



How can
support and
development

shape their
future with
confidence?

Career Influencer Guide

EY

Shape the future
with confidence



The better the question.
The better the answer.
The better the world works.

Contents

3

Introduction

4

Be a future
leader

5

Better career
conversations

6

EY
at a glance

7

Our
service lines

8-16

Our
programmes

17-18

Professional
qualifications

19-20

The skills we
look for

21

The application
process

22-23

Resources and
next steps

Introduction

How can support and development shape their future with confidence?

The world of work is changing rapidly. New technologies, emerging industries and advances in AI are creating opportunities that didn't exist just a few years ago.

For many students, deciding what comes next can feel daunting. That's why the support of people like you has never been more important. By encouraging exploration, curiosity and confidence, you can help them discover pathways that align with their ambitions and unlock their extraordinary potential.

At EY, we believe we are all **Shapers of the future**. Together, we're building an inclusive and confident future, where careers make a real impact on people, communities and the world around us.

Powered by technology and built on trust, we thrive in a culture where every voice, experience and background matters.

Through our range of early careers programmes and pathways, we're helping emerging talent build future-focused skills, gain industry recognised qualifications and develop their extraordinary potential.

This guide is designed to help you understand the opportunities available at EY and support the next generation as they take the first step towards a future they can shape with confidence.

Click button
to play >



Be a future leader

“

Having joined EY over 20 years ago, I am passionate about the opportunities and diverse careers that you can build here.

Our apprenticeship, internship and graduate programmes are designed to provide students, school leavers and career changers with the skills, experiences and qualifications to help achieve their full potential and shape their futures with confidence.

Anna Anthony

UK & Ireland Regional Managing Partner



How to have better career conversations

The most powerful career conversations help students see possibilities. By supporting them to explore options, develop skills and make informed choices, you can help them become a Shaper of the future, ready to make an impact and achieve their extraordinary potential.

Some tips to help you have better career conversations:

Encourage self-reflection - Create space for them to share their interests, strengths and ambitions. Ask open questions and focus on what excites them.

Explore all routes - There is no single route to success. Apprenticeships, graduate programmes, internships and work experience can all provide valuable opportunities to learn and lead to a rewarding career.

Focus on skills, not just subjects - Help them recognise the skills they're building through education, work, volunteering, sport and hobbies, and encourage them to explore roles aligned to these skills.

Be curious about the future - AI, technology and emerging industries are reshaping the world of work. Encourage exploration and keep an open mind about where future opportunities may come from - even if it's a path you're not familiar with.

Build confidence - Choosing a future path can feel overwhelming. Remind them that there is always room

to try new things and evolve no matter what route they take. It's okay not to have everything figured out.

Support research - Explore careers events, online resources and employer opportunities together. The more they learn, the more confident they'll feel as they make decisions about their future.

Start conversations, broaden perspectives - Encourage them to speak with family, friends, teachers, careers advisers and people already in the workplace. Hearing about different experiences and career journeys can open up new possibilities and help them make more informed decisions.

Don't overlook the social side - Whatever path they choose, they'll have the opportunity to build friendships, connect with like-minded peers and become part of a supportive community. Sharing experiences, celebrating achievements and building connections that last well beyond their programme.

EY at a glance

Who we are

EY is one of the world's leading professional services organisations, with over 400,000 people across 150+ countries and territories. Together, we help our clients solve their most pressing challenges, through business, finance, sustainability and technology.

In the UK

25,000+
people

17
offices

120
nationalities

**One connected team,
shaping the future
with confidence.**

Our service lines

At EY, we offer a range of programmes across different areas of the business, known as service lines. While each service line has a different focus, they all work together to help clients solve challenges and build a better working world. The overview below provides a simple introduction to each area and the type of work they do.

| Assurance

Assurance helps build trust and confidence in businesses. Teams work with organisations to review information, understand risks and provide independent insights that help investors, regulators and the public make informed decisions. By combining business knowledge, technology and data analysis, they help organisations operate transparently and sustainably.

