EMPLOYERS

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	2346	18.1%	8,419
	HM Revenue and Customs	Public sector	234567	9.3%	2,081
	Royal Navy	Armed Forces	234 67	12.6%	2,774
	BT	Technology	234567	5.9%	2,877
	MTR Elizabeth Line	Transport & logistics	2345	19.5%	91
6	Mazars	Professional services	3467	17.3%	241
	Optionis Group	Professional services	234 7	25.3%	139
8	Mitchells & Butlers	Hospitality	234567	5.1%	2,041
9	Greene King	Hospitality	23456	6.0%	1,684
10	Royal Air Force	Armed Forces	234	10.8%	1,361
11	HFT	Health & social care	2345	20.3%	336
12	Grant Thornton	Professional services	3467	19.8%	330
13	Aspire Housing	Housing & property	234	12.1%	55
14	Lander Automotive	Manufacturing	234	45.7%	129
15	PwC	Professional services	4 6 7	7.0%	946
16	EY	Professional services	3467	7.9%	619
17	Price Bailey	Professional services	4 7	18.6%	27
18	London Ambulance Service NHS Trust	Health & social care	234567	8.9%	257
19	BDO	Professional services	234 7	15.4%	393
20	Network Rail	Transport & logistics	234567	4.1%	673
21	Department for Work & Pensions	Public sector	234567	3.5%	1,187
22	KPMG	Professional services	3467	4.5%	316
23	BAE Systems	Engineering & industrial	234567	5.7%	538
24	Rentokil Initial	Business services	2 3	11.2%	354
25	Lloyds Banking Group	Banking & finance	234567	2.5%	589
26	Learning Curve Group	Education & training	2345	15.6%	36
27	RS Components	Distributor	234 67	7.8%	155
28	EE Smith Contracts	Construction	234	11.7%	31
29	HSBC	Banking & finance	3 4 5 6 7	2.2%	428
30	Nottingham City Homes	Housing & property	2346	9.3%	34
31	Cambridge Assessment	Education & training	234567	5.7%	94
32	Sainsbury's	Retailing	23457	1.2%	1,058
33	City of Lincoln Council	Local government	2345	4.1%	28
34	AA	Automotive services	234567	3.5%	175
35	Reed Specialist Recruitment	Business services	2 3	8.0%	429
36	Zenith	Automotive services	347		31
37	Priory Group	Health & social care	234567	5.6%	659
38	Finning	Engineering & industrial	3 4 5	10.2%	91
39	Abellio Transport Holdings	Transport & logistics	2357	3.3%	354
40	Covance Laboratories	Research & development	234 67	5.9%	68
41	Capita	Business services	234567	1.5%	613
42	Unilever	Manufacturing	3 4 5 6 7	6.8%	260
43	Dudley Metropolitan Borough Council	Local government	234567	4.3%	145
44	Northumbria Police	Public sector	234 6	5.2%	239
45	CEVA Logistics	Transport & logistics	234567	4.1%	134
46	Clarkson Evans	Construction	234	38.8%	156
47	Leeds City Council	Local government	234567	4.4%	295
48	Iceland Foods	Retailing	234	3.9%	684
49	Capgemini	Technology	3 4 5 6 7	4.5%	82
50	The You Trust	Health & social care	3 5	6.6%	7
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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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Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2019-20 ³
51	Willis Towers Watson	Professional services	3467	3.7%	143
52	Aon	Professional services	234567	6.4%	272
53	Manufacturing Technology Centre	Research & development	2 3	5.5%	18
54	FCDO Services	Public sector	234 67	5.4%	25
55	AJ Bell	Banking & finance	23456	6.8%	41
56	Essentra	Manufacturing	234567	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	234567	5.9%	74
60	Valuation Office Agency	Public sector	23456	5.6%	119
61	Hertfordshire County Council	Local government	234567	3.0%	169
62	Liverpool Hospitals NHS Foundation Trust	Health & social care	234567	3.6%	140
63	AECOM	Engineering & industrial	234567	5.3%	199
64	HML	Housing & property	23457	9.0%	19
65	ASDA	Retailing	234567	1.0%	691
66	London & South Eastern Railway	Transport & logistics	23 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	234567	3.0%	205
69	Vinci	Construction	234567	6.5%	162
70	PepsiCo	Manufacturing	234	8.7%	282
71	BGL Group	Banking & finance	234567	6.4%	108
72	Taylor Wimpey	Construction	2345	9.3%	453
73	Department for Education	Public sector	234567	5.4%	166
74	Home Group	Health & social care	234567	4.5%	102
75	Tesco	Retailing	23456	0.4%	892
76	ISG	Construction	234567	5.2%	38
77	UKAEA	Research & development	234567	7.3%	37
78	Arup	Engineering & industrial	34567	4.5%	81
79	Medway Council	Local government	234567	6.1%	99
80	Со-ор	Retailing	234567	1.7%	748
81	Bentley Motors	Manufacturing	34567	5.1%	86
82	Chesterfield Borough Council	Local government	23 567	4.6%	30
83	Rochdale Borough Council	Local government	234567	4.7%	71
84	Salts Healthcare	Manufacturing	23456	8.9%	30
85	Вира	Health & social care	23457	4.0%	801
	Motus Commercials	Automotive services	2345	8.3%	93
87	Marks & Spencer	Retailing	23457	1.5%	509
88	NG Bailey	Engineering & industrial	234567	9.7%	99
89	Hewlett Packard Enterprise	Technology	3 4 5 6	4.4%	50
90	Barchester Healthcare	Health & social care	234	2.7%	308
91	Durham County Council	Local government	234567	2.3%	272
92	Gemini Accident Repair Centres	Automotive services	234	8.2%	15
93	Kier Group	Construction	234567	4.4%	406
94	Salford City Council	Local government	234567	4.8%	158
95	Voyage Care	Health & social care	2356	3.2%	296
96	RSA	Banking & finance	234567	6.2%	187
97	Skanska	Construction	234567	4.4%	86
98	Liverpool City Region Combined Authority	Local government	34567	6.4%	28
99	Babcock International Group	Engineering & industrial	234567	5.0%	391
100	Princess Yachts	Manufacturing	234567	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.

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