

SUCCESS IS *PERSONAL*



Amazing  
Apprenticeships

**A PARENTS & CARERS GUIDE TO**

# **APPLYING FOR APPRENTICESHIPS WITH EDF**



# INTRODUCTION & CONTENTS

As a parent or carer, you want the best future for your child. Choosing the best next step after school or college is a big decision and apprenticeships are an excellent option.

EDF is a forward-thinking energy company, leading the transition to a cleaner, low emission, electric future and tackling climate change, to ensure a sustainable energy legacy for us and generations to come.

EDF offers high-quality apprenticeships that combine training, hands-on experience and a salary, across many areas of the organisation. A first job with EDF is a first step towards a long and rewarding career.

This guide explains the apprenticeship opportunities at EDF, why your child should consider applying to EDF and how you can support them through the process.



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# EDF UK EXPLAINED: MISSION, WORK & IMPACT

EDF UK is one of the UK's biggest and most trusted energy companies, with a clear mission - to create a cleaner, safer and more secure energy future for generations to come.

As Britain's largest generator of zero-carbon electricity, EDF UK is at the heart of tackling some of the biggest challenges facing society today, from climate change to energy security. Every day, their teams work on solutions that keep the country powered while reducing harmful emissions.



## What do EDF UK do?

- EDF UK is driving the transition towards **An Electric Britain** – a secure, affordable, low-carbon future for everyone.
- EDF UK supplies **millions of customers** with electricity and helps homes and businesses switch to electricity for heating, transport and industrial processes.
- EDF UK operates **five nuclear power stations** and more than **35 onshore wind farms and three offshore wind farms**. The five generating stations currently supply about 14% of the UK's electricity demand.
- EDF UK is building the UK's nuclear renaissance with the construction of a new nuclear power station at **Hinkley Point C**, already **creating more than 1,000 apprenticeships**.
- EDF UK brings together a **huge variety of experts**, not just engineers and scientists, but project managers, cyber specialists, data analysts, ecologists and more.

## A purpose that apprentices can be proud of

For apprentices, EDF's Electric Britain purpose means being part of meaningful work from the very start. Whether your child is helping maintain a power station, supporting major engineering projects or working within business teams, they'll be contributing to something with real national impact and building skills that open the door to meaningful and rewarding careers.



*"It's really nice to see that EDF are trying to lead the way, be really proactive and really make a difference in the world, which makes the work I do feel really positive and empowering knowing that I'm contributing to something quite big."*

**Rowan - Cyber Security apprentice**

# AN APPRENTICESHIP WITH EDF

An apprenticeship with EDF is a real job where young people are trusted to make a meaningful contribution from day one. They learn on the job from energy experts, gain valuable experience across different parts of the business and study towards a respected qualification, all while earning a salary.

## How an apprenticeship works

### Working on real projects

Apprentices spend most of their time learning in the workplace, solving real problems, using industry-standard tools and supporting vital projects.

### Study time

Apprentices also receive protected time each week to complete training with a college, university or specialist training provider.



## Where training takes place

How the apprenticeship is structured depends on the type of apprenticeship programme, but might involve a mix of on-the-job practical experience, classroom or college-based study, online learning, or a combination of all three. For example, EDF's Chemistry apprenticeship is largely online learning, whilst the Power Solutions apprenticeship involves block learning at a college.

Some apprentices travel or relocate as part of their programme and EDF provides guidance and support to help them settle in.

## Support every step of the way

EDF understands that starting a first job can be a big step, which is why every apprentice receives wraparound support from day one, supported by a dedicated team.



# AN APPRENTICESHIP WITH EDF

When an apprentice joins EDF, they have a whole team to support them, including:

- A dedicated Early Careers Programme lead
- A career manager
- A placement manager

Alongside this, apprentices are welcomed with a comprehensive induction to introduce them to the business, their team, the role and the wider energy sector, making sure they feel informed, confident and ready to succeed.

