



Apprenticeships at ESCP

Year 2024-2025



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Apprenticeships at ESCP Business School

Choosing an apprenticeship at ESCP Business School means choosing the path of excellence and the one that best prepares our students for the next steps in their careers. Apprenticeship at ESCP allows students to benefit from the same teaching as those in a traditional filière, while consolidating their know-how and interpersonal skills within a partner company.

ESCP began offering apprenticeships in 2001: first in the Master in Management program (2001, launch of the two-year MiM apprenticeship program; 2010, launch of the one-year program in the final year of M2), then in the Bachelor in Management (BSc) program in 2022 (third year on the Paris campus). Today, nearly 2,000 students have been trained in this way, and the number of apprenticeship students in our programs continues to grow. At the same time, apprenticeships are becoming increasingly popular with companies, with many contracts leading to a firm offer of employment on completion of the degree.

For the duration of their apprenticeship, students benefit from two types of support: from a company professional who guides them throughout their apprenticeship, and from a teacher-tutor who acts as their personal adviser for the duration of their contract (either a permanent professor or one affiliated with ESCP).

Our intention is to develop this path of excellence, convinced that the synergy between academic institutions and companies, and the experiential pedagogy it offers, is the best way to train tomorrow's managers.

Isabelle de Boysson

Scientific Director filière apprentissage

SCHOOL YEARS
OFFERING
APPRENTICESHIP AT
ESCP BUSINESS
SCHOOL

=> For the student, choosing apprenticeship means :

- *be integrated operationally into teams over a long period of time and progressively take on increasingly responsible missions;*
- *develop the skills (expertise, know-how, interpersonal skills) needed to carry out your future profession;*
- *put the knowledge acquired at school into practice by conducting a reflexion on the links between theoretical concepts and professional missions;*
- *benefit from double supervision (company apprenticeship supervisor and ESCP tutor);*
- *bénéficier d'une aide financière par la prise en charge des frais de scolarité* et le versement d'un salaire mensuel par l'entreprise pendant toute l durée du contrat.*

✓ Apprenticeships are open to students who are under 30 years of age (on their first day on the job) and fluent in French.

=> For the company, taking on an apprentice means being able to :

- *integrate high-potential, competent and motivated young people into our teams;*
- *observe and train future recruits over a period of time;*
- *build a privileged, long-term relationship with ESCP and its faculty.*

Recruit an apprentice with JOBTEASER

✓ To submit an apprenticeship offer, companies can do so via their JobTeaser account. Offers can be modified on the platform at will. [Find out more.](#)

24 Months: Master 1 and 2

12 - 14 Months: Master 2

GRANDE ECOLE - MASTER IN MANAGEMENT

Two apprenticeship options available at MiM

Students in the Master in Management program can opt for a two-year apprenticeship (full Master cycle, M1 and M2) or a one-year apprenticeship (M2 year).

24 months - FULL MASTER CYCLE Master 1 and Master 2 years

Of all the career paths offered by ESCP Business School, the 24-month apprenticeship is the only one that allows you to graduate in two years, on a European campus and exchange program, while gaining your first real professional experience.

Conditions of eligibility

- ✓ tudents from ESCP's Pre-Master's year
- ✓ tudents from direct admission competitions with a Management profil
- ✓ Completion of all courses (without exception) in the years preceding M1
- ✓ Be under 30 years of age on the contract start date
- ✓ Fluent French (B2/C1)
- ✓ For international students (from outside the EU): valid residence permit or receipt of official application.

Calendar

A single work-study schedule in blocked periods

Contract start fin August 2024 / Contract end: August 31, 2026

Compulsory international mobility

M1 - Spring: 4 weeks on the Madrid campus compulsory

M2 - Fall: semester on exchange program or campus outside Paris required

Application form CV + cover letter in French

=> application deadline: March 15, 2024

Contract search

The search for a contract begins in March 2024, once the application has been accepted.

ESCP's Career Centre assists candidates in their search for a contract (search methodology workshops, CV/cover letter workshops, individual career advisor meetings, etc.).

Candidates must have signed a contract by October 15, 2024 at the latest . Failing this, they will join the classic MiM on one of the ESCP campuses depending on the number of places available.

Further information: masterone-mimparis@escp.eu

MASTER 2 - 12 to 14 months Master 2 year only

The one-year (12 to 14 months) MASTER 2 apprenticeship program is designed for students in their final year of the Master's Cycle. These are students with a varied profil, who already have good prior professional experience and a well-developed career plan.