| Consulting

Consulting helps organisations transform and improve the way they operate. Teams work closely with clients to solve challenges, improve performance and implement new technologies, processes and ways of working. By combining business insight with innovation, they help organisations adapt, grow and succeed in a changing world.

| EY-Parthenon

EY-Parthenon helps organisations make important business decisions and plan for growth. Teams work with clients on major strategic and transaction decisions - from growth strategy and commercial diligence to restructuring and value creation, directly shaping the future of organisations and investments. The work is fast-paced, analytical and focused on turning paper into practice.

| Tax

Tax helps organisations and individuals navigate complex regulations and plan for the future. Teams advise on local and international tax matters, helping clients meet obligations, respond to regulatory change and make informed decisions. The work has increasing societal impact, with tax playing a key role in government policy, sustainability and corporate responsibility.

Our programmes

There is no one-size-fits-all route into a career at EY. Whether a student is leaving school, studying at university or preparing to graduate, we offer a range of programmes designed to help them gain experience, develop new skills and explore where their interests could take them.

The overview below highlights our different programmes, who each programme is designed for and where it could lead next.

	What is it?	What can I do on it?	Will I get a qualification?	When it ends, what can I do next?
Apprenticeships	A paid four-year programme you can join when you leave school/college or if you're looking to change career.	We have apprenticeships in Assurance, Consulting, EY-Parthenon and Tax.	Yes - we have apprenticeships at Level 4, 6 and 7. All our apprenticeships have a qualification attached.	An apprenticeship sets up a career in business with opportunities to progress at EY and beyond.
Summer Internships	A paid summer internship at the end of your second year of university.	There are internship opportunities in all service lines across the UK.	No, but there is learning attached to the internship through EY Badges and learning on the job.	You could be fast-tracked onto a graduate role with us.
Industrial Placements	A paid year long placement with EY. You will need to be on a sandwich course at university.	There are placements in all service lines across the UK.	Yes, if you're programme requires a professional qualification, you get a head-start at sitting exams which will benefit you if you join back as a graduate the following year.	You could be fast-tracked onto a graduate role with us.
Graduate Programmes	Two or three year programmes where you work and study.	There are graduate roles in all service lines across the UK.	Please check the individual job description to find out more on the qualification assigned to the programme.	Upon completion of the graduate programme, you'll have the opportunity to drive your career and continue shaping your future with confidence.
Work Experience Programmes	Career Starters (Year 12 / S5 students or Year 13 in Northern Ireland) is a two-day insight experience providing students with networking, case studies and insights into the apprenticeship opportunities at EY		Discover EY is a two-day insight experience, designed to help first or second year* university students explore life at EY, grow their network and develop valuable career skills Across Assurance, EY-Parthenon, Tax and Technology. *Varies depending on course length.	

Insight programmes

Our insight programmes allow candidates to explore the world of EY, learn more about the work we do and help them decide which early careers programme is right for them.

Career Starters

Career Starters is a two-day insight experience designed to help student considering an apprenticeship explore the world of business and discover what a career at EY could look like.

Through workshops, networking opportunities interactive case studies, participants gain insight into our apprenticeship opportunities, develop key skills and connect with the people shaping the future at EY.

On successful completion of the programme, participants may have the opportunity to fast-track their application to one of our apprenticeship programmes.

Who it's for: students in Year 12 (England and Wales), S5 (Scotland) or Year 13 (Northern Ireland).

How it's delivered: hybrid, combining virtual and in-person experiences.

Entry requirements vary by programme.

Learn more: ey.com/uk/apprentices

Discover EY

Discover EY is a two-day insight programme designed to help university students interested in a career in professional services to learn more about life at EY, grow their network and develop valuable skills.

Through interactive workshops, networking opportunities and conversations with EY people, including current graduates, participants gain insight into our business areas, explore different career paths and build confidence for future applications.

We offer three Discover EY programmes:

- Women in Business
- Black Heritage in Business
- Social Mobility in Business

Who it's for: university students in the first year of a three-year degree, or the second year of a four-year degree.

