



**Software development** is a vast field and one that is extremely rewarding alongside providing a pivotal role in an organisations effectiveness and efficiency. Our nationwide Software Developer apprenticeship programme focuses on **teaching the latest in software knowledge**, enabling the learner to learn **various coding languages** and the fundamentals in web development.

## Programme breakdown

The primary role of a Software Developer is to build and test simple, high-quality code across front end, logic and database layers. A developer will typically be working as part of a larger team, in which they will have responsibility for some of the straight-forward elements of the overall project. The developer will need to be able to interpret design documentation and specifications.



**Duration:** Typically 23 months.



**Who is it for?:** Learners who are passionate about technology, possess self knowledge of coding and / or want to develop a career of software development.



**Requirements:** Level 3 qualifications, including A levels, NVQ/SVQ Level 3, Level 3 apprenticeship or a BTEC National. A minimum of 5 GCSE's (ideally A\* - C or 4 - 9) – Maths and English are also essential.



**Typical job roles:** Web Developer, Application Developer, Mobile App Developer, Games Developer, Software Developer.



**Certification:** Certified by The British Computing Society



**Qualification & added value:** The learner will receive a qualification in the Software Developer Level 4 Apprenticeship standard. Upon finishing the programme, apprentices gain entry to the RITTech register of IT professionals - confirming the level of competence the learner brings to the workplace. They can also upgrade their BCS student membership to BCS Associate membership for free.

# Induction process

## Pre-induction

Before the learner signs up to the programme, they will be invited to a briefing session to make sure it is right for them and then be introduced to our dedicated on-boarding team to ensure eligibility. From here, they will complete their English and Maths initial assessments and a date will be arranged to conduct their sign-up.

## Enrolment

During this session the learner's business coach will discuss the apprenticeship and show the learner around OneFile, our modular e-resource platform. They'll discover more about the modules that make up their apprenticeship and complete the enrolment process. Following the session, work will commence on their self-development project alongside completing the first pieces of e-Learning. Functional Skills learning will also be completed at this point if required.



# Coaching support

## Regular coach visit to

- Give feedback on any self-study the learner has completed.
- Provide one-to-one learning and support. This includes a quarterly progression review with the learner and their line manager.
- Gather evidence for their portfolio.
- Discuss their Maths and English skills.
- Support the learner for their knowledge module exams.

## Functional Skills

Functional Skills (FS) support the learners development of practical skills in English and Maths if they have not obtained grade A-C at GCSE level in those subjects.

They will need to sit the functional skills exam if they cannot provide evidence of certificates from their GCSEs. Their coach will provide support throughout their learner journey based on their individual needs.

## Additional Learning Support

All learners will take assessment tests through our Candidate Management Onboarding Team so we can identify any additional support methods that will benefit their learning and future career aspirations.

We provide our learners with a tailored learning support plan offering further individual development and growth, supported by their Business coach.

# Remote learning

Our learners benefit from always-on access to both our resources and training expertise. We have harnessed the latest technologies to provide a remote learning product that means learners can benefit from all our training and development programmes wherever they are.

## Online coaching

We have great coaches with years of experience in delivering the most relevant and useful information to support people to achieve their goals.

Now, through remote access technologies like [Microsoft Teams](#) or [Zoom](#), learners can see, hear and collaborate with our apprenticeship Business Coaches. This gives them direct access to ask questions and receive bespoke support relevant to the stage of their programme. This collaborative and interactive approach adds value to the learning experience and is now offered in a fully online environment.



# Learner journey

Learners will be supported monthly by our business coaches, have quarterly reviews involving their manager & attend 31 days of facilitated training to ensure they are fully equipped to start their career in software development.