Conditions of eligibility

- ✓ tudents who have validated all their Master 1 academic obligations at the time of submitting their application (including prerequisites for students admitted direct).
- ✓ Must have completed an academic semester outside the Paris campus in M1
- ✓ Not having started M2
- ✓ 6 months' prior professional experience (continuously with the same company)
- ✓ Must be under 30 years of age on contract start date and fluent in French (B2/C1).
- ✓ For international students (from outside the EU): valid residence permit or receipt of official application.

Calendar

Two alternating schedules to choose from:

- ✓ Blocked periods: Semester 1 at ESCP / Semester 2 in a company + June 2025 ESCP
 - ✓ Weekly alternation: one semester 3j ESCP / 2j company - one semester 2j ESCP / 3j company + June ESCP
- Contract start: possible from mid-June 2024 / Contract end: August 31, 2025

International mobility possible in S1 on an ESCP campus outside Paris

- ✓ tudents who have opted for the Périodes bloquées (blocked periods) schedule may choose to do their semester 1 on an ESCP campus outside Paris (note that the company has the option of putting the contract on hold in this case. See below)
- ✓ No exchange program possible (It will not be possible to apply for the Master 2 apprenticeship and an exchange program at the same time. You must make a choice beforehand)

Compulsory specialization

All MASTER 2 students must take at least one Specialization option (120 h of courses) during their year.

Please note: MASTER 2 apprenticeships are not compatible with the "Entrepreneurship" (OP24) and "Advanced Corporate Finance" (OP129) specialization options in Paris.

Application: CV + covering letter in French

=> application deadline: March 2024 (TBC)

Contract search

Candidates must have found and signed a contract before June 15, 2024. Failing this, they will join the classic MiM on one of the ESCP campuses depending on the number of places available.

Further information: fnguyen@escp.eu

Please note: all apprenticeship contracts are subject to double validation by the Centre de Formation des Apprentis (CFA des Sciences) and ESCP :

- ✓ validation of the assignment, suitability of the assignments with the program (particular attention will be paid to the development of these assignments and the company's ability to support the apprentice throughout the entire duration of his contract)
- ✓ Financial validation: ESCP training costs covered by the OPCO and the company.

Please note: An apprentice must graduate at the end of his or her contract. In other words, no finding of studies under contract is possible at the end of an apprenticeship contract. Diplomas cannot be carried over.

STUDENT SUPPORT - MiM

Coaching is a major advantage of apprenticeship training, which differentiates it from internships.

Throughout his or her apprenticeship, the student-apprentice benefits from double support at ESCP and in the company. Regular assessment and support of the apprentice throughout his or her apprenticeship is a legal obligation, but also a framework for measuring the student's progress in his or her professional environment and skills development.

It is also a warning system in the event of a problem or difficulty.

The student-apprentice's progress is regularly assessed, and assignments are adjusted accordingly.

The company apprenticeship supervisor

- ✓ Recognized professional of the company employing the apprentice, justifiant of a minimum seniority in a position related to the qualification prepared by the apprentice ;
- ✓ responsible for providing support within the company, he confie assignments that enable him to progress and assimilate know-how by transferring his experience as a professional ;
- ✓ Directly supervises and trains apprentices in the methods and procedures specific to their trade;
- ✓ it periodically assesses the alternating worker's progress in acquiring the required skills

The ESCP Professor-Tutor

Each apprentice is assigned a tutor who follows them throughout their apprenticeship.

This tutor is a permanent or affili  professor at ESCP. He or she is not necessarily an expert in the sector in which the apprentice works. He or she is the apprentice's first point of contact and helps him or her to :

- ✓ build your career plan organize your schooling
- ✓ understand the experiences of the organizational context and the apprenticeship master's assessments
- ✓ respect academic obligations and school values ;
- ✓ Passing the difficiles

Tripartite meetings

Tripartite meetings between the apprentice, his/her apprentice master and his/her tutor are organized periodically. Three meetings are compulsory in the 24-month program, and two in the one-year formulas.

These tripartite meetings are essential and at the heart of the support system. Documents (reports, half-yearly follow-up fiches and skills assessment) formalize the follow-up. Receipt of this document is a condition for validation of professional experience.

