

# TECH APPRENTICESHIPS

Grow your own  
exceptional, diverse  
junior talent at scale



**MAKERS**

BUILDING THE FUTURE



# EXCELLENCE DELIVERED

**We find, train and place the best talent for our hiring partners to build the next generation of tech leaders & innovators.**

We deliver a 5 star service across every aspect - attraction, selection, training and support to deliver quality results for both our hiring partners and apprentices.

99%

Pass rate across  
our apprenticeship  
programme

41%

Awarded merit or  
distinction

96%

Of all our apprentices  
still in employment

**We are dedicated to offering all our apprentices the individual support they need to thrive alongside structured support for managers.**

96%

Of our alumni say Makers  
transformed their life

81%

Have been promoted  
since completing their  
apprenticeship

67%

Have stayed with the same  
employer since completing  
their apprenticeship

**“Makers is a conveyor belt of awesome. There’s no other source of recruitment I’d put this much energy into.”**

Martin Aspeli,  
Head of Engineering Deloitte Digital



# LEADING THE TECH APPRENTICESHIP REVOLUTION

Makers is a leading provider of Level 4 tech apprenticeships. We started in 2013 as the original disruptive 'coding bootcamp' and have since grown to become a market leader, known for our relentless focus on inclusion and quality.

## The UK's trusted specialist tech apprenticeship provider

We started with the Software Engineer standard and now offer the Software Analyst (with Engineering, Software Test and DevOps Engineer programmes).

## Over 10 years of training experience

We have been training engineers for over a decade as Europe's original 'coding bootcamp'. We have helped over 3,000 people launch successful careers in tech.

We provide nationwide apprenticeship training and have facilitated over 700+ apprenticeships since launch.

## 10 YEARS

Of successfully finding, training and placing top tech talent

## 750+

Tech apprenticeships facilitated since launch

## 100%

Designed & delivered by world-class engineers



# SELECTIVE BUT INCLUSIVE

We know how to attract and identify great talent. Makers offers an unrivalled diverse talent pool - we receive over 10,000 applications to join our programmes every year.

Our inclusive selection process ensures a diverse talent pool with a focus on finding the best talent - essential for building high performing diverse teams that represent the communities they serve.

## Selective

We are highly selective. We run a rigorous screening process and only select the best, using a combination of coding challenges and interviews to evaluate aptitude, mindset and collaboration skills.

Our education ethos focuses on technical excellence and growth mindset, so we assess candidates based on EQ and their ability to learn quickly.

1 IN 20  
Of those who apply to Makers are selected for apprenticeships

We work with community organisations to engage diverse talent that's under-represented in today's tech workforce.



## Inclusive

We focus on potential, not just CV's, looking beyond the obvious to find the exceptional. We actively engage with community organisations to ensure our opportunities are being seen by a wide range of candidates. As a result we are able to provide diverse talent shortlists.

At Makers, we're passionate about making the tech industry more diverse, inclusive and accessible to all.

40%  
Of our apprentices identify as women or non-binary (2x the UK tech industry average)

46%  
Of our apprentices are from underrepresented ethnic backgrounds (5x the UK tech industry average)



# THE POWER OF CAREER CHANGE

**Apprenticeships create access. They are an opportunity for career changers who may have thought a career in tech was inaccessible. Because we focus on potential not qualifications we open the door to people who may not have otherwise had the chance.**

Career changers are an untapped quality talent pool that brings with them a wealth of work experience and industry knowledge that aids them in adding value to your business from day one and accelerating up the career ladder fast.

## Re-skill or recruit

Makers offer a full-service platform to enable you to re-skill your existing workforce or to hire fresh new talent.

### RE-SKILL YOUR TALENT

- Retain great talent with opportunities for professional development and career switching
- Increase knowledge transfer across your business

### RECRUIT EMERGING TALENT

- Build your talent pipeline for the future
- Grow your workforce cost-effectively
- Add fresh perspectives
- Increase diversity within your teams

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#### CAREER SWITCHERS HAVE

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Prior professional experience  
Commitment to the career shift  
An interest in rapid progression

#### WHICH MEANS THEY ARE

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Ambitious and hardworking  
Tenacious and enthusiastic  
Technically and emotionally skilled



# TAILORED FOR THE WORLD OF WORK

We offer 4 industry certified programmes that cover crucial in-demand tech skills and allow you to develop specialist expertise within your teams.

## Designed and delivered by engineers

All our training programmes are both designed and delivered by engineers to make sure training is relevant for today's work of work in tech..

## Tailored curriculums

We can tailor our training to facilitate the skills gaps in your business while making sure they still deliver on the curriculum required for certification.

### Level 4 standard

All our apprenticeships are a level 4 standard which is the equivalent to a Higher National Certificate (HNC) or the first year of a Foundation Degree.

