IT Apprentice Programmes with Capgemini UK

Passionate about IT? Recognise an amazing opportunity when you see one? Then why not become a Capgemini apprentice? You get a permanent job, training, a salary and maybe even a full degree with no student debts.

www.uk.capgemini.com/apprenticeships
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How to start your IT career

I want to study

I am 16+
and have 5 GCSEs at grades A*-C,
including English language and mathematics, or equivalent qualifications

Take A-levels
or equivalent qualification

I am 18+
and have 3 A-levels at grades A*-C
or equivalent qualifications

Take an IT degree

Get sponsored
to do a degree

Take an IT
Advanced Apprenticeship

You can progress
to a Higher Apprenticeship
from an Advanced one

Junior IT role
Your Advanced Apprenticeship could lead to a junior IT role, such as Database Analyst, IT Technician or Software Developer

Take an IT Higher Apprenticeship

Graduate IT role
Your degree or Higher Apprenticeship could lead to a graduate IT role, such as Business Analyst, Database Analyst, IT Consultant, Networking Professional, Software and Applications Developer, or Systems and Operations Manager

I want to work and study

Take an IT degree

Take an IT Higher Apprenticeship

Your IT Higher Apprenticeship could lead to a graduate IT role, such as Business Analyst, Database Analyst, IT Consultant, Networking Professional, Software and Applications Developer, or Systems and Operations Manager.
Why become an apprentice with Capgemini?

You may not have heard of Capgemini before, but the IT industry knows us as a leading international company with a great reputation.

We offer challenging and rewarding careers to school and college leavers who are passionate about IT and determined to succeed. You’ll get great training to back you up in your new role.

If you have GCSEs, you could join our 18-month Advanced Apprentice Programme.

With A-levels, you can apply for our five-year Higher Apprentice Programme.

The Higher Apprentice Programme includes not only a level 4 apprenticeship and role-specific training, but also a sponsored degree.

So you graduate completely free of student debt, with 5 years of work experience – and get paid as well!

During the Accelerated Learning Programme that begins both apprenticeship programmes, you’ll get a thorough grounding in end-to-end software development, and the foundations of business IT. Throughout your apprenticeship, you’ll have the opportunity to develop your IT skills further by applying leading-edge technologies while working on client projects.

This isn’t just a training programme. It’s a full-time, permanent role from day one. You’ll be paid a competitive salary, and there’s a long-term career waiting at the end of your apprenticeship.

“I left school three months ago with GCSEs and now I’m working with some of the most exciting companies in the UK, making a real difference.”

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IT Apprentice Programmes with Capgemini
I’m earning a good wage, learning from experts and studying for a degree – and having a lot of fun as well. Why wouldn’t you want to join?

More about Capgemini and our apprenticeships

With 120,000 people in 40 countries, Capgemini is one of the world’s foremost providers of consulting, technology and outsourcing services. The group reported 2011 global revenues of EUR 9.7 billion.

As an apprentice, you get work experience and practical qualifications and, in turn, bring your insights and energy to our business. You’ll gain professional IT qualifications and, if you join us with A-levels, the chance to study for a full degree at our expense. You are paid a good salary while training and will have a full-time job with us from day one.

This year our Higher Apprentice Sponsored Degree Programme has been shortlisted as a finalist in HR Magazine’s Excellence Awards.
More about Advanced Apprenticeships

Capgemini UK’s Advanced Apprenticeship Programme was launched in 2004. Since then, over 200 people have completed this structured, tailored training programme, which includes professional classroom instruction, practical workshops, exam preparation workshops, self-study, assignments and projects. Apprentices who complete the programme get:

• On-the-job training.
• Support from a Capgemini manager and an external learning provider.
• Mentors and buddies to offer guidance and support.
• Level 3 ICT Apprenticeship.

This is an ideal opportunity for anyone who is eager to get started on a career in IT without doing A-levels or a degree first.

Advanced Apprentice Programme

What happens next?

“I wouldn’t have believed I could find out so much about being a software engineer in a few months – and the best thing is that I’m applying what I’ve learned to real projects.”

If you join with 5 GCSEs (min.), you’ll be on our 18-month Advanced Apprentice Programme.

As an Advanced Apprentice you’ll get a wide range of opportunities in IT and project management, working on live projects for our clients and experiencing a variety of technology.

All the experience and training we offer will give you a solid background in IT via the Accelerated Learning Programme plus industry-recognised qualifications. You’ll also have a permanent job with a competitive salary from the day you start your apprenticeship.

