



SNV

The cost effectiveness of apprenticeships: making the business case

Sky Academy Starting Out

sky | ACADEMY

Sky Academy

Creating 1 million opportunities for young people by 2020

Sky Academy Skills Studio

Sky Sports Living for Sport

Sky Academy Scholarships

Sky Academy Careers Lab

Sky Academy Starting Out

Sky Academy: Starting Out

- To develop a strong pipeline of key specialist skills for the future
- To diversify our workforce
- To deliver high calibre talent for the future

Work Experience

Placements/Internships

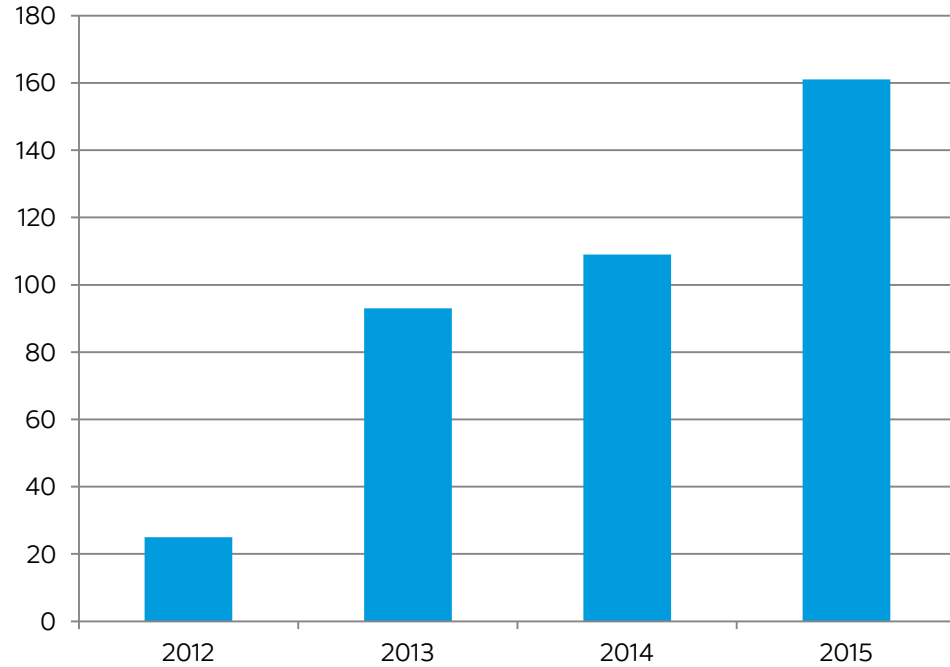