How it's delivered: hybrid, combining virtual and in-person experiences.

Entry requirements vary by programme.

Learn more: ey.com/uk/undergraduates

Apprenticeship programmes

Our apprenticeship programmes allow apprentices to earn while they learn, combining hands-on experience with a professional qualification. Apprentices work on real client projects from day one, developing valuable skills while building their careers across Assurance, Consulting, Tax and Technology.

Most programmes are around four years in length and lead to a qualification equivalent to a master's degree, helping apprentices gain both practical experience and professional credentials without university tuition fees.



What to expect:

- Earn a salary while working towards a professional qualification
- Gain experience on real client projects
- Dedicated study time and structured learning
- Support from a buddy, counsellor and dedicated apprenticeship coach
- All tuition and related fees covered by EY
- Opportunities to build skills, experience and professional connections

Who it's for: students completing their school or college education and considering an alternative to university.

Entry requirements: entry requirements vary by programme and location. As a guide, applicants typically need GCSEs/National 5s (or equivalent) in English Language and Maths, alongside relevant A-levels, Highers or equivalent qualifications. Please check our website for specific programme requirements.

Meet Abbie

Abbie started university but quickly realised it wasn't the right path for her. Through the Audit Apprenticeship programme, Abbie is working towards an industry-recognised qualification, whilst gaining experience on real client projects.

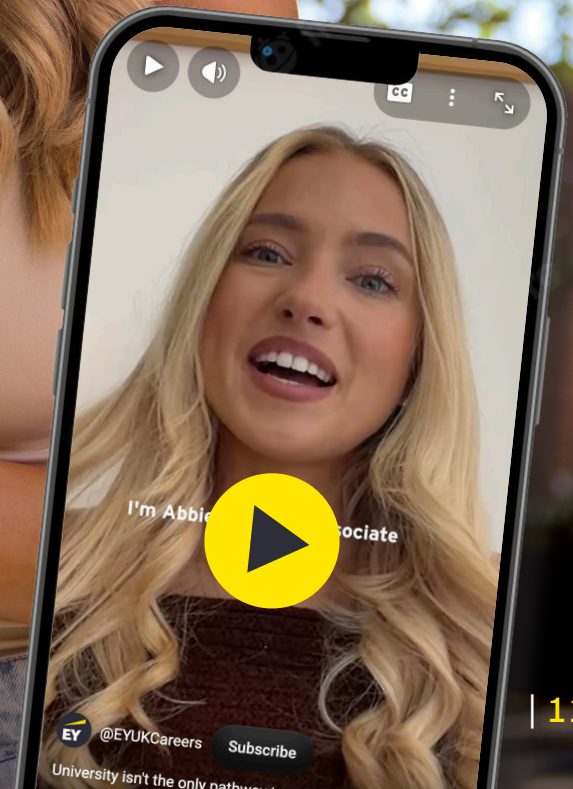
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After going to university and deciding it wasn't for me, I still wanted to gain the qualification and education in an alternate way. This is when I started to look at apprenticeships and EY stood out to me straight away. Having the opportunity to 'earn whilst I learn' and do my qualifications whilst gaining real-world experience has been perfect for me.

Abbie

Audit Apprentice

Click button
to play



Undergraduate programmes

Summer Internship

A summer internship at EY gives students the opportunity to gain real-world experience in a professional services organisation, build valuable skills and grow their network through a paid internship programme.

Over four weeks, interns work alongside experienced professionals on real projects applying their academic knowledge and gaining insight and experience into their chosen business area. It's a chance to experience the world of work, explore potential career paths and discover whether a future career in professional services is right for them.



What to expect:

- A paid four-week internship*
- Hands-on experience working on real projects
- Opportunities to develop professional and technical skills
- Insight into EY business areas and culture
- Support from colleagues and peers
- The opportunity to fast-track to an EY Graduate programme following successful completion.

Who it's for: university students in their penultimate year of study, or students in their final year who are planning to complete a one-year master's degree or take a gap year.

