



Live, Earn and Learn

**2020 Apprenticeship
programmes**

kpmgcareers.co.uk/apprentice

**Cajsa,
KPMG Audit Apprentice**

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Welcome

By simply picking up this brochure, you have taken the first step to what could be an incredibly rewarding future with KPMG. I started my own career journey here over 25 years ago, and have never looked back.

What can I tell you about KPMG? To start, if you're looking for the opportunity to work with some of the brightest minds in business, gain broad experience across a wide range of industries and organisations – from start-up companies to major multinational firms – then you've come to the right place. You will also become part of a supportive community, and many of us have made friends for life here. At KPMG, we all have different backgrounds and perspectives, but the same things unite us. We're curious, we like to work together and we're focused on delivering the highest quality results for our clients.

At KPMG, you have the opportunity to develop your career in all sorts of directions. For me, I started out in Audit in one of our regional offices, and since then have worked in numerous business areas as well as going on an external secondment. KPMG has also given me the opportunity to travel, working as the Chief Operating Officer in Denmark for two years. Since returning to the UK I have been the Head of Learning, and now I am KPMG's Head of People. My career story shows, there are so many things to experience at KPMG.

We believe in creating an environment where everyone feels free to be themselves, so I'm particularly proud of our inclusion and diversity achievements to date, which include being a top employer for the third year running in the UK's Social Mobility Index for our actions to hire and progress talent from all backgrounds. I'm delighted that we've been awarded a Mind Silver Award for Workplace Wellbeing for our work to promote and support positive mental health - and that

we've been recognised in The Times Top 50 Employers for Women.

I am also pleased to share we've been named a top 20 employer in the 2019 Target Careers' 200 most popular employers for school leavers and received the Bronze Award for Best Apprenticeship Programme at the 2019 Training Journal Awards.

Our apprenticeships offer you the opportunity to continue learning through structured training programmes, which include study towards professional qualifications and accreditations and on-the-job work experience alongside our expert teams and mentors. I'm proud that since launching our Apprenticeship programmes in 2015, we've welcomed over 700 apprentices to our UK firm – over 90% of which have continued their career with us.

Wishing you the very best of luck, wherever your career journey takes you.



Anna Purchas
Partner and Head of People,
KPMG in the UK

Why KPMG?

From intellectually-stimulating challenges and supportive colleagues to the chance to work with advanced technologies, this is a place that will empower you to learn, grow and build an extraordinary career.

About us

KPMG in the UK is part of a global network of member firms with 16,000 colleagues across 24 UK offices, and a new national technology innovation hub in Manchester. Our largest practice is Audit, which provides independent challenge and delivers quality audits to organisations of all shapes and sizes. In Tax & Pensions, Consulting, Deal Advisory, Technology & Engineering and KPMG Business Services, we work shoulder-to-shoulder with clients to help them solve some of their most complex business challenges.

We work with everyone from small start-up companies and individuals to major multinationals, in virtually every industry imaginable. Our aim is to be the most trusted professional services firm. Most trusted by our clients, our people, our regulators and the markets and communities we work in.

Culture that inspires

We strive to be a great place for great people to do their best work – a firm known for our collaborative and inclusive culture. And we take pride in building lasting, positive change in society.

From the moment you join us, you'll have access to employee networks and clubs to help you learn and build new friendships across the firm. Through our community volunteering initiatives, you'll be encouraged to meet new people and make a difference outside the office, too.

A bright future

This is a time of extraordinary change for our business, our clients and broader society. KPMG has never needed to be more agile or technologically adept than we are now. It makes us an exciting place to build a career. We're investing in our people and advanced technologies, like artificial intelligence, to help make us more efficient and deliver quality results for our clients.

Recognising and supporting you

Deciding what path to take after your studies is an important decision, but it should also be an exciting one – with lots of opportunities to learn, meet new people and develop your talents.

