

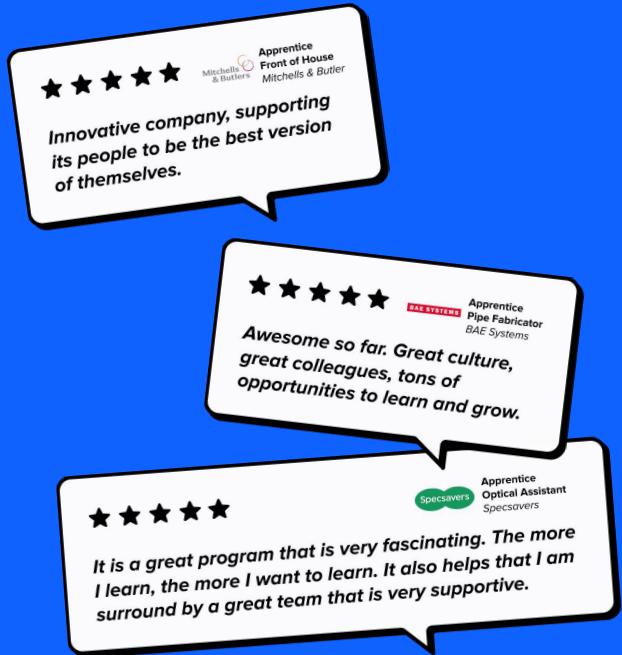


UK Government

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BECOME A TOP APPRENTICESHIP EMPLOYER

Tips And Advice





Welcome to the official Top Apprenticeship Employer Rankings for 2026. After a successful first year, the collaboration between Higherin and the Government continues to grow and evolve. The Top Apprenticeship Employers is a unified rankings system that celebrates England's outstanding apprenticeship employers in 2026.

**This pack will provide you with everything you
need to support your entry.**



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APPRENTIC
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WHAT MAKES A TOP APPRENTICESHIP EMPLOYER?

The rankings recognise England's leading apprenticeship employers for their overall commitment to employing apprentices. Their creation of new apprenticeships, the diversity of their apprentices, the achievement rate of their apprentices and their apprentices experience.

Taking these factors into account, the Top 100 Apprenticeship Employers and Top 50 SME Apprenticeship Employers rankings will be calculated based on a weighted algorithm that has been determined by the partner organisations.

ENTRY CRITERIA

THE TOP 100 APPRENTICESHIP EMPLOYERS

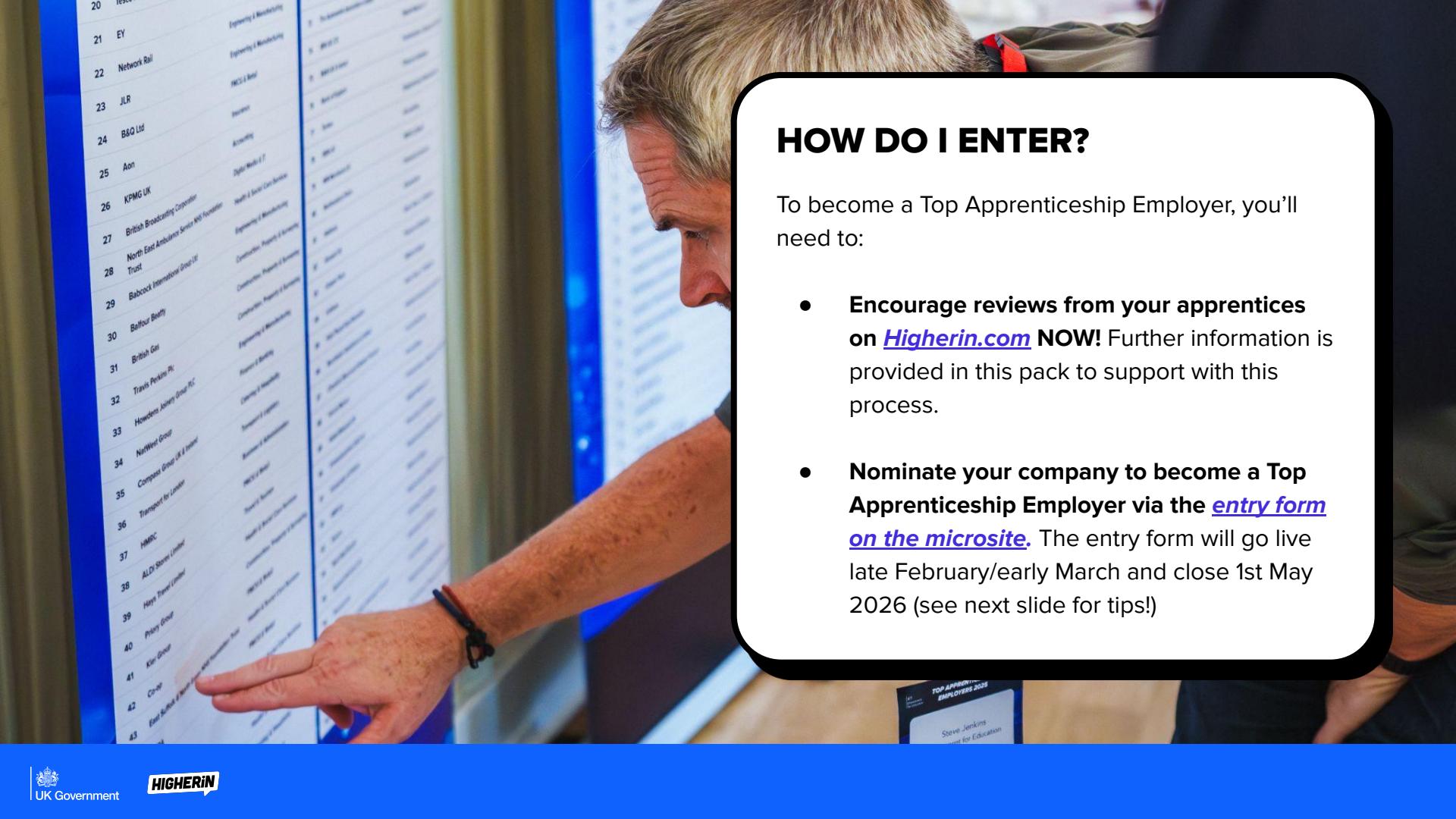
For employers with:

- ↳ 250+ employees
- ↳ 10+ apprentices
- ↳ 10+ reviews

THE TOP 50 SME APPRENTICESHIP EMPLOYERS

For employers with:

- ↳ Between 10 and 249 employees
- ↳ 3+ apprentices
- ↳ 1+ reviews



A man with light blonde hair is looking down at a wall of framed certificates or awards. He is wearing a dark t-shirt and a red and black beaded bracelet on his left wrist. The certificates are arranged in two columns, each with a blue border. The first column contains certificates numbered 20 to 25, and the second column contains certificates numbered 26 to 43. The certificates are white with black text and some small logos.

20	tesco	Engineering & Manufacturing
21	EY	Engineering & Manufacturing
22	Network Rail	Engineering & Manufacturing
23	JLR	Health & Wellbeing
24	B&Q Ltd	Health & Wellbeing
25	Aon	Health & Wellbeing
26	KPMG UK	Health & Social Care Sector
27	British Broadcasting Corporation	Health & Social Care Sector
28	North East Ambulance Service NHS Foundation Trust	Engineering & Manufacturing
29	Babcock International Group UK	Construction, Property & Services
30	Balfour Beatty	Construction, Property & Services
31	British Gas	Engineering & Manufacturing
32	Travis Perkins Plc	Health & Wellbeing
33	Howdens Joinery Group Plc	Construction, Property & Services
34	NetWest Group	Business & Administration
35	Compass Group UK & Ireland	Business & Administration
36	Transpforter for London	Health & Wellbeing
37	HMRC	Health & Wellbeing
38	ALDI Stores Limited	Construction, Property & Services
39	Hayes Travel Limited	Health & Wellbeing
40	Plytex Group	Health & Wellbeing
41	Kier Group	Health & Wellbeing
42	Co-op	Health & Wellbeing
43	East Sussex & Herts Fire and Rescue Service	Health & Wellbeing

HOW DO I ENTER?

To become a Top Apprenticeship Employer, you'll need to:

- **Encourage reviews from your apprentices on [Higherin.com](https://higherin.com) NOW!** Further information is provided in this pack to support with this process.
- **Nominate your company to become a Top Apprenticeship Employer via the [entry form on the microsite](#).** The entry form will go live late February/early March and close 1st May 2026 (see next slide for tips!)



HOW DO I ENTER?

Here are some top tips to help you fill in the [entry form](#) on the microsite:

- **Read through the questions in advance.** We recommend that you organise your required information in a separate document before submitting it via the form.
- Note the reporting period. The form requires data for **1st April 2025 to 31st March 2026**. We've shared this early so you can arrange data collection, but we don't expect you to complete these sections until after the period ends.
- Check your [eligibility](#). Assemble your information and ensure you meet the criteria before you begin.
- **Time to get started!** Time to get started! The deadline for completing the Entry Form is 1st May 2026.



