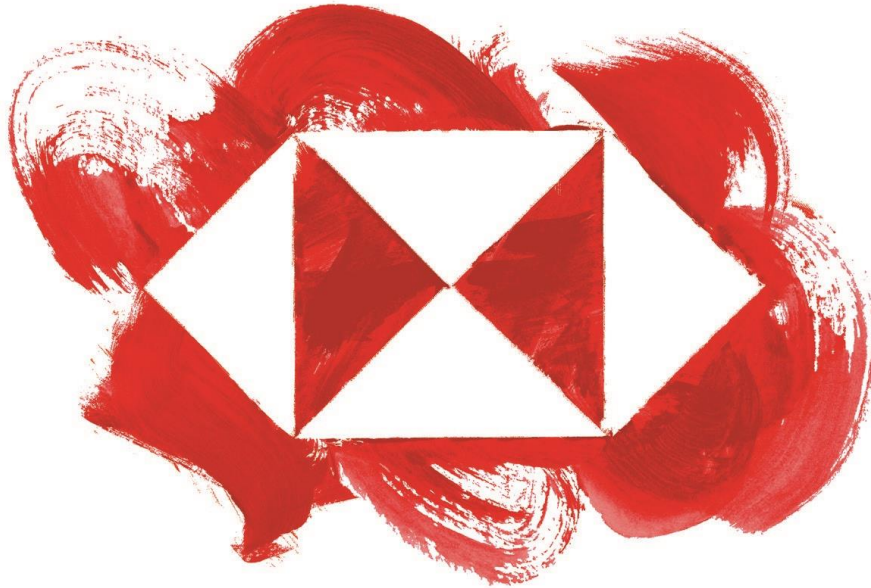


UK Work Experience, Apprenticeships & Internships

Entry routes into a Global Bank



Who are we

HSBC is one of the largest banking and financial services organisations in the world, serving over 40 million customers globally. We aim to be where the growth is, connecting customers to opportunities, enabling businesses to thrive and helping people fulfil their hopes and ambitions. To help achieve this, we want to recruit talented individuals from all walks of life who share our vision.

There are many entry points for students and graduates who are interested in starting their career with HSBC. Our opportunities range from work experience, entry level positions and apprenticeships through to internships and graduate programmes.

We believe in giving opportunity to everyone. Anyone who shares our values and behaviours could be a future leader of our bank. A world of opportunity could be waiting for you at HSBC.



1 Centenary Square, Birmingham
The new Head Office of HSBC UK



40 million customers



Located in **65**
countries and territories



We employ **238,000**
people globally



Our international
network covers **90%**
world trade



154 year heritage



US\$29.4bn
Revenue 6 months
to July 2019



3,800
offices world-wide

Work Experience

One of the best ways to get experience in your chosen industry is work experience. This will allow you to experience a realistic 'day in the life', and work out what pathway you would like to take in your future.

Many individuals consider a career in banking as uninteresting or out of reach. We appreciate that many people might not consider it as an option up until they experience it for themselves. So, to help decide if banking is an option for you, we have the HSBC Work Experience scheme. This applies to anyone in the UK aged between 14 - 19 years old and in full time secondary or sixth form education. This work experience runs for 1 week in June, July or August, and could take place in local branches, Commercial and Operational centres or our Head Office in Birmingham.

During your time, you will be shadowing current employees, working on different business projects and even presenting your ideas on real life situations you encounter at the bank. If you do well, it could even lead to a permanent entry level opportunity or onto our apprenticeship programme.

In 2019, **over 97%** of our programme rated their placement as 'Satisfactory' or above, with **over 70%** rating it 'Outstanding'

"I really enjoyed my work experience last week. Everyone was so kind and welcoming, which meant I felt relaxed, had great fun and learnt a lot."

Amelia

"I enjoyed the placement thoroughly and learnt a lot about HSBC as a leading international bank. Overall, the placement was a very valuable experience and I would not hesitate to recommend the programme to others."

Bharat



Foundation Apprenticeships

As a bank, we enable businesses to thrive and economies to prosper, helping people fulfil their hopes and realise their ambitions. This means people are at the heart of everything we do.

We are looking for individuals who share our passion for exceptional customer service. This is why we offer apprenticeships in a range of customer facing roles. This includes opportunities within our local branch network, contact centres and Commercial Business centres.

Our Foundation Apprenticeships give you the opportunity to **earn whilst you learn**, paying over triple the National Minimum Wage. We also fund and support your studies, allowing you to achieve externally recognised professional qualifications whilst also being a full time, permanent employee.

Our success comes from our people, so you can be sure of constant coaching and development throughout your apprenticeship. Our qualification pass rate is **35% higher** than the national average and **over 80%** of our Apprentices are in a position of more responsibility within just 12 months.

Our Foundational Apprenticeships are open to all, not just School and College leavers.