Apprentices also benefit from:

- A buddy
- A mentor scheme
- A strong occupational health and wellbeing team
- A cohort of fellow apprentices



*"It's like a little family. You feel included in your team and push you to the best of your ability. They make time for personal catch ups and ensure support is in place."*

**Ellen - Business Administration apprentice**

## Experiences beyond the apprenticeship

EDF believes apprentices should grow personally as well as professionally. That's why, at the very start of their journey, apprentices take part in a dedicated Outward Bound experience. The week away is designed to help them build confidence, develop teamwork skills and form early friendships with other apprentices across the business. It's a positive and memorable way to settle in, feel supported and start living EDF's values from day one.

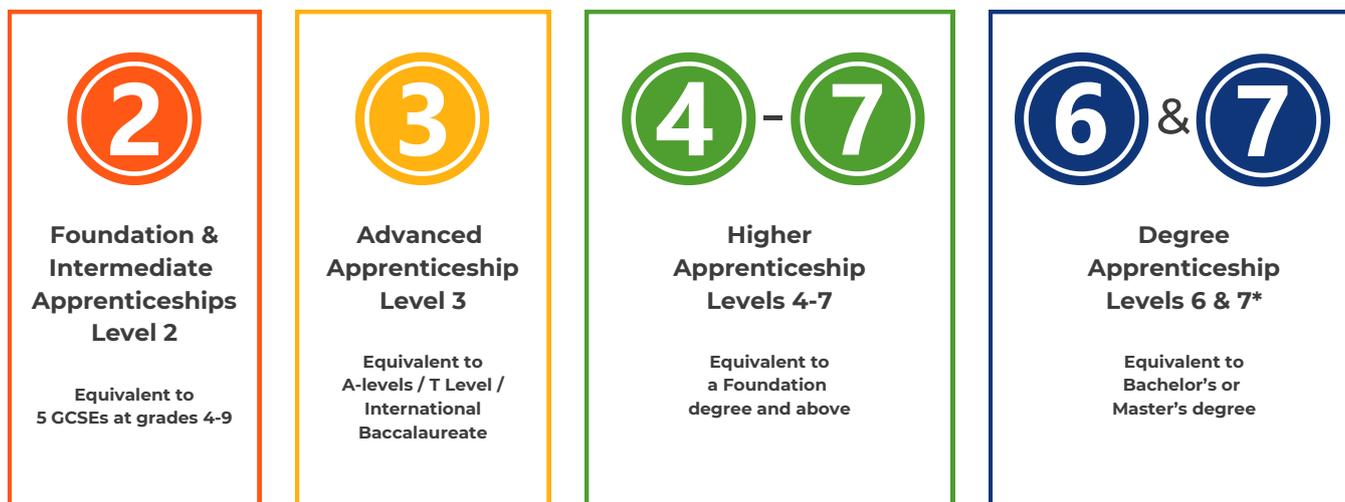
Throughout their programme, apprentices are also encouraged to get involved in activities that go beyond their everyday role, including charity events, volunteering opportunities and challenges.



# AN APPRENTICESHIP WITH EDF

## A pathway with real progression

Apprenticeships at EDF are designed to support long-term growth. Young people can join at a level that matches their current skills and qualifications, and progress step by step as their confidence and expertise develop. Apprenticeship levels are linked to the role and the skills and knowledge they need:



\*From January 2026, level 7 apprenticeships will only be funded for those 21 and under or those ages 22-24 who meet criteria

Find out more about apprenticeship levels here: [amapps.uk/apprenticeship-levels](https://amapps.uk/apprenticeship-levels)



*"In my second placement I was given a really important role as a Change Coordinator. I would be left on my own to work like a full-time team member, but with support if I needed it. I've never enjoyed something so much as when I was given that opportunity and it really felt like I grew and had the space to shine."*

### Luke - Project Controls apprentice at Hinkley Point C.

Hear more about Luke's story here: [youtube.com/watch?v=yO03XuyIqGk&t=19s](https://youtube.com/watch?v=yO03XuyIqGk&t=19s)



# APPRENTICESHIPS EDF OFFER

EDF offers a wide range of apprenticeship programmes designed to suit different strengths, interests and ambitions. They recognise that every young person has their own idea of what success looks like, and that's exactly what they value. EDF gives young people the freedom to explore what motivates them and build a career path that feels personal and meaningful.