As a KPMG Apprentice, we'll invest in you from day one. You'll receive great benefits, including 25 days holidays, a day off on your birthday and a daily lunch allowance. As well as having the tuition fees for your degree, professional qualification or accreditations fully funded, you'll earn a salary while you learn.

Our Apprenticeship programmes

We offer a range of Apprenticeship programmes across the UK, including our Audit Apprenticeship and KPMG360° Digital Software Engineering Degree Apprenticeship. Read on to explore these apprenticeships, or for a full list of available programmes, please visit: kpmgcareers.co.uk/apprentice

Audit Apprenticeship programme

Build your own stretching and varied career within the largest of our UK practices, on this higher apprenticeship programme.

Audit is about examining organisations and ensuring their published annual accounts are a 'true and fair' reflection of their financial performance.

By joining our Audit Apprenticeship, you'll gain a deep understanding of a variety of businesses across one or more industry sectors - from the biggest multinational organisations through to innovative start-up companies. You'll develop your knowledge of new technologies and tools to help you deliver high quality audits, such as artificial intelligence and predictive analytics.

As a member of our Audit team, we'll help you to transition into working life at KPMG alongside your peers and colleagues. You'll gain practical work experience in a specific business area, whilst having the support you need to achieve a professional qualification and put your learning into practice on the job.

As audit work is seasonal, you can expect a greater workload at the busiest times of the year.

How long does it last?

Five years.

When does it start?

Autumn 2020.

What qualification will you achieve?

In your first and second year, you'll complete the AAT Level 3 Advanced Certificate in Bookkeeping and the AAT Level 4 Professional Diploma in Accounting.

Over years three, four and five, you'll continue developing core skills, such as presenting, project management and team-working. You'll build your technical skills working alongside your peers and our audit professionals on audit engagements. We'll also support you to achieve Accounting and Taxation apprenticeships at Level 4 and Level 7 with the Institute of Chartered Accountants in England and Wales (ACA) or the Institute of Chartered Accountants of Scotland (CA).



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I didn't know what to expect, but everything at KPMG has exceeded my expectations. I've been given so much responsibility, which has really helped me to mature.

When I joined, I felt part of the team straight away. I was doing the same work as graduates – I was never treated differently. I was given a buddy to show me the ropes and I've been coached since day one to make sure that I'm developing my knowledge.

Day-to-day, my role differs depending on which account I am assigned to. I can spend time checking financial statements are accurate. I also spend a great deal of time talking through problems with representatives from the different organisations that we audit.

Over the last few months, I've completed my Level 3 AAT qualification. I'm starting Level 4 next. I know that, whatever qualifications are ahead, I'll get the revision days and the support I need. That's what I really like about KPMG – the people and the culture. Everyone is so friendly and willing to help.

If you're particularly interested in audit, this is the biggest practice at KPMG, so you'd be in the right place. I know I am!

- Hafsah, Audit Apprentice

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KPMG360° Digital Software Engineering Degree Apprenticeship

Whether you want to advise clients on complex technologies or design game-changing solutions, this apprenticeship will equip you with the skills you need to succeed.

Technology is changing the world like never before, which makes it a really exciting time to join us. We're looking for people who are curious and passionate about technology to help us innovate and take technology further, faster – for our firm and for our clients.

Join us on our degree level Software Engineering apprenticeship in either London or Manchester, and you'll learn to do just that. You'll study towards a BSc (Hons) degree in Digital and Technology Solutions and bring your academic learning to life through practical work experience at KPMG.

We'll inspire you to learn every day – whether in the classroom, with your peers or working with our experienced specialists. You could find yourself learning more about software development, Cloud infrastructure, user experience design (UX), testing, coding and project management. Along the way, you'll develop your technical skills, learning languages like Java, Python and SQL, and work towards technical accreditations such as through AWS, Google and Microsoft. You'll develop a host of core skills too, such as presenting and report writing.

How long does it last?

Five years.

When does it start?

Autumn 2020.

What qualification will you achieve?

