

Ahead together with our Early Talent programmes

UK Apprentice programmes





Ahead together with our apprenticeship programmes

Welcome to GSK

Here at GSK, we unite science, technology and talent to get ahead of disease together. We are committed to doing the right thing and our ambition is to improve the lives of 2.5 billion people over the next 10 years. We'll do this by bringing together outstanding people and doing work that matters in an inclusive environment, so we can make an impact on a global scale.

As a global biopharma leader, we invest heavily in our industry-leading pipeline of potential vaccines and specialty medicines, that help us to get ahead of disease together. We are looking for apprentices to play their part in helping to improve the lives of billions.

[We are GSK – YouTube](#) 

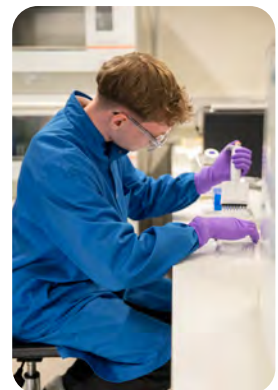


Ahead together to learn and grow on the job



GSK Apprenticeships are a brilliant alternative to college courses or university. As one of the world's leading biopharma companies, we offer an on-the-job learning experience that really stands out. You'll earn a salary for performing a real role – with your practical experience backed by classroom sessions.

All your training and tuition fees are covered by GSK, which means no student debt! By learning through real life work experience, you'll be making a genuine difference too. Every apprentice has their part to play in GSK's life-changing work. We offer Apprenticeships post GCSE (Level 3) to post A-level (Level 6).



As a global company with headquarters in the UK, we offer a range of different apprenticeships.

Roles in our Research & Development teams allow you to be part of teams who discover and develop new medicines and vaccines to improve the lives of billions of people. Apprentice roles typically include Laboratory Science (Biology & Chemistry) & Data Science.

Our Manufacture & Supply teams ensure that our medicines and vaccines are of the highest quality. Apprentice roles include Supply Chain, Laboratory & Quality Science, Manufacturing & Engineering. You'll be part of the teams responsible for delivering billions of packs of medicines that make a positive change in the health of the world.

Apprentice roles in Data Science, Digital & Tech could allow you to use technology to deliver what matters most, better and faster. You could be working in our R&D, Manufacture & Supply, Commercial or Business functions and learning to use data to uncover answers and deliver insights that can help us get ahead of disease.

Whatever you're interested in you don't need previous experience. You'll be immersed in your chosen area, with core objectives to deliver real work as you learn and grow. You will also have plenty of opportunities to discover how other parts of our business operate and fit together.

After your Apprenticeship finishes there are a range of opportunities across our team for you to continue your learning – either with additional qualifications and/or in another role in one of our teams. Kickstart your career with GSK!

[Explore our business areas.](#)



Ahead together learning through experience



“As an apprentice I love that I am able to do real work whilst also gaining a qualification! At GSK, I’m able to build my knowledge in an environment that’s inclusive and encourages me to progress in my career long-term.”

Devika,
Early Talent Recruitment Apprentice,
GSK



“Working at GSK as a degree apprentice has afforded me the opportunity to learn and grow by gaining a multitude of skills which is applicable to industry. GSK is a nurturing environment where I’m surrounded with brilliant minds who are always pushing for my success.”

