

THERE'S
**THERE'S
MORE
TO BECOME**
TO BECOM
TO BECOM
TO BECOM

Apprenticeships
at Barclays.

 **BARCLAYS**

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WHAT IS AN APPRENTICESHIP?

LIFE CHANGERS

Apprenticeships are life-changing opportunities. They give you the turbo-boost you need to launch from school or college into the world of work and higher education.

The qualifications you get, and the experience you gain, give you a big head-start in life. The personal mentoring, training and opportunities on offer are designed to help you find your amazing. There's no safer or surer way to get wherever you want to go.

At Barclays, we'll give you TOTAL SUPPORT TO SUCCEED

- Barclays apprenticeships are **for people of all ages and backgrounds**, with **all kinds of interests and ambitions**.
- Our programmes could **help you become a tech developer** or a **risk manager**, a **customer service champion** or a **cybersecurity expert**, and lots more besides.
- **You get full funding to gain valuable real-world qualifications** like A-levels, a university degree or something similar.
- You'll have a **permanent, full-time job with a good salary and world-class training** from day one.



“ The support I have received at Barclays has been incredible.

MY TEAM ARE SO AMAZING

and couldn't do enough for me – the opportunities are endless!

Lily | Operations Higher Apprentice

THINGS TO REMEMBER:

- Apprenticeships offer the chance to **earn while you learn** – with a real job, real money and real qualifications.
- **Every apprentice is given the same level of support**, no matter where they start or where they come from.

WHAT IS AN APPRENTICESHIP?

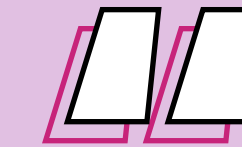
Apprenticeships are open to everyone over 16. It's a paid, full-time job where you spend part of your week studying for your apprenticeship. The rest of your time you are doing real work, learning through on-the-job training and being mentored by people who really know their stuff.

Barclays sets the standard for apprenticeships across the UK. For over a decade, we have championed the apprenticeship as a way to nurture people in all kinds of roles, not just the ones classically associated with on-the-job technical training.

We take apprenticeships seriously because you are the future. Right now, across Barclays, apprentices are kickstarting their careers, setting the pace and transforming our business for the better.



AN APPRENTICESHIP IS A NO-BRAINER, YOU GAIN WORK EXPERIENCE AND EDUCATION



at the same time, continuously learning and putting that knowledge into practice.

Ayan | Developer Higher Apprentice

Modern Apprenticeships

If you have SCQF Level 6 or equivalent, you can join our two-year programme working towards professional qualifications equivalent to two Highers.

Graduate Apprenticeships

If you have Highers or equivalent, you can join our four-year programme and study for a degree qualification (or university-level equivalent).

To apply for any of our apprentice programmes you must meet the Government's apprentice funding requirements, and have the legal right to work in the UK for the duration of the programme.*

If you're thinking of choosing the traditional university route, you might want to consider one of our Internship or Graduate programmes.

[Click here to find out more](#)

MYTH BUSTING

APPRENTICESHIPS GIVE YOU AN EXCELLENT OPPORTUNITY TO START FROM THE VERY BEGINNING,

whether you are straight out of school or changing career. It allows you to put the building blocks in place for an exciting and successful career.

Daniel | Developer Higher Apprentice



MYTH 1

Apprentices wear overalls.

When most people think about apprenticeships, they think about someone doing a hands-on technical job, like a plumber or an electrician. But apprenticeships are much broader than that. And they can open up practically any career path you are interested in.

MYTH 2

Apprenticeships are low paid.

Apprentices at Barclays have a starting salary of £24,000. And that comes with a whole range of other rewards and benefits.

MYTH 3

Apprenticeships are for people who don't do well in their exams.

Apprenticeships are for all types of students. At Barclays, we understand that different people need different types of support to learn and grow.

MYTH 4

Apprenticeships don't offer great career prospects.

Our apprenticeships are real jobs and real responsibilities from day one. And they are a springboard into the whole wide world of Barclays. So, with the help of our powerful support network, there is no limit to how far you can go.



ABOUT BARCLAYS



WHO ARE BARCLAYS?

Barclays is a big global business with all kinds of people, from every type of background, working together for a better financial future.

