

Top 100 Apprenticeship Employers Fact Sheet

The **Top 100 Apprenticeship Employers 2022** is the national league table that recognises England's leading apprenticeship employers for their commitment to employing apprentices, their creation of new apprenticeships, the diversity of their new apprentices, and the number of apprentices who complete their apprenticeships and progress further with the employer. The annual rankings have been developed by the Department for Education, in partnership with High Fliers Research.

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2021-22 ³
1	British Army	Armed Forces	2 3 4	19.9%	6,205
2	Royal Navy	Armed Forces	2 3 4 6	20.3%	3,625
3	BT	Technology	2 3 4 5 6 7	6.2%	2,781
4	Royal Air Force	Armed Forces	2 3 4	12.2%	1,772
5	Department of Work & Pensions	Public sector	2 3 4 5 6 7	4.8%	1,340
6	Clarkson Evans	Construction	2 3 4 5 6	43.8%	141
7	Mitchells & Butlers	Hospitality	2 3 4 5 6 7	4.9%	1,792
8	RSM	Professional services	3 4 6 7	27.1%	422
9	BAE Systems	Engineering & industrial	2 3 4 5 6 7	7.5%	773
10	Grant Thornton	Professional services	3 4 6 7	19.7%	414
11	Ernst & Young	Professional services	3 4 6 7	10.5%	616
12	HFT	Health & social care	2 3 5	20.5%	351
13	The Go-Ahead Group	Transport, travel & logistics	2 3 4 5 7	7.2%	673
14	Bishop Fleming	Professional services	3 4 7	34.5%	82
15	Mazars	Professional services	3 4 6 7	25.1%	345
16	Deloitte	Professional services	4 6 7	9.1%	663
17	Howdens	Trade supplier	2 3 4 5 6 7	7.6%	634
18	Hays Travel Limited	Transport, travel & logistics	2 3 5	10.7%	298
19	Busy Bees Nurseries	Childcare	2 3 4 5	10.3%	541
20	Lovewell Blake	Professional services	3 4 7	27.3%	40
21	Kids Planet Day Nurseries	Childcare	2 3 4 5 7	16.5%	283
22	Toni&Guy	Hairdressing	2	12.5%	31
23	Greene King	Hospitality	2 3 4 5 6 7	4.0%	897
24	Rentokil Initial	Business services	2 3	8.7%	303
25	London Ambulance Service NHS Trust	Health & social care	2 3 4 5 6 7	13.5%	497
26	Price Bailey	Professional services	4 7	23.2%	42
27	PwC	Professional services	4 6 7	9.2%	550
28	BDO	Professional services	4 7	14.8%	415
29	Iceland Foods	Retailing	2 3 4 6	4.0%	861
30	Whitbread	Hospitality	2 3 4 5	2.9%	994
31	Network Rail	Engineering & industrial	2 3 4 5 6 7	4.5%	488
32	AESSEAL	Manufacturing	2 3 4 5 6	28.1%	63
33	Travis Perkins	Retailing	2 3 4 5 6 7	5.5%	559
34	Optionis Management	Professional services	2 3 4 5 7	15.3%	40
35	Buzzacott	Professional services	2 3 4 7	24.8%	50
36	Stagecoach Group	Transport, travel & logistics	2 3 4	5.6%	932
37	Greater Manchester Combined Authority	Public sector	3 4 7	7.8%	97
38	Azets	Professional services	2 3 4 7	20.8%	217
39	Nottinghamshire Integrated Care System	Health & social care	2 3 4 5 6 7	7.2%	228
40	Tesco	Retailing	2 3 4 5 6	0.4%	1027
41	Choice Care Group	Health & social care	2 3 5	9.2%	145
42	Lloyds Banking Group	Banking & finance	2 3 4 5 6 7	2.6%	510
43	PepsiCo	Manufacturing	2 3 4 5 6 7	6.7%	229
44	Priory Group	Health & social care	2 3 4 5 6 7	12.8%	461
45	HC-One	Health & social care	2 3 4 5	5.2%	568
46	Amazon	Retailing	2 3 4 5 6 7	1.5%	640
47	Babcock International	Engineering & industrial	2 3 4 5 6 7	5.7%	239
48	Abellio Transport Holdings	Transport, travel & logistics	2 3 4 5 6 7	5.1%	502
49	Lab Corp	Research & development	2 3 4 5 6 7	11.6%	68
50	KPMG	Professional services	3 4 5 6 7	4.9%	294