## Milestone 1

### Onboarding & start of learning

- ✓ Learner completes induction & an individual learning plan is created
- ✓ Discussion including health & safety, welfare, company aims & professional skills
- ✓ Learner does some self-guided HTML learning



**Portfolio:** 5% complete

## Milestone 2

### Web Development

- ✓ Understanding what makes an effective UI & working with a front end framework of learners choosing
- ✓ Learners will expand on their induction project



**Portfolio:** 25% complete

## Milestone 3

### Agile Development

- ✓ Learners will understand how to define user requirements & will create use cases & user stories
- ✓ Discussing how to plan sprints & designate workload



**Portfolio:** 40% complete

## Milestone 4

### Object Oriented Programming

- ✓ Grasp the concept of object oriented programming & compare with other programming paradigms
- ✓ Understand classes, prototyping & inheritance whilst working in a language of the learners choosing



**Portfolio:** 50% complete

## Milestone 5

### Databases

- ✓ Understand the difference between relational & non-relational data
- ✓ Delve into SQL queries & build databases



**Portfolio:** 65% complete

## Milestone 6

### AI & Testing

- ✓ Consider different testing techniques & learn to create automated tests
- ✓ Learn how to use AI safely in the workplace & understand how we can use AI to test our code



**Portfolio:** 80% complete

## Milestone 7

### Professionalism & Communication

- ✓ Understand the importance of being able to articulate technical topics to both a technical & non-technical audience with the end goal of hosting a demo or a retrospective with your team



**Portfolio:** 100% complete

## Milestone 8

### End Point Assessment Prep

- ✓ Portfolio review discussions to decide on a work based project for EPA
- ✓ Mock discussions held to prepare for assessments



## Milestone 9

### End Point Assessment

- ✓ Work based project completion
- ✓ BCS interview based on portfolio
- ✓ BCS interview based on work based project
- ✓ **Completion!**
- ✓ Final grade received & learner meets business coach to explore next career steps



# Programme assessment

## End point assessment (EPA)

The final stage of the learner's learning journey is the EPA which will be carried out by an independent assessor. The EPA is broken down into three stages.

## EPA preparation

The learner will have an EPA preparation session which will help them get ready for their project and a session preparing for the interview.

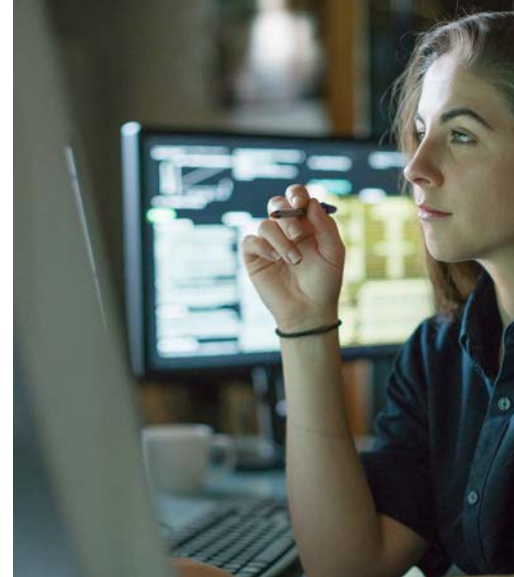
## Gateway

Gateway is a meeting that takes place towards the end of the programme, between the learner, their line manager and their coach, to discuss their progress and decide whether they fully meet the requirements of the apprenticeship standard. Once the learner's portfolio is completed, the requirements for Functional Skills are evidenced and assessment methods below are measured, they can proceed through gateway.

## Assessment methods

- **Project with questioning:** The learner will be receive a work based project assigned by their employer. The learner's knowledge, skills and behaviours from this project will be questioned by the independent assessor.
- **Professional discussion with Portfolio:** The professional discussion explores how well the apprentice meets the relevant knowledge, skills and behaviours detailed in the programme's assessment criteria. This discussion will be supported by the learner's portfolio of evidence, which is created from their place of work.

**After this stage, the learner will receive a final grade of either a pass, merit or distinction.**



## Our programmes

### Digital

1 Information Communications Technician	2 Data Readiness	3 Data Analyst
4 Business Analyst	5 Software Developer	6 Network Engineer
7 Multi-Channel Marketer	8 Content Creator	9 Marketing Executive

## Case Study - Shilpa Gopal Lathika @ Sainsbury's

“ I started my apprenticeship since I had an interest in coding and developing features. I also had a goal of doing frontend and backend development.

Learning from the apprenticeship so far has been beneficial, and has provided me with an opportunity to learn JavaScript, HTML and CSS alongside being able to pass an Microsoft certified exam. Furthermore, the programme has helped me learn different aspects of coding, which I wouldn't normally gain exposure to.

I would definitely recommend apprenticeships as it's a great way to learn with how it is structured, the support received from the business coach and the way you can gain certifications at the end.