Every day, we help millions of people and businesses to look after, spend, move and invest their money. What we do requires a wide range of teams and skills. So, not everyone at Barclays works in banking. But it is everyone's job to make money work for our customers.

That's why we want everyone at Barclays to feel included and valued. By celebrating diversity, we make the most of the different backgrounds, perspectives, and experiences of our colleagues, helping us to understand our customers more and serve them better.

OVER
330
YEAR HISTORY

48
MILLION
CUSTOMERS
AND CLIENTS

39
COUNTRIES

OVER
90_k
COLLEAGUES



**IT WAS MY
DREAM**

**to start my career with
a well-known financial
institution like Barclays.**

Fatima | Business Banking Foundation Apprentice



WHAT WE DO

We know what you're thinking. "I couldn't work in a bank. It's not my kind of place." Many of our apprentices thought the same before they took a closer look at what we offer. And they are loving it here. Because, at Barclays, banking is not just for bankers.

We have thousands of different types of roles demanding all kinds of people and skills. Banking is technology, it's marketing, it's customer care, it's security, it's data. It's big business, artificial intelligence and smartphone apps. It's for people who are creative, people who are curious and people who are chatty. It's for people who love solving problems, people who love leading a team, people who love numbers AND people who don't. There is practically no limit to where an apprenticeship with Barclays can take you, and a broad range of options on where to start.



My preconception of joining a bank  was that people would be stuck up. **BUT EVERYONE IS REALLY FRIENDLY**

Princess | Risk Higher Apprentice

WHERE WE WORK

We have a hybrid working model, so you can combine working from home, and studying at college or university, with spending a minimum of two days a week or more with your team at one of our incredible campuses.



GLASGOW CAMPUS

Number of people on-site: c.5,500

- In the heart of Glasgow city centre, on the south bank of the Clyde
- Designed to be a safe environment for neuro-diverse colleagues
- A place for eating, socialising, and entertaining, as well as working
- Lots going on including live singers, drag brunches and Secret Cinema

Programme areas available, include:
Compliance, Finance, HR, Operations, Retail Banking, Risk, Technology Analyst, Technology Developer

RADBROKE CAMPUS

Number of people on-site: c.6,500

- Just outside of Manchester, centred around a grade II listed country house
- Free onsite gym, plus endless sports and social clubs you can join
- Lots going on including firework displays, gigs and diversity celebrations
- Free shuttle bus to the campus from local stations

Programme areas available, include:
Cyber & Security, Finance, Operations, Retail Banking, Technology Analyst, Technology Developer

NORTHAMPTON CAMPUS

Number of people on-site: c.3,000

- Environmentally friendly building based just outside of the town centre
- Colleague allotment to help with wellbeing
- Wide range of sports and social clubs, and a year-long calendar of events
- Great transport links and plentiful car parking

Programme areas available, include:
Operations, Retail Banking, Risk, Technology Analyst, Technology Developer



Most of our apprenticeships are located at our Glasgow, Radbroke and Northampton campuses, though we also offer positions at various offices across the UK.

Visit our [website](#) to explore our current opportunities.

BRINGING PEOPLE TOGETHER

Our Employee Resource Groups (ERGs) play an important role at Barclays in fostering belonging and promoting diversity. They are communities of colleagues who share similar backgrounds and interests. As part of an ERG, you will have the opportunity to take part in exciting activities outside of your day-to-day role. It's a fantastic way to build relationships across the business and pick up valuable new skills along the way.

Find out more about our ERGs [here](#).