¹ Level of apprenticeships provided in 2021-2022

² Percentage of employees that were apprentices in March 2022

³ Number of apprentices that started an apprenticeship between 1st April 2021 and March 31st 2022

Top 100 Apprenticeship Employers 2022 **Fact Sheet**

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2021-22 ³
51	UBS	Banking & finance	3 4 5 6 7	7.6%	336
52	Northumbria Police	Public sector	3 4 6 7	26.6%	126
53	Sellafield Ltd	Engineering & industrial	2 3 4 5 6 7	6.7%	250
54	Superdrug	Retailing	2 3 4 7	1.8%	340
55	ANS Group	Technology	3 4 5 7	9.2%	35
56	Seddon Construction	Construction	2 3 4 6 7	11.5%	23
57	NatWest Group	Banking & finance	2 3 4 5 6 7	1.9%	390
58	John Lewis Partnership	Retailing	2 3 4 5 6 7	1.2%	272
59	ASDA	Retailing	2 3 4 5 6 7	0.7%	530
60	Aon	Professional services	3 4 5 6 7	9.4%	295
61	Thames Valley Police	Public sector	3 4 6 7	4.5%	281
62	Leeds Teaching Hospitals NHS Trust	Health & social care	2 3 4 5 6 7	4.6%	413
63	Department for Education	Public sector	2 3 4 5 6 7	5.7%	287
64	Armstrong Watson	Professional services	3 4 5 7	9.8%	52
65	Avery Healthcare	Health & social care	2 3 4 5	7.3%	225
66	Pendennis Shipyard	Manufacturing	2 3 4	10.7%	32
67	Somerset County Council	Public sector	2 3 4 5 6 7	8.1%	155
68	Horbury Group	Construction	2 3 4 6	10.4%	14
69	Apollo Motor Group	Automotive services	2 3	7.2%	18
70	Gemini Accident Repair Centres	Automotive services	2 3	12.2%	34
71	Merseyside Police	Public sector	2 3 4 5 6 7	7.9%	255
72	Kier Group	Construction	2 3 4 5 6 7	6.3%	237
73	Christie's	Fine art	2 3 4 5 7	9.9%	30
74	Sainsbury's	Retailing	2 3 4 5 7	0.4%	330
75	Motus Commercials	Automotive services	2 3 5 6	10.1%	76
76	Barratt Developments	Construction	2 3 4 5 6 7	5.6%	197
77	Persimmon Homes	Construction	2 3 4 5 6 7	7.1%	114
78	Bagnalls	Construction	2 3 4 5	7.4%	24
79	Sodexo	Business services	2 3 4 5 6 7	4.1%	482
80	North East Ambulance Service NHS Foundation Trust	Health & social care	2 3 6 7	5.9%	178
81	Mitie Group	Business services	2 3 4 5 6 7	1.7%	410
82	Bauer Media	Media	3 4 5 7	7.5%	97
83	The Co-op	Retailing	2 3 4 5 6 7	0.9%	332
84	ASOS	Retailing	3 4 5 6 7	6.2%	218
85	GXO Logistics	Transport, travel & logistics	2 3 4 5 6 7	2.0%	516
86	Fortem	Construction	2 3 5 6	12.0%	37
87	B&Q	Retailing	2 3 4 5 6 7	2.8%	371
88	McDonald's	Hospitality	2 3 4 5 6	0.6%	604
89	EE Smith Contracts	Construction	2 3	5.1%	46
90	Durham County Council	Public sector	2 3 4 5 6 7	2.4%	214
91	BP	Oil & energy	3 4 5 6 7	6.3%	201
92	RS Components	Distribution	2 3 4 5 6 7	5.0%	58
93	SE Trains Ltd	Transport, travel & logistics	2 3 5 6	9.2%	162
94	NG Bailey	Engineering & industrial	2 3 4 5 6 7	5.9%	48
95	County Durham & Darlington Fire & Rescue	Public sector	3 5 6 7	14.3%	15
96	Action for Children	Health & social care	2 3 4 5 6 7	10.9%	97
97	Jaguar Land Rover	Manufacturing	3 4 6 7	2.9%	219
98	Bellway	Construction	2 3 4 5 6 7	6.2%	50
99	Santander	Banking & finance	2 3 4 5 6 7	2.0%	224
100	Valuation Office Agency	Public sector	3 4 5 6 7	7.4%	164