“I wasn’t sure about staying on at school to do A-levels. This is an ideal alternative because I’ve started work and am studying a subject that really interests me.”
Higher Apprentice Programme

What happens next?

“With this programme you really don’t need to choose between uni and work. I’m getting a degree without the debt.”

“‘I wanted to do a degree but was concerned about the fees. This is a great answer because I can study for a degree but also get real, high-level experience with a top IT company.’”

With A-levels, you’ll be on our five-year Higher Apprentice Programme. You’ll become part of the Capgemini business, working on real client projects (with plenty of support and guidance) from the moment you start.

One of the really special things about this programme is that we sponsor you to complete a BSc (Hons) degree in Computing and IT Practice. So you can get a degree without student debt, along with valuable work experience and a permanent job.

The Accelerated Learning Programme involves a residential element that will allow you to come away from your day job and focus on your training.

More about Higher Apprenticeships

The programme was launched in 2011. Our first Higher Apprentices are now working with us and have already gained so much. Committed young people can acquire a BSc (Hons) degree in Computing and IT Practice and a variety of professional vendor qualifications, with their fees paid.

If you’re wondering what the catch is… there isn’t one! It’s one of Capgemini’s ways of developing our next generation of IT professionals.
What happens when I join?

We know that going straight from school or college into your first job can be daunting. That’s why, like every Capgemini employee, you’ll start – and continue – your career with lots of training and support.

As soon as you join us as either an Advanced or a Higher Apprentice, you will become part of one of our Accelerated Learning Programmes. Through both formal and on-the-job training, you’ll acquire the IT, business and personal skills you need to be a productive member of the company, and to realise your potential.

In addition we’ll pay you a competitive salary (and expenses) from day one.

The Accelerated Learning Programmes will be held in Telford and during this time we will, of course, cover all of your travel and food expenses, and provide accommodation. You’ll be living with other apprentices who have just joined and so it is a brilliant opportunity to get to know each other.

You’ll have a lot of fun, and by the end of three months you will feel confident about taking your place as a professional on a real project.

To complement your training, you could be performing one of the following “day jobs”:

**Business analyst:** collaborate closely with clients to define requirements and shape new applications.

**Application analyst:** support key business applications at all stages of their lifecycle, from commissioning to live running.

**Integration services:** improve clients’ processes by scheduling and testing software releases across multiple projects.

**Tester:** quality-assure key applications and releases using both conventional and automated methods, starting at the requirements stage and following through to user acceptance testing.

**Software engineer:** learn technologies like .Net and use them, and your problem-solving skills, to improve business processes.

**PMO:** support project management processes to understand how these lead to successful project delivery.
The initial training was a chance to find my feet and get to know the apprentices who joined at the same time. It was a bit like being at uni – with pay instead of fees.

Going straight from school to work can be daunting but the training helped me bridge the gap. It gave me the confidence I need to start working with IT professionals and clients.

More about training
The training will build on your existing IT knowledge and make you fully productive in your work with us and on client projects. You’ll grow the business IT skills that you need to fulfil your potential. There will be training by experts from both inside and outside Capgemini, and time in the business carrying out projects. With a tailored Personal Development Plan, you’ll grow your individual ability and confidence as well.

The course is tough but rewarding. We take our responsibilities to look after our apprentices very seriously and give you the support you need to thrive.

The work you’ll be doing during your apprenticeship is a real, permanent job, and after the induction period you’ll be well placed to tackle it.

During your training you will also meet your manager, mentor and wider team, who will continue to provide training and support throughout your apprenticeship and beyond.
I’m interested – how do I apply?

Please visit www.uk.capgemini.com/apprenticeships to apply for our world-class Apprentice Programmes.

- If you have, or are expecting to get, GCSEs, apply for the Advanced Apprentice Programme.
- If you’re at the A-level stage, then go for the Higher Apprentice Programme.

For both apprenticeship programmes, the application stages are the same: Apply, Interview, Assessment Centre, Offer. The phone interview mainly consists of competency questions along with a short conversation about your knowledge of IT. The assessment centre consists of an interview, a group exercise and a short IT aptitude test.

We have positions available across the UK – all of which can involve travel to other offices and sites – and start dates from March 2013 onwards. So what are you waiting for?

It’s important to note that, wherever you’re based, you will be on a mobile contract. You will be expected to travel to, and work on, client sites throughout the UK each week. Naturally, we pay your travel expenses when you’re working away from home. Apprentices tell us getting to travel around like this is a lot of fun.
“ I really felt I was contributing from day one – I was never just making the tea. ”

“ The travel opportunities are a bonus for me. It’s one of the reasons I wanted to join a global company. ”

Roles in more locations may become available; check our website for the latest info.
What’s it really like working for Capgemini?