ERGs you can join

APRG – Asian Professionals

BMRG – Military

BPRG – Black Professionals

Emerge – Emerging Talent

Evolve – Midlife Progression

Inspire – Social Mobility

LPRG – Latin Professionals

MFRG – Multiculture and Faith

Reach – Disability, Mental Health and Neurodiversity

Spectrum – LGBT+

WFRG – Working Families

Win – Gender

WIT – Women In Tech



APPRENTICESHIPS ***AT BARCLAYS***



PEOPLE LIKE YOU ARE SMASHING IT AT BARCLAYS

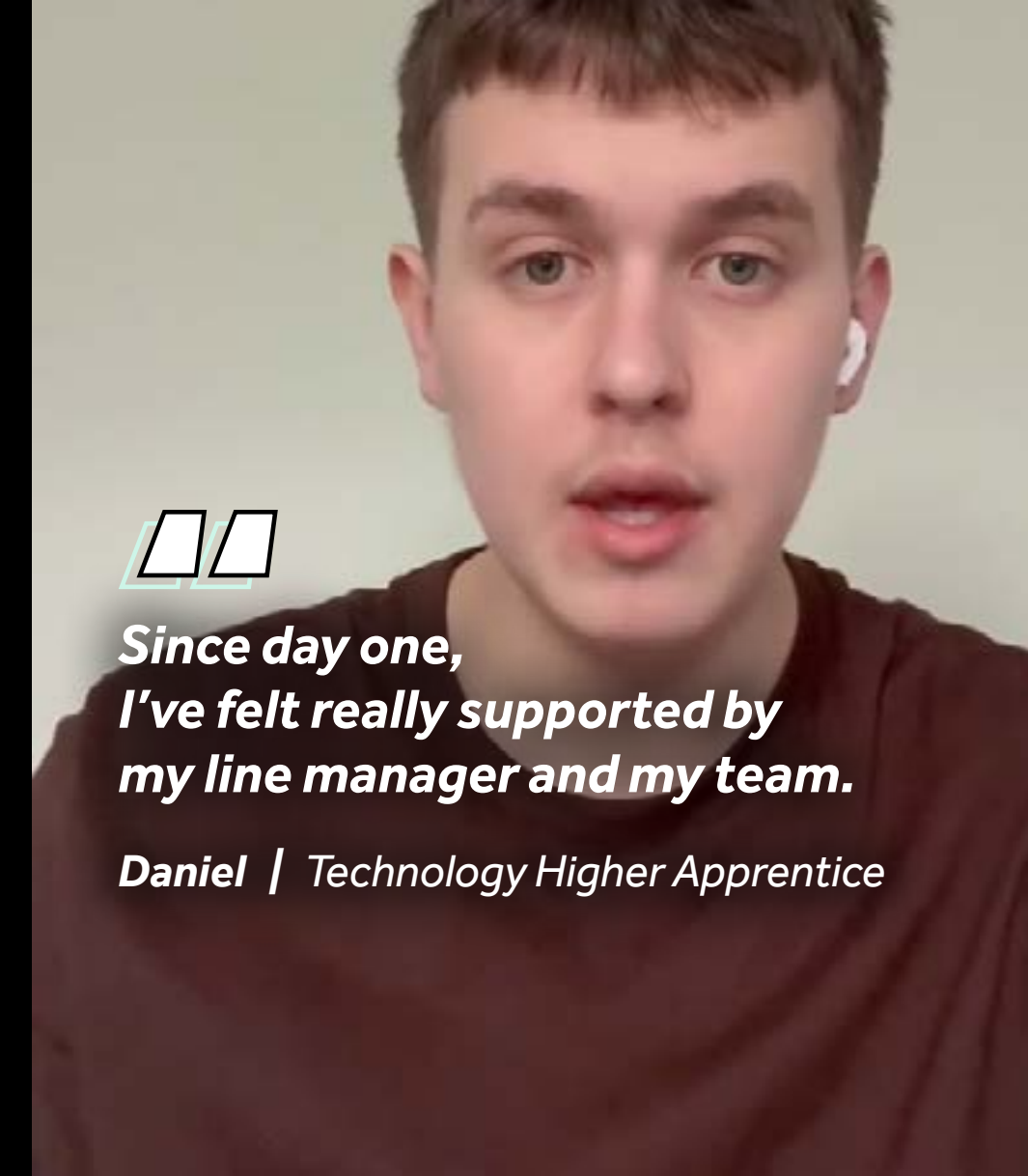
Hundreds of young people from all kinds of backgrounds and all levels of education become Barclays apprentices each year.

You don't have to be amazing at school or excellent at exams to become brilliant at Barclays. We will support and nurture you as an individual because it's the different personalities, abilities and experiences that apprentices bring to our teams that we really value.



The Barclays Apprenticeship programme is great for anyone, at any stage of their life.

Imogen | Technology Higher Apprentice



Since day one, I've felt really supported by my line manager and my team.

Daniel | Technology Higher Apprentice



You gain insight into the working world straight away and earn while you learn.

