

An Introduction to Specsavers and Apprenticeships

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The Specsavers logo, consisting of the word "Specsavers" in white text inside a green rounded rectangle with a white outline.

Some things that may come as a surprise about Specsavers

Global business, with over 42,000 colleagues

Joint Venture Partnership

Over 2,300 stores, opening new stores all the time

UK, Ireland, Netherlands, Norway, Sweden, Denmark,
Finland, Spain, Australia and New Zealand and
Canada

We employ between 40-70 new apprentices every
month in our stores

Ranked 12th Best Place to work in the WORLD

An introduction Apprenticeships

The what and the why



Celebrating our Apprenticeships?

Celebrating the success of our Specsavers Apprenticeships, The recognition and achievements!



Around **600** new Apprentices start with us each year



2025 National Apprenticeship and Skills Award Winners for **Large Employer and Apprentice of the Year**

Third year running we have made the rankings

TOP 100 APPRENTICESHIP EMPLOYER 2025 **17th**

79% Of apprentices scored higher than colleagues in a similar role in the recent GPTW survey, ,



On average **22%** Better retention of Apprentices than those colleagues in similar roles.

Around **70-80** vacancies live at any one time

97% **DISTINCTION** across all Apprenticeships



Optical Assistant Level 3

What will you learn?

- Confidently promote Specsavers products and services
- Pre-screening/Triage
- Fittings, adjustments and collection of glasses
- Multifocal dispensing

How long will the Apprenticeship take?

15-18 months



Specsavers

Spectacle Technician Level 3

What will you learn?

- All areas of the glasses making process
- Manufacture and glaze glasses to high quality
- Manage incoming and outgoing stock
- Correct faults and reassemble glasses

How long will the Apprenticeship take?

15-18 months



Customer Service Level 2

What will you learn?

- Meet and Greet
- Confidently promote Specsavers products and services
- Support and advise with questions
- Concern handling and aftercare
- Measure and improve customer satisfaction

How long will the Apprenticeship take?

12 months



Specsavers

How do stores recruit an apprentice?

- The majority of stores place an advert through our Specsavers Recruitment team (SRS)
- This is then advertised on the National Apprenticeship Website, our careers pages and other job boards
- SRS shortlist applicants for stores to interview – Not all interviews follow the same process. A trial is always recommended as part of this process, but this tends to be included on the same day as the interview.
- Stores interview the candidates and feedback to SRS and the recruitment team with feedback to the applicant.
- As soon as the offer is made, a start date is agreed and this is when it comes over to the Apprenticeship team to plan the Induction and next steps.

What are we looking for?

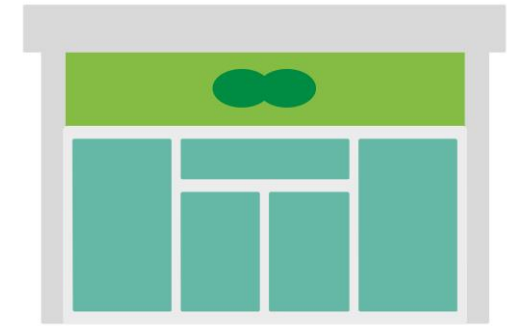
There is an eligibility criteria in place for Specsavers Apprenticeships and to meet funding requirements, see below:

- Our level 3 Apprenticeships – candidates must have a 4 or above in maths GCSE or equivalent and can provide evidence of this.
- can't be in full-time education
- needs to live in England
- Has no/very little optical experience

What are stores looking for?

We are looking for people that don't have experience but do have a passion for helping people. Are curious to learn and committed to achieving the apprenticeship which will take you onto endless opportunities

Progression routes



1 **Optics** +

2 **Audiology** +

3 **Partnership** +

4 **Store team** +

5 **Domiciliary** +

Over to you for questions