

Top 100 Apprenticeship Employers Fact Sheet

The **Top 100 Apprenticeship Employers 2020** is the new national league table that recognises England's leading apprenticeship employers for their overall commitment to employing apprentices, their creation of new apprenticeships, the diversity of their new apprentices, and the progression of their apprentices onto further apprenticeships and employment. The new annual rankings have been developed by the National Apprenticeship Service, in partnership with High Fliers Research.

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2019-20 ³
1	British Army	Armed Forces	2 3 4 6	18.1%	8,419
2	HM Revenue and Customs	Public sector	2 3 4 5 6 7	9.3%	2,081
3	Royal Navy	Armed Forces	2 3 4 6 7	12.6%	2,774
4	BT	Technology	2 3 4 5 6 7	5.9%	2,877
5	MTR Elizabeth Line	Transport & logistics	2 3 4 5	19.5%	91
6	Mazars	Professional services	3 4 6 7	17.3%	241
7	Optionis Group	Professional services	2 3 4 7	25.3%	139
8	Mitchells & Butlers	Hospitality	2 3 4 5 6 7	5.1%	2,041
9	Greene King	Hospitality	2 3 4 5 6	6.0%	1,684
10	Royal Air Force	Armed Forces	2 3 4	10.8%	1,361
11	HFT	Health & social care	2 3 4 5	20.3%	336
12	Grant Thornton	Professional services	3 4 6 7	19.8%	330
13	Aspire Housing	Housing & property	2 3 4	12.1%	55
14	Lander Automotive	Manufacturing	2 3 4	45.7%	129
15	PwC	Professional services	4 6 7	7.0%	946
16	EY	Professional services	3 4 6 7	7.9%	619
17	Price Bailey	Professional services	4 7	18.6%	27
18	London Ambulance Service NHS Trust	Health & social care	2 3 4 5 6 7	8.9%	257
19	BDO	Professional services	2 3 4 7	15.4%	393
20	Network Rail	Transport & logistics	2 3 4 5 6 7	4.1%	673
21	Department for Work & Pensions	Public sector	2 3 4 5 6 7	3.5%	1,187
22	KPMG	Professional services	3 4 6 7	4.5%	316
23	BAE Systems	Engineering & industrial	2 3 4 5 6 7	5.7%	538
24	Rentokil Initial	Business services	2 3	11.2%	354
25	Lloyds Banking Group	Banking & finance	2 3 4 5 6 7	2.5%	589
26	Learning Curve Group	Education & training	2 3 4 5	15.6%	36
27	RS Components	Distributor	2 3 4 6 7	7.8%	155
28	EE Smith Contracts	Construction	2 3 4	11.7%	31
29	HSBC	Banking & finance	3 4 5 6 7	2.2%	428
30	Nottingham City Homes	Housing & property	2 3 4 6	9.3%	34
31	Cambridge Assessment	Education & training	2 3 4 5 6 7	5.7%	94
32	Sainsbury's	Retailing	2 3 4 5 7	1.2%	1,058
33	City of Lincoln Council	Local government	2 3 4 5	4.1%	28
34	AA	Automotive services	2 3 4 5 6 7	3.5%	175
35	Reed Specialist Recruitment	Business services	2 3	8.0%	429
36	Zenith	Automotive services	3 4 7	8.8%	31
37	Priory Group	Health & social care	2 3 4 5 6 7	5.6%	659
38	Finning	Engineering & industrial	3 4 5	10.2%	91
39	Abellio Transport Holdings	Transport & logistics	2 3 5 7	3.3%	354
40	Covance Laboratories	Research & development	2 3 4 6 7	5.9%	68
41	Capita	Business services	2 3 4 5 6 7	1.5%	613
42	Unilever	Manufacturing	3 4 5 6 7	6.8%	260
43	Dudley Metropolitan Borough Council	Local government	2 3 4 5 6 7	4.3%	145
44	Northumbria Police	Public sector	2 3 4 6	5.2%	239
45	CEVA Logistics	Transport & logistics	2 3 4 5 6 7	4.1%	134
46	Clarkson Evans	Construction	2 3 4	38.8%	156
47	Leeds City Council	Local government	2 3 4 5 6 7	4.4%	295
48	Iceland Foods	Retailing	2 3 4	3.9%	684
49	Cappemini	Technology	3 4 5 6 7	4.5%	82
50	The You Trust	Health & social care	3 5	6.6%	7