BSc (Hons) in Digital and Technology Solutions degree with our university training providers. In years one, two, three and five, each week you'll spend two days on campus and the rest of your learning will take place in our offices for the other three days, giving you the best of both university life and work experience. Year four will be dedicated solely to full-time work experience at KPMG.



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When I came to KPMG for an interview, they really opened my eyes to the scale of the technology side of their business. I had no idea that KPMG worked in alliance with companies like Google, Microsoft and Amazon - or that the technology consulting part of the firm was growing so fast.

Everyone at KPMG gives you a warm welcome when you join and you get to meet with other apprentices during your first week. You're also provided with a mentor.

I work three days a week on technology problems, and then spend two days a week studying towards my Digital and Technology Solutions degree. It's the perfect combination of learning and then putting that into practice at work.

In my role, I work closely with a group of Software Engineers – and often five or six other teams across KPMG. As part of the Banking Technology team, one of the most interesting projects I've worked on is an initiative to help banks fight financial crime.

I've learnt so much – from new programming languages such as Python, to a huge amount about the world of finance and technology in banking.

If you're really interested in technology, you can be sure that KPMG will invest in you. It's not about your background or experience. It's about your curiosity to learn more.

- Mario, KPMG360° Digital Software Engineering Degree Apprentice

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Training & Development



We'll support you on your journey to reaching your full potential, helping you to develop your skills and build your confidence every day. You'll have access to:

The Academy

In our collaborative environment, you'll develop every day. 'The Academy' is for our graduate and apprentice trainees and will give you access to a community that supports you as you begin your career with us. It also provides learning and experiences – from inspiring talks, to mentoring and community events – that will build your skills, confidence, networks and knowledge.

Professional qualifications

You'll benefit from funded degrees, professional qualifications or accreditations, relevant to your programme. As well as covering all the costs associated with attending courses for your exams, our dedicated Professional Qualification and Accreditation teams will make sure you're fully supported every step of the way.

Employee Networks

Whether you want to connect with similar people or learn more about others, you'll be able to expand your network by joining any of our Employee Networks, such as our KPMG Network of Women and our African & Caribbean network. As well as representing specific groups, our Networks help us increase collaboration, share best practice and help make KPMG an enjoyable place to work.

Reward & Recognition

We know how hard you'll work to do a brilliant job, so we'll make sure we reward and celebrate great work. Your benefits could include:



Competitive salary*



A day off on your birthday



25 days holiday



Student joiner loan**



Lunch allowance***



Financial support towards training, professional qualifications or accreditations



Flextra – a flexible benefits scheme that allows you to choose benefits that suit you



Study leave



Staff discounts



Access private, remote GP appointments, anytime and anywhere



Pension options

How to apply

You'll need to make your application online, but before you start you can learn more about our Apprenticeship opportunities, explore our Apprenticeship films and stories, and discover more about working life at KPMG, by visiting kpmgcareers.co.uk/apprentice

What we look for

We'll look at your application as a whole, taking into account not only your academic achievements, but also your experiences and interests – and of course, how you perform in our assessments.

Generally, we'll want to see the following academic requirements (these may vary by programme):

- **Minimum 5 GCSEs – A*-C or 4 – 9, inc. Maths and English Language**
- **Minimum of 104 UCAS points under the 2017 tariff point system or 260 UCAS points if completed studies before 2017 (e.g. BCC at A Level or equivalent qualifications, not inc. General Studies)**

We know that you may not have a lot of experience right now, but what will make you stand out is who you are as a person and the way you behave in different situations. To help you figure that out we have strengths and values that are key to success at KPMG.

