SCHOOL LEAVER MAGAZINE 2020

SCHOOL’S OUT
See what’s next

PARENTS & YOUR FUTURE
Debunking the myths

DISCOVER ACCENTURE
What we offer

FUTURE UNLEASHED
WELCOME
You’re about to make a big decision about your future. There are a lot of options in front of you, and choosing the right one can feel a bit overwhelming. This magazine is a little something from us to help you navigate the world of opportunity ahead. Get the lowdown on all the things you can do in the next phase of your life, including a breakdown of our own programmes.
SCHOOL’S OVER, OR SOON WILL BE. THE NEXT STAGE OF YOUR LIFE IS WAITING FOR YOU. BUT WHAT ARE YOU GOING TO DO WITH IT?

Gaining new qualifications. Joining fun societies. Making friends for life. There are a lot of advantages to going to university. But did you know that many of them can actually be found elsewhere? So ask yourself: do I need to go to university to do what I want to do? Let’s take a look at your other options.

APPRENTICESHIPS Get hands-on work experience and earn a proper wage, all whilst studying for an industry-recognised qualification like an NVQ or degree.

GAP YEAR If you’re not quite ready to make your next move, that’s ok. Many aren’t. Take some valuable time out to make a plan, set clear goals, develop key skills and gain some important life experience.

NVQs Prepare yourself for a specific job or vocation with a work-based course, combining study with practical work experience. You can study for an NVQ whilst at work, at college, or as part of an apprenticeship.

HNDs Known as foundation degrees, these courses focus on building the skills employers look for. They are the equivalent of two thirds of a full degree and prepare you for a career in a specific industry.

ENTRY LEVEL JOBS Want to get stuck straight into work without previous experience or specific qualifications? You can do just that with an entry level job. Whether it’s a traineeship, internship or school-leaver programme, you’ll develop professionally and learn new skills whilst on the job.

UNIVERSITY Already decided on a career? Passionate about a particular subject? Want to continue academic learning? A university education opens up access to more specialist jobs and graduate programmes. But it doesn’t always guarantee them. And it comes at a price.

Our world is changing, and rapid advancements in technology mean the near future could be full of jobs that don’t even exist yet. When you’re considering what to do next, the most important thing is to focus on what feels right for you, keep an open mind and whatever you do, don’t stop learning.
WHO ARE ACCENTURE?

We’re one of the world’s largest consulting and technology firms, and our job is to help our clients solve a wide range of business challenges. We bring together bold ideas, revolutionary technology and the unique strengths of our people to design and deliver solutions that improve the way the world works and lives.

AND WE NEED POWERFUL MINDS TO HELP MAKE IT HAPPEN.

Want to know what mind type you are?

Visit accenture.com/powerfulminds to take our mind-analysis quiz and find out the inner workings of your mind. Hear from current Accenture apprentices and graduates who share your way of thinking. They’ll give you the lowdown on what life’s like at Accenture and how your strengths can help power a career that counts.

WANT TO KNOW WHAT MIND TYPE YOU ARE?

POWERFUL MINDS

Every mind has its own way of thinking, seeing and doing. That’s its power. We need to bring together all these different strengths and skills to tackle problems from every angle and give our clients well-rounded solutions that are bigger, better and bolder than ever.

Here are the five powerful mind types that we think are vital to the way we do things.

ACTION

Action minds energise everyone around them, firing people up to get the job done. They hit the ground running, actively seek out new opportunities and never waste a second.

ADAPTIVE

From ever-evolving technology to the latest ways of working, Adaptive minds embrace change wholeheartedly. Not ones to get stuck in old ways, they’re the first to adapt to the new norm.

ANALYTICAL

Analytical minds understand how to break down big complex ideas into small component parts. From reams of data to lengthy reports, digesting information and problem solving comes as second nature.

COLLABORATIVE

Collaborative minds are team players through and through. They’re natural networkers and know how to nurture relationships with care. Their secret? They listen more than they talk and know how to motivate everyone around them.

REFLECTIVE

Every happening, every decision made, every piece of feedback, is an opportunity to learn. That’s what makes Reflective minds stand out. Constantly learning along the way, they improve with every step.
Powerful minds deserve powerful opportunities. Opportunities to disrupt industries, reshape business models and change lives. That’s exactly what we do every day at Accenture.

**ADIDAS**  Fjord, Accenture Interactive’s design and innovation consultancy, helped Adidas put the power of personal training into their customers’ hands by transplanting their training technology to perform perfectly on a smart watch.

