

LEVEL 3 APPRENTICESHIP STANDARD

JUNIOR SOFTWARE DEVELOPER

COURSE DURATION // 12-15 MONTHS

 **BALTIC**
APPRENTICESHIPS

www.balticapprenticeships.com

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JUNIOR SOFTWARE DEVELOPER

DESIGN // DEVELOP // TEST

The demand for people who can effectively design, develop, test and implement software components is high – and will continue to grow as the UK digital and tech sector expands. This Level 3 apprenticeship helps you grow your own software talent.

The wireframe to build your future software talent.

This Level 3 Junior Software Developer apprenticeship teaches people how to create code, test software, and fit seamlessly into your development team.

Our full-stack curriculum approach provides practical training in the fundamentals of software design, development, and deployment, underpinned by essential collaboration and communication skills.

This programme is designed to a brand-new Apprenticeship Standard, developed by industry leaders to support a fast-moving and ever-evolving software sector.

With our improved delivery approach, your apprentice will be paired with a dedicated software coach and a small cohort of learners. As they progress through the programme, they will build strong connections and receive personalised training, assessment, and support.

This apprenticeship nurtures future talent with the knowledge and flexibility to grow into key roles on your software team.

DID YOU KNOW?

Baltic were the first apprenticeship training provider to offer a 100% remote approach to training.

Find out more today at www.balticapprenticeships.com

ROLE OVERVIEW //

A Junior Software Developer is an excellent early-career role for aspiring software developers.

Typically, someone in this role will be working alongside a wider development team in a support role, freeing up your senior developers' time for more complex projects. With supervision and guidance, your apprentice can make a strong contribution to the team; interpreting design requirements, building simple software components, and assisting with testing.

By the end of this Level 3 apprenticeship, a Junior Software Developer will be able to design and implement secure code, collaborate effectively as a team, create and execute test plans, and develop software documentation for stakeholders and end-users.

Whether your software team develops products for clients or focuses on bespoke systems for your organisation, a Junior Software Developer apprentice can offer an outstanding return on investment.

With the fundamentals in place, your apprentice will have the knowledge and flexible skills to continue their professional development in a multitude of career pathways within your organisation, including software engineering, project management, user experience, and software testing roles.

EXAMPLE DUTIES //

- ▶ Follow instructions to convert customer requirements into technical requirements
- ▶ Provide support throughout the development lifecycle, including design, implementation, and testing of software components
- ▶ Write logical and maintainable code in line with design requirements, industry good practice, and organisational standards

EXAMPLE JOB TITLES //

- ▶ Junior Programmer
- ▶ Application Support Analyst
- ▶ Junior Software Developer
- ▶ Software Development Technician



TRAINING COMPONENTS //



TECHNICAL TRAINING

Our technical training courses cover the knowledge, skills, and behaviours required by the apprenticeship standard. Our structured learning environment builds skills and understanding through a mixture of expert demonstrations, hands-on activities, and group discussions.



WORKPLACE PROJECTS

Throughout the programme, learners will complete Workplace Projects to build a portfolio of evidence and showcase their skills. Each project will be set and assessed by an expert coach, who will provide detailed feedback and suggestions for improvement.



OFF-THE-JOB LEARNING

The apprenticeship requires 360 hours off-the-job learning, a minimum of 6 hours per week during working hours. Baltic Apprenticeships contribute the majority of this through our curriculum. The remainder is made up by employers, and includes workplace mentoring, independent study, and any additional training relevant to the role.



END POINT ASSESSMENT

The EPA is completed in the final few months of the apprenticeship. This includes a work-based project with questioning and a professional discussion based on a portfolio.

Find out more at www.balticapprenticeships.com

HOW DO BALTIC DELIVER THEIR APPRENTICESHIPS //

Baltic are a national apprenticeship training provider focused solely on tech and digital skills.

Our training is delivered in short blocks to fully integrate your apprentice within your organisation as a full-time member of the team.