To support this, EDF has created a variety of apprenticeship pathways across engineering, science, digital, business and project roles, giving your child the opportunity to choose the route that best reflects their goals and aspirations.



## Business

Develop a range of transferable skills, working independently and as part of a team to develop, implement, maintain and improve administrative services.

Level 3      2 years



## Chemistry

Learn about nuclear power plant chemistry and become experienced in operating within a chemistry department, while gaining a BSc Degree in Chemistry.

Level 6      4 years



## Data Analyst

Collect, process and interpret data to support EDF's decision making across the organisation.

Level 4



## DevOps Engineer

Learn how to combine software development and IT operations to support EDF's digital infrastructure and energy projects.

Level 4

# APPRENTICESHIPS EDF OFFER



## Health Physics

Play a critical role in ensuring safe operations at the sites, learning from industry-leading experts.

Level 2



## Health, Safety and Environment

Learn about statutory health, safety and environmental requirements.

Level 3



## Human Resources

Develop knowledge of the structure of our organisation, the recruitment processes and employment law.

Level 3



## Maintenance and Operations Engineering

Develop specialist engineering and nuclear skills, learning from subject matter experts.

Level 3

4 years



## Nuclear Engineering

Work on our pioneering project at Hinkley Point C, whilst studying for a degree in Mechanical or Electrical Engineering.

Level 6

4 years



## Project Management

Learn how to organise and be responsible for the end-to-end delivery of projects critical to the business.

Level 6

# KEY BENEFITS FOR EDF APPRENTICES

Work is just one part of colleagues' lives at EDF. As well as your annual leave entitlement and monthly salary, EDF is dedicated to offering flexible benefits that support their people across all aspects of their lives. Many of the benefits are available to select all year round, supporting people and their differing needs. Benefits may vary for individual programmes, but for apprentices may include:



## Debt-free qualification

Earn a salary and pay no course fees



## Annual leave

25-28 annual leave days as standard



## EDF discounts

Discounts across a range of brands



## Season ticket travel loan

Interest-free



## Experience days

Discounted rates on a host of activities



## Gym membership

To support mental and physical fitness



## Electric car

Lease a new car through salary-sacrifice scheme



## Dining card

Discounts across 10,000+ restaurants



## Cycle to work scheme

Includes electric bikes



## Health screening

Medical check ups and lifestyle advice



## Pension scheme

Market-leading pension scheme



## Life Skills Programme

Supports personal growth

# WHY EDF COULD BE RIGHT FOR YOUR CHILD

Choosing an apprenticeship is a big decision. It's important to find an employer who will support your child's unique development journey. EDF offers opportunities that can build confidence, independence and future prospects, all while contributing to work that really matters.



EDF knows that success is a personal thing; it means different things to different people.

That's why they will give your child the freedom to create a career that's unique to them.

At EDF, your child can move horizontally and explore new areas, go deeper into their specialty, or advance through the levels.

EDF believes it's your child's journey, powered by them. Theirs to develop unparalleled skills, progress on their own terms and make their career everything it deserves to be.

## What are the benefits of working for EDF?

- **A future-focused sector:** The energy industry is rapidly evolving as the UK moves towards net zero. EDF apprentices gain skills that prepare them for careers in sectors growing long into the future, like low-carbon engineering, digital technology and sustainability.
- **A workplace where everyone belongs:** EDF is committed to building an inclusive culture where every apprentice feels valued and respected. Safety, respect and kindness are core to how EDF works together.
- **National recognition:** EDF is rated in the Top 5 Employers for UK School Leavers in the Cibyl 2025 rankings, as voted for by 11,500 school leavers across the UK.