¹ Level of apprenticeships provided in 2019-2020

² Percentage of employees that were apprentices in March 2020

³ Number of apprentices that started an apprenticeship between 1st April 2019 and March 31st 2020

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51	Willis Towers Watson	Professional services	3 4 6 7	3.7%	143
52	Aon	Professional services	2 3 4 5 6 7	6.4%	272
53	Manufacturing Technology Centre	Research & development	2 3	5.5%	18
54	FCDO Services	Public sector	2 3 4 6 7	5.4%	25
55	AJ Bell	Banking & finance	2 3 4 5 6	6.8%	41
56	Essentra	Manufacturing	2 3 4 5 6 7	7.3%	30
57	CPI	Research & development	3 4 5 6 7	7.5%	17
58	Greater Manchester Combined Authority	Local government	3 4 5 7	11.4%	80
59	Flagship Group	Housing & property	2 3 4 5 6 7	5.9%	74
60	Valuation Office Agency	Public sector	2 3 4 5 6	5.6%	119
61	Hertfordshire County Council	Local government	2 3 4 5 6 7	3.0%	169
62	Liverpool Hospitals NHS Foundation Trust	Health & social care	2 3 4 5 6 7	3.6%	140
63	AECOM	Engineering & industrial	2 3 4 5 6 7	5.3%	199
64	HML	Housing & property	2 3 4 5 7	9.0%	19
65	ASDA	Retailing	2 3 4 5 6 7	1.0%	691
66	London & South Eastern Railway	Transport & logistics	2 3 7	6.5%	140
67	Apollo Motor Group	Automotive services	2 3	7.3%	18
68	South Tees Hospitals NHS Foundation Trust	Health & social care	2 3 4 5 6 7	3.0%	205
69	Vinci	Construction	2 3 4 5 6 7	6.5%	162
70	PepsiCo	Manufacturing	2 3 4	8.7%	282
71	BGL Group	Banking & finance	2 3 4 5 6 7	6.4%	108
72	Taylor Wimpey	Construction	2 3 4 5	9.3%	453
73	Department for Education	Public sector	2 3 4 5 6 7	5.4%	166
74	Home Group	Health & social care	2 3 4 5 6 7	4.5%	102
75	Tesco	Retailing	2 3 4 5 6	0.4%	892
76	ISG	Construction	2 3 4 5 6 7	5.2%	38
77	UKAEA	Research & development	2 3 4 5 6 7	7.3%	37
78	Arup	Engineering & industrial	3 4 5 6 7	4.5%	81
79	Medway Council	Local government	2 3 4 5 6 7	6.1%	99
80	Co-op	Retailing	2 3 4 5 6 7	1.7%	748
81	Bentley Motors	Manufacturing	3 4 5 6 7	5.1%	86
82	Chesterfield Borough Council	Local government	2 3 5 6 7	4.6%	30
83	Rochdale Borough Council	Local government	2 3 4 5 6 7	4.7%	71
84	Salts Healthcare	Manufacturing	2 3 4 5 6	8.9%	30
85	Bupa	Health & social care	2 3 4 5 7	4.0%	801
86	Motus Commercials	Automotive services	2 3 4 5	8.3%	93
87	Marks & Spencer	Retailing	2 3 4 5 7	1.5%	509
88	NG Bailey	Engineering & industrial	2 3 4 5 6 7	9.7%	99
89	Hewlett Packard Enterprise	Technology	3 4 5 6	4.4%	50
90	Barchester Healthcare	Health & social care	2 3 4	2.7%	308
91	Durham County Council	Local government	2 3 4 5 6 7	2.3%	272
92	Gemini Accident Repair Centres	Automotive services	2 3 4	8.2%	15
93	Kier Group	Construction	2 3 4 5 6 7	4.4%	406
94	Salford City Council	Local government	2 3 4 5 6 7	4.8%	158
95	Voyage Care	Health & social care	2 3 5 6	3.2%	296
96	RSA	Banking & finance	2 3 4 5 6 7	6.2%	187
97	Skanska	Construction	2 3 4 5 6 7	4.4%	86
98	Liverpool City Region Combined Authority	Local government	3 4 5 6 7	6.4%	28
99	Babcock International Group	Engineering & industrial	2 3 4 5 6 7	5.0%	391
100	Princess Yachts	Manufacturing	2 3 4 5 6 7	4.8%	79