Each technical training block is delivered live over 2 days in our online SMART Classroom. Around every 4 weeks, Baltic apprentices log on and connect with learners from across the country, for an engaging training course led by their expert software coach.

This is supported by regular 1-1 support and review sessions. Learning is reinforced through practical workplace projects which allow apprentices to build their skills and add value to your team.

We were the first apprenticeship training provider to offer a 100% remote approach to training, and we haven't looked back.

SMART CLASSROOM //

SMART Classroom is a bespoke digital learning environment, delivered through Adobe Connect.

Learners interact in real time with our expert coach, with purpose-built features to provide an engaging learning experience:

- ▶ Live Chat
- ▶ Breakout rooms
- ▶ Polls & quizzes
- ▶ Collaborative whiteboard tools
- ▶ Presentation mode
- ▶ Accessibility support



TECHNICAL TRAINING //

The technical training element of the apprenticeship is split into 6 practice-led courses. These training units are delivered in small groups in the SMART Classroom, led by an expert software coach.

These courses have been designed to simulate an authentic development environment. Participants will learn by doing, building an understanding of key principles of software development through hands-on activities.

COURSE 1 //

PLANNING & ANALYSIS: THE SOFTWARE DEVELOPMENT LIFECYCLE

COURSE 2 //

SOFTWARE DESIGN: OBJECT ORIENTED PROGRAMMING

COURSE 3 //

SOFTWARE DEVELOPMENT: OBJECT ORIENTED PROGRAMMING

COURSE 4 //

DESIGN AND DEVELOP WEB TECHNOLOGIES

COURSE 5 //

DESIGN AND DEVELOP DATABASES AND DATA CONNECTIONS

COURSE 6 //

SOFTWARE TESTING & DEPLOYMENT



COURSE 1 //

PLANNING & ANALYSIS: THE SOFTWARE DEVELOPMENT LIFECYCLE

This course introduces the software development lifecycle, with a practical focus on the planning and analysis phases and the importance of team collaboration. This course covers:

- ▶ **Phases in the software development lifecycle and project lifecycle**
- ▶ **Roles & responsibilities within the software development lifecycle**
- ▶ **Understanding stakeholder requirements**
- ▶ **Software project planning, including risks, dependencies, integration, task prioritisation, and user experience**
- ▶ **Software project management methods, including agile and waterfall**
- ▶ **Communication tools, approaches, and technologies for team collaboration**
- ▶ **Communicating software solutions to technical and non-technical stakeholders**
- ▶ **Documenting software planning and analysis**

This course is delivered over 2 days in the SMART Classroom.



Find out more at www.balticapprenticeships.com



COURSE 2 //

SOFTWARE DESIGN: OBJECT ORIENTED PROGRAMMING

This course introduces principles of software design, with a focus on object-oriented programming. Learners will plan and design a software solution, responding to a given design scenario. This course includes:

- ▶ **The principles of object-oriented programming**
- ▶ **Designing software elements following relevant development methodologies**
- ▶ **Creating technical specifications**
- ▶ **Functional and non-functional requirements**
- ▶ **Identifying reusable solutions to common problems**
- ▶ **Applying agile and waterfall methodologies to the software planning and design process**

This course is delivered over 2 days in the SMART Classroom.

Find out more at www.balticapprenticeships.com

COURSE 3 //

SOFTWARE DEVELOPMENT: OBJECT ORIENTED PROGRAMMING

This course offers a practical exploration of the object-oriented programming paradigm. Following a technical specification and design documents, learners will build functional code to industry best practices. This course includes:

- ▶ **A hands-on programming project, guided by an expert software coach**
- ▶ **Applying fundamental principles of object oriented programming**
- ▶ **Working in a shared code based with appropriate etiquette and tools**
- ▶ **Following simple software designs and technical specifications**
- ▶ **The principles of good coding practice**

This course is delivered over 2 days in the SMART Classroom.