**SOFTWARE DEVELOPMENT**  
(LEVEL 4)

**DEVOPS ENGINEERING**  
(LEVEL 4)

**DATA ANALYTICS**  
(LEVEL 4)

**TEST ENGINEERING**  
(LEVEL 4)



# FRONT-LOADED LEARNING APPROACH FOR ACCELERATED GROWTH

We front-load learning via our renowned immersive coding bootcamp meaning all training days happen in the first 16 weeks of the apprenticeship. This accelerates learning and makes sure apprentices can add value as soon as they join your teams.

## **LEARNING AGILITY**

The skills and aptitude to pick up new technology fast.

## **PROGRAMMING FLUENCY**

Ability to get things done with code, no matter what language.

## **TEST-DRIVEN DEVELOPMENT**

Ensuring both a sound process, high test coverage, and high quality.

## **OBJECT-ORIENTED PROGRAMMING**

Breaking systems down into smaller pieces that interact in defined ways.

## **AGILE TEAMWORK**

Working as a team for optimum productivity.

## **SOFTWARE QUALITY**

Making easy to read, easy to maintain software.

## **SOURCE CONTROL & DEPLOYMENT**

Breaking up change into small, tracked changes and ensuring they make their way to users.

## **WELLBEING & EMOTIONAL INTELLIGENCE**

Building resilience.



# WE TEACH MORE THAN JUST TECH

To build a successful career in tech, engineers need much more than just technical ability. They need the ability to learn on the job from day one and the resilience and communication skills to thrive and lead.

This is why at Makers we also teach an emotional intelligence curriculum as part of our course.



Typical emotional intelligence sessions include:

- Resilience training
- Self-awareness & confidence building
- Communication skills
- Yoga and meditation
- Giving and receiving feedback productively
- Self-care (managing energy and emotions)
- Growth mindset tools



**We build well-rounded tech professionals through holistic learning.**

“Transforming lives only happens with emotional intelligence. Our Makers learn to communicate with peers, colleagues and clients effectively; manage their wellbeing to excel without burnout; and nurture that thirst for learning and fixing things that makes good developers great.”

Dana Svoboda, Makers Chief Joy Officer

# SOFTWARE DEVELOPMENT APPRENTICESHIP

LEVEL 4

This apprenticeship has been designed to provide you with qualified junior software developers who can design, build and test high-quality code. They will be able to interact with users and team members to ensure the effective implementation of software solutions. They will also have an excellent understanding of the software development lifecycle as well as the skills for continuous self learning to grow their abilities further.



## Delivery Model (up to 24 months)

1

**ATTRACTION AND SELECTION** (up to 2 months)  
We will work with you to attract, screen and hire the very best talent with the right culture fit.

2

**SKILLS TRAINING BOOTCAMP** (16 weeks)  
Immersive learning with real world scenarios and self-led behaviour development.

3

**TEAM PLACEMENT** (12 months minimum)  
A placement coach is assigned to Apprentices to support them in building a quality portfolio.

4

**EPA** (up to 6 months)  
Makers will work with you to ensure Apprentices have met the requirements of the Standard and are ready to pass the assessment with flying colours.

## Immersive Bootcamp Curriculum

- Object oriented coding (kicking off with Python)
- Team projects in other languages such as Java or C#
- Algorithms, logic and data structures
- Build, manage and deploy code
- Problem solving & debugging skills
- Software development life cycle
- Interpreting functional & technical specifications
- Creating simple software designs
- Learning how to swiftly learn a new language
- Test driven development and pair programming
- Continuous integration & change control
- Security and GDPR considerations





LEVEL 4

# DEVOPS ENGINEERING APPRENTICESHIP

This apprenticeship has been designed to provide you with qualified junior DevOps engineers who can deploy software frequently and safely to increase the quality of your digital services. Apprentices will understand how code functions in the real world from a cloud-infrastructure focused perspective. They will also learn how to work collaboratively with agile delivery teams with a minimum of direct supervision.

## Delivery Model (up to 24 months)

- 1** **ATTRACTION AND SELECTION** (up to 2 months)  
We will work with you to attract, screen and hire the very best talent with the right culture fit.
- 2** **SKILLS TRAINING BOOTCAMP** (16 weeks)  
Immersive learning with real world scenarios and self-led behaviour development.
- 3** **TEAM PLACEMENT** (12 months minimum)  
A placement coach is assigned to Apprentices to support them in building a quality portfolio.
- 4** **EPA** (up to 4 months)  
Makers will work with you to ensure Apprentices have met the requirements of the Standard and are ready to pass the assessment with flying colours.

## Immersive Bootcamp Curriculum

- Software development fundamentals
- Orchestration using Kubernetes
- Containers and serverless architectures
- Automation using APIs
- Test driven development and Test Pyramid
- Writing Infrastructure as Code (IaC)
- Resolving reliability issues in live systems
- Troubleshooting distributed systems
- Threat modelling
- Securing cloud applications
- Building a deployment pipeline





LEVEL 4

# DATA ANALYTICS APPRENTICESHIP

(with engineering)

Following the Data Analyst Level 4 apprenticeship, this training has been designed to provide you with junior data engineers who can build, process and monitor data streams and pipelines. They will be able to understand modern software engineering fundamentals including how to build and deploy cloud applications. They will also learn how to work with internal and external clients and be responsible for the creation and delivery of their own work to meet business objectives.