*Princess
Risk Higher Apprentice*



The apprenticeship scheme gives you enough time to enjoy yourself and treat yourself to nice things.

Joshua | Technology Higher Apprentice



JEN'S PATH TO SUCCESS IN OPERATIONS AT BARCLAYS

For Jen, the Higher Apprenticeship at Barclays has been a transformative experience, equipping her with a diverse skill set and invaluable career opportunities. She was initially drawn to Barclays by its supportive culture and the state-of-the-art Glasgow campus.

GROWTH THROUGH HANDS-ON EXPERIENCE

Jen's apprenticeship has given her far more than academic achievements; it's taught her essential skills she's applied in every role, leading to regular promotions. Her apprenticeship journey began in Operations as a Grade 2 Business Analyst, she gradually advanced to Grade 3 and then Grade 4 over the past five years. Her first role was in Global Payments, where she gained valuable skills and experience through hands-on training, working on projects focused on improving processes and systems. In February 2024, she took on a new challenge by moving into the Investment Banking team.

I moved roles for one main reason, to expand my knowledge and learn a completely new area in the bank.



If I could share one piece of advice, it would be this:

ALWAYS KEEP AN OPEN MIND.

There are endless opportunities to grow and learn, and each one can lead to something remarkable.

MEET
JEN

OPERATIONS

HIGHER APPRENTICE

JOINED AUGUST 2019

BASED IN GLASGOW CAMPUS



CAREER AND PERSONAL ACCOMPLISHMENTS

Now a subject matter expert in IT Management for Business, Jen supports her team with pride. Achieving her Master of Arts degree and earning a promotion were major milestones, but Barclays has also enabled her to excel beyond work.

"I manage the Scotland National Dance Team, and we're set to compete at the World Championships in Florida. The skills I've gained at work have been incredibly useful in coaching, which has been a huge personal accomplishment."

A SUPPORTIVE AND INCLUSIVE ENVIRONMENT

The positive, inclusive culture at Barclays keeps Jen motivated and inspired. She appreciates the bank's focus on flexibility and a healthy work-life balance, which has allowed her to thrive personally and professionally.

"Barclays' positive environment is what keeps me here. It's such an inclusive place, constantly striving to be better, and the flexibility allows me to maintain a great work-life balance."

ADVICE TO FUTURE APPRENTICES

Jen encourages future apprentices to embrace the responsibility they'll be given.

"You might be surprised by the level of responsibility you're trusted with. But don't be scared—you've been given this opportunity for a reason. You can do it!"



Through her Barclays journey, Jen has expanded her skills, made lifelong friends, and experienced a truly rewarding career path.

SHE HIGHLY RECOMMENDS IT TO ANYONE READY TO GROW AND SUCCEED.



SANJHANA'S PATH TO SUCCESS WITH A BARCLAYS TECHNOLOGY APPRENTICESHIP

Sanjhana's four-year Higher Apprenticeship with Barclays has given her invaluable experience and knowledge that she knows will prepare her well for a career with the bank.

During her time in school, Sanjhana discovered that traditional learning through lectures and presentations didn't suit her as well as hands-on experience. So, when she found the opportunity to start her career and get her degree simultaneously with a Barclays Apprenticeship, she knew it was the right fit.

MEET SANJHANA

TECHNOLOGY
HIGHER APPRENTICE

JOINED JULY 2020
BASED IN MANCHESTER
– RADBROKE CAMPUS

“ I WAS ATTRACTED TO BARCLAYS BECAUSE THE APPRENTICESHIP OFFERED LEARNING ON THE JOB, which I knew I would benefit from. Plus, I liked the idea of starting a paid career at 18, getting a degree, and working alongside colleagues who would share their industry knowledge.

DIVING INTO REAL WORK FROM DAY ONE

Over her four years, Sanjhana worked with various teams and technologies. Her journey began with the Venture team, where she helped develop a Salesforce application. Initially, her tasks were small, but her responsibility grew quickly, allowing her to gain a solid understanding of project lifecycles at Barclays.



INDUSTRY-READY EXPERIENCE

For Sanjhana, one of the biggest advantages of an apprenticeship over university has been the depth of real-world experience.

"The greatest benefit of an apprenticeship is the invaluable industry experience you gain over four years. Most university students only get a year's industry exposure at most; at Barclays, you're considered an employee from the start and work on real-life projects."