Find out more at www.balticapprenticeships.com



COURSE 4 //

DESIGN AND DEVELOP WEB TECHNOLOGIES

This course introduces the fundamentals of secure web design and development. Exploring the implementation of Human Computer Interaction and interactive responsiveness to multiple devices. Learners will plan, designs and build their own website ready for exploring connections between data sources and front-end interfaces.

- ▶ **Understand and Implement Human Computer Interaction, Frameworks and Libraries**
- ▶ **Creation of Analysis and Design documentation**
- ▶ **Style web technologies from specified design documentation**
- ▶ **Develop web technologies via industry standard methodologies**

This course is delivered over 2 days in the SMART Classroom.

Find out more at www.balticapprenticeships.com

COURSE 5 //

DESIGN AND DEVELOP DATABASES AND DATA CONNECTIONS

This practice-based course allows apprentices to transform theory into action and build their database connection code according to design specifications. After establishing requirements to produce an effective connection between web and data assets, learners will apply industry best practice to implement their software solution, creating secure, functional code to high professional standards.

- ▶ **Understand Back-end development**
- ▶ **Database design**
- ▶ **Develop a database from a specified design**
- ▶ **Breakdown Data Types and Values**
- ▶ **Develop data connections**

This course is delivered over 2 days
in the SMART Classroom.

Find out more at www.balticapprenticeships.com





COURSE 6 //

SOFTWARE TESTING & DEPLOYMENT

This course takes a deep dive into the final stages of the software development lifecycle, focusing on software testing methodologies, problem-solving techniques, and the deployment of software. This course includes:

- ▶ Applied foundations of software testing approaches, frameworks and methodologies
- ▶ Creating and implementing software test plans
- ▶ Locating and repairing bugs within software elements
- ▶ Applying problem-solving skills to break down complex systems into manageable components
- ▶ Practicing pattern recognition to identify similarities and reusable solutions
- ▶ Compiling user-support resources, such as release notes and technical documentation

This course is delivered over 2 days in the SMART Classroom.

Find out more at www.balticapprenticeships.com

WORKPLACE PROJECTS //

Workplace Projects bring an apprentice's technical training to life, embedding knowledge, skills, and behaviours within practical work-based assignments.

After each course, apprentices continue to build their skills and apply what they've learned in the workplace, making a meaningful contribution to your team throughout the programme.

Apprentices will complete a range of software design and development projects, supported by their dedicated software coach.

Together, the Workplace Projects will form a strong portfolio of evidence in readiness for the End Point Assessment.

PROJECTS //

A Level 3 Junior Software Developer Apprentice will complete the following projects:

- ▶ **Project 1: Planning & Analysis**
- ▶ **Project 2: Designing Software**
- ▶ **Project 3: Developing Software**
- ▶ **Project 4: Designing Data Connections**
- ▶ **Project 5: Developing Data Connections**
- ▶ **Project 6: Software Testing & Deployment**



PERSONAL DEVELOPMENT CURRICULUM //

We believe that personal and professional development are two sides of the same coin. That's why we deliver a bespoke personal development curriculum alongside our technical training courses.

Through a mix of one-to-one support sessions, independent study, group discussions and quizzes, our learners are supported to become the best versions of themselves.

Our personal development curriculum covers the following topics:

- ▶ **Health & Wellbeing**
- ▶ **Equality, Diversity & Inclusion**
- ▶ **Career Progression**
- ▶ **Citizenship & British Values**
- ▶ **Developing Confidence & Resilience**
- ▶ **Behaviour & Attitudes**

SELF STUDY RESOURCES

Our learners are also supported to develop coding skills in the languages they will need in the workplace through personally curated self-study resources. From induction, learners are given access to PCAP: Programming Essentials in Python to encourage coding practice from day one.

BALTIC LIVE

Baltic Live is an interactive events and networking programme created by and for our community of Baltic apprentices.

