# Our
# Apprenticeship
# Programmes

# Contents

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or tap the links above that
interest you the most.

Capgemini

# What is an
# *Apprenticeship?*

**An apprenticeship is a job with structured training, where you earn a salary while gaining a nationally recognised qualification.**

**Learn by doing**
in authentic business environments

**Earn**
**while you learn**

**Gain qualifications**
from Level 3 (A-level equivalent) to Level 6 (Degree level)

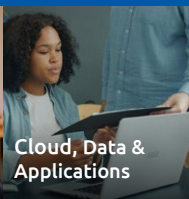**Build a career**
with long-term development opportunities

# Apprentice
## *roles*

Our Apprenticeship programmes cover multiple business areas:
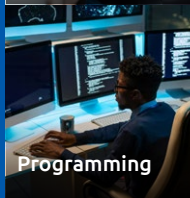
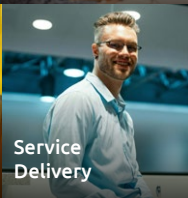**Business Analysis**

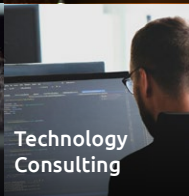**Cloud, Data & Applications**

**Helpdesk & Support**

**Programming**

**Project Management**

**Service Delivery**

**Software Development**

**Technology Consulting**

**User Experience Design**

# Liam's story

" I joined Capgemini as an apprentice 13 years ago. Today, I'm a Senior Applications Consultant.

I immediately loved the mix of studying while working on real projects. Over the years, I've taken on roles from testing to solution design, working across sectors like law enforcement, aviation, and retail.

Now a Senior Applications Consultant, I also lead Early & Emerging Talent in my business area, supporting over 50 apprentices and graduates. It's incredibly rewarding to help others grow, just as I did. I'm excited about what's next, but most of all, I enjoy building future proof solutions with our clients every day. "

**Liam**
Senior Applications Consultant (Oracle) and Early and Emerging Talent Lead

# Sheffield Hallam University

## Digital & Technology Solutions Degree and Chartered Manager Degree Apprenticeship

- **UK's second largest higher education provider** of higher and degree apprenticeships

- Home to the **National Centre of Excellence** for Degree Apprenticeships

- **Over 3,000** Degree Apprentices working with over 700 employers nationally

- A National leader in Degree Apprenticeships, named **Training Provider of the Year (2024)**



# 91%
**Capgemini 2025 cohort received firsts in their degrees**

# Digital & Technology Degree Apprenticeship

**Structured into**
three 12-month levels

**Designed to**
fit around full-time work

**Delivered via**
blended learning:
- Online study
- Work-based projects
- On-campus study days

## Entry *requirements*

3 A-Levels Grade C and above,
7 GCSE's Grade 4/C and above including
English and Maths.

## *Who's* it for?

Students passionate about tech and
problem-solving, looking to kick-start a
career in:

- Software Development
- Business Analysis
- Data Analysis
- Applications Consulting

# What to *expect*

- **First 11 weeks: On-campus bootcamp at Sheffield Hallam University**
    - Week 1: Induction
    - Weeks 2–11: Technical training & team projects
    - Weeks 11-13: Return home to complete assessments
- **Ongoing support from Capgemini mentors and university tutors**
- **Socials & team building on campus to give you that 'university experience'**

❝ Starting my apprenticeship with little tech knowledge and a lot of self-doubt, I never imagined I'd graduate with First-Class Honours in Software Engineering. I'm now working as a Platform Engineer, learning something new every day, and beginning my Master's in Digital and Technology Solutions."



**Amy**
Digital & Technology Degree Apprentice

# Core Foundations
*(Year 1)*

- **Programming Fundamentals**
- **Systems Analysis & Design**
- **Intro to Computer & Information Security**
- **Reflective & Personal Development Skills**

# Specialist Pathways
## *(Years 2 - 3)*

**Apprentices choose one of the following specialisms to deepen their expertise:**

### Software Engineer

- Designs, builds, tests, and supports software solutions
- Works closely with product managers and designers
- Applies software engineering principles and security standards
- Fixes bugs and improves existing code
- Often leads junior developers and contributes to large development teams

### IT Consultant

- Bridges the gap between technology and business needs
- Offers strategic advice on digital solutions and transformation
- Skilled in business analysis, solution design, networking, data management, and cybersecurity
- Helps clients improve efficiency and customer experience through technology
- Provides training and guidance to support digital adoption

# A day
## *in the life…*

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Archie joined Capgemini in September 2024 and is an Oracle Functional Consultant working across varied industries. He is a Degree Apprentice studying Digital and Technology Solutions at Sheffield Hallam.