A CULTURE OF GROWTH AND SUPPORT

Throughout her apprenticeship, Sanjhana felt encouraged to pursue every opportunity to learn and grow. She made use of Barclays' learning platforms and attended Hackathons that fostered teamwork and introduced her to emerging technologies. Beyond technical skills, she's been able to expand her soft skills, like communication and presentation, through involvement in Citizenship and Diversity, Equity, and Inclusion forums.

"Not only do you gain a degree, an apprenticeship qualification, and valuable industry knowledge, but you also get countless opportunities to develop both personally and professionally at every turn. All of this is an incredible foundation for your future career."

A BALANCED, FULFILLING CAREER

Sanjhana is immensely proud of achieving her degree while thriving in a full-time role, balancing a fulfilling life beyond work. She credits her Barclays Apprenticeship for building a foundation of skills and experiences that will propel her career forward.

Barclays has given Sanjhana the tools and support to succeed, and her journey shows just how empowering an apprenticeship can be for anyone eager to start their career early with hands-on learning and real responsibility.



I WAS ALWAYS MADE TO FEEL PART OF THE TEAM, AND EVERYONE ENCOURAGED ME TO BE THE BEST I CAN BE.

BARCLAYS



BARCLAYS APPRENTICESHIPS OFFER:

A PERMANENT HANDS-ON JOB

from day one with
real responsibility and
career prospects.

OPPORTUNITIES FOR ALL

Our programmes are designed
to help all kinds of people, from
every background to grow and
succeed. Check entry criteria
specific to your programme of
interest on our [website](#).

£24,000 A YEAR

Plus great rewards and benefits
and regular pay reviews.

HYBRID WORKING

You'll have a day a week dedicated
to study and the rest of your time
can be split between working
from home, attending college
or university, and enjoying one
of our amazing campuses.

A DEDICATED PROGRAMME SUPPORT MANAGER

selected specifically to suit your needs
and accelerate your progress.

A POWERFUL SUPPORT NETWORK

including a mentor, an expert
to provide specialist or technical
advice, your team members
and a big friendly apprentice
community.

OUR APPRENTICESHIPS

NOT SURE ABOUT GOING TO COLLEGE?

Explore our Modern Apprenticeships.

Modern Apprenticeships

Entry requirements: SCQF Level 6 or equivalent

Duration: 2 years

Qualifications gained: Equivalent to 2 Highers

Programme areas:

- Human Resources

NOT SURE IF YOU CAN AFFORD UNI?

Explore our Graduate Apprenticeships.

Graduate Apprenticeships

Entry requirements: Highers or equivalent

Duration: 3-4 years

Qualifications gained: Degree qualification or university level equivalent

Programme areas:

- Compliance
- Finance
- Human Resources
- Operations
- Retail Banking
- Risk
- Technology Analyst
- Technology Developer

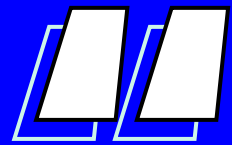




THE APPLICATION **PROCESS**

THE NOT-SO-SCARY PART

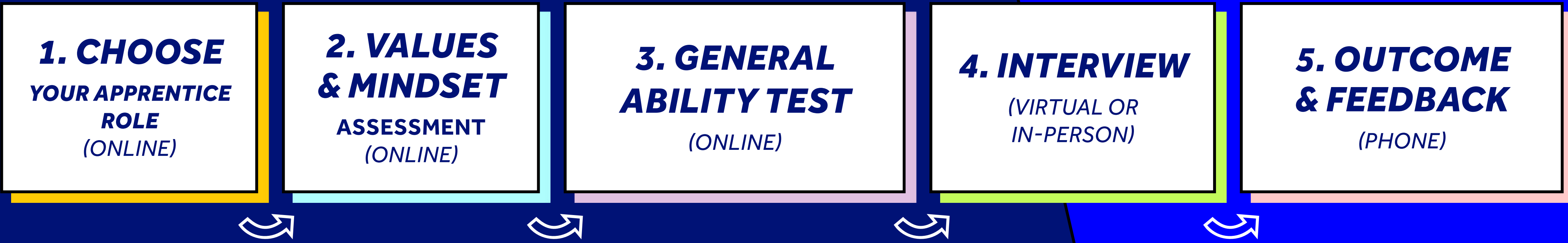
Our application process is designed to bring out the best in you. There are no trick questions, and you'll have our support at every stage. Just be yourself and go for it.