**TOP 50 SME A
EMPLOYERS**

Officially ranked in the Top 50

BANK COMPANY NAME

1	MCFT
2	Smiles Goldie
3	MCIS
4	PM-W Solutions for Business LLP
5	Fortbury Gardens Day Nursery
6	Zenope
7	Lionweld Kennedy Group
	James Cowper Kreston
	Less Than Zero Barber
	JES Group Limited
	Intelect UK Ltd
	Lyons & Arnott
	SJ Roberts Construction Ltd

WHY SHOULD YOU ENCOURAGE APPRENTICE REVIEWS?

Quality Over Quantity: Attract informed candidates who understand your expectations, reducing drop-outs during the hiring process.

Celebrate Excellence: Give your apprentices a platform to champion your brand and help you win industry-leading awards.

Diversity & Inclusion: Reviews show prospective candidates from all backgrounds that they belong at your company, helping you meet D&I goals through real representation.

Peer-to-Peer Influence: Reach 16-24 year olds where they look for advice—from people just like them.

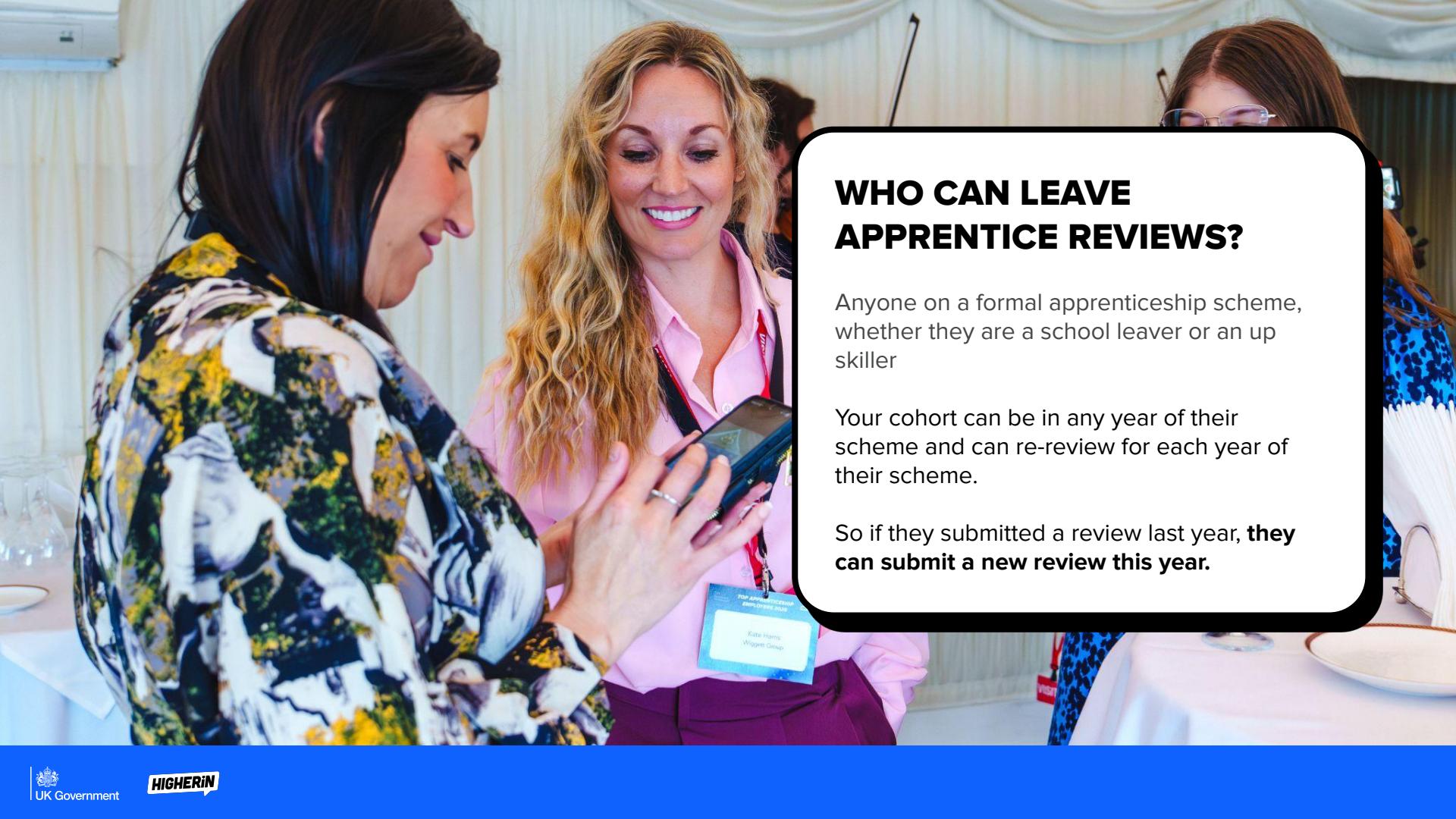
Benchmark Success: See how your schemes stack up against competitors with transparent, unbiased data.