### Archie
Digital & Technology
Degree Apprentice

Each day starts with a dynamic stand-up meeting to review progress and set priorities, sparking collaboration across the team and their Oracle modules to keep projects moving forward.

Depending on the stage of the project, the focus may shift to resolving blockers, facilitating client workshops, maintaining configuration, or conducting testing activities.

Dedicated time for self-study and university assignments supports progress towards the End Point Assessment, blending practical experience with academic growth for long-term success.

As the day finishes, focus shifts to updating project trackers, Jira tickets, and documentation to accurately record progress. Reviewing achievements and prioritising next steps keeps projects on track and momentum strong.

# Chartered Management Degree Apprenticeship

**Structured into**
three 12-month levels

**Designed to**
fit around full-time work

**Delivered via**
blended learning:
- Online study
- Work-based projects
- On-campus study days

**Duration:** 36 months

**Qualification:** BSc (Hons) in Professional Practice in Management

**Accreditation:** Chartered Management Institute (CMI)

## Entry *requirements*

3 A-Levels Grade C and above (or equivalent), 7 GCSE's Grade 4/C and above including English and Maths.

# *Who's* **it for?**

**Students looking to kickstart a career as a:**

- PMO Analyst

- Project Manager

- Functional Consultant

- Sales Associate

# **Programme** *highlights*

**A three-year degree apprenticeship combining business, leadership, and professional development.**

- **Year 1:** Reflective and personal development skills, marketing and sales, organisations in context

- **Year 2:** Reflective skills for professional performance, people dynamics and finance and digital technologies for organisational performance

- **Year 3:** Leadership, strategy, innovation and change alongside sustainable, ethical and responsible management approaches and a professional review

From day one, you are supported in an inclusive environment with countless opportunities to grow. Whether through employee networks, wellbeing initiatives, sustainability projects, or social events, Capgemini fosters connection and empowers you to succeed both personally and professionally."

**Josephine**
Chartered Management
Degree Apprentice

I started Capgemini on a Level 4 Project Management Apprenticeship and quickly progressed from supporting Early Careers initiatives to managing national programmes. My passion for Social Value inspired me to complete a Chartered Management Degree Apprenticeship. Today, I manage Social Value work across client accounts, proving how apprenticeships can fast-track careers and create real impact.

**Bilyana**
Chartered Management
Degree Apprentice

# UX Degree Apprenticeship

**Structured into**
four 12-month levels

**Designed to**
fit around full-time work

**Delivered via**
blended learning:

- Online study
- Work-based projects
- On-campus study days

**Duration:**
48 months

**Qualification:**
BSc (Hons) in Digital User Experience

**Delivered by:**
Manchester Metropolitan University

## Entry *requirements*

**3 A-Levels Grade C and above (or equivalent), 7 GCSE's Grade 4/C and above including English and Maths.**

# *Who's* **it for?**

**Students passionate about user experience, looking to kick-start a career as a:**

- **UX Developer**
- **UX Designer**
- **UX Specialist**

> I have learnt to approach problems creatively and design with the end user in mind. The programme teaches you to create experiences that are inclusive, intuitive, and impactful. I have gained skills in design principles, accessibility, prototyping, video editing, and user research, applying them to real projects with real users. It has changed how I see the world, from shop layouts to app usability, and shown me how design influences everyday life.



**Maya**
UX Degree Apprentice

# Make it real.

# Programme *highlights*

**A four-year journey into User Experience, combining creativity, research, psychology and leadership.**

- **Year 1:** Foundations in UX methods, contexts, and communication

- **Year 2:** Research skills, ethics and specialism choice (e.g. UX & Code, Design, Storytelling or Sound)

- **Year 3:** Psychology, business applications and UX tools

- **Year 4:** Future-focused leadership and a final synoptic project with End Point Assessment (EPA)

# *Success* **Story**

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Junaid is a Cybersecurity Business & Technology Advisor focusing on private sector clients. He began his career as a Business Analyst and pivoted into a Cybersecurity role as a Degree Apprentice. He joined in 2019 and has recently completed the Digital & Technology Solutions Degree Apprenticeship.



