



Degree Apprenticeship: Frequently Asked Questions (FAQ)

- When do the applications open?
 - You can apply now at www.ford.co.uk/apprenticeships.
 - Or use QR code:



- I have an international qualification e.g., International Baccalaureate (IB) or International English Language Testing System (IELTS), are these recognised?
 - Yes, we recognise international qualifications. We would work with our recruitment partner (Randstad) to compute your eligibility to apply. You can apply to have your international qualifications recognised by UK ENIC (<https://www.ecctis.com>).
 - You can also check out the [UCAS website](#) to see how many UCAS points an IB contains. For our degree apprenticeships, you need between 104-112 UCAS points depending on the programme (please see the specific apprenticeships for full details).
- Are BTEC's considered as a recognised qualification?
 - Yes, if they are equivalent to:
 - Engineering: BBC at A-Level (112 UCAS points)
 - IT: BCC at A-Level (104 UCAS points)
 - Supply Chain: BCC at A-Level (104 UCAS points)
 - You can check your BTEC to UCAS points at <https://www.ucas.com/ucas/tariff-calculator>
- Are T-Levels considered as a recognised qualification?
 - That would depend on the T-Level. Please check your specific T-Level and grade with our recruitment provider.
- Which university do your degree apprentices attend and is it online or in person?
 - We use several different recognised universities for all our degree apprenticeships. With a mix of in person and virtual delivery for all the programmes.
- What degree will I study?
 - Our apprenticeships all culminate in a Bachelor of Science (Hons) or a Bachelor of Engineering (Hons).
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- What opportunities are there for international students to apply?
 - If you have resided in the UK for at least 3 years prior to applying we can accept your application, if you meet the other criteria e.g., qualifications.

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For other career opportunities see: <https://www.ford.co.uk/experience-ford/careers>



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- Does Ford pay for the university fees?
 - Yes, we pay for the fees.
- Do your degree apprentices feel like they have missed out on the University experience?
 - Apprentice response: *“Not at all, we get to interact and socialise within our cohort, in person, using Teams and we have WhatsApp groups. We are treated like a valued team member, work on real problems which have real world impact, have a great salary and no university debt. Total win, win scenario!”*
- What support does Ford give to apprentices that need to relocate?
 - Although we cannot make your arrangements, we would happily suggest locations and any opportunities for sharing accommodation with other apprentices. In addition, you may be eligible for monetary assistance.
- Are the apprenticeships available all over the UK or in a certain area?
 - Our current apprenticeship opportunities are based in Dunton and Dagenham in Essex and Stratford in London.
- What is the maximum age limit to apply for an apprenticeship scheme?
 - There isn't an upper age limit to apply for an apprenticeship.
- If successful in being offered an apprenticeship, could you defer for a year e.g., gap year?
 - No, if you were successful and chose not to take the role, then you would have to apply again the next year.
- During the apprenticeship, are there team building activities?
 - Yes, we always encourage our apprentices to communicate and collaborate with each other, both formally (arranged by us) and informally (arranged by apprentices). One such event is to Stubbers Adventure Centre (<https://www.stubbers.co.uk/>), where our apprentices learn new skills, build friendships and have fun!
- What is the work/life balance like for your apprentices?
 - Apprentice response: *“You are given early sight of your university programme and what assignments etc are required when, this can obviously coincide with work-based projects, and you therefore need to be organised and realistic with yourself about time needed. You have regular check-ins with your people leader and Skillnet (training provider), and they are always happy to help you manage your workload.”*
- Are there multi-faith rooms at the workplaces?
 - Yes, all our locations have a multi-faith room.

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- What is the diversity like at Ford?
 - We have been a pioneer in providing opportunity to people regardless of race, gender, ability, sexual orientation, and background. We view this less with pride than the sober realisation that we must go further to create a company where our differences are truly valued. We invite our employees to bring their whole selves, all their passion, inspiration, integrity, and uniqueness into the office each day.
- Is there an opportunity to work in other countries during degree apprenticeships?
 - You may be called upon to visit one of our other locations, once qualified, you are open to take any opportunities you come across, we are a company with locations across the globe, let's see where your journey takes you!
- If I know someone who works at Ford, am I allowed to reference them, and will this give me an advantage compared to other candidates?
 - Yes, you can certainly reference them but no, it doesn't give you an advantage.
- What are the contracted hours for an apprentice, does Ford do flexible working and do you work from home?
 - The contracted hours are 37.5 hours per week (7.5 hours per day) with 20% of your time being university/college.
 - Ford does have a flexible working policy, however with the commitment to work and university our apprenticeships require, a reduction in working hours would mean a significant workload, so requests would be on a case-by-case basis.
 - Most of our teams have adopted a hybrid working model, with 2-4 days in the office per week. However, this varies from team to team, and as an apprentice we find being in the office on a more regular basis helps to build networks, promotes professional growth, and cements our company culture. If you are successful, your People Leader would decide what works best for their team.
- Is the starting salary fixed for the 4 years?
 - No, the salary increases yearly, on the anniversary of your joining the company, if you pass the gateway criteria for that year and reach your educational expectations.
- Does it ever take longer than 4 years to complete the apprenticeship?
 - Yes, it can certainly happen that someone needs extra time e.g., for maternity leave or illness and we are happy to work with that apprentice to manage the process.
- What qualities do you look for in an apprentice?
 - We are looking for people who are curious about the world, want to be part of something bigger by solving problems and taking responsibility, who embrace innovation and are looking for ways it can advance the world. Who do what is best for all and question what has gone before and who do all of that whilst being empathetic, trustworthy and have integrity, even when no one is watching! (phew!).