Duration: 12 - 18 months

Areas: Retail Banking and **Wealth** Management or Commercial Banking

Requirements: 5 GCSEs or Equivalent, including Mathematics and English above Grade 4/C

When can I apply: Applications are open throughout the year

"I have enjoyed every aspect of the apprenticeship. It has filled me with confidence and taught me that if you believe in yourself you can achieve all of your goals. Since starting my Apprenticeship, I have had the opportunity to experience a variety of job roles and been promoted"

Lauren



Degree Apprenticeships

An Alternative to University

Our Degree Apprenticeship provide a real alternative to the University route. Introduced in 2019, this programme consists of a structured 4 year rotational course, giving you working experience across different areas of our Commercial Banking function whilst also allowing you to study for a **BSc (Hons) Degree** in Banking Practice and Management from the London Institute of Banking and Finance.

The Degree Apprenticeship is a full time, permanent position combining your work and studies. Crucially, your degree is **fully funded by HSBC**, meaning **no** tuition fees. This allows you to get a Degree and practical working experience to put you ahead of your peers, all whilst earning a **highly competitive salary**.

Our Degree Apprenticeship programmes are all based in the Midlands, offering a clear and achievable progression pathway to give you a platform to succeed. As testament to our investment in people, this programme is also open to existing staff through an internal portal, allowing you the opportunity to progress.

Duration: 48 months (4 years)

Areas: Commercial Banking

Requirements: 112 UCAS points across 3 A-Levels (not Including General Studies) or equivalent and 5 GCSEs or Equivalent, including Mathematics and English above Grade 4/C

When can I apply: Specific windows in the year (reach out for more details)

Identical to our Foundational Apprenticeship, this programme is open to anyone, not just recent School or College leavers.



Internships

If you are currently in University, or plan to go to University after College, then you should consider our Intern programme. These are open to undergraduates of all degree types, provided you achieve our entry criteria. We offer internships for Four of our Global Business lines, more information on which can be found on our website:

- **Commercial Banking**
- **Retail Banking and Wealth Management**
- **Global Banking and Markets**
- **Global Private Banking**

Our Internships are a chance for you to get a real taster of what life is like within the world of Banking, putting you at the heart of what we do. Exceptional performers will be offered positions on our Graduate programme for when they Graduate, securing your employment before you even leave higher education.

Duration: Minimum of 8 weeks

Areas: All 4 business lines

Requirements: 300/120 UCAS points or Equivalent, on track for a 2:1 degree minimum (any degree type), be in your Penultimate year of Undergraduate study

When can I apply: Applications open early September

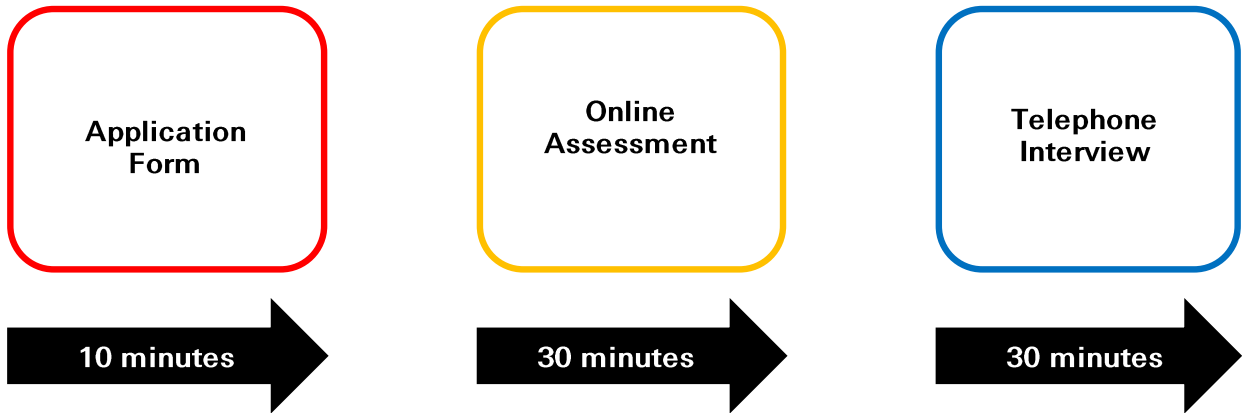
"Being an intern is the best way to get to know the bank. It's like an extended job interview where both you and HSBC are interviewing each other. I absolutely loved being an intern. You get to learn about different aspects of the bank, which not only helps you to understand the big picture but also helps you in realising where your skills may be best suited."