During your IT apprenticeship, you’ll be working on real projects, enjoying real responsibility and making a real contribution.

“As an apprentice, I like the fact that I get to take responsibility for my work and use my own initiative – but when you need help everyone is approachable.”

“As well as the career prospects, I was impressed with the practicalities. For example, I got the kit I needed – laptop, phone, etc. – straight away, and my expenses were paid up front.”

“Our seven values:

- Honesty
- Boldness
- Trust
- Freedom
- Team Spirit
- Modesty
- Fun

• You’ll come into close contact with our clients, who include some of the UK’s most exciting organisations in both public and private sectors.
• You’ll learn first-hand from experts in your chosen field and get the opportunity to earn worthwhile qualifications.
• You’ll share and benefit from the seven values that influence the way we work.
• These values ensure we meet client needs, respect regulatory requirements and promote ethically sound practices.”
I had my heart set on university and was offered a place at Manchester, but when I thought about the amount of debt involved, I started to get cold feet. The tipping point was realising that I could still be paying off my student loans well into my forties. I started this programme last month and spent the first few weeks on a residential induction course with 14 other apprentices. Once I pass my probation period, I’ll be sent to work on projects around the country. All training is paid for by the company.

Amy Grange,
Capgemini Higher Apprentice

Being an apprentice at Capgemini is amazing. I am currently performing a specialist testing role on a large project and hope to further develop my skill set to fulfil more roles and increase my responsibility. There are so many great things about being an apprentice within Capgemini, not least being trained to use leading-edge software to increase productivity.

Jack Ecker,
Capgemini Higher Apprentice

The Higher Apprentice Programme is more of a challenge than university; a career in Capgemini offered all of the same qualifications alongside more work experience, and without the debt.

Adam Haycock,
Capgemini Higher Apprentice

Being a part of the apprentice programme has been a great move into a challenging and rewarding career opportunity. I contribute to the company’s success by assisting and supporting my team wherever possible. The best part of being an apprentice is learning in a work-based environment.

Ollie Betteridge,
Capgemini Advanced Apprentice
Do I qualify?

You can join us straight from school or college, or after working for a while; you may even be with Capgemini already. Or maybe you’ve started at uni and are realising that it’s not for you?

Upbeat
Determined
Confident
Bright
Articulate
Committed
Collaborative
Hardworking
Resilient
Flexible

We don’t mind, as long as you’re passionate about IT, determined to succeed, and excited about working for one of the world’s largest, most innovative IT services companies.

You must have:

• Academic achievements and qualifications preferably in IT or STEM subjects (e.g. science and maths), and in English.
• An interest in IT that you can demonstrate via a hobby, work experience or personal study – maybe you’ve designed a game or website?

• Team-working and collaborative skills to build successful relationships with clients, suppliers and colleagues.
• The communications skills to articulate ideas in a concise, influential way, in both speech and writing.
• The analytical and creative ability to come up with innovative, effective solutions.
• The flexibility to travel to offices and client sites across the UK.
More about our requirements

Advanced Apprentice Entry Requirements

• Five GCSEs at grades A*-C, or equivalent, including maths and English.
• We prefer those with higher grades in STEM subjects (maths, science and ICT) and English. These results may be actual or expected at the time that you apply.

Higher Apprentice Entry Requirements

• A minimum of five GCSEs at grades A*-C, or equivalent, including maths and English.
• Three A-levels (actual or expected) at grade C or above, or equivalent (e.g. a National BTEC with at least one distinction). These should include an IT-related subject (e.g. IT, maths or science).
• As an alternative to A-levels you may have completed an Advanced Apprenticeship in IT.

“At last I’m doing something that really interests me – and getting paid for it! I’m told I’m doing really well, too.”

“I love the way I get to travel. I’m based in Sale but I often work in London alongside the friends I met on the Accelerated Learning Programme.”
About Capgemini

With more than 120,000 people in 40 countries, Capgemini is one of the world’s foremost providers of consulting, technology and outsourcing services. The Group reported 2011 global revenues of EUR 9.7 billion.

Together with its clients, Capgemini creates and delivers business and technology solutions that fit their needs and drive the results they want.

A deeply multicultural organisation, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

Learn more about us at

www.uk.capgemini.com/apprenticeships

Find out more: twitter.com/CapgeminiUKppl • facebook.com/CapgeminiUK • youtube.com/capgeminiimedia

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