



DIVERSITY PROJECT



MULTI-FIRM
APPRENTICESHIP
PROGRAMME

Shaping the next generation of Talent in the Finance Industry



**New Multi Firm
Apprenticeship Programme
launching Feb 2026**

www.diversityproject.com/apprenticeship-programme



DIVERSITY PROJECT

BUILDING INCLUSION IN
INVESTMENTS & SAVINGS

This is your opportunity

The future of talent in our industry won't shape itself. This is your opportunity - join our new multi-firm industry apprenticeship programme and let us help you utilise your apprenticeship levy.

You gain access to motivated, high-calibre apprentices, strengthen your employer brand, and drive our collective ambition to broaden the early careers opportunities across the industry.

Together we can make a difference.

The challenge?

- Across the industry, 82% of apprenticeship levy funds go unused - £3.3 billion that could be training tomorrow's talent. (The Investment Association, 2024)
- Our industry still hires from a small talent pool. 60% of senior City leaders are privately educated. Only 18% of senior roles come from lower socio-economic backgrounds. (The Sutton Trust and Progress Together).
- Levy contributions are large in the industry relative to apprenticeship uptake.
- Teams that have individuals with a wide range of different backgrounds and perspectives can create clear competitive advantages, if harnessed properly. (Alex Edmans, Cognitive Diversity Research).
- Many not using their levy cite uncertainty about how to set them up. (Besttech Partners)



Who we are

The DP's Multi-Firm Apprenticeship Programme is specifically designed to support smaller and medium-sized firms create a front-office pipeline and importantly improving access to front-office careers. We help you cut through the red tape and utilise your apprenticeship levy.

We understand that these roles often take time to secure, and that candidates typically begin their careers in other areas of the business before such opportunities arise. Our Apprenticeship Programme is therefore designed to be equally valuable across all functions within investment firms, while providing a strong long-term platform for participants to progress into investment roles as opportunities emerge.

It is delivered through a single training partner and has cross-firm learning, networking and senior leadership exposure built into the design. Alleviating the scale, infrastructure and resource issues these firms face to run apprenticeships independently.

How we work

We begin with the learner. We target school leavers aged 18 and above who have the academic capability to attend university but choose an alternative route instead. Apprentices will complete the CFA UK Level 4 - Certificate in Investment Management (IMC).

Each apprentice is supported by a dedicated Skills Coach from Fitch Learning and a Line Manager from their employer, providing structured guidance and workplace support as they build a strong understanding of the finance industry.

This is supported by cohort workshops and real-world exposure to industry leaders and firms. For our corporate partners, we provide unique access to high-performing early talent through

high-quality candidate screening, reduced operational burden, stronger talent outcomes, and industry-relevant training.

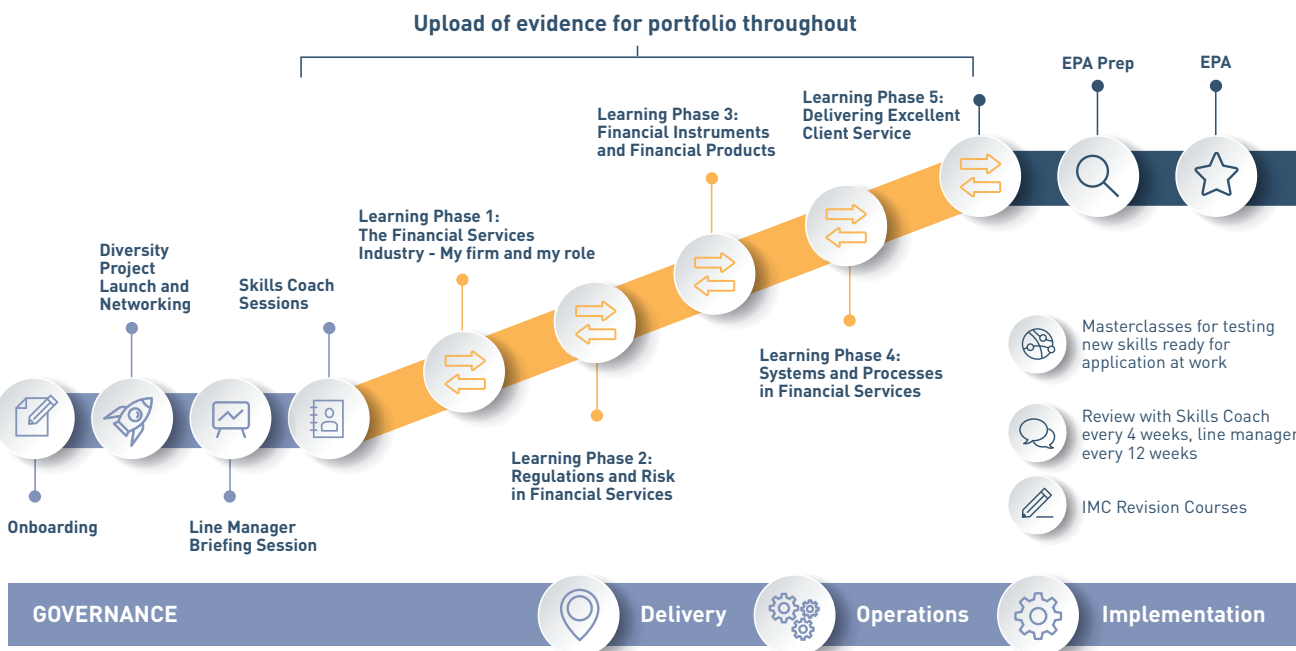
Our Multi-Firm Apprenticeship Programme Lead, Jess Austin, is a former teacher, ensuring that selected young people are well supported, coached, and engaged.



Level 4 Investment Operations Specialist Study Programme Overview

October 2026

 21 Months



We don't teach for front office roles – we want to create access to front office roles.

"I believe apprenticeships work because they're the perfect blend of practical experience, but also structured training, as you're able to build real-world skills whilst also being able to gain a full-time salary."

Kamil Umar



Why work with us?

High-quality candidates from a broader talent pool

Applicants will be filtered to identify those genuinely motivated to build a career in financial services - and our talent pool will include those who have already participated in the DP's Catalyst Education Programme or The Skills Workshop Programmes.

Better outcomes than self-delivery

Of running an apprenticeship programme yourself and apprentices will benefit from training and events that we organise for the whole cross industry cohort.

Reduced administrative burden

DP and Fitch Learning will manage much of the administrative process including screening and sifting through large volumes of applications.

Targeted Apprentice support

increasing the chances of apprentices successfully achieving their qualification while learning on the job.

Industry-relevant training

The DP and Fitch Learning have the industry knowledge to ensure apprentices are trained with real-world modern investment practices in mind.



Apprentices are the cornerstone of our long-term growth plans at Julius Baer International. Across our business we invest in young talent, nurturing them into skilled professionals who embody our values of excellence and integrity, and our client focus. Apprentices bring fresh perspectives, energy, and a willingness to learn - qualities that enrich our culture and drive innovation.

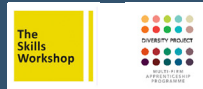
Nick West - Julius Baer

The DP's Next Generation Talent Pathways

16-18 y/o school pupils



18+ students/school leavers



Early career, 1-10 years experience



Mid career



C-suite minus 1



Get involved today and make the difference.



For more information about the Multi-Firm Apprenticeship Programme please contact Jess Austin on:

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