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Degree Apprenticeship: Frequently Asked Questions (FAQ)

- I already have a degree in computing/engineering/supply chain, can I still apply?
 - No, you could apply if you already had a degree in any other subject, just not computing/engineering/supply chain of any kind. If you had partially completed a computing/engineering/supply chain degree, but not finished it then you could still apply. For those with a degree already we do have a graduate programme which may be better for you, or you could apply to our external hire roles. See our latest opportunities at <https://www.ford.co.uk/experience-ford/careers/careers-at-ford>
- Do I need to have any IT, Engineering, or Supply Chain experience to apply?
 - No, we will develop your knowledge through theory and practical throughout your apprenticeship. However, it is always best to have an interest in the topic you are going to study for the next four years and have a career in.
- Is there a difference between IT and Software Engineering and does your IT Apprenticeship include Software Engineering?
 - Yes, there is a difference between them, and our apprenticeship does include Software Engineering. In fact, our apprenticeship is mostly dedicated to Software Engineering, however we are a huge company with a large UK based footprint and the opportunities within our IT departments are many and varied, from banking apps, website design, e-commerce, and security we have it all!
- Do you get to choose your role in IT/Engineering/Supply Chain that you want to specialise in?
 - During your apprenticeship you will be placed on a rotation plan specific to your programme, as we like our apprentices to get a good all-round view of our business, however, we do take our apprentices preferences into consideration.
- Does the IT apprenticeship include Data Science?
 - There is an element of Data Science within your university work and there is a level of data evaluation and analysis in all our apprenticeships, however, a purely Data Scientist apprenticeship is currently not on offer.
- Do you have a preferred coding language, and should I have experience in it?
 - No, we do not have a preferred coding language and we don't expect our apprentices to have experience of coding, we will teach you. However, if you do have experience then you may find it easier to learn the other coding languages, as we use them all.
- I have a keen interest in IT/Engineering/Supply Chain and have entered competitions and challenges before, would this help with my application?
 - Experience like this would be great to use during the application process.

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- Does the Engineering apprenticeship have a more electrical than mechanical bias?
 - We are moving to an electrified future and so there is a need for more electrical elements to the degree programme.
- What is the best part of the apprenticeship?
 - Apprentice response: *"The best part is the learning of new skills and meeting new people. I never would have thought that I could be capable of doing the tasks that I am so confident to do now, and I have a great group of new people who I can call friends."*
- Would an apprenticeship help me gain confidence?
 - Apprentice response: *"Most definitely! Along with the technical skills, we also focus on soft skill development from public speaking and presenting, to working on your resilience, the apprenticeships is designed to develop you in all ways."*
- What is the career progression like for an apprentice?
 - We usually retain our apprentices, although there are always a few exceptions. We believe our employees oversee their own careers and so for those who are looking to progress through the company there are certainly channels for that. To run our large business takes all our employees, from the most junior to the most senior, from the least experienced to the most experienced and across all departments to work together.
- When do your apprenticeship applications close?
 - The closing date for all our apprenticeships is usually March/April.
- What other opportunities are available once I have completed my apprenticeship?
 - We have many further education programmes available should you wish to apply for them e.g., master's degree. We want all our employees to foster a growth mindset and fully support our employees in their continued development.
- Do your apprenticeships guarantee a job at the end?
 - Yes, all our apprenticeships guarantee you a job at the end if you complete and pass all the criteria.
- Is there a limit to how many apprenticeships you can apply for?
 - No, you are welcome to apply for all our apprenticeship schemes, if you meet the required criteria. However, should you be successful to assessment centre, you would be expected to then pick one.
- What are the transport links to Dunton Essex like?
 - There is a train station at Laindon (C2C train line) and you would need to take a taxi/cycle/walk from there to Dunton. Our employees do operate a taxi sharing service which you could take advantage of. We do not provide monetary assistance with travel to contracted workplaces.

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- What is the application process?
 - You can apply via the link below and would have to complete an online bespoke application form, qualifications are then checked against criteria. If successful, you would go on to complete a video interview, a behavioural and aptitude online test, a virtual assessment centre and an in-person interview, at our site in Essex.

- Do you aid students who may need it in their application?
 - Yes. We ask all those who apply for our apprenticeships what support they may need to be successful; this may include additional time for written exercise or sign language translators. We will adapt our process to suit you.

- Where can I apply for your apprenticeships?
 - Got to: www.ford.co.uk/apprenticeships
 - Or use QR code

