Encourage their curiosity
Parents and Guardians' Guide
What training and support will they receive?

This is a permanent job. Depending on the business area they join it takes between 15 months to 4 years to complete an apprenticeship. At the end, they’ll be leading their own projects and managing their own teams, developing their career in whichever direction interests them most.

When they first start, apprentices will be given lots of training alongside hundreds of other apprentices. This may involve ‘boot camps’, online learning, and classroom sessions on and off site. It’s all carefully planned and gives us the opportunity to teach them everything they need to know to start an exciting journey with us. At the end, they will have qualifications such as ACA, CTA and CIMA to name a few. It’s a lot to take in but there’s always someone there to give them any advice and guidance they may need.

We’ll make sure they’ve got all the support they need to settle in, and we’ll give them lots of opportunities to not only show their skills, but build on them too. Every apprentice will have access to support such as a Deloitte Coach and coaching from their training provider too.

Is there more than one way to find an ideal career?

Whether you’re a parent or a carer, a grandparent or a guardian, you will no doubt have a helping hand in a young person’s future.

We all know that going to university isn’t for everybody. But that doesn’t mean that a brilliant career isn’t available to everyone. BrightStart Apprenticeships offer everyone the chance to acquire a degree-level or professional qualification and take the first step towards a great career in a global business.

Apprentices take up a full-time permanent position in our team where they’ll have lots of opportunity to gain hands-on experience working on exciting projects and earning a salary at the same time.
Deloitte is the home of the curious. A place where innovative brains, inquisitive minds and creative thinkers can reach for the stars. It’s not always easy balancing work and study but if they’ve got the drive and ambition to succeed, we can help them realise their potential.

BrightStart Apprenticeships are designed to bring out the best in you. We offer programmes all over the country in dozens of locations. We don’t believe that location should be a barrier to an apprentice’s success. In Aberdeen, Cardiff, London, Jersey or anywhere in-between, everybody has the same opportunity to develop skills and make a contribution to meaningful projects.

Looking for a place where they will thrive?

A community of over 700 apprentices
Culture of opportunity and growth
£38 million+ spent on Learning & Development each year*

Strong support network with buddies and mentors
One million futures
Our commitment to raising aspirations, improving skills and developing leaders and mentors

* Stats correct as of January 2020.
When they join Deloitte as a BrightStart apprentice, they’ll join a diverse community of over 700 apprentices. People just like them, looking to try new things, meet new people and build a bright future for themselves.

There’s always something going on, both in and out of work, with tons of activities, events and groups across all our business areas. So, they’ll still be able to make lifelong friendships, enjoy themselves, find their independence and earn degree-level qualifications. Just like they would at university, only without the debt and with a competitive salary - plus 25 days’ holiday.

Why choose an apprenticeship?

Get work experience and qualifications
Our apprenticeships are an opportunity to earn a recognised higher level qualification that will have a career-long impact.

Gain an advantage over university graduates
When a young person completes their BrightStart Apprenticeship, they’ll already have over three years’ experience working for one of the world’s leading professional services organisations.

Earn and learn
BrightStart apprentices can avoid building up student debt. They can earn while they learn and all the costs of training are covered too.

Start a career now
Getting the right qualifications is usually only the first step in getting onto the career ladder. Graduates can find it difficult to find a job after university, but from the moment anyone begins an apprenticeship with Deloitte, they’ll become a full-time permanent employee.

Develop a wide range of skills
There’s only so much they can learn in the classroom. An apprenticeship teaches skills that stretch far beyond professional qualifications. Apprentices will get to know the world of business, develop technical skills and learn to lead and work as part of a team.

Give something back
We’re keen to make a positive impact on the world. We give all our employees the opportunity to take days off to volunteer with a charity or do some community-based work. As a company, we’ve already volunteered over 35,000 hours.
Apply online

It takes about 20 minutes for them to begin their adventure with us. All they have to do is simply answer questions about themselves, their education and their background.

Qualifications

Usually, they should have – or be on track for – GCSEs Maths grade 6* and English grade 4 to apply for all programmes; plus 104 UCAS points for BrightStart and Graduate Programmes, and a 2:1 degree for Graduate Programmes. (Pre 2017: GCSE grade B in Maths, C in English & 260 UCAS points). This can vary, please see our website for details.

* The process and academic requirements may vary, please see website for details.

How do you get here?

Immersive Online Assessment

They’ll get a taste of what it’s like to work here whilst we get to know them better. They’ll be asked to look at possible work scenarios and answer honestly about how they’d respond, using a ranking order – or multiple choice – questions. It’s untimed, but it usually takes 40 minutes.