Weiming,
Laboratory Science
(Chemistry) Apprentice,
GSK



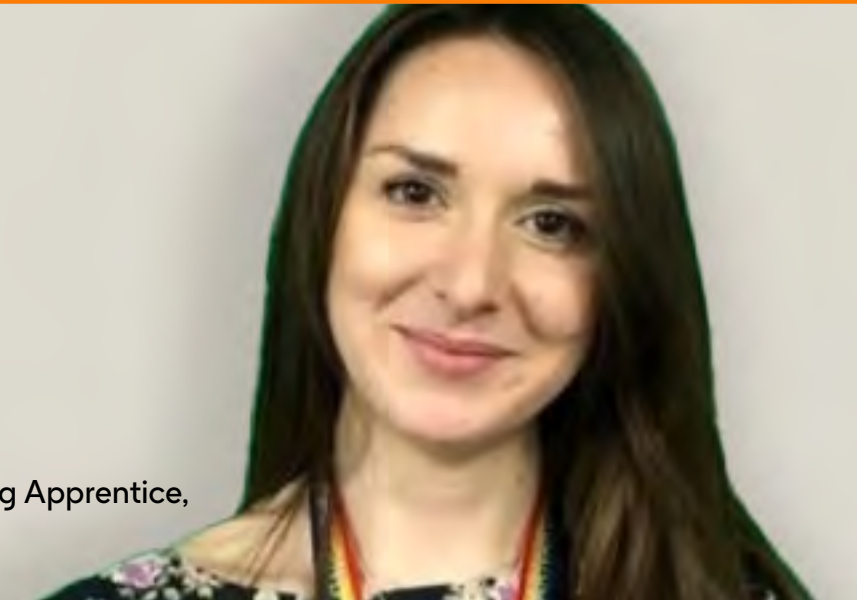
“Being in the workplace and interacting with so many new processes and systems has made it really easy to understand the industry. It gives me the motivation to study and learn theory, so I can progress in my career.”

Devaanshi,
Clinical Trials Apprentice,
GSK



“There are so many development opportunities I am never bored! I feel so lucky to have found my career path at GSK.”

Amy,
Manufacturing Apprentice,
GSK



Ahead together with personal and professional growth

NxtGen – GSK’s Global Apprentice Network

Apprentices at GSK have other opportunities for personal development and social activities run by NxtGen – GSK’s global network run by Apprentices, for Apprentices! It’s an inclusive and supportive community that makes it easier for you to develop your networks across GSK and to learn more about GSK, as well as yourself and your colleagues!



UK Apprentice programmes

On Programme Development course

GSK offers programme development courses where apprentices learn to apply GSK’s culture to the workplace. They complete a variety of challenges within their team, followed by review sessions to help transfer their learning – this is known as experiential learning.

These programmes provide multiple opportunities for apprentices to work together under pressure in non-work-related scenarios. This is an invaluable opportunity and will pay dividends upon their return to the workplace. The whole experience helps to engender trust and promote engagement in the group experience.

“Opportunities to socialise with peers are endless! I enjoy learning future skills, collaborating with great people and working towards my degree – all whilst having a good time and getting paid!”

Morgan,
Degree Data Science Apprentice,
GSK



Ahead together to gain real-world experience

Q&A with Callum – Engineering Apprentice in Irvine

Please provide an overview of your Apprenticeship

I'm currently in the second year of my engineering Apprenticeship at GSK, based in the Irvine site in Scotland, where I am studying Instrumentation and control engineering. I spent the first full year away from home (supported by GSK) whilst I was at college studying five days a week. Now that I'm in second year I'm on site 4 days a week, learning from and working alongside experienced tradespeople, whilst being at college one day a week. In my fourth year I'll be on site 5 days a week.

Why did you choose to work for GSK

When leaving school, I had the choice of a GSK Apprenticeship or Engineering University courses. I chose GSK because they are regarded as one of the biggest biopharma companies in the world, and are known for being one of the best employers when it comes to Apprenticeships.

What has been a highlight of your Apprenticeship so far?

My highlight so far has to be the Outward Bound development trip, where myself and other GSK Apprentices went to the lake district for a week, and participated in many outdoor activities.

Has your Apprenticeship met your expectations?

The Apprenticeship so far has absolutely been what I expected and more. It's given me many opportunities to develop myself, and to meet new people which I probably wouldn't have got the chance to otherwise. I'd highly recommend applying, even if you are only just slightly interested!

Q&A with Jamie-Leigh

– Manufacturing Apprentice at Barnard Castle

What is a normal day for you?

I work in an inspection area, I work with a team that load syringes onto an inspection line, we then monitor the syringes through the line to check their quality and at the end they are re-tubbed and prepared to go to a packing line. At times I have also supported packaging teams, this included learning different packaging methods and working with different teams and machinery.

What is your favourite part about your job?

I really enjoy learning about our area and the importance of my role in the medication chain from initial manufacture to our patient receiving their medication.

What did you find most daunting when you joined GSK and how did you overcome this?

I was anxious about starting here as it is different from any job I have done before, however once I started, I asked plenty of questions and got support from my team and managers, this then gave me the knowledge and confidence to move forward in my role at work, and with my Apprenticeship overall.