An apprenticeship is something you can do if you don't feel like university is the right fit for you.

IT ALLOWS YOU TO GET HANDS ON EXPERIENCE WHILST LEARNING ABOUT THE WORKING WORLD.

Ubaid | Technology Higher Apprentice



1. CHOOSE YOUR APPRENTICE ROLE (ONLINE)

To get started, simply research which role suits you best, and register your interest. We'll get in touch to let you know what happens next.

Remember, you don't need work experience for our apprentice roles, or a coding background to go for a technology role. Please also review the profile for each role before applying. You can only apply to one programme in a six-month period, so it's important to research the role and review its eligibility criteria before you apply.

2. VALUES & MINDSET ASSESSMENT (ONLINE)

This assessment is untimed and takes approximately 16 minutes to complete. It will measure your workplace behaviours and how they align to Barclays Values and Mindset.

Lots of employers use these kinds of tools, so whether you are applying for Barclays or not, you can practice them through this [link](#).

3. GENERAL ABILITY TEST (ONLINE)

This measures your general cognitive ability, in particular your deductive, inductive and numerical reasoning ability.

It features multiple choice question content, (Foundation Apprentices) or real-life work situations in an interactive format (Higher Apprentices).

It's a timed 10-12 minute assessment consisting of 10-12 questions.

4. INTERVIEW (VIRTUAL OR IN-PERSON)

The interview will last up to 90 minutes and you will be asked to give recent examples of when you have demonstrated a specific behaviour or experienced a specific situation.

It is recommended that you remind yourself of your key achievements from the last 12 – 18 months to draw upon. Using the [STAR method](#) can guide the structure of your answers to a question and can help you provide the interviewers with as much relevant detail as possible to showcase your suitability for the role.

5. OUTCOME & FEEDBACK (PHONE)

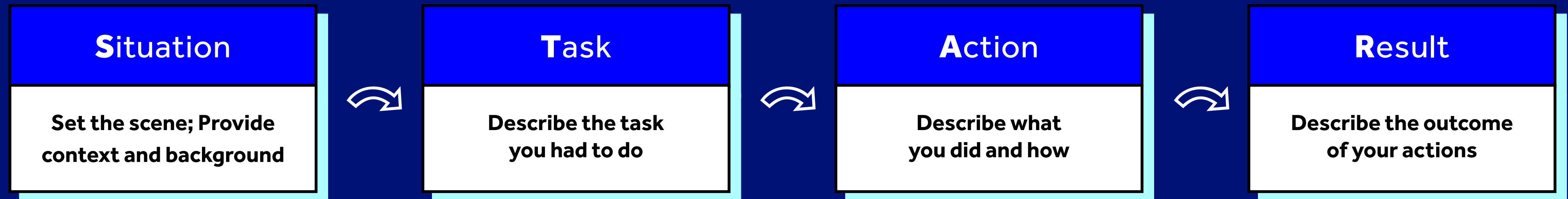
Following the completion of your interview, you'll receive a call to discuss your offer outcome and feedback.

If you are successful, we'll offer you a place on one of our Apprenticeships and start planning for you to join our team. If you're not successful right away, you'll have our support to try again.

OUR APPLICATION PROCESS

Find out more about our application process on the apprenticeships section of our careers site.

THE STAR METHOD



Example question: Can you tell me about a time when you had to understand someone else's perspective?



VERY **USEFUL STUFF**

Whether you or someone you know, wants to apply to Barclays or not, we have loads of resources to help you build confidence and think about your future.

LifeSkills

Barclays LifeSkills is a free employability and financial education programme, to unlock skills and employment opportunities for all ages.

Springpod

Barclays Springpod is an interactive learning hub offering virtual work experience and hands-on taster courses designed to equip young people with essential skills and a glimpse into the world of work.

Barclays Modern Apprenticeships

Barclays Graduate Apprenticeships



I joined Barclays to embark on a new career path that offered learning and development opportunities.

THE BARCLAYS CULTURE REALLY SOLD IT FOR ME!

Shannon | Operations Higher Apprentice