**I'VE NEVER HAD TO
GET APPRENTICE
REVIEWS ON
HIGHERIN BEFORE...**

WHAT DO I DO?

1. **Guide your apprentices** – Direct your apprentices to the Higherin website, where they can create a free account and *complete a review*. No need for you to create a company profile - the creation of a review will automatically generate a profile if you don't already have one.
2. **Encourage participation** – Explain why reviews are important, remind them their feedback is anonymous, and consider using incentives or dedicated review sessions.
3. **Don't miss the deadline** - Remember that the deadline for your apprentices to leave reviews on Higherin.com is **1st May 2026**.



WHO CAN LEAVE APPRENTICE REVIEWS?

Anyone on a formal apprenticeship scheme, whether they are a school leaver or an up skiller

Your cohort can be in any year of their scheme and can re-review for each year of their scheme.

So if they submitted a review last year, **they can submit a new review this year.**

HINTS & TIPS FOR ENCOURAGING REVIEWS

Start Early

Reach out to apprentices from January, and set your cohort a deadline to complete their review by.

You can start encouraging as soon as they've completed at least 50% of their year. Remember that the 1st May deadline will come quickly!

Incentives

Why not offer an incentive! Some companies offer vouchers or run a prize draw for anyone who has submitted a review.

To help the cause, Higherin also plants a tree for every review submitted. Last year alone, your apprentices helped us plant 10,000 trees!

Submit Early

Submit your entry form early - that way our team can keep track of how close you are to reaching 100% of your cohort leaving a review.

The Higherin team can send you regular updates about how you are getting on.

Send Reminders

On average, people need to be asked **three times** before they submit a review.

By starting to encourage reviews early, you'll be able to send 2-3 reminder comms asking your cohort to review without sounding naggy!

REVIEW ENCOURAGEMENT ADVICE FROM EMPLOYERS

Create Dedicated Time

Consider create a dedicated time and space for reviews in the office, such as a “Review over a brew” session.

You can even make reviews a standard step in your end-of-programme process, ensuring a consistent and reliable mixture of responses.

Share The Responsibility

Divide the outreach among your team and involve line managers in the process. Encourage your CEO and senior leaders to read the anonymous reviews on Higherin, and communicate this to your apprentices.

Knowing that leadership uses their feedback to drive improvements is a powerful incentive to participate.

Integrate With Surveys

Align the Higherin reviews with your existing internal surveys. Position it as a key feedback tool for the company; this feels more integrated and less like a separate, time-consuming task for the apprentices.

EMAIL TEMPLATE

Feel free to use this copy and share it with your Apprentices in order to boost those review numbers!



Subject line:

Share your experience and submit a review on Higherin!

We hope you are enjoying/have enjoyed your time with us. **We value your feedback** and would really appreciate if you could rate and review your experiences with us on **Higherin**.

Writing your review couldn't be easier - you'll find some useful tips along the way to help you. It should only take you a few minutes!

Your anonymous review will be published on **Higherin** and will provide young people following in your footsteps with a unique insight into your role, giving you the chance to provide open and honest feedback, and you can shout about the fact that you have worked for a **Top Apprentice Employer!**

