

Top 100 Apprenticeship Employers

Rankings 2024

The **Top 100 Apprenticeship Employers** celebrates England's outstanding apprenticeship employers in 2024, 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 2023-24 ³
1	The British Army	Armed Forces	2 3 4 6	16.0%	4,344
2	BT	Technology	2 3 4 5 6 7	1.6%	423
3	Royal Navy	Armed Forces	2 3 4	22.6%	1,816
4	Royal Air Force	Armed Forces	2 3 4 5	14.3%	1,212
5	London Ambulance Service	Health & social care	3 4 5 6	16.0%	545
6	BAE Systems	Engineering & industrial	2 3 4 5 6 7	9.7%	1,154
7	The Go-Ahead Group	Transport, travel & logistics	2 3 4 5	5.4%	1,066
8	Mitchells & Butlers	Hospitality	2 3 4 5 6 7	3.5%	1,299
9	Tops Day Nurseries	Childcare	2 3 5	16.5%	99
10	PwC	Professional services	4 6 7	8.1%	713
11	Department for Work & Pensions	Public sector	2 3 4 5 6 7	2.8%	1,179
12	Deloitte	Professional services	4 6 7	8.7%	774
13	Caroola	Professional services	2 3 4 5 7	27.8%	77
14	BDO	Professional services	2 3 4 7	12.2%	559
15	Forvis Mazars	Professional services	3 4 7	23.8%	324
16	Home Office	Public sector	2 3 4 5 6 7	2.8%	1,172
17	RSM	Professional services	3 4 7	19.5%	410
18	EY	Professional services	4 6 7	9.5%	562
19	Amazon	Retailing	2 3 4 5 6 7	2.1%	865
20	Grant Thornton	Professional services	4 6 7	18.8%	363
21	North West Ambulance Service	Health & social care	3 4 6 7	8.5%	359
22	Buzzacott	Professional services	3 4 7	24.0%	70
23	Yorkshire Ambulance Service	Health & social care	2 3 4 6 7	8.9%	400
24	Whitbread	Hospitality	2 3 4 5 6 7	5.8%	1,276
25	BUPA	Health & social care	2 3 4 5 6 7	4.4%	834
26	West Midlands Ambulance Service	Health & social care	2 4 6 7	7.4%	271
27	Bishop Fleming	Professional services	4 7	40.9%	70
28	Specsavers	Retailing	2 3 4 5 6 7	2.7%	725
29	Network Rail	Engineering & industrial	3 4 5 6 7	3.9%	570
30	Tesco	Retailing	2 3 4 5	0.6%	873
31	John Lewis Partnership	Retailing	2 3 4 5 6 7	1.9%	835
32	Hays Travel	Transport, travel & logistics	2 3 4	10.4%	250
33	Ministry of Defence	Public sector	2 3 4 5 6 7	3.9%	796
34	GXO Logistics	Transport, travel & logistics	2 3 4 5 6 7	3.5%	811
35	Moore Kingston Smith	Professional services	4 7	22.1%	143
36	Busy Bees Nurseries	Childcare	2 3 5	10.0%	695
37	Armstrong Watson	Professional services	3 4 7	20.2%	61
38	Travis Perkins	Trade supplier	2 3 4 5 6 7	5.9%	690
39	Kids Planet Day Nurseries	Childcare	2 3 4 5 7	14.4%	501
40	Babcock International	Engineering & industrial	2 3 4 5 6 7	5.7%	429
41	Howdens	Trade supplier	2 3 4 6 7	4.0%	359
42	Northumbria Police	Public sector	3 4 6	19.5%	97
43	The Best Connection Group	Business services	2 3	7.0%	60
44	Greene King	Hospitality	2 3 4 5 6 7	3.2%	773
45	Price Bailey	Professional services	4 7	26.0%	47
46	Kreston Reeves	Professional services	7	21.9%	48
47	BBC	Media	3 4 5 6 7	3.5%	348
48	HSBC	Banking & finance	3 4 5 6 7	2.8	546
49	The Old Station Nursery Group	Childcare	2 3 5	10.4%	136
50	AESSEAL	Manufacturing	2 3 4	14.2%	39

¹ Level of apprenticeships provided in 2023-2024

² Percentage of employees that were apprentices in March 2024

³ Number of apprentices that started an apprenticeship between 1st April 2023 and March 31st 2024