## Lynsey - EDF Early Careers Recruiter

*"EDF genuinely care about you as an employee, your progression, you as a person, and your career".*



# WHY EDF COULD BE RIGHT FOR YOUR CHILD

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## **Together we crack the complex**

Enjoy tackling incredible challenges, developing your skills and doing impactful work that benefits the lives of millions of people.

## **Choice and Flexibility...**

...are wonderful things. Shape your benefits and rewards to suit your individual needs. Receive recognition, access people-friendly policies, and more.

## **We do right by each other**

We support people through all life experiences with compassion, ensuring everyone feels safe, welcome, heard and celebrated.

## **Everyone Is Welcome**

EDF is on an action-oriented journey, championing equity, diversity, and inclusion. At EDF, networks are integral to their inclusive culture. EDF supports its people and advocate for positive change.

Networks include:

- Young Professionals network
- Women's network
- Race network
- LGBTQ+ network
- Neurodiversity network

EDF's overriding company ambition is Zero Harm to people and the communities that EDF serves. This means not tolerating any behaviour that does not uphold EDF's Everyone's Welcome vision. There is no place for racism, misogyny, homophobia, transphobia, disablism or inappropriate banter. EDF is building a culture where everyone feels empowered and can raise any concern.

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When EDF asked employees what working at EDF means to them, several key messages emerged including commitment to diversity, equity and inclusion, and support for work-life balance. Alongside their guiding principle that success is personal, these themes capture the essence of what it means to be part of EDF's community:

## **Safety is Paramount**

Colleagues' physical, psychological and emotional safety is the number one priority for EDF. Zero harm is the goal, and that will never change.

# HEAR FROM EDF APPRENTICES

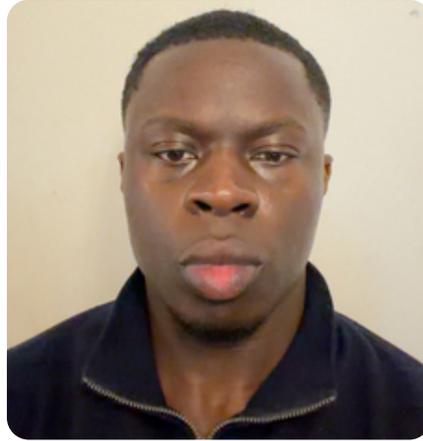


"I wasn't 100% on going to uni so I thought applying for an apprenticeship was the best option for me. I came straight from doing a level 3 in Fashion and Textiles at college.

I chose a Business Admin apprenticeship as I wanted a wide range of skills across the business. I've had multiple placements; HR, Communications, Early Careers and also Recruitment.

I picked EDF because of their strong reputation and being a leading company within the energy industry."

**Haaniya - Business Administration apprentice**



"I was initially at university but at the end of my second year, I decided to leave and pursue my deep love for coding. I chose an apprenticeship with EDF as not only are they a household name, but I could apply my learning.

I was warmly welcomed into the team. I'm focused on completing my apprenticeship and hopefully securing a full-time role with EDF. I'm surrounded by incredibly smart people who are not only smart, but genuinely care about my development."

**Olu - Data Analyst apprentice**



"The renewable energy sector is such a growing industry and is the future for the world we live in today. EDF power solutions is so supportive with the apprenticeship scheme and has helped me every step of the way.

Helping Britain to achieve Net Zero is a privilege and it makes me a proud employee at EDF power solutions. As an apprentice, I still have many things to learn about my job, but I know that helping Britain achieve Net Zero is something I would like to do for the rest of my career."