Entry requirements: applicants should be working towards an honours degree in any subject and meet the academic requirements for their chosen programme. Eligibility requirements vary by role, so please check the individual programme page on our website for full details.

*Duration may vary for a small number of programmes. Please check the individual programme page for details.

Undergraduate programmes

Industrial Placements

An industrial placement at EY offers students the opportunity to gain real-world experience to complement their studies. Students spend 12 months working in a professional environment, developing valuable skills, building their network and gaining insight into life at EY.

Students work on meaningful projects, collaborate with diverse teams and develop the practical skills needed for a future career in professional services. It's an opportunity to apply learning from university in a workplace setting while exploring different career paths and building confidence in a professional environment.



What to expect:

- A 12-month paid placement as part of a university degree
- Hands-on experience working on real client projects
- Opportunities to build professional and technical skills
- Support from colleagues, mentors and the wider EY network
- Insight into different career opportunities at EY
- The opportunity to fast-track to an EY Graduate programme following successful completion

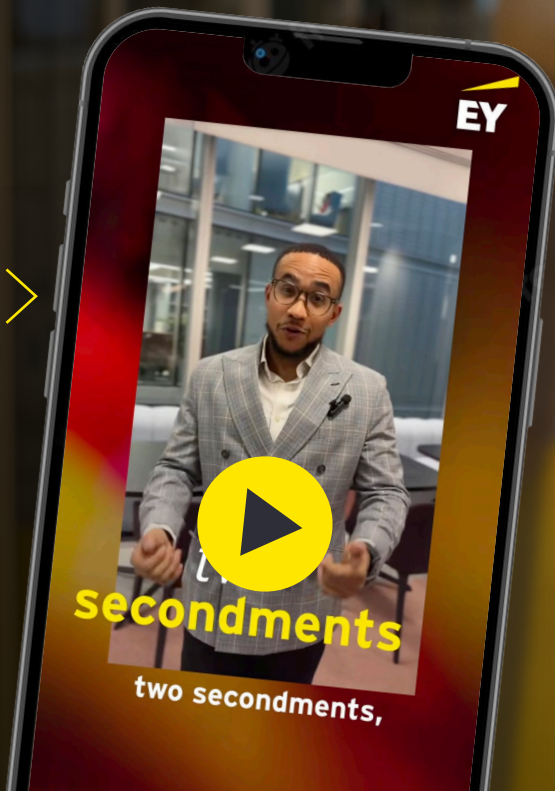
Who it's for: students in the penultimate year of university whose degree includes a placement year.

Entry requirements: applicants should be working towards an honours degree in any subject and meet the academic requirements for their chosen programme. Eligibility requirements vary by role, so please check the individual programme page on our website for full details.

Meet Anthony

Learn how Anthony joined EY on an industrial placement and has progressed to a Senior Manager in Audit. Alongside his work in Audit, Anthony is proud to be part of the UK Corporate Responsibility team, leading on pro-bono engagements that make an impact on the clients and communities around him.

Click button >
to play



Graduate programmes

Graduate programmes at EY help build the foundation for a meaningful career across

Assurance, Consulting, EY-Parthenon or Tax - as part of a team of Shapers of the future, graduates work on real client projects, develop future-focused skills and make an impact from day one.

Through continued support, structured learning and access to innovative technology, participants build their expertise, expand their network and gain the experience needed to shape their future with confidence.



What to expect:

- A two or three-year graduate programme*
- Hands-on experience on real client projects
- A fully funded professional qualification*
- Access to innovative technology and learning resources
- Support from mentors, a career counsellor and network of peers
- Long-term opportunities for progression beyond the programme

Who it's for: final-year university students, recent graduates and Master's students looking to start their professional career.

Entry requirements: applicants should have achieved, or be working towards, an honours degree in any subject and meet the academic requirements for their chosen programme. Eligibility requirements vary by role, so please check our website for full details.

*The duration of your programme and qualification you do will vary by programme. Some programmes will not complete a professional qualification but will still benefit from technical training and support from mentors.