What are your plans for after your Apprenticeship?

Over the next three years I will move through different areas in manufacturing, and then towards the end of my Apprenticeship myself and my managers will meet to discuss current available roles, and where would be a good fit for myself and the business.

What would your advice be for any new apprentices joining GSK?

There is a lot to learn when you start here, so take your time, ask everyone questions, get involved and make the most of the opportunity.



Q&A With Filsan – Clinical Trials Apprentice in GSK Head Office

Why did you choose an Apprenticeship?

The Apprenticeship teaches you valuable skills that you don't learn from just reading a textbook, so you have the opportunity to apply what you're learning in an everyday scenario. Both the university degree and the Apprenticeship course go hand in hand, providing a fulfilling, nurturing and well-rounded experience.

How has GSK supported you through your Apprenticeship?

You're assigned an Apprentice 'Buddy' – an older Apprentice who is there to guide you through your experience. Your line manager helps you prioritise your time, manage your workload and will have frequent 1-to-1's to assist you in your daily work life and personal development.

What's been the highlight of your Apprenticeship so far?

I've immersed myself within the brilliant extra-curricular activities that are available to boost your interpersonal skills and networking. I've become a STEM ambassador, a WLI (Women's Leadership Initiative) member and attended events such as Datacon 2022, consisting of a week of conferences and activities to learn more about data.

What makes you feel proud to be a GSK Apprentice?

In my first few days of being an Apprentice, I was advised to ask my colleagues 'What gets you out of bed in the morning to make you do the work you are doing?' Nearly every answer touched on the impact to so many people, most importantly, saving lives. It gives you a sense of duty and responsibility knowing whatever role you're in, it is contributing to the wider society in a monumental way.



Q&A with Lisha – Laboratory Science (Biology) Apprentice in Stevenage

Why did you choose an Apprenticeship?

I was interested in getting hands-on experience working in a laboratory setting, alongside studying for my degree in Applied Bioscience. One of the biggest advantages of doing an Apprenticeship with GSK is the amazing work experience you get, which is great for your own personal development as well as your career.

How has GSK supported you through your Apprenticeship?

I started my Apprenticeship straight after my A-levels, I was a bit nervous about not having sufficient knowledge or work experience. However, I soon found that everyone at GSK was so friendly and always happy to go out of their way to help.

What's been a challenge you've faced during your Apprenticeship?

One of the challenges I faced at the start was learning to balance work and study. I would definitely say that good organisation and time management skills are important to have.

What's been the highlight of your Apprenticeship so far?

A highlight so far would have to be the development trip. It was a great opportunity to network with other Apprentices from across the UK, as well as some international Apprentices. The activities I took part in helped strengthen life skills, such as resilience, teamwork and perseverance.



"My Apprenticeship allowed me to gain all the laboratory and personal skills required to work as an associate scientist here at GSK. So, when I transitioned from Apprentice to my new role, I was already equipped with what I needed to succeed. The next step I had to take felt very small."



Luke,
Laboratory Scientist and
offboarded Apprentice,
Stevenage

Ahead together creating opportunities for all

- 1** Fill out a short application form online
It will take you just a few minutes to complete.
- 2** Complete the World of GSK online assessment
You will have to complete the World of GSK online assessment.
- 3** Motivation Assessment or GSK Life job simulation
If applying for roles in Engineering or Manufacturing you'll be asked to answer some questions on why the programme is of interest to you.

For other roles you'll complete an interactive online GSK Life job simulation. You'll be asked to respond through video, writing and multiple choice and it is your chance to let us know why the programme is of interest to you!
- 4** Succeed at our Assessment Event
This is the beginning of an exciting journey! It is a chance to meet some of our people and get a deeper understanding of life at GSK.
- 5** Accept our offer
If you have the skills we need and share our values, we'll invite you to join us and take you through the next steps to follow.

[Join our candidate engagement platform](#) 

Application tips from our Apprentices!

Lily

My favourite part of the application process to my Apprenticeship at GSK was the final stage before my offer, the assessment centre. Even though this is the 'interview' stage (which might sound really daunting), it was actually a great way for me to get to know if GSK was the right company for me. All of the GSK staff that had greeted me and facilitated the day were welcoming, friendly and inclusive, which is a culture that has been consistent through my time as an Apprentice. As you are hoping to enter GSK as an Apprentice, you are not expected to know much in the way of science so the day is more focussed on highlighting your strengths and passion, through various presentations, solo and teamwork activities.

