KPMG

Your Guide to



KPMG Apprenticeships

Teachers & Career Advisors

KPMG. Make the Difference.

01
An intro to our apprenticeships



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At KPMG, our apprenticeships offer unique opportunities that are a fantastic alternative to university.

About KPMG:

KPMG is one of the Big Four professional services firms, and we help some of the biggest companies in the UK solve their toughest challenges.

We support businesses to make smart decisions, stay competitive and grow sustainably, to benefit the economy and our communities as a whole.

Our work involves:

Giving companies assurance in their financial reports.

Helping with tax strategies.

Leveraging technology to improve operations.

Building towards a more sustainable future.

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About our apprenticeships

For students who aren't too sure about their next steps, a KPMG Apprenticeship can be a great alternative to the traditional uni route:

- There is a mix of real-life work and academic study, with many opportunities to expand their knowledge.
- Instead of building up student debt, we cover all tuition costs.
- Our apprentices are paid an annual salary of £25,500 - £28,000 (depending on location).
- The programme is spent working towards a highly regarded university-equivalent degree or professional qualification.

This is a one stop guide that'll show you who we are, what a KPMG Apprenticeship involves, what's in it for students, where it can take them, and how to apply.

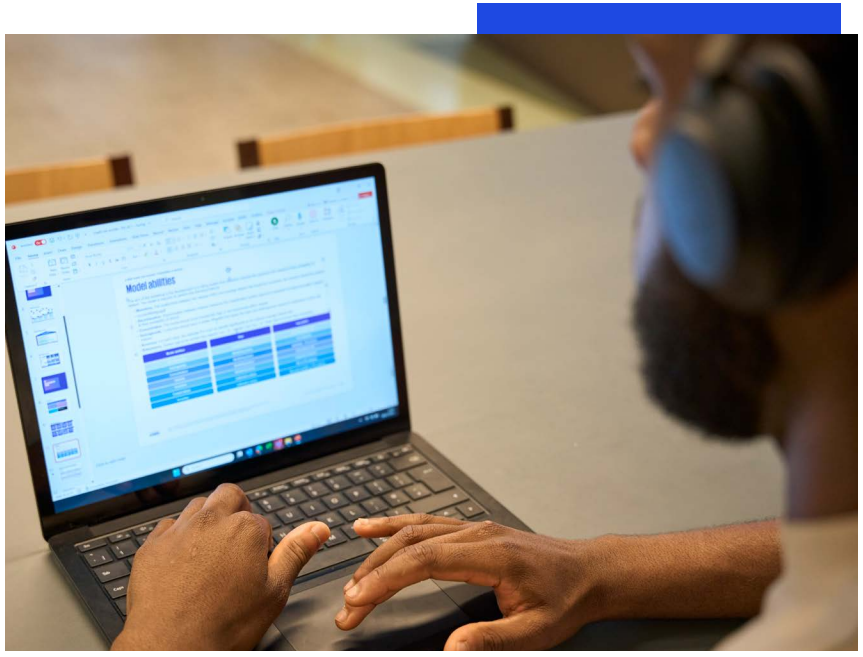
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02 Taking the apprenticeship route



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Overview of our apprenticeships

At KPMG, we offer apprenticeships in a range of disciplines, including Audit, Tax, Consulting, Technology, and Corporate Services.

For students who don't know what they want to do yet, there's options to explore, with lots of possibilities for onward career progression.

As well as learning on the job, our apprentices work towards valuable accreditations. This isn't just useful for prospective employers – it makes them feel like they've worked really hard towards something impressive.

For your students who are leaving school and just aren't sure about university, suggesting a KPMG Apprenticeship could set them up for something great.

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Myth-busting apprenticeships

When it comes to apprenticeships, students might be thinking…

"Uni degrees are more attractive to prospective employers."

Apprenticeships can lead to a professional accreditation that's just as valuable as a uni degree. And because of the hands-on, real-time learning, they're recognised for playing a vital role in closing the skills gap.

86% of employers view apprenticeships as a solution to closing the skills gap (Gov.uk).

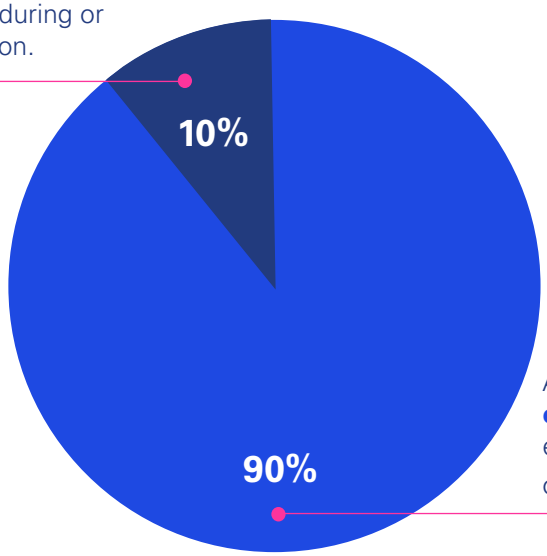
"Apprenticeships don't involve real work or responsibilities."