### Junaid
Cybersecurity Business
& Technology Advisor



Each day brings about new challenges and a new chance to learn more about the security industry.

A typical day will consist of helping clients strengthen their security posture and align their Cybersecurity initiatives with business goals.

Advising stakeholders on governance, risk management and compliance with frameworks.

He is currently working on improving the Detection Engineering process of multi-national bank. Detection Engineering is the approach of building cybersecurity defense systems that involve the design, implementation, and operation of detective controls with the goal of proactively identifying malicious or unauthorized activity before it negatively impacts an individual or an organisation.

He also sets aside time for improving his skills, knowledge and industry best practice aligned with his own personal development goals.

# Level 3 IT Support Technician Apprenticeship

**Structured into core modules, specialist training, competency workshops, and workplace projects**

**Delivered via blended learning:**

- Online SMART Classroom sessions
- Self-paced Cisco Academy modules
- Work-based projects and mentoring

## *Who's* it for?

**Suitable for individuals interested in Technology & IT Support. The opportunity to do Functional Skills alongside your apprenticeship is available.**

- Technical support

- Troubleshooting

- Device configuration

- IT systems and networks

# **Programme** *highlights*

- **Core technical training in Cisco IT Essentials, Microsoft Mobility and Device Fundamentals, Microsoft Azure Fundamentals & Microsoft Server Fundamentals.**

- **Specialist training in Linux (Unhatched and Essentials) and Network Essentials.**

- **Progression opportunities to the Digital & Technology Degree Apprenticeship.**

This apprenticeship didn't just build my technical skills in hardware and software, it also developed my customer service abilities, time management, and confidence working with lots of people. The hands-on experience and support I received gave me the foundation to progress onto a degree apprenticeship as a software engineer. I'd recommend this programme to anyone looking to launch their IT career!"

**Scott**
Digital & Technology Degree Apprentice

# Your *journey* as an Apprentice

**Capgemini**

**START HERE**

### Meet Your Cohort
As you prepare to join us, you will be invited to a virtual session to find out more about your first week and meet your cohort.

### Pre-Joining Activities
Ensuring that all your pre-joining activities are complete is essential to a smooth induction experience.

**INDUCTION**

Your first week will be an immersive introduction to our business, your programme and the skills you need to succeed. From week 2, you will begin your role-specific journey.

**CONNECTION**

After induction, you will join our UK wide apprentice community. We will showcase how we support your experience, as you begin to expand your network.

## EXPERIENCE

### SUPPORTERS
Guidance from a dedicated people manager, the Apprenticeship Programmes team, a buddy, and a strong peer network – ensuring you feel empowered, connected, and supported every step of the way.

### ENGAGE
Make friends within your cohort and the wider apprentice network and other apprentices at university.

### IMPACT
Meet and be supported by employees across the business from your apprentice peers to senior leaders – all who want you to shape your own career.

### LEARN
Access to over 250,000 courses to support your development and goals alongside your studies and career.

## COMPLETION

Congratulations on reaching a major milestone! Keep building and making your ambitions a *reality.*

# What is an "End *Point* Assessment?"

End Point Assessment includes:

**Work-based project report** with Q&A

**Professional discussion** based on portfolio

❝ End Point Assessment is a personal project you take on, which accumulates all the knowledge you have learnt whilst working at Capgemini, and from all your studies. For example, for my project, I identified a potential improvement to the Capgemini eco-system."

**Afzal**
Digital & Technology Degree Apprentice

# *Conversations*
# with Eshaal

As an Associate Software Engineer, Eshaal balances client projects with university studies and self-development, recently exploring Generative AI and Java.



**Eshaal**
Digital & Technology
Degree Apprentice

## What are your career goals?

She has completed Professional Scrum Master training and is exploring roles that blend people and tech like UX and Business Analysis. Making the most of Capgemini's flexibility for internal mobility.

## How do you find the team environment?

Despite being the first apprentice in her team, Eshaal feels fully supported, collaborating to keep services efficient and secure while training on new technologies.

## What advice would you give aspiring engineers?

A strong understanding of programming, testing, and software is essential, but soft skills are just as important. Communicating effectively with stakeholders, listening actively, and presenting work professionally are key to success.