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³ Number of apprentices that started an apprenticeship between 1st April 2021 and March 31st 2022

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 2022, the number of apprentices that started an apprenticeship with the employer from 1st April 2021 to 31st March 2022, 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. Employers' entry data was independently verified, weighted according to the size of the employers' workforce, and then scored, in order to calculate the 2022 rankings.

Employer Entries in 2022

More than 400 apprenticeship employers from over thirty different industries & business sectors submitted entries for the **Top 100 Apprenticeship Employers** in 2022.

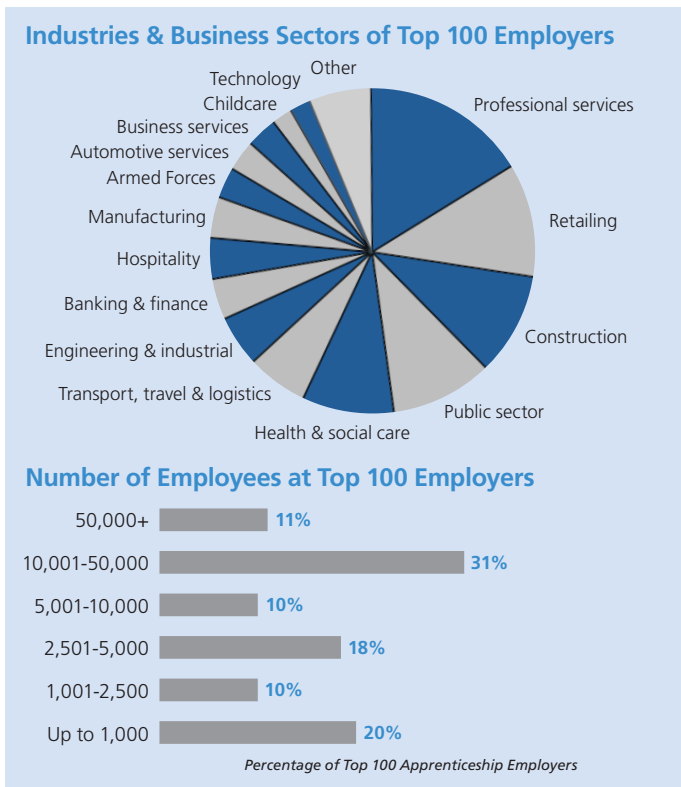
In March 2022, these employers had a combined workforce of 3.95 million employees which included 140,000 apprentices – approximately 1 in 5 of the total number of apprentices enrolled on apprenticeships in England.

Employers Ranked in the Top 100

The one hundred apprenticeship employers that appear in the 2022 rankings are drawn from twenty-two key industries and business sectors:

- the sectors with the largest number of Top 100 employers are professional services, retailing, construction, the public sector and the health & social care sector
- apprenticeship employers from these sectors make up more than half the employers featured in the Top 100
- the new rankings include six employers from the transport, travel & logistics sector, five engineering & industrial employers, four leading banking & finance employers, and four well-known employers in the hospitality sector
- the sectors with the fewest employers in the Top 100 include childcare, technology, oil & energy, research & development, fine art and hairdressing
- the four largest employers in the Top 100 each had more than 100,000 employees, whilst there were twenty employers with fewer than 1,000 employees
- the median workforce for a Top 100 employer was 6,250 employees

The apprenticeship employers featured in the Top 100 rankings had a total of 2.04 million employees.



