

What are the Future Makers programmes?

Whether you're just starting out in your career or looking to make a change, our Future Maker apprenticeship programmes are designed to provide you with the knowledge, skills, and experience you need to succeed.

You'll be supported every step of the way, working alongside experienced ASOSers, with access to mentorship and advice. Our Future Makers are ambitious, bold and committed to driving change for themselves and ASOS.

What is an apprenticeship?

Apprenticeships are all about learning + earning at the same time. Get ready for focused study counting towards a nationally recognised qualification, but with the bulk of your time dedicated to honing on-the-job skills. The real bonus? We'll cover the training costs, AND we'll pay you a salary too!

What does the training actually look like?

Blended Learning Approach

Combining face-to-face, online and on-the-job experiences to deliver the best possible training solution for each apprenticeship.

- **Workshops/webinars** – teaching of theory that can then be applied in the workplace
- **Portfolio/assessments** – designed to encourage reflection and demonstrate skills + behaviours within the day job
- **Coaches** – each apprentice supported by a skills coach to guide them through their apprenticeship, typically meeting every 4-6 weeks

Off-the-job Training

Apprentices are required to spend a minimum of 6 working hours per week on activities that support their development on the programme. Including:

- **Teaching of theory** (i.e. online learning)
- **Practical training** (i.e. shadowing/mentoring)
- **Learning support**

End Point Assessment (EPA)

The final stage is to assess if you have developed the knowledge, skills + behaviours required by the apprenticeship. The assessment could include:

- **Written report**
- **Final project**
- **Presentation**
- **Interview**



Our Future Makers Community

You're never alone on your apprenticeship journey @ ASOS. Our community is there to have your back, share inside knowledge + inspire you to be your best self.

You'll get access to:

- **Community group chat + internal hub** – a safe space for sharing advice, queries, resources, community news + opportunities
- **Connection moments** – launches, celebrations + hangouts for networking
- **Emerging Talent Team** – always on hand to provide dedicated wellbeing + training support

The recruitment timeline



Apply online +
complete the
application form

September



Online
assessment

October



In-person
assessment
+ insight day

November



Success! We'll get
you prepared for
your first day

March 2025

What makes a good ASOS apprentice?

you are **AUTHENTIC**

You strive to be the best version of yourself in everything you do, fuelled by your **passion** and desire for personal growth.

With an **open mind**, you embrace the diverse voices, thoughts and experiences of those around you, and **enthusiastically** welcome others in on your own journey.

you are **BRAVE**

You have big **ambitions** and break down barriers for yourself, but also pave the way for others to join you.

You're **resilient** in the face change, seeing a new direction or mistake as a chance to learn.

You stay **future focused**, knowing that the journey isn't always simple, but the outcome is worth it.

you are ready to
**be whoever
you want to be**

you are **CREATIVE**

You have a **curious** spirit. You're ready to ask questions, use your initiative, try something new, get things wrong and **challenge the norm**.

You're on a mission to find the **fun** in the everyday and you value the magic of connecting with others.

you are **DRIVEN**

You know that the wins in life don't come by chance, so you tap into your **strong work ethic** and harness your **inner drive** to push you forward when you need it most.

You use your top-notch **organisation** skills to balance work, life + study. You maximise every moment + every interaction.

FAQs

Eligibility

Am I eligible to apply for an apprenticeship?

You'll need to be:

- over 16
- not in full time education
- living in the UK + have the legal right to work (we can't offer sponsorship at this time)
- not enrolled on another apprenticeship or funded education programme, or hold any related qualification at the same level or above than the apprenticeship

What qualifications do you need?

Qualifications aren't always a requirement to apply to our apprenticeships – check the job description for any specifics. FYI – some programmes may require you to complete a Functional Skills programme if you can't provide evidence of obtaining Grade C/4 in Maths + English.

Can I apply based on predicted grades?

Yes, you can. If your chosen programme requires specific qualifications, you will need to provide your predicted grades upon application. You will then need to achieve the minimum grades needed for the relevant programmes as failure to do so can result in an offer being retracted (as per qualifications guidelines set by our training providers).

I don't meet the grades but have mitigating circumstances...

If you don't have the required grades but you have or are studying for qualifications that you believe to be equivalent, please let us know in your application form.

The Role

How long is the apprenticeship?

This varies depending on the apprenticeship, but they usually last from 18-36 months – estimated durations can be found on the job description. We'll discuss your progress throughout your apprenticeship and help you seek out new challenges + work opportunities upon completion.

How often will I be expected in the office?

We support hybrid working at ASOS. Each team is different, but generally we're in the office 3 days a week. The job description will have more info for your programme.

Is this a paid opportunity?

Yes! Our apprentices are paid a yearly salary + all training costs are covered by ASOS. You can find more info on the job description.

The Application Process

Which apprenticeship should I apply to?

It can be overwhelming deciding which roles you want to apply to. If you're unsure, each job description will have a quote from one of our hiring managers to help bring the role to life. During the process, if we feel your skills are better suited to another programme, we'll let you know.

Can I apply to more than one apprenticeship?

We'd recommend focusing on the apprenticeship programme that sparks the passion in you the most.

I don't have any work experience

Don't worry! We don't require any work experience and instead assess applicants based primarily on their strengths, values + interests. Skills are transferable, so bring us examples from your time at school, volunteering, teams/clubs you're involved in... even organising a group activity with your friends could give you relatable experience!

Do I need a CV to apply?

Our application system currently requires a CV to apply, but we're more interested in learning about your strengths, values + interests throughout the process.

What support can you provide me during the process?

We want you to be your best self, so our team will be happy to provide support e.g. if you need additional time to prepare for an assessment or you have other requirements for any part of the hiring process, just let us know in your application form or at any point during the process.

How long is the application process?

Applications open in September, with assessments taking place in October/November and successful candidates starting from March 2025. We'll keep in touch every step of the way, so you always know what's going on and when you'll be hearing from us next.

When is the closing date for applications?

We're expecting a high volume of applications so we would encourage you to apply ASAP.

If unsuccessful, can I reapply?

Absolutely, you can apply again 12 months after your initial application.