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Entry Criteria

Entries for the **Top 100 Apprenticeship Employers** were open to apprenticeship employers with a minimum of 250 employees and 25 apprentices. Each employer provided four key pieces of data – the total number of apprentices it employed in March 2020, the number of apprentices that started an apprenticeship with the employer from 1st April 2019 to 31st March 2020, the diversity of these new apprentices, and the number of apprentices that successfully completed apprenticeships during the year and went on to further employment with the employer. The number of apprentices employed and the new apprenticeship starts were weighted according to the size of the employers' workforce. Employers' entry data was independently verified and scored, and used to calculate the 2020 rankings.



Employers Ranked in the Top 100

More than 400 employers submitted entries for the Top 100 Apprenticeship Employers in 2020.

The one hundred apprenticeship employers that appear in the new rankings are from eighteen different industries and business sectors:

- the sectors with the largest number of Top 100 employers are local government, professional services, and the health & social care sector
- apprenticeship employers from these sectors make up almost one third of the employers featured in the Top 100
- the new rankings include seven manufacturers, six well-known retailers, and five leading banking & finance employers
- the sectors with the fewest employers in the Top 100 include technology, education & training and hospitality

Apprentices Employed

Together, the Top 100 Apprenticeship Employers employed a total of over 73,000 apprentices in March 2020:

- the largest individual apprenticeship employer in the Top 100 was the British Army which employed more than 14,000 apprentices
- a further four Top 100 apprenticeship employers had over 2,500 apprentices in their workforces
- more than two-thirds of employers had fewer than 500 apprentices
- the median number of apprentices employed by a Top 100 employer was 390 apprentices
- the biggest employers of apprentices were the Armed Forces, public sector employers, retailers and professional services firms, which together employed more than 40,000 apprentices

Across the full Top 100 list, apprentices made up 5.9% of employers' workforces, but at one in six employers at least 10% of employees were apprentices.

New Apprenticeship Starts

In the year from April 2019 until March 2020, more than 44,000 new apprenticeships started at the Top 100 Apprenticeship Employers:

- more than two-fifths of these new starts were Level 2 Intermediate apprenticeships, a third were Level 3 Advanced apprenticeships, and just under a quarter were Higher apprenticeships at Level 4 or above
- one in eight apprenticeships were either degree or masters-level apprenticeships, at Levels 6 or 7
- the median number of apprentices that started an apprenticeship at Top 100 employers during 2019-2020 was 160 apprentices
- the largest number of apprenticeship starts were at the Armed Forces and employers in retail, hospitality and the public sector

Over two-fifths of apprentices that started an apprenticeship at Top 100 employers in 2019-2020 were newly-recruited, more than half were existing employees, and fewer than one in twenty had progressed from an earlier apprenticeship.

Diversity of Apprentices

Of the apprentices that began an apprenticeship with a Top 100 Apprenticeship Employer during 2019-2020, 57% were men and 43% were women.

One in seven apprentices were from the Black Asian or Minority Ethnic (BAME) communities, and just under 6% had a learning difficulty and/or a disability.

Progression of Apprentices

At two-thirds of the Top 100 Apprenticeship Employers, more than 80% of apprentices who were due to complete their apprenticeships in 2019-2020 did so successfully.

And in terms of progression at the end of their apprenticeships, on average 8 out of 10 apprentices at Top 100 employers went on to further apprenticeships or employment.