Job Simulation

Dig deeper and get immersed in our challenging and truly immersive online case study assessment. Everything here relates to the type of things you can do and achieve at Deloitte. The questions are in different formats, such as written, video, rank order and multiple choice. Think of it like a face-to-face interview.

Final Stage Assessment

An interview with a senior person from the business area they’ve applied to join. We’ll ask them to complete some exercises and a presentation too. Don’t worry, they’ll get all the details beforehand, so there’s plenty of time to prepare.

Make the most of the assessment

We’ve put together some handy hints and tips to help at every stage of the process. Visit deloitte.co.uk/careers/hintsandtips

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From learning new skills, working with clients and facing new challenges to boosting her confidence, finding new friends and making her family proud. Nikita’s enjoying everything life has to offer as an apprentice in our Belfast team.

After completing her A-Levels, Nikita was heading to university until she saw the amazing opportunities that a BrightStart Apprenticeship has to offer.

“I couldn’t believe what a great opportunity this was. My whole family was so proud of me and I couldn’t wait to leave school and get stuck in.”

Nikita, Technology, BrightStart Apprentice

What’s life like on a BrightStart Apprenticeship?

What made you choose a BrightStart Apprenticeship?

I wasn’t sure what I wanted to do at university. I loved technology, and being one of only two girls in my ICT class made me all the more motivated to do my best. I applied for a few different university courses, but when I heard about the BrightStart scheme I thought it sounded perfect. I could gain real working experience with a reputable firm, while completing a degree. Not to mention the opportunities for travel and career progression.

What new skills have you developed so far?

My technical and business competence. And my self-confidence. I’ve been able to go from the quiet girl at the back of the class to someone who’s given presentations in a room full of hundreds of people, and can walk through strategies with clients and managers.

Is there life at Deloitte beyond work?

We have a lot of official team socials, such as pizza making, drinks, bowling, and team meetings, plus two annual events: the Deloitte Summer Ball and the Team Away day. We also meet up casually. While I was working in London, some of us would go out for dinner or to a musical in the evenings and, of course, on projects we have team drinks and a Christmas dinner at the end of the year.

Why should someone apply for a BrightStart Apprenticeship?

It’s a great opportunity to get actual work experience while getting a degree, and you can earn money and not end up thousands in debt getting a degree with no guarantee of a job afterwards. You can travel and work with loads of interesting and inspirational people and we have lots of fun socials as well.
Our BrightStart Apprenticeship is the path to an incredible mix of career opportunities. All a young person has to do is choose where they want to go.

Audit & Assurance
Innovation. Strategy. Far-reaching impact. Develop critical thinking skills and judgement to analyse and solve complex problems for businesses ranging from water purification to doughnut manufacturing.

Business & Financial Advisory
Creative problem solving. Constant change. Innovative thinking. Develop a wide mix of skills to provide advice and services far beyond pure financial diligence. You'll gain deep insights into your clients' industries and solve challenging problems.

Cyber
Futuristic. Challenging. Influential. Become a specialist in the issues that keep our clients awake at night. You'll learn to anticipate and understand emerging threats to help guide clients through a transforming digital landscape.

Governance, Risk & Regulation
Proactive. Reactive. Disruptive. Work with and learn from brilliant people to transform the way clients respond to uncertainty. Your expertise will help clients gain a competitive advantage and comply with changing laws and best practice.

Human Capital & Actuarial
Influential. Transformational. Fascinating. Develop some of the broadest and most sought-after skills in the business. Help clients maximise their people by combining innovation, leadership skills and practical business knowledge.

Legal
Unique. Challenging. Revolutionary. Get the skills and qualifications you need to take your seat in one of the most exciting and forward-thinking legal teams in the country. Collaborate across the business on projects with global impact.

Real Estate
Analytical. Creative. Strategic. Build a diverse range of skills that combine property expertise with financial advisory to help some of the world's largest businesses develop their property portfolios.

Strategy & Operations
Cutting-edge. Fast-paced. Ambitious. You'll work in a business area that blends the strength and scale of a global professional services firm with a boutique consultancy. This allows you to develop expertise that can shape our clients' ambitions.

Tax Consulting
International. Complex. High-profile. This is your opportunity to mix creative thinking and innovative technology with analytical skills and tax knowledge. You'll help big clients make key decisions that shape the future of their business.

Technology
Technical. Visionary. Driven. You don't have to be tech-obsessed to enjoy a successful career in technology. Working in this area gives you the chance to explore everything from strategy, procurement and design to the delivery and assurance of innovative solutions.
What impact will you make?

deloitte.co.uk/careers

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