FINANCING APPRENTICESHIPS

The apprenticeship contract is a state-subsidized employment contract.

Training costs financed by the State and the company

The apprentice does not pay for his or her studies, which are financed by the apprenticeship tax quota reserved for the filière and paid to the Opérateur de Compétences (OPCO); the level at which the cost of the contract is covered is determined by each professional branch.

Depending on the cost of the contract, which has been fixed by the professional branches to which the company belongs, the company may be required to pay a top-up.

Student-apprentice remuneration

The minimum wage for apprentices is determined as a percentage of the SMIC and depends on the student's age and the year of training concerned. In certain cases, more favorable contractual provisions may apply

For more details, visit the work-study portal, which offers a pay simulator
<https://www.alternance.emploi.gouv.fr>

	Year 1	Year 2	Year 3
16 - 17 years	27% of minimum wage	39% of minimum wage	55% of minimum wage
18 - 20 years	43% of minimum wage	51% of minimum wage	67% of minimum wage
21 to 25 years old	53% of minimum wage	61% of minimum wage	78% of minimum wage
From age 26	100% of minimum wage	100% of minimum wage	100% of minimum wage

Since the 2019 Social Security financing law (LFSS), apprentices' remuneration remains exempt from statutory and conventional employee contributions, but only for the portion of remuneration less than or equal to 79% of the SMIC.

Apprentices' wages remain fully exempt from CSG/CRDS

THE APPRENTICESHIP CONTRACT DURING INTERNATIONAL MOBILITY

During the period of international mobility, the principle of alternating between training and work in the company, inherent in the contract between the student-apprentice and the company, no longer applies.

The law n°2023-1267 aimed at facilitating the international mobility of work-study students, published in the JO in January 2024, now gives the company the option of choosing between :

- The contract is put on hold for the duration of the international mobility (the apprentice's salary is suspended);
- Making the apprentice available to the host university abroad (the apprentice's salary is maintained). In both cases, full payment of tuition fees is not affected.

A FEW LEGAL POINTS

An apprenticeship contract requires compliance with three sets of rules:

- ✓ those of labor law;
- ✓ those of the school;
- ✓ those of the company.

Apprentices are employees in their own right

- As such, the laws, regulations and collective bargaining agreements of the professional branch or company are applicable to them under the same conditions as to other employees. School time is considered as working time;
- Only a work stoppage can justify an absence, whether at ESCP or at the company; absences from classes must be reported to the company, which may make deductions from wages, and to the Apprentice Training Center;
- Apprentices have no school vacations, but are entitled to paid leave (5 weeks a year) and RTT according to the company's collective bargaining agreement, to be taken only during company time on the academic calendar;
- apprentices benefit from the same coverage as other employees in the event of illness or workplace accident. They must have compulsory social security coverage with the CPAM in their place of residence;
- The apprentice is not eligible for student housing assistance, but may receive housing assistance (depending on income);
- As an employee, the apprentice receives income that must be declared to the fiscale authorities;
- the apprentice must have graduated under the terms of his/her apprenticeship contract. This means that you will not be able to do a contractual internship at the end of your Master 2 year.

Further information: <https://travail-emploi.gouv.fr/formation-professionnelle/formation-en-alternance-10751/apprenticeship/contract-apprenticeship>

THEY HIRE OUR APPRENTICES

ABEILLE ASSURANCES
ACCENTURE
ACCOR
Groupe ADP
AFD
AIR LIQUID
AIRBUS
ALAN
ALTAREA
ALLIANZ
AMERICAN EXPRESS
AMUNDI
ARDIAN
ARKEA
ARMONIA
ARTHUS BERTRAND
ERNST & YOUNG
ATOS
ATTIJARIW AFA BANK
AXA
BAKER
BALENCIAGA
Bank ABC
BCG
BEARING POINT
SHISEIDO
BIC
BLOOM
BLOOMCO
BNP PARIBAS
BOSCH
BOUYGUES TELECOM
BPCE
BPI FRANCE
BRIGSTONE
BUREAU VERITAS
BYREDO
CAISSE DES DEPOTS
CANAL PLUS
CAPGEMINI

