A BRIGHTER FUTURE
FOR DIGITAL IT APPRENTICESHIPS

A guide for parents and teachers outlining the benefits of an apprenticeship as a valuable route into a successful career.
We are BCS

Making IT good for society

We are the Chartered Institute for IT representing the digital industries and all of society, from schoolchildren, colleges, universities, industry through to senior citizens.

Our role under our Royal Chartered and charitable status is to ensure that everyone has access to digital skills, from entry level support through to professional certification, to supporting the advancement and innovation of new technology.

Within our apprenticeship role for the new Digital IT Apprenticeship Standards, and as an approved assessment organisation, we are responsible for assessing the apprentice’s best portfolio of work towards the end of their apprenticeship.

DIGITAL IT APPRENTICESHIPS SUPPORT THE UK’S INDUSTRY SKILLS GAP

The government with groups of employers have changed apprenticeships to reflect the needs of the employer, providing them with the opportunity to develop talent for digital roles required now and in the future. From May 2017, large employers have had an account created for them, that they are mandated to pay into, which can only be spent on apprenticeships.
ABOUT THIS GUIDE

20% of schools felt comfortable giving apprenticeship advice

60% of schools felt comfortable giving university advice

67% of parents believe doing an apprenticeship is a great way to train and get a job

83% Employers intend to use IT apprenticeships to fill IT skills gaps

Source: BCS, The Chartered Institute for IT

WHAT IS AN APPRENTICESHIP?

- It’s a real job with real wages
- Apprenticeships are for people of all ages who want to earn while they learn, gaining real skills and knowledge
- An apprenticeship is a job of at least 30 hours per week, and comes with training and development of transferable skills
- Most of the training is on-the-job working with a mentor, to learn job specific skills in the workplace, combined with off-the-job training
- Duration for a Digital IT Apprenticeship is 13 months (minimum), includes training and assessment

SALARIES

Most employers pay a higher rate for Digital IT apprentices and build in incremental increases, as they progress. Higher apprenticeships pay up to £500 per week and a marked salary increase on completion.

<table>
<thead>
<tr>
<th>Levels</th>
<th>Equivalencies</th>
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<tbody>
<tr>
<td>Intermediate</td>
<td>level 2</td>
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<tr>
<td>Advance</td>
<td>levels 3*</td>
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<tr>
<td>Higher</td>
<td>levels 4*, 5, 6 &amp; 7</td>
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5 GCSE passes at grades A* to C
2 A level passes
Foundation degree and higher

**Digital IT Apprenticeship standards**
WHO IS AN APPRENTICESHIP FOR?

The myth is that apprenticeships are for those who are not academic, this is not true, with many employers recruiting the brightest and best talent that they can nurture, many organisations run apprenticeship at all levels including degree programmes and others recognise the talent in those who may not have achieved the grades they needed, but are no less academically bright, but have the right attitude and motivation.

‘The DfE introduced, to progress at 16, five C’s at GCSE have to be gained before they can go onto further study. I have encountered lots of young people who are bright and highly motivated, but cannot answer questions on 17th century history. With this frustration, employers have been denied access to good people’.

Sir Vince Cable, former Secretary of State, MP for Twickenham

Kicked out of school, dropped out of college, became an IT apprentice. At 22 years old, Joshua is co-founder of We-Gym, and an apprenticeship ambassador inspiring the next generation

Shaw cared for his mum full-time at 15, with no time to study. He found an apprenticeship.

Within 4 years Shaw was one of Optimity’s key network engineers

Satveer Kaur Singh
A* pupil, former IT apprentice, Business Analyst

An apprentice’s journey doesn’t stop once the scheme has finished, this is only the beginning as an IT Professional – be inspired, listen to her story

An apprenticeship is a route that caters for many young people from different backgrounds, different experiences and provides a platform to enable practical learning as well as achieving a higher education and a successful career in IT.
WHAT’S IN IT FOR THE APPRENTICE

- Trained in the skills and technologies employers’ want
- Industry recognised qualifications
- Salary whilst learning
- No student debt
- More likely to progress quicker and higher than a typical student
- Learn at a pace suited to them with the support of a mentor
- Set themselves on a recognised pathway that can see an increase of earnings of £150,000 over their lifetime
- Chartered IT Professionals can earn up to £250,000

All apprenticeship vacancies are listed on the government’s website; individuals can create an account to receive alerts on job vacancies or by contacting apprenticeships providers direct.

Find a BCS apprenticeship training provider

Governments apprenticeship website – set up an account to receive notifications

The process for applying can vary, but is typically straightforward, the same as applying for a job.