KPMG Apprenticeships are hands-on. They involve getting exposure to real client work and projects while working alongside and learning from senior colleagues.

72% of businesses reporting improved productivity as a result of employing an apprentice (about apprenticeships).

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Apprentices **not offered** permanent employment during or after graduation.



Apprentices **offered** permanent employment during or after graduation.

Source: **UCAS**

"Progression opportunities are better with a uni degree."

At KPMG, there is no limit to where your ambitions and initiative can take you. There are clear pathways to choose from once you complete your scheme – making career progression both accessible and straightforward.

Apprenticeships can lead to managerial roles and even degree-level qualifications without the financial burden of tuition fees (Prospects).

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KPMG stood out from the crowd for me, being one of the Big Four and because I could get work experience straight away. That's invaluable, it really sets you apart.

- Hafsah, KPMG Apprentice

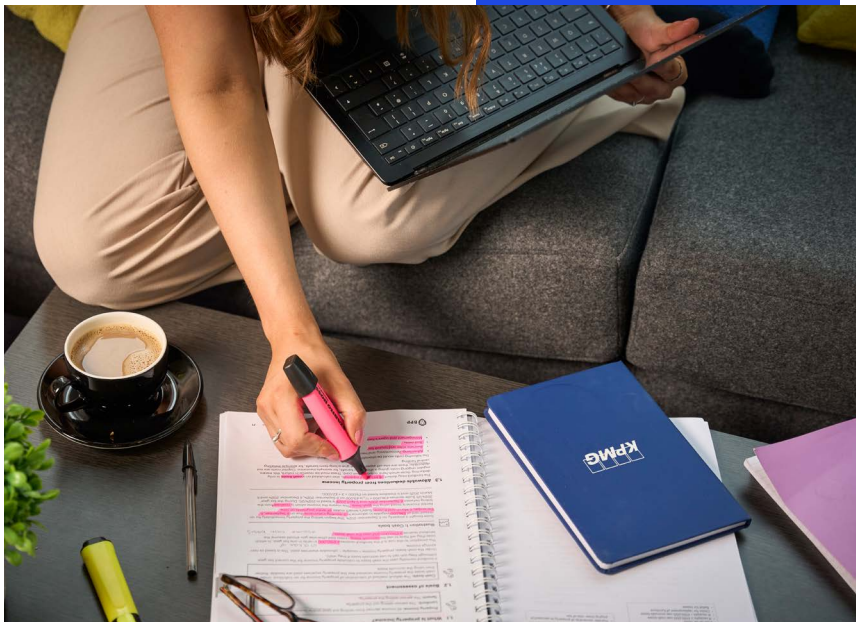
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03 Introducing KPMG



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Our five business areas

Our apprenticeship programmes span our five business areas:

Audit: helping organisations maintain trust in their financial reporting by examining financial records for accuracy and compliance **– a great pathway for problem-solvers who are detail-oriented.**

Tax: supporting companies to navigate complex tax laws by advising on tax strategies and ensuring compliance **– great for those who enjoy analytical thinking and want to make a tangible impact.**

Consulting: helping organisations to solve their most complex problems, improve business performance and grow sustainably **– a great choice for critical thinkers who want to help businesses succeed.**

Technology: working on projects to implement advanced tech solutions that improve businesses' efficiency, security and overall performance **– great for tech-savvy individuals who love innovation.**

Corporate Services: supporting essential business functions across our internal KPMG teams, ensuring operations run smoothly and efficiently across various sectors **– perfect for organised, efficient young people who enjoy solving problems.**

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Where a KPMG Apprenticeship can take you

With such varied pathways to choose from, it's no surprise that KPMG apprenticeships open up a world of possibilities for onward career progression.

Technology	Software Developer, Cybersecurity Specialist, Cloud Engineer, DevOps Engineer
Corporate Services	Business Analyst, Project Manager, Operations Manager
Audit	Auditor, Financial Analyst, Financial Controller
Tax	Tax Consultant, Compliance Specialist
Consulting	Management Consultant, Strategy Consultant, Technology Consultant

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Why choose KPMG?

Learning and development

With a weekly split between working on projects and studying for a qualification, young people will receive the perfect balance of real work experience combined with academic study.

- **A 5-day immersive induction in the first week.**
- **Structured learning programmes and training courses.**
- **Access to online learning tools.**
- **A blend of work experience and academic study.**
- **A huge variety of potential career paths.**
- **All tuition fees covered by us.**

I get the chance to work three days a week on real technology problems, and then spend two days a week studying towards my Digital and Technology Solutions degree at Queen Mary University of London.