Apprenticeships

Graduates

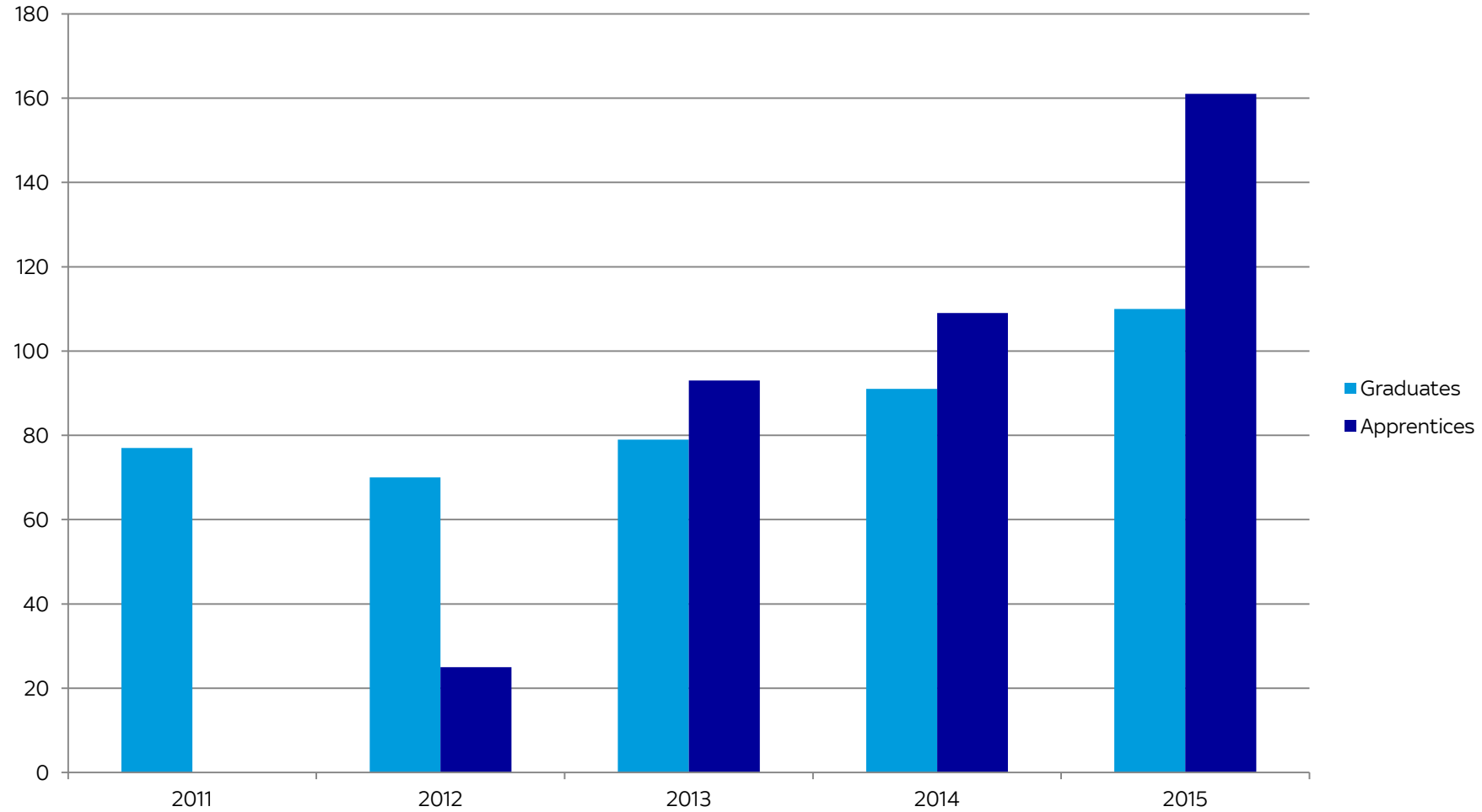


Sky Apprentices

Apprentices



Sky Apprentices v Sky Graduates



2014 – 2015 Apprentices: a profile

Average age

Higher Apprentices: 19 yrs
Level 2, Customer Service
Apprentices: 22 yrs

Gender

64% Male
36% Female



Female hires up 10% from last
year

Diversity

44% BAME



BAME hires up 15% from last
year

What do we look for?

Grades:

Higher Apprentices:

- 5 GCSEs, grade A – C including English or Maths (or equivalent)

Customer Service Level 2

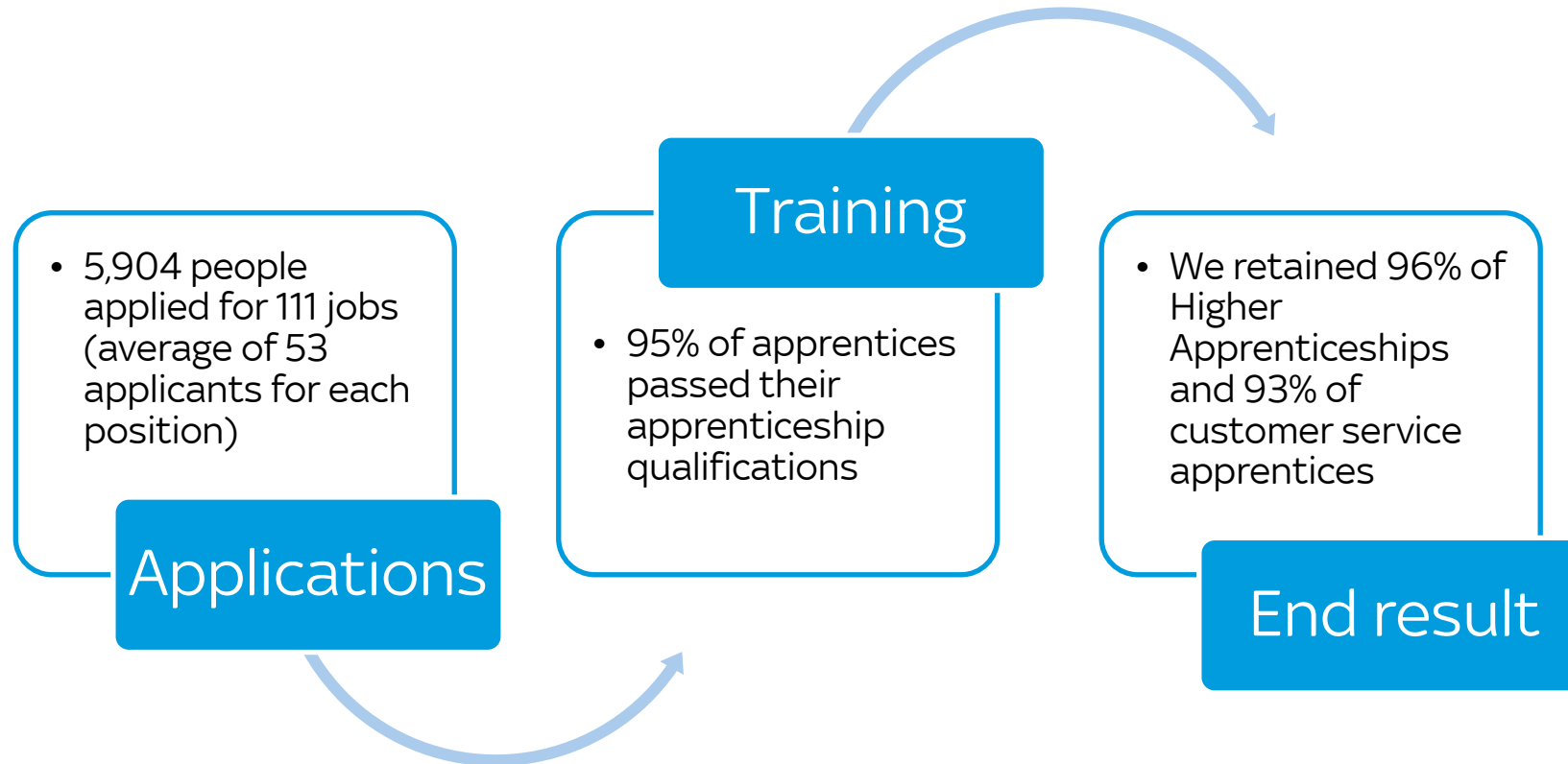
Apprenticeship:

- English and Maths GCSE A-C (or equivalent)

We assess for potential against our six Sky behaviours:

- Clear Direction
- Teamwork and Collaboration
- Doing the right thing
- Empowerment
- Change and improvement
- Feedback and development

Apprenticeship programme success:



Hear from our Managers...

During their first two years our Operations Engineering Apprentices rotate around the department. They take full advantage of the opportunity to ask questions, they are eager to learn and asking lots of questions is undoubtedly helpful to the teams they are placed with too.

David Brown, Head of Workplace Technology Support Services.

My job is about working with young people on a daily basis, my apprentice is able to bring a refreshing and current perspective to what we do. As a result we have challenged and improved some of our processes and communications with this audience.

Sophie Brown, Business Administration Apprentice Manager



Software Engineering Academy: developing specialist skills

Sky Software Engineering Academy

Graduate
Software
Developer

Graduate
Dev Ops
Engineer

Technology
Apprentice

Software
Academy
Work
experience
(1 week)

Technology
Summer
placement
(8 weeks)

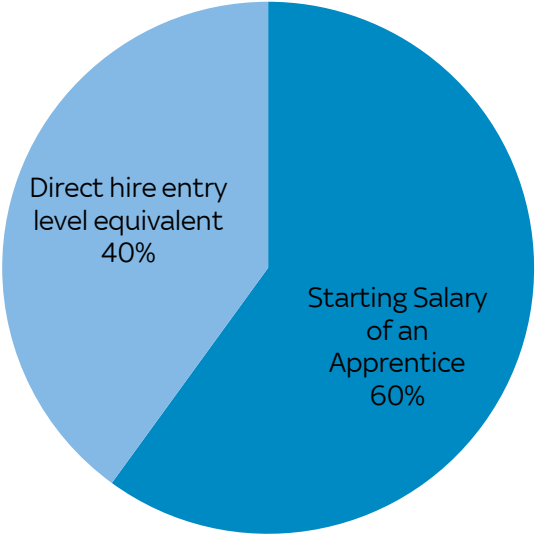


Software Engineering Academy Apprenticeship

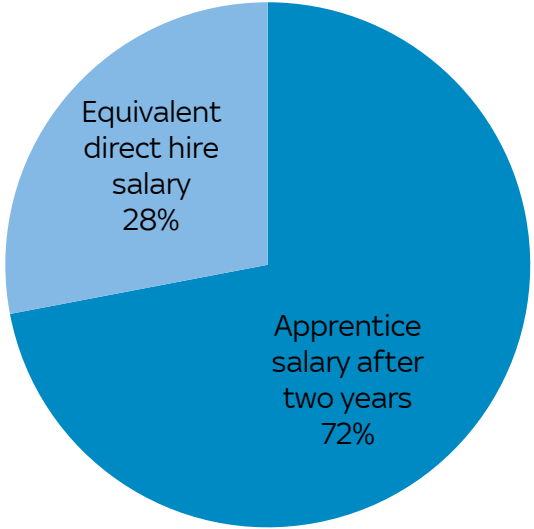
- Apprenticeship involves an 18 month programme to learn the skills to be a Software Engineering professional, including a four week intensive boot camp
- This comprises an six month educational projects followed by delivery team placement for the remainder of the scheme
- The aim of the apprenticeship is to evolve young people into Software Engineers with specific skills that match our business needs



Software Engineering Academy Apprenticeship: cost benefit



Year One: Entry Level



Year Two: Fully qualified Apprentice

Training cost for Apprentice: Provided by Government

Training cost for direct hire: Covered entirely by Sky





SKY

Meet our Apprentices
Sky Academy Starting Out

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