CAPGEMINI INVENT
CARAMBAR
CARREFOUR
CASE Corporate Finance
CHANEL
CHAUMET
CHRISTIAN DIOR
COUTURE
CHRISTIAN LOUBOUTIN
CIRCLE SPORTSWEAR
CIRCUL'R
CISCO
CLARINS
CLUB MED
JEUX OLYMPIQUES
COLAS SA
COLOMBUS
CONVERTEO
CREDITAGRICOLE
CROWE HAF
DANONE
DÉFENSE CONSEIL
ITERNAL
DEALT
DECATHLON
DEEPI
DELOITTE
DELSEY Paris
DIAC
DG DU TRESOR
DNCA
DORVAL AM
DROOMS
ECOLE DU LOUVRE
ECIVI
EDF
EDMOND DE
ROTHSCHILD
ELECTROLUX
ENGIE
EQUANS
EREVAN
ESSILOR LUXOTTICA
ESTEE LAUDER

ETHIFINANCE
EURAZEO
EUROGROUP
CONSULTING
EUTELSTAT
EXIOM
EYE TRUST
FDJ
FERRERO
FESTIVAL DE CANNE
FORSTONE
FRANCE TELEVISIONS
FRENCH FOUNDERS
GARNIER
GALERIES LAFAYETTE
GALIENA
GANTMAILLE
GENERAL ELECTRIC
GEMWAY ASSETS
GETBIZ/JURICOMPTA
GLOBAL HEALTH
GREEN SCOPE
GROHE
GROUPAMA
GROUPE VVY
GUCCI
H&H France
HAVAS
HEINEKEN
HELLOFRESH
HENKEL
HERMES
HOVA HOSPITALITY
HSBC
I.W.A AGENCY
IBM
ICADE
IK PARTNERS
INETUM
INFORMATICA
INFRA GESTION
INOVEXUS
IFEC
IQVIA

JAKALA
HENNESSY
JELLY FISH
JICAP Performance
JOKO
KARINE
KERALA VENTURES
KLIMATO
KONECTA
KOSPARIS
KPMG
KRUG (LVMH)
La BRUKET
L'Oréal
LA BANQUE POSTALE
LA FRANÇAISE
LA POSTE
LA VIE
Lab. FILLMED
LADUREE
LAZARD
LE MANS ENDURANCE
LEK CONSULTING
LIXENS
L'OREAL
LOUIS VUITTON
LUKO
MAGIMIX
MALAKOFF
HUMANIS
MANADVISE
MAZARS
MBO&CO
MEETIC
MICROSOFT
MILLTECHFX
MIRAKL
MODIS (ADECCO)
MOET & CHANDON
MOET HENNESSY
MOMA GROUP
MONGA
MONOPRIX
MOON SURGICAL

MORGAN STANLEY
MUSEE DES ARTS
DECORATIFS
MUSEE D'ORSAY
NATIXIS
NEWEN CONTENT
NIKE
NOUVELLE GARDE
NOVARES
NOVAVET
ODDO BHF
OPTIMA
OVRSEA
PAI PARTNERS
PAPERNEST
PARFUMS CHRISTIAN
DIOR
PENNYLANE TECH
PERIAL
PERNOD RICARD
PLANTIBODIES
PRESTIGE &
COLLECTIONS
PRIMONIAL PART.
PROPRIETE & Co
PUBLICIS
PWC
QOVETIA
QUBIT
PHARMACEUTICALS
RAIDEN /CHARGE GURU
RAINBOW
RATP Dev
REFYLD - HELLO NEO
ROTHSCHILD & CO
RTSAS (VOLVO)
SAINT GOBAIN
SAIPEM
SALESFORCE
SAMPLEO
SANOFI
SANTANDER
SAP France SA
SAUR

SAVENCIA
SCHNEIDER ELEC.
SCOR
SEMMARIS
SENAT
SERVIER
SIEMENS
SINEORA
SISLEY
SITEFLOW
SMAR TBOX
SOCIETE GENERALE
SODEXO
SOFIDY
SOGEDIF
SONEPAR
SPLEND UP
SPORTFIVE
STELLANTIS
STMICROELECTRONICS
SUPER CAPITAL
SWISSLIFE
SYMMETRIC
TACO TAX
TARKETT
TBWA GROUPE
TECHNIPFMC
TECHNOLOGY AND
STRATEGY
TETHYS INVEST
THALES
TO TALENERGIES
UBISOFT
UBS
UNILEVER
UP COOP
URIAGE
VAN CLEEF & ARPELS
VEEPEE
VOYAGEURS DU MONDE
WAVESTONE
XILAM ANIMATION
ZURICH INSURANCE