**THE NHS** We’re digitising patient records to help the NHS reduce costs and improve patient care.

**NESPRESSO** Our blend of digital and technology expertise helped Nespresso personalise their offering, so customers can enjoy their morning coffee just the way they like it.

**WHAT’S ON OFFER?**

Explore the latest technologies. Solve real-world problems. Meet amazing people. Whether you’ve just left school or are about to graduate, there are several pathways to a career at Accenture, and they all involve the perfect blend of live project experience, intensive training and continuous support.

**APPRENTICESHIPS**  **INDUSTRIAL PLACEMENTS**  **INTERNSHIPS**  **SUMMER VACATION SCHEME**  **GRADUATE PROGRAMMES**

As a school leaver, you can join our apprenticeship programme and start to earn while you learn. Find out more by reading on...
A DEGREE. A GREAT SALARY. A HEAD START.

With an apprenticeship at Accenture, you’ll get stuck into real work and live projects from day one. When you’re not working with industry experts to deliver innovative solutions for our clients, you’ll be in the classroom working towards your degree. Depending on your apprenticeship programme, you’ll specialise your skills and expertise in either our technology or service management team. What’s more, you’ll receive a competitive salary; real work deserves real pay.

After three or four years, you’ll have finished your apprenticeship, developed new skills, gained invaluable work experience and earned yourself a degree in Digital & Technology Solutions – all without the university fees.

Just like us, our list of apprenticeships is always evolving. Make sure you stay up to date with what we’re offering by visiting accenture.com/ukapprentices. You’ll find extra information here, as well as a link to apply.

WHAT WILL YOU GET OUT OF ONE?

WHAT'S THE BALANCE LIKE BETWEEN WORK AND STUDY?
You’ll kick off your learning journey with a full induction. As you work towards your qualification, you’ll typically split your five day work week with one day spent attending lectures on campus and the other four days working on live projects, either at an Accenture office or on a client site.

HOW SHOULD I DRESS?
We’re a professional services company working with clients, so as a representative of Accenture you should dress smartly or reflect the environment of your client.

WHAT WILL MY ROLE BE?
This will depend on the project we assign you and which area of the business it relates to.

HOW CAN I FIND OUT MORE ABOUT THE CLIENTS AND PROJECTS ACCENTURE HAVE WORKED ON?
Take a look at our careers blog (you’ll find a link to this on our careers homepage) for an insight into the types of projects our graduates and apprentices are working on.

WHAT ARE MY WORKING HOURS?
Standard working hours are 9:00am to 5:30pm. Beyond that, you’ll need to put in some of your own time to study towards your qualification.

DO I NEED SPECIFIC QUALIFICATIONS?
No, we don’t ask for specific qualifications. Just a curiosity for technology, the ability to think logically and the motivation to succeed.

WHERE WILL I BE BASED?
You can join one of our apprenticeship schemes in either our London, Manchester, Newcastle or Warwick office.

GOT QUESTIONS?
HERE ARE SOME ANSWERS...

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In a nutshel, what do you do at Accenture?

“I’m an apprentice here, so I split my time between live projects and working towards my Digital and Technology degree. My time’s divided at an 80:20 ratio, so that’s four days on a project, one day at university.”

What attracted you to an apprenticeship?

“It’s the best of both worlds. Work experience and a degree, all with no debt.”

What has been one of your proudest moments at Accenture so far?

“I’m part of the Accenture South Asian Network. As part of the network, I hosted a roundtable event on unconscious bias. Being given that responsibility and trust was amazing. But what really stuck with me was the overwhelmingly positive feedback I received.”

What’s surprised you most about life at Accenture?

“Before I joined, I thought that I’d only see and talk to the other apprentices in work hours. But that’s not true. They’re my friends. I hang out with them outside of work and after university. Just the other day we went to play mini golf and had dinner together.”

How does Accenture support you in your career goals?

“There’s a lot of formal support in place. For example, I have a dedicated career counsellor who I have a one-to-one with every fortnight. Beyond that, there’s a lot of informal support. That’s down to the culture here. My manager always checks in to see how I’m doing and I can always talk to consultants who are more than happy to give their advice. Everyone really wants the best for you.”

“Thanks to my reflective mind type, I can take what’s already been done, see what went well, and focus on improving as I progress forward. In short, it’s making sure I’m always learning. It really helps with my work on projects. I’ve been able to look at processes, troubleshoot them and then cut down how long they take.”