Filsan

Embrace every opportunity to see what a real life interview is like. The more you practice, the better. I found the application process challenging, but in a way that helps learn more about yourself and it gave me the chance to research into what I wanted to do in the future. There were multiple stages of in-depth feedback, which is great to reflect upon and note down what you must focus on and to be proud of what you are already good at.

[Link connect | GSK](#) 

Q&A with Luke – Previous Laboratory Science (Chemistry) Apprentice

What Apprentice role did you start in at GSK?

I started as a Level 5 Laboratory Scientist (Chemistry) Apprentice within the Drug Substance Development department in our R&D Hub in Stevenage.

What impact did your Apprenticeship have on your current role?

My Apprenticeship allowed me to gain all the required laboratory and personal skills required to work as an Associate Scientist here at GSK, therefore when I transitioned to this role from an Apprentice, I was already equipped with what I needed to succeed and the step I had to take felt very small.

What happened when you completed your Apprenticeship?

The off-boarding process was very smooth – in my department they recognise the hard work and dedication Apprentices have on delivering the science and how integrated we are within our project teams. It was great to see my department offering landing roles to the Apprentices.

Do you feel your Apprenticeship equipped you with enough knowledge and skills for your current role?

Absolutely. You are given support for your development at GSK from highly skilled employees and it has been great over the past few years to learn a lot from their experiences. My manager has also been great assisting me with my own personal development over the years to build on the skills I needed to meet the requirements for my current role.

Why did you choose to do an Apprenticeship with GSK?

I loved the feel of GSK's culture and community at work. Discovering this opportunity to dive straight into the science and potentially make an impact to patients, whilst also having the chance to complete a degree was huge for me. After 3 years of being on the Apprenticeship program it was clear the supportive and ambitious culture truly lies within everyone at GSK and it's a great place to work.

Is there anything you would do differently if you were to begin your Apprenticeship again?

Yes. Ask questions!! Looking back, I wish I asked people around me more questions on what they were working on, or questions related to my work to help increase my understanding. I was scared of asking the dreaded 'silly question', but they don't exist! Asking more questions speeds up your understanding and shows your interest too!



Q&A with Lily – Laboratory Science Apprentice in Stevenage

Why did you choose to do an Apprenticeship over university?

I had applied to both university and a GSK Apprenticeship, but in the end I chose the Apprenticeship route. Like most sixth forms and colleges across the country, the university route was really encouraged at my school and it was only by chance that I came across the Apprenticeship vacancy. It sounds cliché but it is one of the best decisions I have ever made.

Do you feel you 'missed out' by not going to Uni?

I can't say that I don't scroll through Instagram from time-to-time and feel as though I am missing out on what my friends from sixth form are up to, but I feel as though that's what Instagram is about and that would be the case wherever you go. In GSK, we have an Apprentice network who organise socials, networking and development events. The sense of community between Apprentices is strong, especially between those on the same sites. I also moved out to start my Apprenticeship which gave me the sense of independence that you may associate with starting uni.

How has GSK supported you through your Apprenticeship?

GSK has been consistently supportive throughout my Apprenticeship, with both my work-work and my uni-work. For me, the pinnacle of GSK support was when I went through the processes of getting a diagnosis for dyslexia. I found it increasingly difficult reading study guides and scientific papers. When I expressed this to my manager and Apprenticeship advisor, I had a screening and GSK stepped in to ask how they could support. Since then, I have been involved with department and business-wide conversations about how GSK could be a more inclusive and supportive employer. This really highlights to me GSK's initiative to become as diverse and inclusive as it can be, which creates a really inspiring culture to work in.

Was your Apprenticeship what you expected it to be?

No, not at all. My Apprenticeship is so much better than I imagined it could be. When I was applying, even though the application process was tough at times, I still had that stigma in my head that Apprentices did meaningless work and that Apprenticeships are for those that won't make it to uni, but it couldn't be further from that. In my team and my department in work, I feel genuinely valued and I am often encouraged to do things and apply for things that I wouldn't otherwise think I could, but I am always supported so I never feel out of my depth.

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