

Top 100 Apprenticeship Employers 2022

The **Top 100 Apprenticeship Employers 2022** is the national league table that recognises England's leading apprenticeship employers for their overall commitment to employing apprentices, their creation of new apprenticeships, the diversity of their new apprentices, and the progression of their apprentices onto further apprenticeships and employment. 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

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|------|---|-------------------------------|------------------------------|-----------------------------|---------------------------------|
| 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 |

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

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. The number of apprentices employed and the new apprenticeship starts were weighted according to the size of the employers' workforce. Employers' entry data was independently verified and scored, and used to calculate the 2022 rankings.