



Apprenticeships at ESCP

Year 2024-2025



IT ALL STARTS HERE

BERLIN | LONDON | MADRID | PARIS | TURIN | WARSAW

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 affilié 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

ABELLE 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 DEPOS
 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
 ECOVI
 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 VYV
 GUCCI
 H&H France
 HAVAS
 HEINEKEN
 HELLO FRESH
 HENKEL
 HERMES
 HOVA HOSPITALITY
 HSB
 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
 LINXENS
 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
 RT SAS (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