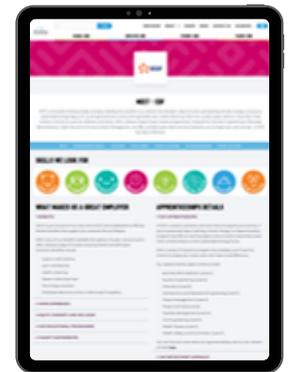
**Ben - Wind Turbine apprentice**

# THE APPLICATION PROCESS

EDF don't recruit on your experience and competencies, they focus on natural skills & behaviours and potential to succeed at EDF. This skills-based hiring approach means EDF is interested in your child's current skills as well as their ability to acquire new skills. Throughout the selection process, EDF will evaluate motivation, skills, behaviours and core strengths, seeking individuals who can grow with the organisation.

Explore EDF's recruitment process and top tips below and find more detail on each stage by visiting EDF's Meet the Employer page:

[amazingapprenticeships.com/employers/edf](https://amazingapprenticeships.com/employers/edf)

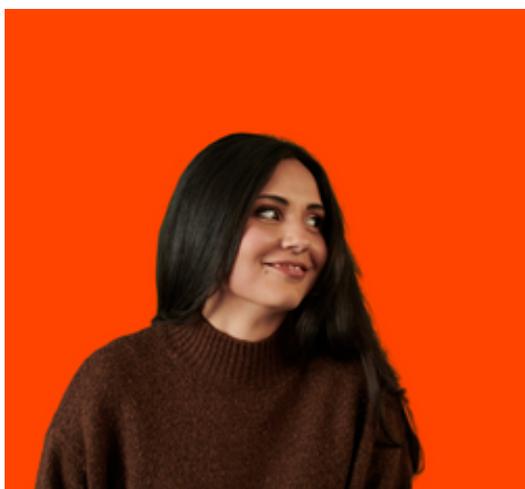


## Online application form

At this stage, EDF are checking that applicants meet the minimum criteria for the role, which can be found in the job advert. Don't worry if your child doesn't have any work experience, as this isn't something EDF is looking for.

Step

1



## Online task-based assessment

If your child is successful at the application stage, they will be invited to complete an online assessment, which includes interactive tasks designed to provide insight into their natural behaviours. There are practice tests and supporting resources available at: [amazingapprenticeships.com/employers/edf](https://amazingapprenticeships.com/employers/edf)

Step

2

# THE APPLICATION PROCESS

	<p><b>Video interview</b></p> <p>The next stage is a one-way video interview where your child records their answers to questions about their motivations and key skills. They can complete it at a time that suits them, and an audio-only option is available if preferred.</p>	<p>Step</p> <p><b>3</b></p>
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	<p><b>Assessment centre</b></p> <p>The final stage is a virtual or face-to-face assessment centre on Microsoft Teams. Depending on the programme, this may include group activities, short individual tasks, interviews or a presentation.</p>	<p>Step</p> <p><b>4</b></p>
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## Entry requirements

Requirements vary by programme and will be specified in the apprenticeship advert, but generally:

- GCSEs in maths, English and science are expected for technical roles. There are different grade requirements depending on the role.
- If your child does not already have GCSEs at grades 9-4 in English and maths, they should be offered the opportunity to achieve at this level as part of their programme.
- Higher or Degree Apprenticeships may ask for A-levels (or equivalent) in relevant subjects.



### What if my child hasn't received their grades?

If your child hasn't received their grades yet, they should include their predicted grades in their application and make it clear these are predicted.

# THE APPLICATION PROCESS

## Additional support in the application process

### Sharing your support needs

EDF is a Disability Confident employer committed to a policy of equality of opportunity in its employment practices, so at any stage of the process, your child should let EDF know if there are any arrangements or adjustments they need to make to support them.

When your child makes their application, EDF will ask questions to help them understand where they may need support throughout the recruitment process, so encourage them to let EDF know as much as they can at this stage.

### Reasonable adjustments

If your child has a disability or is neurodiverse, there are many adjustments EDF can offer if needed. These include:

- Additional time for online assessments
- Additional time to answer interview questions
- Financial support for travel costs (if they are asked to attend something in person)
- Providing interview questions in advance
- More information about assessment exercises in advance

### Video interview accessibility

Within the video interview platform there are some key accessibility features to support your child including: keyboard navigation, screen reader compatibility, high contrast and adjustable font size.