Top 100 Apprenticeship Employers Rankings 2024

Rank	Employer	Sector	Apprenticeships ¹	% of Employees ²	New Starts 2023-24 ³
51	Superdrug	Retailing	2 3 4	3.2%	465
52	Mitie Group	Business services	2 3 4 5 6 7	3.3%	650
53	Pendennis Shipyard	Manufacturing	2 3	12.4%	39
54	Lloyds Banking Group	Banking & finance	2 3 4 5 6 7	1.9%	422
55	PKF Francis Clark	Professional services	3 4 7	23.9%	97
56	Buckinghamshire Fire & Rescue	Public sector	3 6 7	13.4%	47
57	Aon	Professional services	3 4 5 6 7	13.8%	451
58	SE Trains Ltd	Transport, travel & logistics	2 3 4 5 6 7	7.9%	272
59	Sellafield Ltd	Engineering & industrial	2 3 4 5 6	6.2%	315
60	JLR	Manufacturing	3 6 7	4.6%	305
61	Bright Horizons	Childcare	2 3 5	7.1%	462
62	Rolls-Royce	Engineering & industrial	3 4 6 7	4.5%	444
63	Azets	Professional services	3 4 7	17.0%	163
64	European Tyre Enterprise (ETEL)	Automotive services	2	9.3%	246
65	North East Ambulance Service	Health & social care	3 6	10.1%	189
66	Kido Schools	Childcare	2 3 5	12.5%	53
67	Kier Group	Construction	2 3 4 5 6 7	6.7%	335
68	Rentokil-Initial	Business services	2 3 4 5 6 7	7.5%	171
69	HM Revenue & Customs	Public sector	3 4 5 6 7	2.2%	703
70	Department for Education	Public sector	3 4 5 6 7	5.7%	246
71	Kids Inc Nurseries	Childcare	2 3 5	8.7%	31
72	Old Mill Accountancy	Professional services	3 4 7	19.6%	31
73	University Hospitals Birmingham NHS Trust	Health & social care	2 3 4 5 6 7	4.8%	541
74	ANS Group	Technology	3 4 5 7	3.5%	23
75	N Family Club	Childcare	2 3 4 5 7	11.1%	116
76	McDonald's	Hospitality	2 3 4 5 6 7	0.7%	631
77	McGinley	Business services	2	8.9%	60
78	Voyage Care	Health & social care	2 3 4 5 7	5.0%	502
79	Cross Country Trains	Transport, travel & logistics	2 3 4 5 6 7	7.7%	94
80	Bell Group	Construction	2 3 4 6	12.5%	83
81	Clarkson Evans	Construction	2 3	37.3%	41
82	RS Group	Trade supplier	2 3 4 5 6 7	9.3%	175
83	Cambridge University Hospitals NHS Foundation Trust	Health & social care	2 3 4 5 6 7	4.0%	274
84	Merseyside Fire & Rescue Service	Public sector	3	8.6%	45
85	Leeds Teaching Hospitals NHS Trust	Health & social care	2 3 4 5 6 7	4.2%	381
86	Gemini Accident Repair Centres	Automotive services	2 3 4 5	17.5%	27
87	Childbase Partnership	Childcare	2 3 5	7.5%	137
88	Tyne and Wear Fire and Rescue Service	Public sector	3	10.4%	27
89	Unilever	Manufacturing	3 4 5 6 7	6.6%	154
90	Leeds City Council	Public sector	2 3 4 5 6 7	2.3%	316
91	London Fire Brigade	Public sector	3	6.0%	234
92	Greater Manchester Combined Authority	Public sector	3 4 7	9.7%	109
93	Screwfix	Retailing	2 3 4 6 7	4.2%	290
94	Natwest Group	Banking & finance	2 3 4 5 6 7	2.4%	329
95	London Early Years Foundation (LEYF)	Childcare	2 3 7	10.4%	71
96	West Midlands Police	Public sector	3 5	4.8%	15
97	Norfolk County Council	Public sector	2 3 4 5 6 7	3.8%	271
98	Merseyside Police	Public sector	3 5 6 7	8.5%	80
99	Pennon Group	Energy & utilities	2 3 4 5 6 7	9.9%	155
100	Stagecoach Group	Transport, travel & logistics	2 3 4	3.2%	167

¹ Level of apprenticeships provided in 2023-2024

² Percentage of employees that were apprentices in March 2024

³ Number of apprentices that started an apprenticeship between 1st April 2023 and March 31st 2024

Entry Criteria

Entries for the **Top 100 Apprenticeship Employers** in 2024 were open to apprenticeship employers in England with a minimum of 250 employees and 25 apprentices. Entries opened on 6th February and closed on 12th April 2024. 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 2023 to 31st March 2024, 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 2024 rankings.