Meet Sukhmani

After experiencing life at EY as a summer intern, Sukhmani joined the Tax Graduate programme. Since then, she has built a successful career advising international clients on complex mergers and acquisitions, earning recognition as the EY Young Tax Professional of the Year along the way.

Click button
to play >



Professional qualifications

EY apprentices and graduates don't just start a job; they start a learning journey. Depending on the programme they join, they'll work towards a professional qualification whilst gaining hands-on experience and developing the skills needed for a successful career.

What qualification could they achieve?

The professional qualification completed will depend on the programme, business area and location. Qualifications are carefully aligned to the skills, knowledge and experience needed to succeed in that role. Some programmes will follow a technical route instead of a formal qualification but will still benefit from peer learning and support from counsellors and buddies.

How is the qualification completed?

EY apprentices and graduates work towards their qualification alongside their day-to-day role, combining structured learning (either in person or online) with practical experience. Most programmes include dedicated study leave or protected learning time to support exam preparation and successful completion.

What are the benefits?

- Tailored to your role to deepen business knowledge and understanding
- Supports career progression with promotion-linked milestones
- Industry-recognised, offering strong long-term career opportunities
- Dedicated support network, including our Student Experience team, counsellors, buddies and Student Coaches
- All tuition and related fees are covered by EY
- High-quality training governed by the EY Quality Assurance Framework, ensuring a consistent and supportive learning journey
- Exclusive student benefits, including NUS and travel discounts



“

We go through the programme and exams together as a community, so it works for a collaborative and supportive culture.

Abbie

Audit Apprentice

“

The qualification I'm studying for is recognised internationally and across every industry. This is a great credential that can help to signal your competency to clients and communities, and for your future.

Sol

Tax Graduate

The skills we look for

Shapers of the future are defined by the skills they bring, not just their qualifications. Encourage those you support to reflect on these core skills and think about how they've demonstrated them in everyday life. Whether through school, university, part-time work, volunteering, clubs or hobbies, every experience counts!

- We are proactive
- We do the right thing
- We are curious
- We build relationships
- We show agility
- We think critically
- We embrace technology
- We are motivated

Suggested activity

Discuss with your young person how they demonstrate some of the skills highlighted above. Once they've identified an example, ask them to explain it using the **STARR method**. This is a technique we recommend for interviews and assessments, as it helps candidates structure their answers clearly and showcase their skills and experiences effectively.

Situation: what was the context?

Task: what was the goal or challenge?

Action: what did they do?

Result: what was the outcome?

Reflection: what did they learn, and how might they apply this learning in the future?

Practising this approach can help young people feel more confident talking about their experiences and prepare them to articulate the value they can bring.

The skills we look for

“

One of the biggest things I encourage students to do is take a step back and think about what they already do every day. Whether it's balancing coursework deadlines, working a part-time job, playing in a sports team, or collaborating on a group project, these experiences help build valuable skills. The key is understanding what motivates you, recognising the skills you've developed, and being able to bring those examples to life when talking about yourself during the application process.



Sean

Early Careers Recruitment team



The application process

Applying to an early careers programme can feel like a big step. While the process may vary slightly depending on the programme, this overview will help you understand what they can expect and how to support them as they prepare.

If progressed to the next stage, candidates will receive guidance and resources to help them prepare for the following stages of the process.