Apprenticeships at Top 100 Employers

Together, the Top 100 Apprenticeship Employers employed a total of over 90,000 apprentices in March 2022:

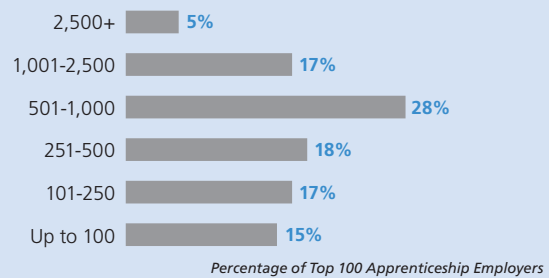
- the largest individual apprenticeship employer in the Top 100 was the British Army which employed more than 15,400 apprentices
- a further four Top 100 apprenticeship employers had over 2,500 apprentices in their workforces
- the median number of apprentices employed by a Top 100 employer was 510 apprentices
- half of employers had 500 apprentices or fewer and one in six employers had between 25 and 100 apprentices
- the biggest employers of apprentices were the Armed Forces, professional services firms, retailers, and health & social care employers, which together employed more than 50,000 apprentices
- there were 28,935 Level 2 apprentices, 30,842 at Level 3, 8,092 at Level 4, 3,209 at Level 5, 7,996 at Level 6 and 11,044 Level 7 apprentices

The proportion of Top 100 employers' workforces who were apprentices ranged from less than 1% to more than 40% – the median for 2022 was 7.5%.

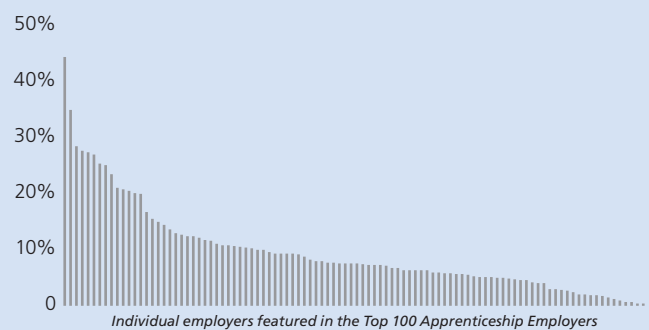
Total Number of Apprenticeships at Top 100 Employers

Armed Forces	25,727	Banking & finance	2,725
Professional services	11,154	Business services	2,302
Retailing	7,942	Construction	1,927
Health & social care	7,402	Manufacturing	1,377
Public sector	6,872	Childcare	1,348
Engineering & industrial	6,077	Oil & energy	313
Hospitality	4,889	Automotive services	213
Transport, travel & logistics	4,485	Media	164
Technology	4,194	TOTAL	90,118

Number of Apprentices at Top 100 Employers



Percentage of Employees on Apprenticeships



Source: Number of apprenticeships in March 2022 at employers ranked in the **Top 100 Apprenticeship Employers**

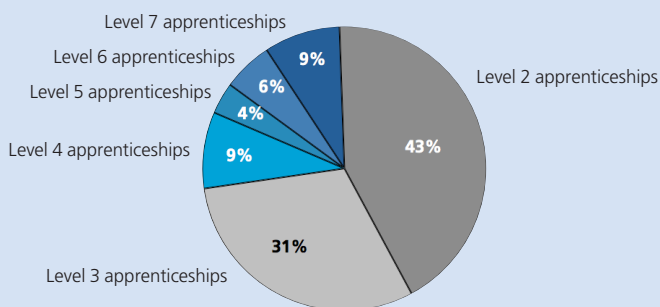
New Apprenticeships in 2021-2022

In the year from April 2021 until March 2022, more than 45,800 new apprenticeships began at the **Top 100 Apprenticeship Employers**:

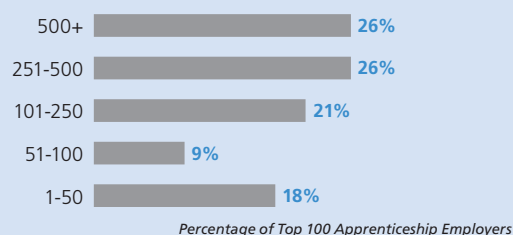
- more than two-fifths of these new starts were Level 2 Intermediate apprenticeships, almost a third were Level 3 Advanced apprenticeships, and a quarter were Higher apprenticeships at Level 4 or above
- one in six apprenticeships were either degree or masters-level apprenticeships, at Levels 6 or 7
- the number of apprentices that started an apprenticeship at individual Top 100 employers during 2021-2022 ranged from over 6,000 apprentices to fewer than 50 apprentices
- the median number of new starts at Top 100 employers was 281 apprentices
- the largest number of apprenticeship starts were at the Armed Forces and employers in retail, professional services, and the hospitality sectors – which together offered more than 25,000 new apprenticeships
- at thirteen employers, the number of new apprentices equated to at least 10% of the employer's total workforce, but at nine employers new apprentices made up less than 1% of the workforce
- the median across the Top 100 employers was for new apprentices to represent 4.2% of employers' workforces
- over two-fifths of apprentices that started an apprenticeship were newly-recruited, half were existing employees, and fewer than one in twenty had progressed from an earlier apprenticeship

Across the Top 100 Apprenticeship Employers, three quarters of apprentices starting a Level 7 apprenticeship in 2021-2022 were newly-recruited. More than four-fifths of apprentices enrolling for a Level 5 apprenticeship were existing employees, and Level 6 apprenticeships had the highest proportion of apprentices who had progressed from another apprenticeship.

Types of New Apprenticeships at Top 100 Employers

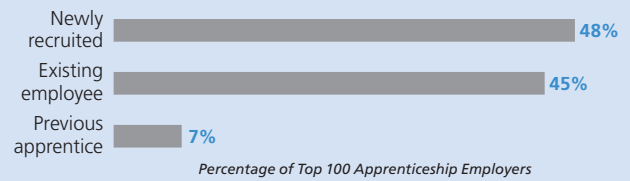


Number of New Apprenticeships at Top 100 Employers

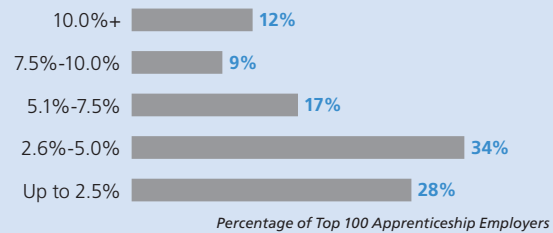


Source: Number of new apprenticeships that began between April 2021 and March 2022, at employers ranked in the **Top 100 Apprenticeship Employers**

Source of New Apprentices at Top 100 Employers



Percentage of Employees who are New Apprentices



Source: New apprenticeships that began between April 2021 and March 2022, at employers ranked in the **Top 100 Apprenticeship Employers**

Diversity of Apprentices

The Top 100 Apprenticeship Employers examined the diversity of apprentices who began an apprenticeship during 2021-2022:

- 64% of apprentices who began an apprenticeship with a Top 100 employer were men, 36% of apprentices were women
- it should be noted that within the Armed Forces, 90% of new apprentices were men – the highest proportion of any sector represented within the Top 100 employers – whereas at employers in other sectors, 54% of new apprentices were men and 46% were women
- 55% of apprentices were age 16-24 at the start of their apprenticeship, 45% were age 25 or above
- one in six apprentices were Black Asian or Minority Ethnic (BAME)
- 9% had a learning difficulty and/or a disability

Progression of Apprentices in 2021-2022

More than 25,000 apprentices at organisations featured in the **Top 100 Apprenticeship Employers** were due to complete their apprenticeships in 2021-2022:

- at one in six employers, more than 90% of apprentices successfully completed their apprenticeships successfully
- at a further three-fifths of Top 100 employers, at least half of apprentices completed their apprenticeships in 2021-2022
- the median rate was that 65% of apprentices successfully completed their apprenticeships
- at a fifth of organisations, more than 90% of apprentices progressed into employment or a further apprenticeship
- the median progression rate was that 69% of apprentices who started an apprenticeship with a Top 100 employer continued to be employed at the end of their apprenticeship
- four employers achieved a 100% completion and 100% progression rate for their apprenticeships in 2021-2022

A total of more than 17,000 apprentices at employers ranked in the Top 100 Apprenticeship Employers went on to further employment or training at the end of their apprenticeships in 2021-2022.