Before you apply, you might find it helpful to think about your own strengths, motivations and values, and compare them with what we look for at KPMG. You can find more information on our website: kpmgcareers.co.uk/apprentice

Our strengths

Career Motivation	Demonstrate Integrity	Purposeful Collaborator
Communicate Effectively	Drive Quality	Resilient Performer
Credible Connector	Foster Innovation	Show Curiosity
Critical Thinker	Leverage Technology	

Our values

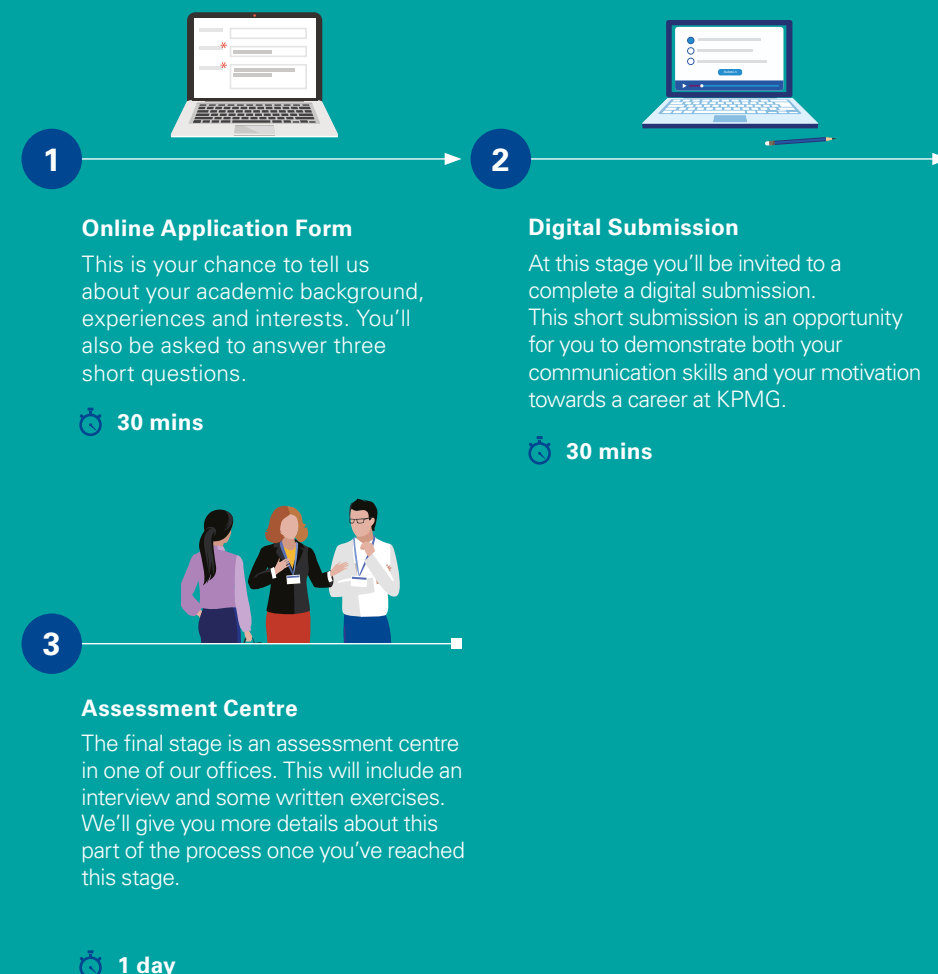
Our values give us a sense of identity, they define who we are and how we do things:

We lead by example. We respect the individual. We are open and honest in our communication. We work together. We seek facts and provide insight. We are committed to our communities. **Above all, we act with integrity.**

Application process

Generally, there are three stages to our application process, although it might vary for a small number of routes. You can find out more about each stage and get lots of helpful hints and tips in the 'Applying to KPMG' section at kpmgcareers.co.uk/apprentice/apply

Don't forget our programmes fill fast, so we advise you get ahead and apply as early as possible.





To find out more or to apply:

kpmgcareers.co.uk/apprentice

Freephone 0800 3285 764
apprenticeships@kpmg.co.uk

And find us here:

 @KPMGRecruitment

 KPMGRecruitment

 [kpmgtraineesuk](https://www.instagram.com/kpmgtraineesuk)

 KPMG UK

Sign up to our Talent Community to keep updated
on upcoming events and career opportunities:

student.kpmgcareers.co.uk/talentcommunity

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