studies** degrees have a year abroad

Maximum tuition fee = £1350 for UK/EU students

SECTION 4

EMPLOYER/UNI PARTNERSHIPS APPRENTICESHIPS & EMPLOYMENT AT 18

- “54% of graduate employers are now hunting for school-leavers as well as graduates” *(AGR April 2014)*
- But many of these opportunities are competitive and applicants need to be “work-ready”
- Two other obstacles = a) awareness & b) location

OPTION 10: UNIVERSITY/EMPLOYER PARTNERSHIP DEGREES

Most are salaried + **some pay all uni fees too**. Examples (with **grades** + **approx annual pay**):

- **Airbus @ Bristol UWE (Engineering); £13K**
- **Barclays @ Anglia Ruskin/Nottingham Trent (Retail Banking); £16K**
- **CGI @ Winchester (Business Management); £13K**
- **Environment Agency @ Bristol UWE (Foundation degree in River & Coastal Engineering)**
- **Experian @ Nottingham Trent (Management & Leadership)**
- **EY Scholarship @ Bath, Lancaster, Warwick (4-year Acc/Fin); A*AA-AAB/£5K + paid vac work**
- **George at Asda @ Manchester Metropolitan/Leicester HQ (The George Degree, Retail)**
- **Harrods @ Anglia Ruskin (Retail School Leaver programme, London)**
- **KPMG @ Birmingham/Durham (5-yr Audit prog); 22 locations; ABB/up to £20K + all fees**
- **Merchant Navy Cadets @ Warsash/Fleetwood/S.Tyneside; £120pw sea/£175pw college**
- **Morrisons @ Bradford (Management & Business); £15K**
- **National Grid @ Aston (Electrical Power Engineering); £24K + car**
- **Nestlé @ Sheffield Hallam (Gatwick/York; HR/Sales/Marketing/Buying); £17K + all fees**
- **PwC @ Reading/Newcastle/Nottingham (4-year FlyingStart programme); AAB**

OPTION 11: OTHER SALARIED SCHOOL-LEAVER PROGRAMMES

Examples (with **UCAS points needed** & **approx starting salary** if known):

- **BDO:** *Audit/Tax/Advisory; 10 locations; 280pts*
- **Baker Tilly:** *AAT Accountancy training, 28 branches in England & Scotland*
- **Deloitte:** *5-year BrightStart scheme, Audit/Tax/Corporate Finance; 300/320pts*
- **EY:** *5-year School Leaver programme, Assurance/Tax/Corporate Finance; 300pts*
- **Grant Thornton:** *Accelerate programme; Audit/Tax/Business Advisory; 300pts*
- **KPMG:** *360 degree programme (Audit, Tax & Advisory); London, Bristol, Birmingham, Manchester, Leeds, Glasgow; BCC £15,600-£18,000*
- **Marks & Spencer:** *Trainee Management Scheme, nationwide; 240pts £18K*
- **National Audit Office:** *5 year Accountancy programme, London; £21K*
- **RSM Tenon:** *Accounts/Outsourcing/Tax/Forensic Accounting; 280pts*
- **Rolls-Royce:** *Accounting Technician; A/B in relevant subject £12,700*
- **Tesco:** *Trainee Management programme nationwide; 240pts £18K*
- **UHY Hacker Young:** *2-year Audit programme, London; AAB £17K*
- **Willis:** *Insurance/Risk Advisers, London/Ipswich/Bristol/Birmingham; BBC*

OPTION 12: DEGREE APPRENTICESHIPS

- Available for the first time in 2015 in the **Digital & Software** field
- Average salary = £16K + all uni costs paid for
- Apply direct to employer, not UCAS
- Entry requirements CCC or upwards including a STEM subject

- **Employers: Accenture, Barclays, BT, Capgemini, Ford, Fujitsu, GSK, HMRC, HP, IBM, John Lewis, Lloyds Banking Group, Network Rail, Tata**

- **Universities: Aston, Exeter, Greenwich, Loughborough, Manchester Metropolitan, UCL, UWE Bristol, Winchester**

OPTION 13: HIGHER APPRENTICESHIPS

Accredited & salaried work-based programmes with p/t university level study - examples:

- Aon: **Actuarial/Consultancy**; 14 locations; **£16K-£18K/240-280pts**
- BAE Systems: **Proj Man/IT/Engineering/Finance**; Portsmouth/Camberley/Yeovil/Pontypool/Hull/Preston/Barrow
- BBC: **Leadership & Management**; London; study at Pearson College **£11.5K**
- Boots: 2-year **Future Leaders programme**; Nottingham; **£15K/240pts**
- Civil Service Fast Track: **Business Admin/IT/Finance**; London/20 other locations; **£19K+**
- Ford: **Finance**; based at Warley/Dunton (Essex); study at BPP (London); **300pts**
- GCHQ/MI5/MI6: **Intelligence HA's**; Cheltenham/London; **CCC incl 2 STEM subjects**
- GlaxoSmithKline: **Design/Laboratory/Engineering/Supply Chain**; 12 locations
- IBM: **Business/IT**; Winchester/Farnboro/Manchester/Portsmouth/London/Warwick; **£15K/160pts**
- Jaguar Land Rover: **Engineering**; leads to Production/Manufacturing/Finance/Buying
- Lafarge Tarmac: **Operations Management**; Airdree/Bristol/Durham/Radlett/Shrewsbury
- M&G Investments: **Finance & Investment Operations**; London/Essex; **£19K/240pts**
- PwC: **Assurance/Consulting/Tax**; numerous locations; **£16K min + benefits/240-280pts**
- Rolls-Royce: **Engineering/Supply Chain/Project Man**; Derby + others; **£11,700/240-300pts**
- Siemens: **Finance**; Frimley, Lincoln, Newcastle, Manchester, Poole; **240pts**
- Smith & Williamson: **Assurance/Business Services/Tax**; 12 UK locations
- Transport for London: **Finance**; **£16K**
- TUI: **Tour Operations**; based at Luton head office; **£15K/280pts**
- Vauxhall Motors: **Accountancy**; Luton/Wirral
- Virgin Media: **IT/Telecomms**; nationwide; **up to £18K/2 A-levels**

OPTION 14: OTHER POST A LEVEL “APPRENTICESHIPS”

Salaried apprenticeships not designated as “Higher Apprenticeships”!

Examples:

- **Allianz:** *Insurance Apprenticeship, Guildford; (£18K/300pts)*
- **Aviva:** *Underwriting (£15K/300pts) /Actuarial (£19K) Apprenticeships; Birmingham, Bristol, Croydon, Leeds, London, Manchester, Norwich, Southampton*
- **IBM:** *Technical Solutions/Business Specialist roles; Winchester/Portsmouth/Farnboro/ Greenock/Manchester, working at customer sites around UK; (£15K) (160pts)*
- **JPMorgan:** *Asset Management (London); Investment Operations (Bournemouth)*
- **NATS:** *Engineering Apprenticeships in air traffic control, Hampshire*
- **Tesco:** *F&F Fashion Apprenticeships; Technology Apprenticeships (£18K/240pts)*

OPTION 15: ADVANCED APPRENTICESHIPS

SNAPSHOT OF ADVANCED APPRENTICESHIP VACANCIES ADVERTISED ON NAS WEBSITE
THIS WEEK WITHIN 15-MILE RADIUS OF BIRMINGHAM

72 Various Engineering & Manufacturing

51 IT Technicians

26 Dental Nursing

22 Web/Software Developers

21 Digital Marketing/Social Media

20 Nursery Assistants

17 Electricians

14 Business Administration

11 Banking

9 Vehicle Service Technicians

8 Accountancy

5 Surveying

4 Graphic Design

4 Hair & Beauty

3 Civil Engineering

3 Vehicle Body/Paint Technicians

3 Digital Media/Film

2 Care Assistants

2 Building Services

2 Pizza Hut Managers

2 Chefs

2 Financial Services

2 Sport & Activity Educators

2 Pharmacy Technicians

2 Vehicle Service Advisers

2 Vehicle Parts Advisers

2 Care Assistants

1 each: Lab Tech, Foundry Tech, Logistics,
Recruitment Consultant, HR Admin, Teaching
Assistant, Mortgage Broker, Sales Admin,
Product Development, Countryside Ranger

**Local Higher Apprenticeships: 6 Engineering,
2 Accountancy, 1 Project Management**

Pay range: £100 - £300 pw (£5,000 - £15,000pa)

OPTION 16: THE HIDDEN JOB MARKET...