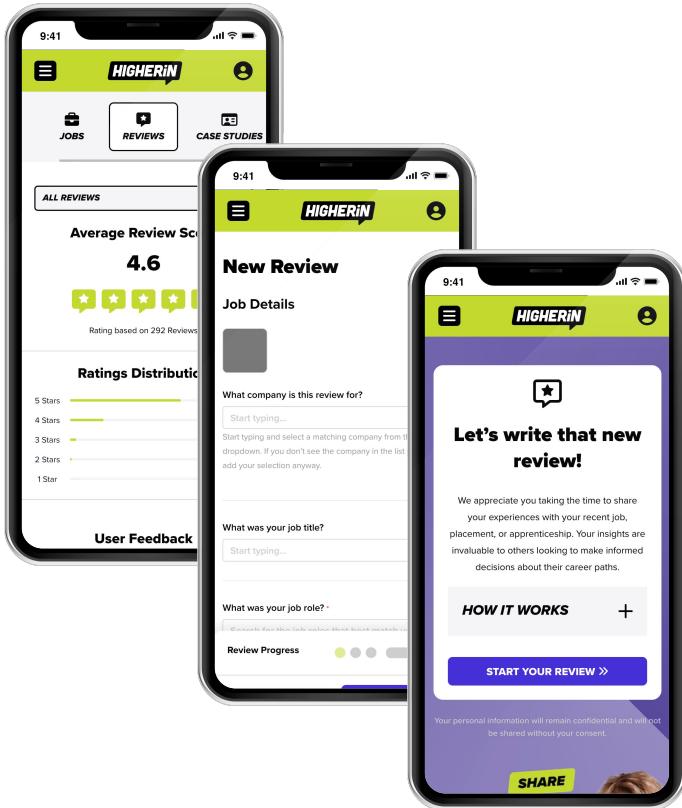
[GET STARTED >>](#)

HERE'S HOW THE REVIEWS LOOK ON HIGHERIN

Reviewers answer 10 questions in total

A great resource for genuine peer-to-peer feedback!

Each review is moderated before going live



HEAR FROM PREVIOUS TOP APPRENTICESHIP EMPLOYER WINNERS



***Mitchells and Butlers,
Ranked #1
Top 100 Apprenticeship
Employers Table 2025***

“Apprenticeships remain a cornerstone of our retention and succession strategy, with over 10,000 apprenticeship starts since 2015; a commitment that remains unwavering. Mitchells and Butlers are fully dedicated to our apprenticeship strategy because we believe the hospitality sector provides an exciting and diverse career pathway.

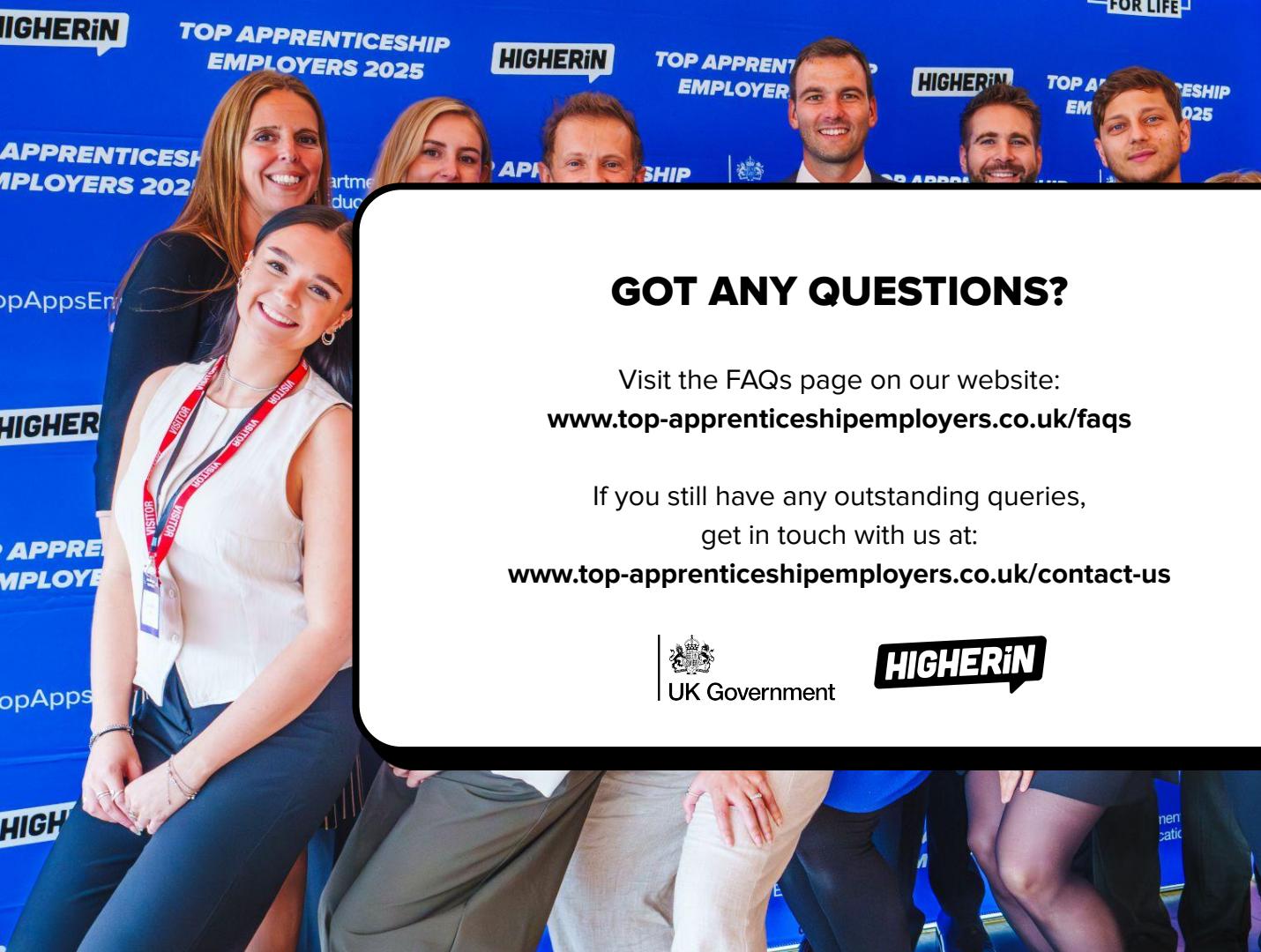
We are honoured to have achieved the number one position in the Top 100 Apprenticeship Employers in 2025, as voted for by our own learners, a true reflection of the passion we have for apprenticeships and what they offer.”