### Virtual assessment centre accessibility

If your child is attending a virtual assessment centre, the platform EDF uses also allows adjustments if needed, such as altering background colours and magnifying letters, so they should speak to a member of the recruitment team for more information about how the system works.

### Further support

EDF's Early Careers Application Guidance can be found here:

[edfenergy.com/sites/default/files/application\\_guidance.pdf](https://edfenergy.com/sites/default/files/application_guidance.pdf)

Contact the EDF recruitment team to discuss support, resources or adjustments your child may need [yourfuture@edfenergy.com](mailto:yourfuture@edfenergy.com)



# SUPPORTING YOUR CHILD TO APPLY

As a parent or carer, you play an important role in supporting your child as they take this exciting step into the world of work. Here are some helpful ways you can guide and encourage them throughout their EDF apprenticeship application.

## **Talk about your child's strengths**

Help your child recognise the skills they already have from school, hobbies, volunteering or interests. EDF looks for potential, motivation and behaviours, not just experience.

## **Explore together**

Look at EDF's apprenticeship pages and their [Meet the Employer profile](#) on the Amazing Apprenticeships' website. Encourage your child to explore EDF's virtual work experience opportunities for practical insights into the energy sector.

## **Encourage practice and preparation**

Your child will feel more confident if they practise online tasks, think about examples that show their strengths and research EDF's values and the programme they're applying for.

## **Check entry requirements and deadlines**

Support your child to understand the entry requirements for the apprenticeship they are interested in. Check the closing date for applications and ensure they submit their application as soon as they are ready. The application window may close early if there are lots of applications.

## **Review their application**

Help your child check through their application for spelling and grammar, and ensure they have highlighted their skills and enthusiasm for the role they are applying for.

## **Be their cheerleader**

The process can be lengthy and nerve-wracking. Remind your child of how far they've come, celebrate each step and reassure them that feedback and learning are all part of the journey. Your encouragement will make a big difference.

# PARENT FAQs

Still have questions? Here are answers to some of the most frequently asked questions from parents and carers about EDF apprenticeships.

## Why does EDF employ apprentices?

Apprenticeships are at the forefront of EDF's workforce development and skills needs and they want to provide the best possible access and experience for all apprentices.

## Is it hard to get an apprenticeship with EDF?

EDF apprenticeships attract a lot of interest because they are well respected and offer great opportunities. Entry requirements will depend on the role, but EDF focuses on potential, not just experience. Your child doesn't need a long list of qualifications or work history to apply, EDF looks for motivation, curiosity and the right behaviours to succeed. There is lots of information and guidance available to help applicants understand what EDF are looking for, how the process works, and how to stand out, so with good preparation and support, your child can give themselves a strong chance of success.

## What are the expectations of an apprentice when they start?

When starting an apprenticeship, your child isn't expected to know everything. What matters most is having a positive attitude, being eager to learn, and showing a commitment to developing their skills.

## What is the starting salary and does it increase during the apprenticeship?

The salary varies based on the apprenticeship role, find out more here: [edfenergy.com/careers/apprenticeships](https://edfenergy.com/careers/apprenticeships)

# PARENT FAQs

## What financial support do you offer apprentices?

From season ticket loans, tech vouchers, discount dining and gym membership savings, EDF offers a range of ways to support your child's financial wellbeing. Read more about the benefits and rewards at: [careers.edfenergy.com/benefits-and-rewards](https://careers.edfenergy.com/benefits-and-rewards)

## How will my child be supported if they have additional needs?

EDF champions equity, diversity and inclusion. This starts from the application process through to being an EDF employee. If your child needs any reasonable adjustments EDF will ensure they are in place, and assessors are fully trained to ensure a fair recruitment process. You can read more about EDF's commitment to diversity and inclusion at [careers.edfenergy.com/equity-diversity-and-inclusion](https://careers.edfenergy.com/equity-diversity-and-inclusion)

## Will my child be safe?

The safety of EDF's employees is a top priority, with a rigorous approach to risk and an industry-leading safety performance record. All apprentices receive specific health and safety training early on in their apprenticeship.