- Fill out the application form
- The training provider will shortlist the applicants
- Submit CV and covering letter
- Some may request you complete an online test
- Interview

DIGITAL IT APPRENTICESHIP ROLES

There are many exciting digital IT roles embedded into every sector from security, sports, NHS, retail, artificial intelligence, aviation, gaming, healthcare, science, marketing, film, music and art to name just a few—technology unpins everything we do and is required in every business sector.

The new digital IT apprenticeship standards cover a broad range of roles to cater for these exciting opportunities with more being developed.

<table>
<thead>
<tr>
<th>Network Engineer, level 4</th>
<th>Software Developer, level 4</th>
<th>Cyber Security Technologist, level 4</th>
<th>Data Analyst, level 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Marketer, level 3</td>
<td>Infrastructure Technician, level 3</td>
<td>Software Development Technician, level 3</td>
<td>Business Analyst, level 4</td>
</tr>
</tbody>
</table>

Level 3, apprenticeship duration, 13-18 months  Level 4, apprenticeship duration, typically 24 months
**ROLES & ENTRY REQUIREMENTS**

Individual employers will set the selection criteria, this might include GCSE’s, A levels, a level 2 apprenticeship or other relevant qualifications. Where there are no qualifications an aptitude assessment on experience may be used.

Help prepare young people for their next digital step by providing them access to the skills that will support them in further education or employment.

Young people that are interested in software/developer roles at levels 3 & 4, should have some knowledge or experience in coding. Many schools are now equipping their pupils with basic coding principles. However, and as important as English and Maths, is digital literacy and essential in today’s workforce.

An apprentice is graded Referral, Fail, Pass, Merit and Distinction based on a set of criteria

The **What** – what the apprentice has shown they can do

The **How** – the way in which work has been done

The **Whom** – the personal and interpersonal qualities the apprentice has brought to all their work relationships
APPRENTICE SUPPORT

An apprentice has a community of expertise to guide them through each step of their apprenticeship journey. The community is made up of the training provider, this can also be a FE college, employer and assessment organisation all working together to help them succeed.

Many Digital IT apprentices through our accredited training providers are signed up to BCS apprentice membership, the digital and IT professional body, this provides the apprentice access to:

- BCS mentoring scheme in their chosen specialism
- BCS Springboard, their personal career centre, cv creation, interview simulations, e-learning modules, career and coaching advice, interview techniques
- Networking with the wider IT profession through their BCS membership at industry led events
- Apprentices on successful completion who meet the criteria, can apply to appear on the BCS Professional Register for IT Technicians, giving them recognition at the start of their career

At BCS we encourage young members to get involved to meet and network with the finest minds in technology at regional and national events, they are our next generation of digital talent and many of those who actively get involved become a young voice for the industry, and go onto become IT leaders and innovators of tomorrow.

PATHWAY TO SUCCESS

The new digital standards are aligned to the industry IT global framework SFIA, the Skills Framework for the Information Age, a level 4 apprenticeship is professionally mapped against this, supporting their next step as an IT Professional and towards Chartered status, providing them with a clear professional pathway used and endorsed by industry.
Final thoughts...

- How do we help schools identify underlying talent that is not obvious through a classroom environment?
- Is an academic route towards university right for every bright child?
- What do teachers and parents need to provide the right careers guidance?
- What are the essential skills a young person needs for the world of work?
- How do we educate and inspire them into a career in digital IT?

We are starting to ask the right questions, it is being debated in government, our apprenticeship community highlights that the key influencers in making these changes are the teachers and parents.

By taking part, we can start making these changes now. By informing and inspiring young people on the exciting career options available, we are helping them make the right decision towards a fulfilling and successful career and to become the next generation of digital leaders.
Useful Resources:

- BCS Education Hub, apprentice success stories, top tips, careers advice and classroom resources [www.bcs.org/apprenticeshipcareers](http://www.bcs.org/apprenticeshipcareers)

- **Calling all teachers and careers professionals – join the National Apprenticeship Champions Network!**

  Are you positively promoting apprenticeships in creative ways to motivate young people? Then we want to celebrate and support you!

  Sign up today by visiting [www.amazingapprenticeships.com](http://www.amazingapprenticeships.com)

  You will receive lots of free resources to use in your school and your Champions Toolkit.

- [Apprenticeships (Gov.UK)](https://www.gov.uk/apprenticeships)

  An overview of everything apprenticeships, including how to become an apprentice, what you can expect, levels of apprenticeships, pay and training, how to make an application and more.

Our latest apprenticeship guides address the key challenges raised by employers & the wider apprenticeship community.

Please note there are new standards being developed and will appear on our website [bcs.org/apprenticeships](http://bcs.org/apprenticeships) when available.