

Top 100 Apprenticeship Employers

Rankings 2023

The **Top 100 Apprenticeship Employers** celebrates England's outstanding apprenticeship employers in 2023, recognising their commitment to creating new apprenticeships, the diversity of their apprentices, and the number of apprentices who successfully achieve their apprenticeships. The rankings are produced annually by the Department for Education, in partnership with High Fliers Research, who independently assess and rank the nation's top apprenticeship employers.

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2022-23 ³
1	British Army	Armed Forces	2 3 4	18.4%	4,304
2	BT	Technology	2 3 4 5 6 7	5.9%	1,925
3	Royal Navy	Armed Forces	2 3 4 7	19.6%	1,978
4	PwC	Professional services	4 6 7	6.5%	716
5	The Go-Ahead Group	Transport, travel & logistics	2 3 4 5 7	5.6%	1,029
6	Deloitte	Professional services	4 6 7	8.9%	866
7	Royal Air Force	Armed Forces	2 3 4 5	12.9%	1,174
8	EY	Professional services	3 4 6 7	11.0%	742
9	Department for Work and Pensions	Public sector	2 3 4 5 6 7	3.8%	1,139
10	Nissan	Manufacturing	2 3 4 5 6	8.6%	987
11	Hays Travel	Transport, travel & logistics	2 3 7	9.4%	288
12	Tops Day Nurseries	Childcare	2 3 5	15.1%	107
13	Busy Bees Nurseries	Childcare	2 3 4 5	11.2%	840
14	BAE Systems	Engineering & industrial	2 3 4 5 6 7	8.8%	887
15	Mitchells & Butlers	Hospitality	2 3 4 5 6 7	4.0%	1,212
16	Clarkson Evans	Construction	3	41.5%	161
17	BDO	Professional services	4 7	13.8%	637
18	Greene King	Hospitality	2 3 4 5 7	4.0%	951
19	Grant Thornton	Professional services	4 7	19.7%	363
20	Price Bailey	Professional services	3 4 7	28.2%	54
21	Merseyside Fire & Rescue Service	Public sector	3 4 5	9.7%	144
22	Specsavers	Retailing	2 3 4 5 6 7	2.7%	700
23	RSM	Professional services	4 5 7	24.9%	463
24	Buzzacott	Professional services	2 3 4 7	25.8%	69
25	Amazon	Retailing	2 3 4 5 6 7	2.2%	1,092
26	County Durham & Darlington Fire & Rescue Service	Public sector	3 4 5 7	9.4%	48
27	Rentokil-Initial	Business services	2 3 4 5 6	9.4%	254
28	PKF Francis Clark	Professional services	3 4 7	21.7%	108
29	Mazars	Professional services	3 4 7	21.9%	332
30	Northumbria Police	Public sector	3 4 6	20.1%	177
31	Bupa	Health & social care	2 3 4 5 7	4.6%	513
32	Whitbread	Hospitality	2 3 4 5	4.9%	1,176
33	Moore Kingston Smith	Professional services	4 7	21.5%	93
34	Howdens	Trade supplier	2 3 4 6	5.0%	398
35	Pendennis Shipyard	Manufacturing	2 3 7	12.2%	41
36	Yorkshire Ambulance Service NHS Trust	Health & social care	3 4 6 7	8.1%	585
37	Centrica	Energy & utilities	2 3 4 5 7	1.7%	272
38	Travis Perkins	Trade supplier	2 3 4 5 6 7	4.4%	618
39	Jaguar Land Rover	Manufacturing	3 4 6 7	4.3%	940
40	Bishop Fleming	Professional services	4 7	35.2%	60
41	Aon	Professional services	3 4 5 6 7	11.1%	381
42	Stagecoach Group	Transport, travel & logistics	2 3 4 6	6.3%	888
43	Azets	Professional services	2 3 4 7	18.2%	219
44	Christies	Fine art	3 5 6 7	8.4%	41
45	Kids Planet Day Nurseries	Childcare	2 3 5	10.3%	366
46	Armstrong Watson	Professional services	2 3 4 7	17.5%	57
47	Old Mill Accountancy	Professional services	3 4 7	18.2%	49
48	GXO Logistics	Transport, travel & logistics	2 3 4 5 6 7	2.8%	763
49	Kreston Reeves	Professional services	7	19.2%	41
50	Optionis Group	Professional services	2 3 4 6 7	20.8%	54

¹ Level of apprenticeships provided in 2022-2023

² Percentage of employees that were apprentices in March 2023

³ Number of apprentices that started an apprenticeship between 1st April 2022 and March 31st 2023