Expect workshops, Q&As, and exciting insights covering everything from professional development to wellbeing support and cutting-edge tutorials from expert speakers. Baltic Live brings the very best of the digital and tech sector directly to our learner community.

HEADSPACE

All Baltic Apprentices have free access to a Headspace account - a popular app packed with mindfulness tools, guided meditations, feel-good workouts, and relaxing sleepcasts. Headspace is a great way to help encourage our learners to live a happier, stress-free life inside and outside the office.

END POINT ASSESSMENT //

The End Point Assessment (EPA) is the final element of the apprenticeship programme.

During this period, an independent assessor will evaluate learner's performance, matching their knowledge, skills, and behaviours (KSBs) against the Apprenticeship Standard.

After the EPA is complete, apprentices will receive an overall apprenticeship grade: fail, pass, merit, or distinction. Apprentices must pass all elements of the EPA to pass the apprenticeship.

For this programme, the EPA consists of two parts:

1. Project report with questioning

Apprentices will conduct a work-based project and deliver the outcome in the form of an electronic report. This project can be based on a customer or stakeholder specification requiring the apprentice to respond to a specific problem, recurring issue, or an idea/opportunity. This is then followed by a Q&A session with an independent assessor.

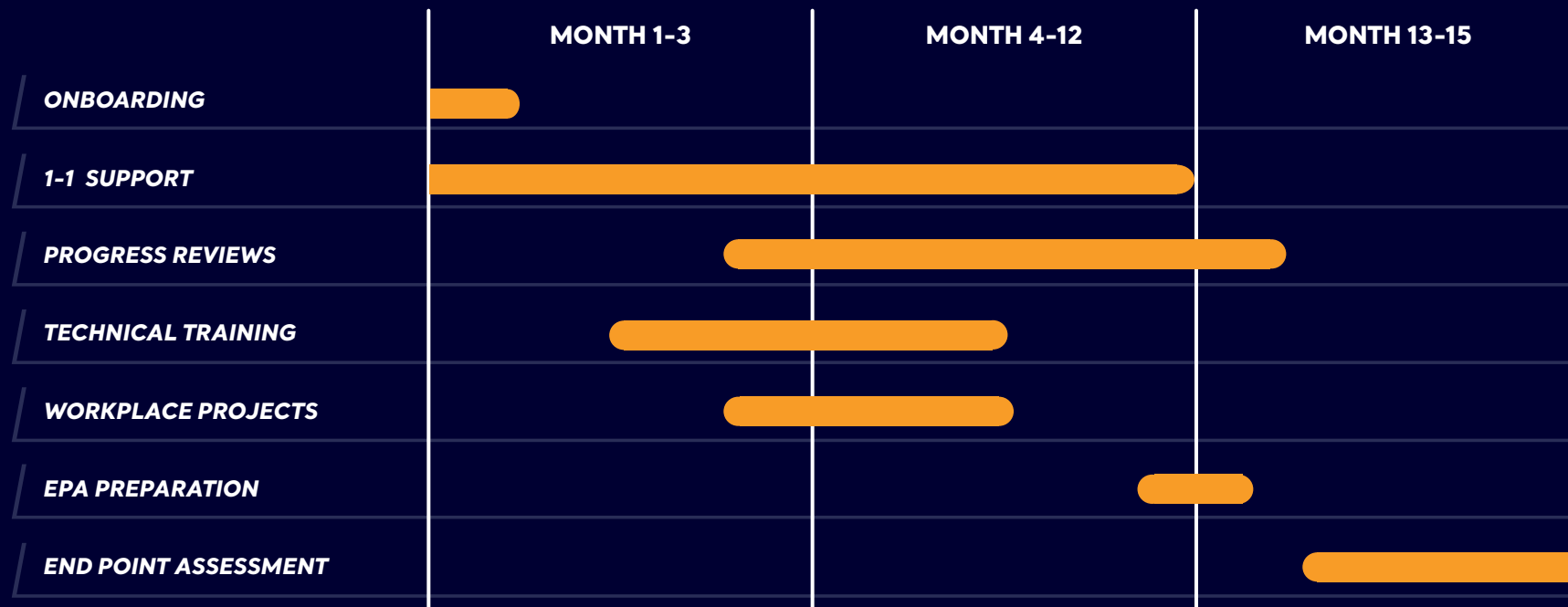
2. Professional discussion based on the portfolio

Apprentices are invited to a professional discussion with their independent assessor. This session is structured to draw out the best from each apprentice and enable them to discuss and demonstrate their knowledge.