Lakhbir
In recent years, there have been big changes to apprenticeships. As university fees hike up, businesses and the government are becoming more and more invested in apprenticeships.

And yet, even today, a lot of people are still in the dark about them. Nearly two-thirds of parents don’t understand apprenticeships well enough and many think that the only way to get a job is by going to university.

The truth is that apprenticeships have many advantages over university. They offer proper, paid work with on-the-job learning. When you’ve finished an apprenticeship, you’ll walk away with nationally recognised qualifications. In fact, higher apprenticeships are the equivalent to foundation degrees and, sometimes, like at Accenture, even bachelor’s degrees. This means you can get a degree, bypass university and enjoy a head start in your career. To top it off, the latest stats show that 90% of apprentices remain employed long after their scheme ends. Something that’s not necessarily guaranteed for graduates.

The best bit? It’s all debt free. And figures show that an apprenticeship can boost your lifetime earnings by a whopping £150,000. The financial benefits are clear.

People are often surprised at the high standards of structured training apprentices receive, and love the idea of getting exposure to and knowledge of the working world. But apprenticeships can also give you a strong sense of direction. An idea of where your career could go, and what you could do next. That way, you can avoid the frustration of graduating after several years of expensive study with no idea where you’re heading.

So if you feel like an apprenticeship is right for you, do some more research, explain it to your family and friends and get them on board. And, if you need any more advice, talk to your teachers – that’s what they’re there for.

“I always thought of apprenticeships as an inferior alternative to university. But seeing the way my son has grown both professionally and personally shows that an apprenticeship was a great choice.”

Parent of an Accenture Apprentice
I always knew I wanted to do something in technology, but I didn’t know about tech consulting. What sparked my interest in Accenture was an event I attended called Decoded. It was a one-day immersive event. I met a lot of Accenture people and started to build my network months before I even joined the company.

My university course is specially designed to fit around my work. That makes it really manageable. I spend four days on the client side, doing real work, solving real problems, and one day studying at university.

“The bench” is what we call the brief period between finishing one project and starting the next one. You can use the time to do things like training, volunteering and side of desk work – that means helping colleagues on projects that you aren’t officially assigned to.

We have a really great culture where everyone is open and friendly. You can start a conversation with anyone, grab them for a coffee and chat to them about their work. It’s a great way to build your network.

Quite recently, I organised an apprentice summer party. The apprentice community is quite big and spans the UK, so it was a great chance to bring everyone together and give them a chance to network with each other.

“I like to use facts, knowledge and logic to make decisions. I rarely come to a conclusion without those three things.”

Walid
MAKE FRIENDS FOR LIFE

NETWORKING GROUPS
We’re big on building networks and bringing people together. We’re made up of a culturally, academically and geographically diverse mix of people, so it’s important to keep us all connected. Our networking groups include Pride at Accenture, Accent on Gender, Accent on Family and Accent on Ethnicity, which contains our Accenture African Caribbean Network. These networks offer support, advice and community engagement, as well as advocating for innovation and continuous improvement within the business itself.

SUPPORT SYSTEMS
We have volunteers across the business who are specially trained in partnership with Mind, the mental health charity, and are there for you to turn to.
Be proactive. Put time aside to do your research about Accenture. In your application form and interview, we want to see why you want to become an apprentice, what you’re looking to gain from the programme and why you’re passionate about technology.

Many of our programmes have different application processes, so check the website for further details. In most cases, you’ll hear back within 5-10 days of each stage.

**ONE:** APPLICATION

Upload your CV and answer a series of questions. Be careful to check spelling and grammar, as the smallest mistake could stop you from moving on to the next stage.

**TWO:** ONLINE TEST

This will depend on the programme, and could involve strengths-based activities. Get lots of practice in beforehand – there are plenty of examples on the internet.

**THREE:** ASSESSMENT CENTRE

There’s a group exercise and a final one-to-one interview. Collaboration and teamwork are key – we’ll be looking at how you interact with, and support, others.

**SET YOURSELF UP FOR SUCCESS**

Above all, don’t be afraid to ask questions. You need to find out if the opportunity is right for you as much as we need to find out if you’re the right candidate.
Accenture is a leading global professional services company, providing a broad range of services and solutions in Strategy, Consulting, Digital, Technology and Operations.

Combining unmatched experience and specialised skills across more than 40 industries and all business functions – underpinned by the world’s largest delivery network – Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With 482,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives.

Visit us at accenture.com