



APPRENTICESHIP PROGRAMMES AT MARSH McLENNAN

Our Apprenticeships are designed to help high potential candidates kick-start their careers at Marsh McLennan by gaining hands-on experience through on-the-job learning combined with completion of a qualification and apprenticeship coursework.

Apprentices benefit from a structured learning programme, access to colleagues with expert knowledge, mentorship, regular 1 to 1 meetings with line managers, support from our learning & development team and our apprenticeship learning provider. Apprenticeships are permanent positions and our Apprentices are placed in roles that focus on their continued career development and progression throughout the business.



Marsh McLennan Overview

With roots dating back to 1871, Marsh & McLennan Companies is today a unique group of businesses with many enduring competitive advantages. Among them are the quality of our colleagues, deep client relationships, vast global footprint, depth of intellectual capital, and cohesive and collaborative culture.

Our 76,000 colleagues around the world are united in purpose and action for the benefit of clients, shareholders, and society. Each day, we work to deliver exceptional value, helping businesses thrive and address the challenges and opportunities of our time. It's a powerful story.

Our businesses are growth businesses. Our culture is founded on integrity, respect, teamwork, and excellence; and this core set of values and beliefs guides us in everything we do.



Dan Glaser,
President and CEO,
Marsh McLennan

PROGRAMME STRUCTURE

What you can expect

Overview:

Join the programme

- Induction week & training

Study towards completing qualification modules

- Tutor led guidance workshops
- Dedicated study time
- Soft Skills sessions

Completion of evidence and preparation for end point assessment

- Complete apprenticeship evidence coursework
- Complete all exams related to qualification

End point assessment

- Final end point assessment
- Complete apprenticeship programme & begin new role at MARSH McLENNAN!

THROUGHOUT THE PROGRAMME

- ✓ Complete industry specific qualification
- ✓ Dedicated 20% of time to completing Apprenticeship work
- ✓ Mentorship and career guidance
- ✓ Regular feedback & personal development
- ✓ Networking & relationship building
- ✓ Soft Skills sessions
- ✓ Remote and in-person coaching
- ✓ Opportunity to complete further qualifications
- ✓ Social & networking events with other apprentices

Areas of our Business

Roles are non-rotational and will vary dependent upon the business unit, apprenticeship roles fall within Broking, Account Handling, Client Advisory, Projects, Pensions and more.

Marsh

- Global leader in Insurance Broking & Risk Management
- Develop broad knowledge of the Insurance Market
- Contact with Clients from an early stage
- Insurance Practitioner, Business Administrator or Financial Services Customer Adviser Apprenticeships
- Gain CII qualification (Chartered Institute of Insurance)
- Level 3 Apprenticeship
- Providing Financial Services Apprenticeship – SVQ via SQA plus the Cert CII (Scotland Only)

GuyCarpenter

- Leading global risk & reinsurance specialist
- Develop understanding of key principles of risk, insurance & reinsurance
- Level 3 Apprenticeship
- On-the-job experience & insight
- Gain a CII qualification (chartered institute of insurance)
- Insurance Practitioner, Business Administrator or Financial Services Customer Adviser within Broking, Analytics or Client Support Services

Mercer

- Global consulting leader in Health, Wealth & Career
- Make an impact working with major organisations, impacting millions of people everyday
- Client exposure at an early stage
- Level 6 Apprenticeship
- Financial Services Professional Apprenticeship

ELIGIBILITY

- ✓ Completed your A-Levels or Equivalent (Btec/Tlevels) in the last 2 years
- ✓ Minimum 104 UCAS points (e.g. BCC at A-level)
- ✓ GCSE 4/C or above in English & Maths
- ✓ Excellent verbal and written communication skills
- ✓ Problem solving skills
- ✓ Ability to work in teams and cultivate relationships
- ✓ Adaptability and willingness to learn
- ✓ Right to work in the UK

Risk. Strategy. People.

Are you looking for a challenge but think that university isn't for you? Do you want to get your foot in the door of a global business and start an exciting career? If so, our apprenticeship programmes are amazing opportunities to consider. You can begin an exciting career whilst gaining a qualification and enjoy a competitive salary! Start your journey alongside other apprentices and early careers starters and enjoy many opportunities to progress both professionally and personally.

You can apply for our apprenticeship programmes from September. We strongly encourage you to submit your online application and CV as soon as possible. For more information, visit our [careers page](#).

Get to know us

You can contact the [Early Careers Team](#) with any questions or queries you have about our apprenticeship programmes. You can also follow us on ([FB](#), [LI](#), [TW](#), [IG](#)).

Apply

All candidates can apply online via our [careers page](#), search 'Apprenticeship' and make sure you apply to the correct location.

Our application process is made up of 4 main stages.



Application & CV



Video Interview



Online Gamification



Assessment Centre

In order to begin your application you will submit your personal details and CV through our online application. If you meet the initial requirements (Right to Work in the UK & on track for 104 UCAS points) you will be invited to complete a video interview and online gamification. The video interview will have 5 motivational/competency questions which you will need to record your answers to. The assessment includes two short games which test your cognitive ability – these cannot be prepared for! Our final stage of the application process is an assessment centre. This will include a number of tasks testing a range of different skills. If you are successful at the assessment centre you will be offered a place on the programme you have applied to!

Please note, we recruit on a rolling basis so please ensure you submit your applications as early as you can. You will be contacted after each stage regardless of the outcome. Any queries please direct to earlycareers@mmc.com. We encourage students from all academic disciplines to apply.

Work Experience & Insight Days

We offer insight days and work experience opportunities across all businesses for those interested in learning a bit more about Marsh McLennan.

These may take place virtually or in the office. They are an opportunity for students to gain insight into the company, the recruitment process and exposure to current employees at the company.

Candidates will take part in a full schedule of events including company overviews, networking opportunities, work shadowing and assessments, if you are interested in learning more please email workexperience@mmc.com.

What we look for in a candidate:



Willingness to Learn



Good Attention to Detail



Team Player



Enthusiastic and Motivated