Some school leavers find jobs at 18 via:

- **googling company websites and applying on spec**
- **word of mouth**
- **networking through family/friends/contacts**
- **where they've already had experience or a p/t job**
- **private employment agencies**

**Some of these also study by distance learning
(e.g. with the Open University)**

RANDOM JOBS FOUND AT 18 IN THE HIDDEN JOB MARKET...

- CBBC Presenter (*now Radio 1 DJ*)
- International Kite Surfer
- Singer Songwriter
- Conservation Assistant (stately home)
- Antiquarian Bookseller
- Smoking Adviser
- Professional Real Tennis Player
- Bike Specialist (Halfords)
- Optical Assistant (Specsavers)
- Superyacht Crew in the Med
- Runner (special effects studio)
- Professional Model
- Freelance IT Marketing & Social Media Manager
- Trainee Croupier (casino)
- Ann Summers Party Organiser
- SWT Revenue Protection Officer
- Trainee Office Supplies Designer
- Travelling Fragrance Consultant
- Financial Consultant (family business)
- Sales Assistant at Debenhams (*now Senior Buyer for Lindt in Zurich*)

These are all first destinations of A Level or BTEC students I've known

OPTIONS 17: MISCELLANEOUS!

Police:

- **West Midlands Police** requires a Level 3 qualification, or the CKP, and ideally look for individuals who have some of the following:
 - **Language Skills:** Bengali/Gujarati/Pakistani Pahari/Mirpuri/Panjabi/Polish/sign language
 - **Investigative/intelligence skills:** research/finance & auditing skills/ data mining & analysis
 - **Practical technological skills:** IT hardware/digital forensics/hacking & malware protection/mobile telecoms/electrical components & electronics/video & audio file creation & editing
 - **Understanding of community/societal issues:** community engagement, vulnerable people, faith & cultural understanding/drugs/mental health.

Armed Services:

- All are currently recruiting for regular entry and reservists

Self-Employment:

- Support from Shell Livewire, The Prince's Trust, Government StartUp Scheme

Portfolio careers:

- Combining 2 or more p/t jobs, or combining p/t job(s) with other activities

GREAT WEBSITES FOR INFO ON JOBS, SCHEMES & APPRENTICESHIPS FOR A-LEVEL/IB/BTEC L3 STUDENTS

CHECK OUT THESE SITES...	...AND FOLLOW THEM...	...ON SOCIAL MEDIA TOO
gov.uk/apply-apprenticeship	icaewjobs.com (finance)	milkround.com/earlycareers
apprenticeshipguide.co.uk	schoolleaverjobs.co.uk	indeed.co.uk
notgoingtouni.com	lawcareers.net (law)	ratemyapprenticeship.com
directions.org.uk (finance/law)	future-talent.com	myjobs.cimaglobal.com (finance)
allaboutschoolleavers.co.uk	thebigchoice.com	thescholarshiphub.org.uk
	unisnotforme.com	investment2020.org.uk

FINALLY, SECTION 5

GAP YEAR

- **If you're definitely taking a gap year, you can opt to apply through UCAS for Deferred Entry**
- **But if in doubt, ask to defer later**
- **In my experience only 25% have a deferred place, so supporting the other 75% is an issue ...**
- **... and then there's multiple gap year syndrome!**

OPTION 18: GAP YEAR SUGGESTIONS

Paid gap year opportunities in UK:

Year in Industry Deloitte Scholars IBM Futures
Henderson Global Investors Schroders Traineeship
Arup Pre-University Trainee EM Academy

Voluntary work in UK:

csv.org.uk do-it.org

Volunteering, paid work, study or expeditions overseas:

yearoutgroup.org campamerica.co.uk bunac.org

Or just work, travel or do a combination of things

CONCLUSION/RECOMMENDATION

We should aim to treat uni and non-uni aspirants equally in terms of:

- **tutorial support**
- **career guidance**
- **tracking first destinations**
- **ensuring they can access support after they leave ... it's mutually beneficial!**