Shivali

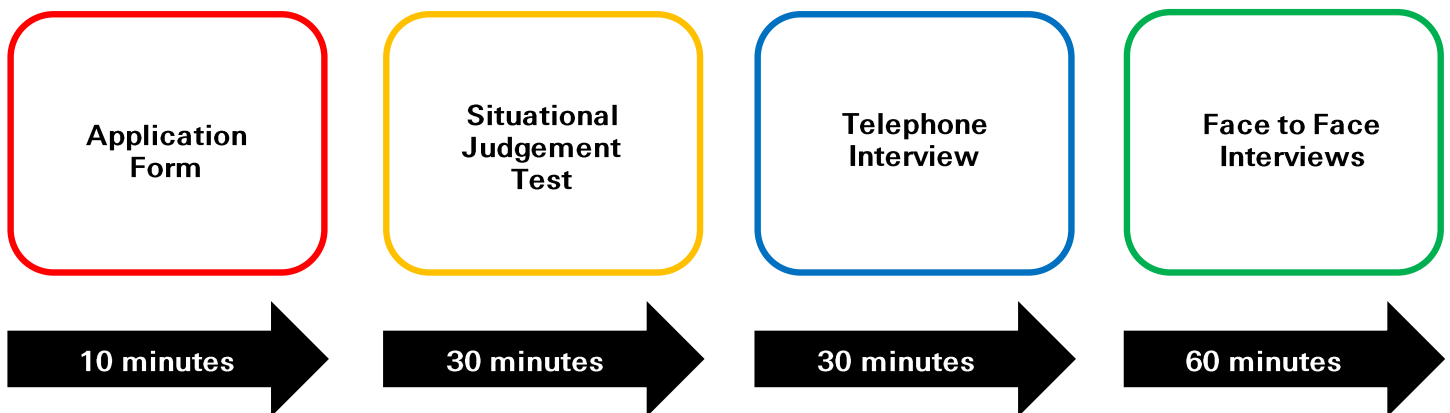


Our Recruitment Process

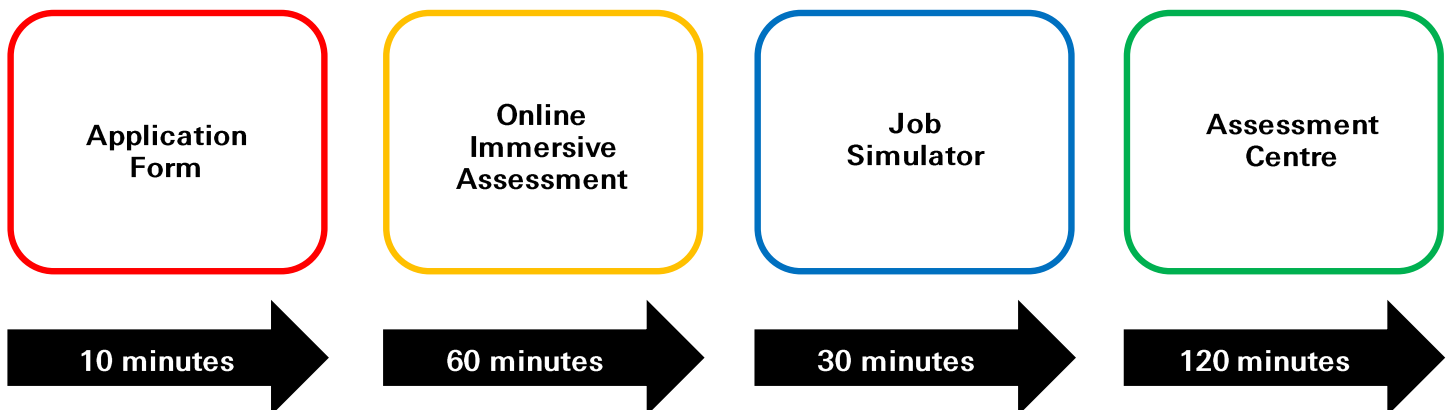
Work Experience



Apprenticeships



Internships



How are we different?

With a whole range of opportunities and employers to choose from, figuring out both what you want to do and who you want to work for can be a very tough decision. At HSBC, we offer the opportunity to develop a fulfilling career within a supportive and inclusive environment. We aim to be a place where everyone can achieve their full potential, regardless of background.

- Over 97% of our Work Experience placements rated their placement as 'Satisfactory' or above, with over 70% scoring it 'Outstanding'
- We've risen 29 places in Rate my Apprenticeship's league table in 12 months – an award voted for by our apprentices
- Our retention rate for apprentices is 97.4% two years after completing the programme compared to an industry average of 76%
- We are 12th in the Times top 100 Graduate Employers, up 2 places from 2018.
- One of our Apprentices has gone on to win the Asian Apprentice of the year 2019
- We have 7 distinct Global Employee Networks, helping to promote Diversity at HSBC
- 60% of our apprentices are Female, 25% are from a BAME background
- All HSBC UK employees are given 2 Charity days per year to get involved in local community projects or charity events



Contact us

For any questions, hints and tips, application support or to apply, please go to our Careers site (www.hsbc.com/careers). If your query is not listed, or you would prefer to speak directly to one of the team, you can contact us at Apprenticeship.team@hsbc.com for all things Work Experience or Apprenticeships, or at UK.Graduaterecruitment@hsbc.com for all things Internships and Graduate.

We hope to see you soon.

Foundation Apprenticeships

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Together we thrive

