



Apprenticeships

Apprenticeship Pathways

HR and ODL

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / support	2	Recruitment Resourcer	2	12
		Business administrator	3	18
		HR support	3	18
		Learning and development practitioner	3	18
Administration	3/4	Team leader / supervisor	3	12
		HR support	3	18
		Business administrator	3	18
		Learning and development practitioner	3	18
		Associate project manager	4	24
Recruitment Advisor	4/5	Team leader / supervisor	3	12
		Recruitment Consultant	3	12
		Operations/departmental manager	5	30
		HR consultant / partner	5	36
Learning and development advisor	4/5	Learning and development practitioner	3	18
		Team leader / supervisor	3	12
Recruitment management	7+	Chartered manager (degree)	6	48
		Operations/departmental manager	5	30
		MSc Executive Leadership	7	48
Learning and development management	7+	Chartered manager (degree)	6	48
		Operations/departmental manager	5	30
		MSc Executive Leadership	7	48

Corporate

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / support	2/3	Business administrator	3	18
Administration	3/4	Team leader / supervisor	3	12
		Compliance / risk officer	3	15
		Public sector compliance officer	3	18
		Associate project manager	4	24
		Regulatory compliance officer	4	24
Officer	4/5	Public sector compliance officer	3	18
		Regulatory compliance officer	4	24
		Policy officer	4	24
		Internal audit practitioner	4	18
Senior officer	6/7	Senior compliance / risk specialist	6	36
		MSc Executive Leadership	7	48
Management	7+	Operations/departmental manager	5	30
		Chartered manager (degree)	6	48
		Internal Audit Professional	7	36
		Risk and safety management professional	7	36
		MSc Executive Leadership	7	48

Finance

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / Support	2/3	Accounts / Finance Assistant Assistant accountant	2 3	12 18
Administration	3/4	Team leader / supervisor Assistant accountant Payroll administrator Financial adviser	3 3 3 4	12 18 18 12
Officer	4/5	Financial adviser Financial services professional	4 6	12 42
Senior officer	6/7	Financial services professional	6	42
Management	7+	Accountancy professional Chartered manager (degree) Internal Audit Professional MSc Executive Leadership	7 6 7 7	24 48 36 48

Communication & Engagement

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / Support	2/3	Digital marketer	3	18
Administration	3/4	Marketing assistant	3	18
		Public relations and communications assistant	4	12
Officer	4/5	Marketing executive	4	15
Senior officer	6/7	Marketing manager	6	24
		Digital marketer integrated degree	6	36
Management	7+	Chartered manager (degree)	6	48
		MSc Executive Leadership	7	48

Nursing & Quality

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / Support	2/3	Adult care worker	2	12
Administration	3/4	Lead adult care worker	3	18
		Children, young people and families practitioner	4	24
Officer	4/5	Lead practitioner in adult care	4	18
Senior officer	6/7	Children, young people and families manager	5	24
		Leader in adult care	5	18
Management	7+	Social worker (degree)	6	36
		Chartered manager (degree)	6	48
		MSc Executive Leadership	7	48

HBLICT

Apprenticeship career development pathways

Role	Band	Apprenticeship offer	Level	Typical duration (months)
Apprentice / Support	2/3	Infrastructure technician	3	12
		Software development technician	3	18
Technician	3/4	Unified communications technician	3	24
		IT Solutions technician	3	18
		Digital support technician	3	15
		Network cable installer	3	12
		Cyber security technician	3	18
Developer / Engineer	4/5	Software developer	4	24
		Network engineer	4	24
		Cyber intrusion analyst	4	24
		DevOps Engineer	4	24
Senior officer	6/7	Digital and technology solutions professional	6	36
		Cyber security technical professional	6	48
		Artificial Intelligence data specialist	7	24
Management	7+	Artificial Intelligence data specialist	7	24
		Digital and technology solutions specialist	7	18
		MSc Executive Leadership	7	48