## What skills have you gained?

I've mastered technical skills in Linux, Git, and cloud fundamentals, while proving that with determination and balance, it's possible to excel in both work and study. Every challenge has been an opportunity to grow and that's what I'm most proud of.

## What achievements are you most proud of?

Being nominated for two Capgemini Early and Emerging Talent Awards was a defining moment that showed how far I've come. I've also helped shape the apprenticeship experience as a course representative, making a difference for future learners.

# Make it real.

# Recruitment process
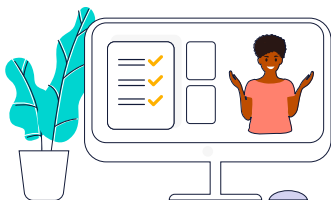


### Step 1
## Apply online

Submit your application form so we can pipeline you to relevant roles and understand your preferences on: location, start date and role type. The recruitment team will provide updates via email on the progress of your application, and if you are successful, you will be invited to a digital interview at the next stage.

### Step 2
## Digital Interview

You will answer a series of questions specific to the area you have applied to. If you are invited to the assessment centre stage, you will receive guidance through a briefing call.

## Step 3
# Assessment Centre

You will take part in a group exercise and an interview. During the assessment centre, you will have opportunities to ask questions about the business area you wish to join, as well as any other information you may want to know.



## Final step
# Success!

If successful, you will join and start your journey! The recruitment team will contact you post assessment and give you feedback.

# Application
## *advice*

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## Ask yourself this...

**Why?** What motivated you to pursue a role at Capgemini?

**How?** Consider how well you connect with the company's values and culture.

**What?** Reflect on your passions and what role you think you'd enjoy the most.

❝ Take the time and effort to apply. Focus on the application questions and look at the job advert for criteria they are looking for. Showcase your passions, motivations and be yourself!"

**Harvey**
Digital & Technology
Degree Apprentice

**Enthusiasm:** Show that you're genuinely excited about the opportunity.

**Professionalism:** Maintain professionalism throughout the process.

**Be Yourself:** We want you to highlight your strengths, personality and individualism.

**Be Authentic:** Successful application forms stand out due to authenticity and individuality. We are looking to understand what makes you right for this role and why you are passionate about joining us. If you choose to use AI tools, please ensure your personal experience and perspective shine through. Doing your own research is always best.

# Benefits

Some of the many great benefits available at Capgemini:

### Nudge
Helps you understand and manage your finances.

### Access to virtual private GP appointments

### Employee Assistance Programme
Confidential access to professional support and counselling.

### Gymflex
Offers discounted gym membership with the gym of your choice.

### Holiday trading
The opportunity to increase or decrease your holiday allowance.

### Tastecard
Offers members savings on dining, movies, attractions, and more.

### Employee discounts
Discounted offers and vouchers across a range of retailers and services.

### Thrive
NHS-recognised tool to help prevent and manage stress and anxiety.

### Technology Products
Enables you to purchase a variety of tech, spreading the cost.

# Apprenticeship
## *FAQs*

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### Does Capgemini accept speculative CVs?

Capgemini doesn't accept speculative CVs for the Apprenticeship programme. You must apply using the relevant application form.

### Can I apply for a role based on predicted grades?

Yes, you can! When you apply, you'll need to share your predicted grades. These might be different from what your university or training provider requires, so it's really important to check the grades we advertise. Meeting Capgemini's requirements gives you the best chance of success. If the grades aren't met, offers can be withdrawn in line with qualification guidelines - so please double-check.

### Can I apply for more than one Capgemini job or programme?

No, you can only apply for one programme, per recruitment season (Sept - Aug). If during our selection process we feel your skills are better suited to a different programme, we'll discuss this with you. You can also tell us if you would like to alter the programme you're applying for.

# *Who are* Capgemini?

# **Our** *story*

## For nearly 60 years, Capgemini has helped organisations transform through technology and people.

As a trusted partner in business and technology transformation, we create transformative, innovative visions and execute them with deep tech expertise to deliver real value for our clients through strategy, design, engineering, and operations, powered by innovation and AI.

Some think. Others make. We do **both**.

Our team of 420,000 spans more than 50 countries, representing 160 nationalities and speaking over 100 languages. People are at the heart of what we do. Opening doors to opportunity, driving progress, and shaping a sustainable future for clients, society, and generations to come.