Top 100 Apprenticeship Employers Rankings 2023

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2022-23 ³
51	N Family Club	Childcare	2 3 5 7	9.9%	92
52	London Ambulance Service NHS Trust	Health & social care	3 4 5 6	15.4%	284
53	Risedale Estates	Health & social care	2 3 4 5 6	9.9%	74
54	Caretech	Health & social care	2 3 4 5	9.2%	608
55	Leeds Teaching Hospitals NHS Trust	Health & social care	2 3 4 5 6 7	4.1%	415
56	Transport UK Group	Transport, travel & logistics	2 3 4 5 6 7	5.5%	509
57	Network Rail	Engineering & industrial	2 3 4 5 6 7	4.7%	436
58	Sheffield Forgemasters	Manufacturing	2 3 4 6	8.9%	46
59	Tesco	Retailing	2 3 4 5 6	0.5%	680
60	Lloyds Banking Group	Banking & finance	2 3 4 5 6 7	2.0%	357
61	ANS Group	Technology	3 4	9.4%	51
62	Thames Valley Police	Public sector	2 3 4 6 7	6.5%	329
63	Babcock International	Engineering & industrial	2 3 4 5 6 7	5.3%	274
64	Redrow Homes	Construction	2 3 4	13.2%	125
65	North East Ambulance Service NHS Foundation Trust	Health & social care	2 3 6 7	4.6%	144
66	Sussex Police	Public sector	3 4 6	8.2%	276
67	Sellafield Ltd	Engineering & industrial	2 3 4 5 6	5.5%	247
68	SE Trains Ltd	Transport, travel & logistics	2 3 4 5 7	7.3%	133
69	Screwfix	Retailing	2 3 4 5	5.0%	367
70	Iceland Foods	Retailing	2 3 4 6	3.6%	521
71	Rolls-Royce	Manufacturing	3 4 6	3.4%	312
72	Government Security Group	Public sector	4 6	12.7%	37
73	Unilever	Manufacturing	3 4 5 6 7	7.9%	175
74	Choice Care Group	Health & social care	2 3 5 7	8.2%	227
75	Avon and Somerset Police	Public sector	6 7	9.7%	255
76	McGinley	Business services	2	8.1%	61
77	McDonald's	Hospitality	2 3 4 5 6 7	0.6%	593
78	B&Q	Retailing	2 3 4 5 7	3.4%	542
79	Kids Inc Nurseries	Childcare	2 3	8.9%	32
80	Mitie Group	Business services	2 3 4 5 6 7	3.0%	559
81	KPMG	Professional services	3 4 6 7	4.9%	234
82	Wigan Council	Public sector	2 3 4 5 6 7	5.2%	270
83	Barratt Developments	Construction	2 3 4 6 7	6.3%	216
84	John Lewis Partnership	Retailing	2 3 4 5 7	1.4%	675
85	EE Smith Contracts	Construction	2 3 6	11.9%	15
86	Gemini Accident Repair Centres	Automotive services	2 3 4	11.1%	37
87	KMF Group	Manufacturing	2 3	11.7%	23
88	William Hare	Manufacturing	3 4 5 6	8.1%	67
89	Crown Prosecution Service	Public sector	3 4 5 7	3.2%	66
90	Motus Commercials	Automotive services	2 3 4 5	7.7%	69
91	Balfour Beatty	Construction	2 3 4 5 6 7	4.4%	188
92	Surrey Police	Public sector	3 6	7.7%	194
93	Labcorp	Research & development	2 3 4 5 6 7	7.0%	99
94	CrossCountry Trains	Transport, travel & logistics	2 3 4 5 7	9.3%	94
95	NatWest Group	Banking & finance	2 3 4 5 6 7	1.9%	391
96	Capita	Business services	2 3 4 5 6 7	1.9%	342
97	HC-One	Health & social care	2 3 4 5 7	4.9%	377
98	Vertu Motors	Automotive services	2 3 4 6 7	7.4%	203
99	Pennon Group	Energy & utilities	2 3 4 5 6	8.1%	141
100	Department for Education	Public sector	3 4 5 6 7	6.7%	231

¹ Level of apprenticeships provided in 2022-2023

² Percentage of employees that were apprentices in March 2023

³ Number of apprentices that started an apprenticeship between 1st April 2022 and March 31st 2023

Entry Criteria

Entries for the **Top 100 Apprenticeship Employers** in 2023 were open to apprenticeship employers in England with a minimum of 250 employees and 25 apprentices. Each employer entering for the rankings provided three key pieces of data – the number of apprentices that started a new apprenticeship with the employer from 1st April 2022 to 31st March 2023, the diversity of these new apprentices, and the number of apprentices that successfully completed apprenticeships during the year. Employers' entry data was independently verified, weighted according to the size of the employers' workforce, and then scored, in order to calculate the 2023 rankings.