This discussion lasts one hour, with open questions based around the portfolio of evidence.

TRAINING PLAN //

This illustration is an example of what the apprenticeship programme may look like. You will receive a schedule for the technical training within two weeks following your learner's programme induction.



The technical training courses are delivered over 2 days, scheduled every 4 weeks to maximise learning and minimise workplace disruption.

Formal progress reviews take place every 12 weeks, with more informal support sessions between apprentice and their Skills Coach at regular intervals between. Our Coaches work with learners throughout their programme to personalise their training, offer bespoke support and guidance, and instil a love of lifelong learning.

CAREER JOURNEY //

What happens after your apprentice completes the programme?

A Junior Software Developer will gain the skills to become an invaluable addition to your team, supporting your senior developers on a range of projects.

On completion, many apprentices choose to take the next step in their career journey by progressing onto a Level 4 Software Developer Apprenticeship. This programme empowers learners to deepen their understanding of programming concepts, creating advanced code independently and leading on new development projects.

Find out more at www.balticapprenticeships.com



APPRENTICESHIP FUNDING //

Apprenticeships in England are funded through two primary routes: The Apprenticeship Levy and Government Co-Investment.

The Apprenticeship Levy applies to organisations with an annual salary bill over £3 million and creates a pre-paid pot ringfenced for apprenticeship training. Co-investment is available to non-levy businesses and covers 95% of training costs.

Alongside these primary funding mechanisms, there are also a range of apprenticeship grants for employers who meet certain conditions.

For more information on current funding schemes, including £1000 young apprentice grants, levy transfers, and regional support, please check our website.

Return on investment:

Apprenticeships offer great value when it comes to recruiting and developing amazing employees. An apprenticeship is an investment, and employers often reap significant rewards. According to research from The St Martin's Group, when all costs are accounted for, the average apprentice generates a net benefit of £2496 during their training period.



Find out more at <https://www.balticapprenticeships.com/apprenticeship-funding>

ADDITIONAL SUPPORT FROM BALTIC //



APPRENTICE ONBOARDING

Throughout onboarding your apprentice will be inducted onto the programme and will have their introduction session with their software Skills Coach.

During the induction, they will gain access to our curated library of coding resources, taking responsibility for their professional development and learning to produce code from day one.



EMPLOYER ONBOARDING

Your Account Manager will introduce themselves ahead of your learner's start date, and at regular intervals throughout the programme. They'll make sure you're up and running and have everything you need to support and develop your apprentice in the workplace.

Following that, your apprentice's Skills Coach will be in touch to introduce their role, outline how they will support your new apprentice in achieving their qualification, and discuss how your contribution can make a real impact throughout their apprenticeship journey.



PROGRESS REVIEWS

Apprentice progress is reviewed every 12 weeks during a one-to-one session with their software Skills Coach. Employers are invited to attend these virtual sessions to provide an update on your learner's progress and to support in mapping work-related projects to the apprenticeship standard.

These reviews are tailored to include bespoke support, assisting your apprentice with any areas they feel they could benefit from additional support.



FUNCTIONAL SKILLS

If your learner requires their Level 2 Functional Skills qualifications in English or Maths, we will provide additional training in these subjects.

All learners will also receive personalised resources to improve their English and Maths skills throughout the apprenticeship.

Find out more at www.balticapprenticeships.com



**Please contact Baltic Apprenticeships
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