# We are
# driven by our
# purpose...
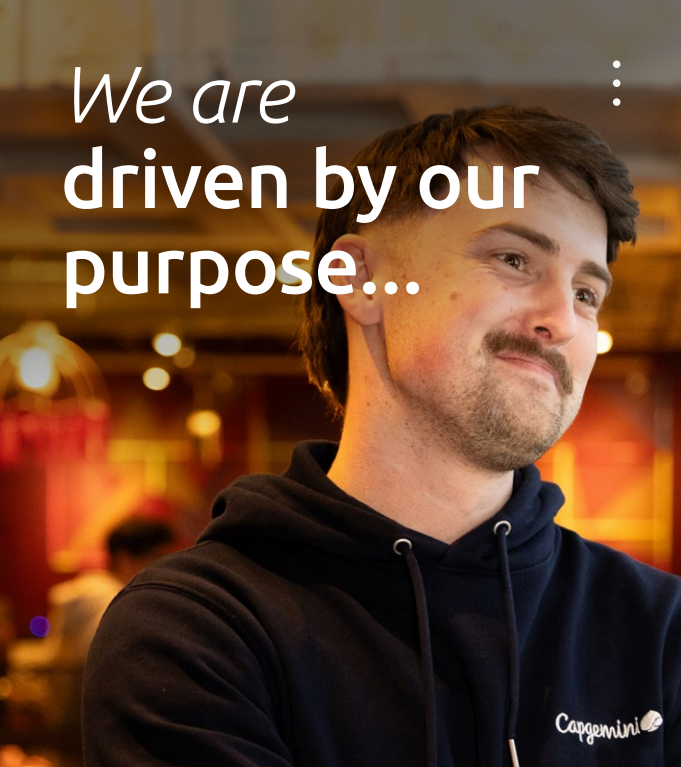
Unleashing human
energy through
technology for
**an** *inclusive and*
*sustainable* **future**

# We are guided
# by our values...

Honesty

Team spirit

Boldness

Modesty

Trust

Fun

Freedom

"Fun is my favourite Capgemini value because it connects people and encourages creativity. It makes work enjoyable, builds networks, and reflects our passion for inspiring others."

**Maya**
UX Degree Apprentice
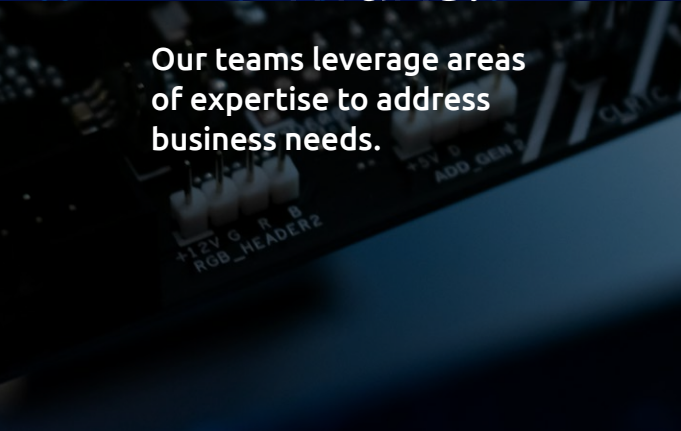
*And we are*
**inspired by
our promise...**

Make

it

real.

Some
think.

Others
make.

**Our teams leverage areas of expertise to address business needs.**

# We bring together unparalleled experience across our brands.

**Capgemini invent**

Capgemini Invent is the Group's digital innovation, consulting, and transformation brand that helps decision makers design and build the future of their organisations.

**frog** Part of Capgemini Invent

frog, part of Capgemini Invent, partners with global brands and ventures to drive customer-centric transformations at scale through innovative and human-centric design work.

# sogeti
Part of Capgemini

Sogeti makes business value through technology for organisations that need to implement innovation at speed and want a local partner with global scale.

# Capgemini engineering

Capgemini Engineering helps innovative organisations unleash their R&D potential and engineer the products and services of tomorrow.
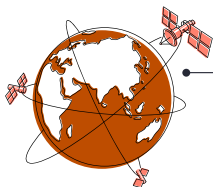
# Make it real.

