

Tesco Stronger Starts Retail Apprenticeships Webinar – Q&A Responses



Application and entry requirements

Question	Answer
1 What locations are the Stronger Starts apprenticeships available?	Please click here to view the counties where vacancies are available.
2 Are there GCSE entry requirements?	Applicants do not need prior qualifications or experience. Those joining without a GCSE pass or equivalent in maths and English will be supported to gain these during the apprenticeship.
3 What are the age requirements for the apprenticeship?	To apply for the Stronger Starts programme you need to be at least 16 years old by the 23 rd September 2024 when the programme starts. There is no upper age limit for this apprenticeship. Tesco are particularly keen to hear from school leavers who are aged 16-18 years and applicants who were eligible for free school meals and/or attend a state-funded school.
4 When do applications open and when does the apprenticeship programme start?	Applications for the Tesco Stronger Starts Retail Apprenticeship open on the 24th of June 2024 for successful applicants to start on the 23rd of September 2024.
5 How detailed will the feedback be that is given to unsuccessful candidates?	It is in the form of a document, which gives really clear feedback in a coaching style of the applicant's strengths and opportunities.
6 If an applicant requires support during the interview process due to a learning disability can this be supported?	Yes, Tesco will support applicants by making reasonable adjustments.
7 Can graduates apply?	Yes, graduates can apply if they have not completed an NVQ/ diploma qualification or above in retail.
8 How long from step 1 - step 4 will the recruitment process take approximately?	From application to finding out the outcome we aim for a 4-week process or quicker if we can.
9 Would unnatural hair colours or facial piercings be allowed?	No, regardless of style or colour, your hair needs to be clean and tidy. If it's below your shoulder (including if it's in dreadlocks or braids), it should be tied back. You can wear stud or plain hoop earrings no larger than a 1p and Tunnel Earrings no larger than a

		10p. You are also allowed nose, or facial studs/rings (except within fresh food handling departments) and tongue studs.
10	When do applications close?	Applications will close on a rolling basis once the vacancy for each store has been filled.

About the apprenticeship:

Question		Answer
11	What career progression opportunities are there after completing the apprenticeship?	After completing the Stronger Starts Retail Apprenticeship, there are a wide variety of job opportunities and apprenticeship programmes at Tesco. Many colleagues who have completed the retail apprenticeship programme have progressed to shift leader.
12	Will you be able to offer support to apprentices with Disabilities/Autism/ADHD/ Learning difficulties etc?	Yes, Tesco will support employees throughout by making reasonable adjustments.
13	Who is the training provider?	The apprenticeship is delivered by Tesco's partner, Lifetime Training.
14	How long is the apprenticeship programme?	The apprenticeship will take a minimum of 12 months to complete.
15	What are the working hours of a Stronger Starts retail apprentice?	Flexible hours, as you may be asked to work weekends and different shifts.
16	Can I do this apprenticeship alongside other studies/work?	Unfortunately, you can't because the apprenticeship is a full-time role with Tesco.
17	Will students need to pass a maths and English GCSE or equivalent to pass the apprenticeship?	As part of the apprenticeship programme, you may need to achieve qualifications in maths and English called Functional Skills. These qualifications are equivalent to holding GCSEs in those subjects.



		<p>Already achieved these? If you've previously achieved both maths and English GCSE qualifications at Grade D or above, you will not need to complete Functional Skills as part of the programme. You'll just need to present your certificates to your Lifetime Training Coach at your first session.</p> <p>Need to achieve them? If you don't hold these qualifications, don't worry, your Lifetime Training Coach will support you to achieve them. You shouldn't be concerned as they're delivered very differently to school and will help you at work and in day-to-day life. You'll receive additional support if required and have access to Virtual Classrooms to learn from specialist tutors.</p>
18	If this is a permanent contract, are you guaranteeing a job on completion of the qualification?	Tesco are offering a permanent contract; your employment will continue once you've completed your apprenticeship.

Other

	Question	Answer
19	What is the best way for young people in school to access work experience at Tesco?	Anyone interested in exploring work experience within our stores please email resourcing.team@tesco.com , providing the store location and the dates you are looking to complete your work experience, the team will explore if the store can support your request.