- Mario, KPMG Apprentice

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Support

On our programmes, each apprentice will receive their own dedicated mentor, who will offer regular progress and well-being check-ins. In a diverse, inclusive and supportive environment, young people will be building strong connections from day one. They'll also have the support of their cohort, along with the rest of the KPMG community.

> The apprentices really support each other – through all the exams and all the career milestones. I've made some great friends.
>
> **- David, KPMG Apprentice**

Professional growth and qualifications

Apprentices will follow a structured learning programme with dedicated study time, gaining skills for life while working towards professional qualifications and accreditations, such as a degree or the ACA qualification.

Work-life balance

We understand the importance of a work-life balance, and ensure that our apprentices have flexible schedules to balance work and exams. With a supportive culture that values personal time and well-being, there will always be a friendly face to make sure that everyone feels valued and happy.

> KPMG helps me to work around my priorities, such as my exams and where I want my career to progress.
>
> **- Lydia, KPMG Apprentice**

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Sense of community

Our vibrant and supportive community has a strong emphasis on inclusion. Along with strong peer and mentor support, we have a highly collaborative environment that fosters both personal and professional growth.

> The office is a very diverse place, there's lots of people that you can speak to, ask for advice - there's lots support around you.
>
> **- Cajsa, KPMG Apprentice**

Real-world experience

They'll get a taste of working on projects for some of the UK's biggest businesses, while networking, collaborating and socialising with other professionals.

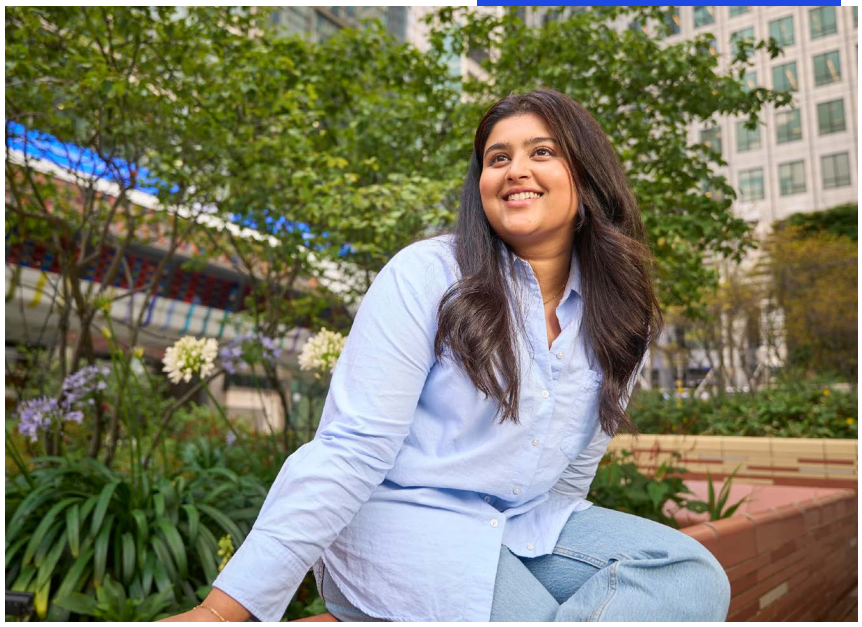
Earn while you learn

While working towards their qualification, our apprentices will earn an annual salary of £25,500 - £28,000 depending on location and programme, with all their tuition fees covered by us. They'll kick-start a business career without building up any student debts.

> I see myself here for a long time. KPMG has the resources and opportunities for you to really make a career.
>
> **- Kristina, KPMG Apprentice**

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04 Become an apprentice



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Application process

If your students are ready to apply…

Stage 1: Explore and Apply
Learn more about KPMG and explore the role they're applying for. Then they will tell us about their academic background. There's no need for a CV. 45 Minutes to complete.

Stage 2: Online Assessments
Complete two online assessments measuring their ability to apply the skills and reasoning required to be successful in their role. 60 minutes to complete.

Stage 3: Video Interviews
Record answers to six interview questions. Draw on their skills, experience and career motivations to demonstrate their strengths. 40 minutes to complete.

Stage 4: Launch Pad
Meet us in-person for a day of immersive activities and assessments. Learn more about life at KPMG from colleagues and showcase their skills in their final interview. To hear more about the day, **click here.** 1/2 day to complete.

For a more detailed breakdown of each stage, head to **our careers site.**

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05 Resources



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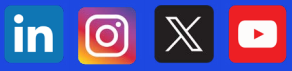
Read about our different schemes, and find out how to apply, on our **careers site.**

Explore what our apprentices' get up to on social media: Take a look at @KPMGUKCareers on Instagram and TikTok.

Take a look at our apprentices stories on our **YouTube channel** and our **people profiles.**

Encourage your students to sign up to our **Talent Community** for exclusive early access to roles.

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