# Our impact is all around...

We work in the **healthcare** space, prescribing successful strategies for the public health and life sciences sectors

Where code meets camouflage, we help the **aerospace and defence** industry get mission-ready by providing cutting-edge solutions

We help to shape profitable **financial services** for leading banks and capital markets

We work with **retailers** to make sure the meal-deals are on the shelf and the Easter eggs arrive on time
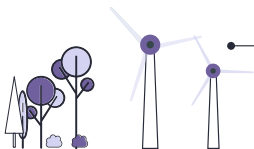
Our work with UK **airports** means we help over 80 million people jet off on their holidays every year

# ...in places you may not expect

We teamed up with **marine biologists** to figure out where sperm whales are headed and how they're dealing with climate change
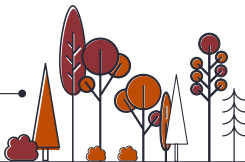
We transform energy, bringing **zero-carbon electricity** to over 6 million homes in the UK

We help you stream your favourite shows by working with **media and entertainment** companies to improve their platforms and services

We have pledged to plant 20 million trees by 2030 in support of our commitment to a **sustainable** planet

We partner with the **public sector** to drive impactful changes in tax, law enforcement, and beyond…

**Creative thinkers, respectful challengers, and industry experts** *thrive in an environment that values unique perspectives.*

> Our employee networks are at the heart of our Inclusivity and Wellbeing approach, they help our people thrive and connect. With eight to choose from there is something for everyone! Every day I see the integral role they play in building our inclusive culture that goes beyond policies to real, lived experiences of equality."

**Tokeer**
Chair of the Race and Equality
Employee Network

# Our 8 Employee Networks

The **Armed Forces Network** empowers veterans to build careers via mentoring and community support.

**CapAbility UK** for disability and caring. Connects team members to raise awareness and offer essential support.

**NeuroAbility UK** is a network for neurodivergent colleagues, carers, allies, and learners.

Our **OUTfront** LGBTQ+ and ally network fosters a supportive workplace.

The **Race & Equality Network** promotes diversity via open discussions and equal opportunities.

**Talking Heads** offers a supportive space for discussing mental health and well-being.

**Women@Capgemini** advances global gender equality.

**Multi-Generational Age Inclusion** – Working together to progress inclusivity around intergenerational working.

# Hear from our apprentices on Wellbeing & Inclusion

"The Insights & Data Women's Network has helped me build meaningful connections and feel part of a supportive community.

The network brings together women from across the organisation to share experiences, offer support, and celebrate each other's achievements. It's a space that promotes inclusion, encourages growth, and helps you feel seen and heard both professionally and personally."



**Gurleen**
Digital & Technology Degree Apprentice

"Being part of Capgemini's employee networks has been a brilliant way to connect, feel supported, and celebrate inclusion as this is something close to my heart outside of work.

Wellbeing is woven into everything, from open conversations to community events and it's empowering to be part of a culture that genuinely values people, their differences, and their mental health."



**Lisa**
Digital & Technology Degree Apprentice

*Everyone* **is welcome and everyone brings new ideas. We're committed to making Capgemini a supportive and inclusive place for everyone.**

"As an apprentice, managing project work, university and personal life can be challenging. Capgemini provides the flexibility and support that make this journey manageable and meaningful."

**Nida**
Digital & Technology
Degree Apprentice

# *Committed* to doing more...


THE TIMES 2024
TOP 50 EMPLOYERS FOR GENDER EQUALITY
In partnership with The Prince's Responsible Business Network


disability confident
EMPLOYER


INCLUSIVE TOP50 UK EMPLOYERS 2025/26
5th MOST INCLUSIVE EMPLOYER

" 

"Capgemini's inclusive culture celebrates authenticity and empowers growth. Being a part of the Women's Network has connected me with incredible individuals and inspired me to reach my full potential."

**Paulina**
UX Design
Degree Apprentice

**2025 WORLD'S MOST ETHICAL COMPANIES™**
**ETHISPHERE**

For 13 years in a row, Capgemini has been recognised as one of the World's Most Ethical Companies by Ethisphere Institute.

# *About*
# Capgemini

Capgemini is an AI-powered global business and technology transformation partner, delivering tangible business value. We imagine the future of organisations and make it real with AI, technology and people. With our strong heritage of nearly 60 years, we are a responsible and diverse group of 420,000 team members in more than 50 countries. We deliver end-to-end services and solutions with our deep industry expertise and strong partner ecosystem, leveraging our capabilities across strategy, technology, design, engineering and business operations. The Group reported 2024 global revenues of €22.1 billion.

**Make it real | www.capgemini.com**

Capgemini