KEY DATES

- **January 2026:** Start encouraging reviews
- **February/March 2026:** Entry process opens
- **Summer 2026:** Results are announced
- **September 2026:** Celebration event



RANK	COMPANY NAME	INDUSTRY
1	Mitchells & Butlers	Catering & Hospitality
2	BAE Systems Plc	Engineering & Manufacturing
3	Amazon	FMCG & Retail
4	John Lewis Partnership PLC	FMCG & Retail
5	Busy Bees Nurseries Ltd	Early Years / Childcare
6	Department for Work and Pensions	Business & Administration
7	GKO Logistics UK Ltd	Transport & Logistics
8	Whitbread plc	Catering & Hospitality
9	McDonald's UK	Catering & Hospitality
10	PwC	Accounting
11	Lloyds Banking Group	Finance & Banking
12	Go-Ahead	Transport & Logistics
13	Royal Air Force	Protective Services
14	BT Group	Digital Media & IT
15	Bupa	Health & Social Care Services
16	Mitsie	Business & Administration
17	Specsavers	FMCG & Retail
18	Greene King	Catering & Hospitality
19	British Army	Protective Services
20	Tesco PLC	FMCG & Retail
21	EY	Accounting
22	Network Rail	Engineering & Manufacturing
23	JLR	Engineering & Manufacturing
24	B&Q Ltd	FMCG & Retail
25	Avon	Insurance
26	KPMG UK	Accounting
27	British Broadcasting Corporation	Digital Media & IT
28	North East Ambulance Service NHS Foundation Trust	Health & Social Care Services
29	Babcock International Group Ltd	Engineering & Manufacturing
30	Barbour Beauty	Construction, Property & Surveying
31	British Gas	Construction, Property & Surveying
32	Travis Perkins Plc	Construction, Property & Surveying
51	Savills UK Ltd	
52	Screwfix Ltd	
53	BMW Group	
54	Norfolk County Council	
55	Department for Transport	
56	Bright Horizons	
57	Superdrug	
58	Royal Navy	
59	Capgemini	
60	British Airways	
61	Merseyside Police	
62	London Fire and Emergency Planning Authority	
63	E.ON UK Ltd	
64	Sandwell Metropolitan Borough Council	
65	BDO	
66	Mace Group	
67	Royal Mail	
68	West Midland Police	
69	Virgin Media	
70	WTW	
71	Cummins	
72	AstraZeneca	
73	The Auton Group	
74	IBM UK Ltd	
75	BAM UK	
76	Bank of Scotland	
77	Terminals	
78	RSM UK	
79	WM Morrisons	
80	Northumbria Police	
81	Unilever	



GOT ANY QUESTIONS?

Visit the FAQs page on our website:

www.top-apprenticeshipemployers.co.uk/faqs

If you still have any outstanding queries,

get in touch with us at:

www.top-apprenticeshipemployers.co.uk/contact-us



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