## How does the off-the-job learning work?

EDF partners with different training providers depending on the apprenticeship programme and location. Your child will have protected time allocated to their off-the-job training.

# PARENT FAQs



## What qualifications will they gain at the end of the programme?

Find out about the apprenticeship qualification for each job role here:  
[edfenergy.com/careers/apprenticeships](https://edfenergy.com/careers/apprenticeships)



## What are the long-term career prospects?

Many apprentices transition into full-time roles after completing their apprenticeship. EDF is a major employer in the UK energy sector, with a wide range of roles, meaning apprentices gain valuable experience and skills early on in their career.

Former EDF apprentices have gone on to do roles such as:

- Project delivery
- Engineer
- Team Leader
- Trainer
- Analyst
- Supply Chain Specialist
- Operations Lead
- The Hinkley Point C CEO is a former apprentice!



## How can we find out more about what working at EDF is like?

EDF has an exciting virtual work experience opportunity available at:  
[springpod.com/virtual-work-experience/energise-your-career-and-develop-key-skills-with-work-experience-from-edf](https://springpod.com/virtual-work-experience/energise-your-career-and-develop-key-skills-with-work-experience-from-edf)

# A PARENT PERSPECTIVE



“

An apprenticeship with EDF is an amazing opportunity and it is just one part of the stepping stone within their career journey.

We visited the accommodation, we could see all of the facilities and we were shown around, so there was nothing to worry about.

The support is there; there's mentoring, there's the well-being aspect and everything's very safe.

It's a world-class organisation and to have your son or daughter part of that is something to be extremely proud of, and we certainly are.

”

**Marie, whose daughter Harriet was an EDF apprentice**

# WHERE NEXT?

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You've explored what apprenticeships with EDF can offer and how you can support your child with the process. Now it's time to take the next step. Whether you're ready to help your child apply, want to learn more about the roles available, or simply need further guidance, this section will point you towards useful resources and ways to stay connected with EDF.

## **EDF Apprenticeships**

Explore a wealth of information on EDF's apprenticeships including videos explaining the stages of the assessment process, and hear from EDF apprentices talking about their roles: [careers.edfenergy.com/apprenticeships](https://careers.edfenergy.com/apprenticeships)

## **Apprentice talent community**

Make sure your child is the first to hear about the latest apprenticeship opportunities and updates at EDF by supporting them to join the apprentice talent community: [careers.edfenergy.com/apprenticeships](https://careers.edfenergy.com/apprenticeships)

## **Young HPC Programme**

If your child is aged 16 to 21 and is particularly interested in EDF's Hinkley Point C site, encourage them to join the Young HPC Programme: [edfenergy.com/energy/nuclear-new-build-projects/hinkley-point-c/for-teachers-students-and-educators/young-hpc](https://edfenergy.com/energy/nuclear-new-build-projects/hinkley-point-c/for-teachers-students-and-educators/young-hpc)

## **Nuclear Power Station Visitor Centres**

If you would like to learn more about what goes on behind the scenes at an operational power station, EDF has purpose-built visitor centres across the UK, each exploring how electricity is created in a fun and interactive way. You can learn about the future of our energy mix, how they make their megawatts and what exciting career opportunities are available at EDF. Pre-arranged tours around the power station can also be done free of charge, so why not find your nearest power station and get in touch: [edfenergy.com/energy/education/visitor-centres](https://edfenergy.com/energy/education/visitor-centres)

## **Still have questions?**

If you still have questions that will help your child consider an apprenticeship with EDF, please reach out via [YourFuture@edfenergy.com](mailto:YourFuture@edfenergy.com)

**EDF looks forward to receiving your child's application!**