How you can help

Help them stay organised

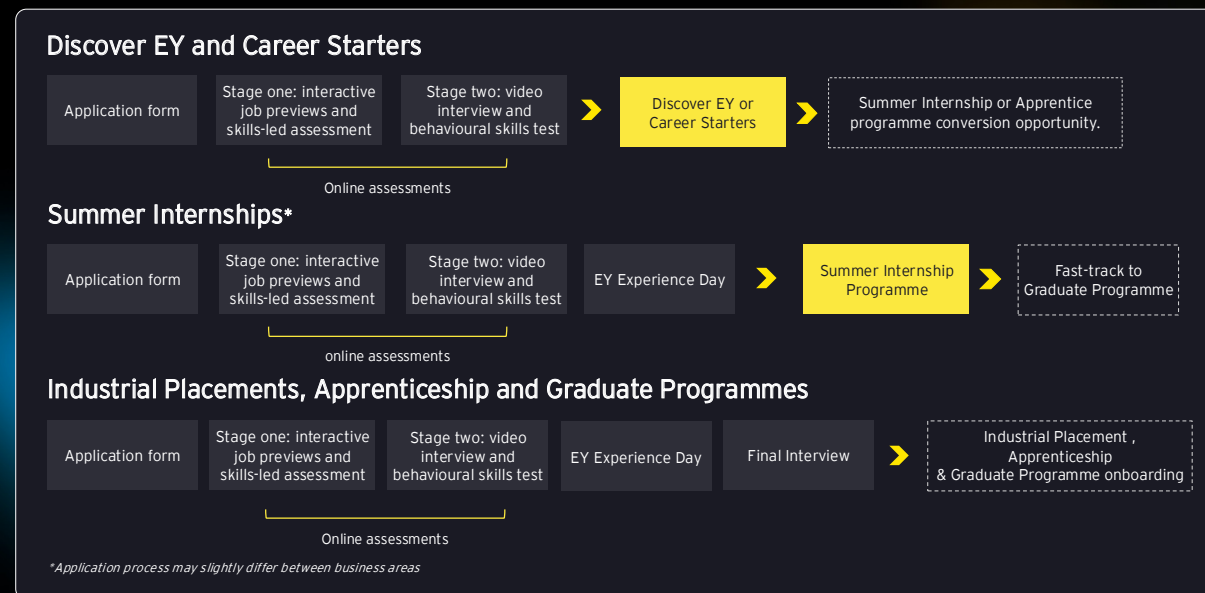
Encourage them to keep track of application deadlines, assessment dates, interview invitations and any preparation materials to reduce unnecessary stress.

Support their wellbeing

Encourage them to get a good night's sleep, take breaks and avoid last-minute cramming before assessments or interviews. Feeling rested can make a big difference to performance.

Celebrate every milestone

Completing an application, progressing through assessments and reaching the interview stage are all achievements worth recognising, regardless of the outcome. Celebrating small wins should help any setbacks feel more manageable.



Resources and next steps

Keep the conversation going

The conversations, encouragement and guidance you provide can help give students shape their future with confidence. As they continue their journey, there are plenty of ways for you to help them stay informed, build their understanding and discover what's possible.

- Explore our careers website to learn more about our programmes and business areas and help them identify opportunities that match their interests and ambitions.

Visit website

- Check for upcoming webinars, events and campus visits to meet EY people, ask questions and learn more about life at EY.

Upcoming events

- Follow us on social media for application opening dates, and to hear from current interns, graduates and apprentices on their experiences at EY.

 [linkedin.com/company/ernstandyoung](https://www.linkedin.com/company/ernstandyoung)

 [facebook.com/EYCareersUK](https://www.facebook.com/EYCareersUK)

 [instagram.com/EYUKCareers](https://www.instagram.com/EYUKCareers)

 [youtube.com/EYUKCareers](https://www.youtube.com/EYUKCareers)



Resources and next steps

Some final pieces of advice from our Early Careers Recruitment team . . .

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Replace “What do I want to do?” with “What problems do I enjoy solving?” When have you lost track of time because you were interested/ engrossed in something? Careers are more rewarding when built around strengths and interests as opposed to job titles.



Graeme

“

Encourage students to look beyond their grades and recognise the skills they've built through school, clubs, hobbies, volunteering, caring responsibilities and part-time work. Those experiences often provide some of the strongest examples of their potential.



Rachel

“

Practice really does make perfect and will help you feel so much more confident in your application. Think about why you want the programme you are applying for. Then set up your phone or laptop and record yourself talking about why you want to apply and the skills that you would bring to the role. This will help you refine your responses and gain confidence talking about your skills and experiences.



Rebecca

“

Encourage your student to attend as many events and careers fairs as possible to network and discuss opportunities directly with employers and current graduates and apprentices.



Bessie

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multidisciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

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