## Delivery Model (up to 21 months)

1

**ATTRACTION AND SELECTION** (up to 2 months)  
We will work with you to attract, screen and hire the very best talent with the right culture fit.

2

**SKILLS TRAINING BOOTCAMP** (16 weeks)  
Immersive learning with real world scenarios and self-led behaviour development.

3

**TEAM PLACEMENT** (12 months minimum)  
A placement coach is assigned to Apprentices to support them in building a quality portfolio.

4

**EPA** (up to 3 months)  
Makers will work with you to ensure Apprentices have met the requirements of the Standard and are ready to pass the assessment with flying colours.

## Immersive Bootcamp Curriculum

- Software development fundamentals
- Programming in Python  
Cloud tech inc. AWS, Amazon Redshift, Kafka
- Cloud data stores and complex SQL
- Test driven development and debugging
- Building Continuous Integration (CI) and Continuous Deployment (CD) pipelines
- Customer requirement analysis
- Data analysis, visualisation and dashboards
- Batch and stream-processing cloud data
- Cloud data lakes and warehousing
- Data analysis lifecycle
- Privacy by Design





# TEST ENGINEERING

LEVEL 4

This apprenticeship has been designed to provide you with qualified software testers who can design, build and run tests to ensure the quality of your software. They will be able to prepare test plans, conduct testing and report on test results. They will also have an excellent understanding of the software development lifecycle and software development practices.

## Delivery Model (up to 20 months)

1

**ATTRACTION AND SELECTION** (up to 2 months)  
We will work with you to attract, screen and hire the very best talent with the right culture fit.

2

**SKILLS TRAINING BOOTCAMP** (16 weeks)  
We immerse students in real world scenarios and self-led behaviour development so they can add value to their teams from day one.

3

**TEAM PLACEMENT** (12 months minimum)  
A placement coach is assigned to Apprentices to support them in building a quality portfolio.

4

**EPA** (up to 2w months)  
Makers will work with you to ensure Apprentices have met the requirements of the Standard and are ready to pass the assessment with flying colours.

## Immersive Bootcamp Curriculum

- Software development fundamentals
- Programming in Python
- Designing & preparing test plans
- Working with stakeholders to review requirements and define scope of tests
- Designing & building test cases and scripts
- Conducting functional/non-functional tests across a range of modern digital platforms
- Operating software testing tools
- Interpreting and communicating test results  
Reporting outcomes against acceptance criteria and maintaining traceability against requirements
- Raising defects, risks & working on solution plans



# CHOSEN BY THE BEST

## Makers is loved by top UK businesses

across multiple industries From market leaders to disruptive challengers, we work with businesses across the UK and beyond, helping them create sustainable talent pipelines with our ambitious, high-performance engineers.

rightmove 

 Santander

Google

SITA

Deloitte.

 monzo

 KPMG

 avanade

 holiday extras

 Expedia

 FT

 bbc

 HM Government

 Ford

 ELSEVIER

 EY

 Microsoft

## Deloitte.

### A NEW APPROACH TO HIRING

“I work with Makers because our clients are no longer happy with a common approach. They want invention. They want people to think outside the box.”

Niel Brown  
Partner at Deloitte



### ADDING VALUE FROM DAY ONE

“Makers graduates all hit the ground running. That’s been pretty consistent. Our Makers graduates have been our highest engaged with the teams and with the business.”

Gary Stevens,  
Director at Comparethemarket



### WELL-ROUNDED FUTURE LEADERS

“I’m so impressed at the calibre of people and how they are so culturally aligned to how we work. They’re well rounded from their previous experience and have a real hunger to succeed in their new career path. I look forward to seeing them developing into future engineering leaders.”

Tariq Syed,  
CEO of RVU (Confused, Money)

Beacon

### BROADEN THE TEAM DIVERSITY

“Working with Makers felt like a really good way for us to prioritise our diversity hiring strategy. Makers have people coming from different backgrounds, different educations, different geographies, and a great representation of women.”

Catherine Hayes,  
Director at Beacon





# PRICING AND LEVY FUNDING

All our apprenticeship training programmes are eligible for funding via the Government Apprenticeship Levy scheme for England. Even if your company doesn't contribute into the Levy, Government funding can be used to cover up to 95% of the costs.

Apprenticeship wages and recruitment services are additional costs.

## Apprenticeship delivery fees

	SOFTWARE DEVELOPMENT (LEVEL 4)	DEVOPS ENGINEERING (LEVEL 4)	QUALITY ENGINEERING (LEVEL 4)	DATA ENGINEERING (LEVEL 4)
COST OF TRAINING (FUNDABLE VIA THE LEVY)	£18,000	£17,000	£18,000	£15,000
ATTRACTION AND SELECTION	£2000 - £4000 per apprentice			
APPRENTICESHIP SALARY	Fully managed by the employer. Makers can advise on market rates.			



