

Apprenticeship opportunities

# A Parent's Guide

#GenerationCGI

**CGI**

# Who is CGI?

We may not be a name that you instantly recognise. However, we're one of the world's largest IT companies; working in hundreds of locations across the globe. What we do has an impact not only on our 76,000 members globally but across the IT industry overall.

You might ask what we mean by members? Well, all of our employees are called members. We're so proud of the exciting projects that they work on in helping our clients; and representing our company.

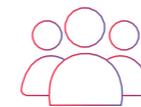
Across the UK alone, we have around 6000 members based at our 19 sites and at CGI we're incredibly focused on driving ambitious IT careers. This is why we employ hundreds of students each year as part of our apprenticeship programmes.

We're looking for the best students to join us, so that they too can start on their exciting journey to leadership.

We understand that making the right decisions after leaving school and college can be pretty tough. So we've created this brochure for you to understand how our apprenticeship programmes work and most importantly, for your son or daughter to be able to make the right decision for them.



9.1/10  
Client  
satisfaction  
score



76,000  
Professionals  
/Members



400  
Locations  
worldwide



1976  
Year  
founded



\$12.16B  
Revenue in  
fiscal 2020



175+  
IP-based  
solutions

# The #GenerationCGI early careers team

We've been successfully running our apprenticeship scheme since 2007. In fact, over 450 students have been through an apprenticeship at CGI. We've got a great early careers team that will make sure your son or daughter has all the support they need throughout their journey with us. We're strong believers in building relationships with every person enrolled in the scheme. This commitment has also been recognised nationally when we were awarded 'The best on-boarding experience' in 2017 at the National Graduate Recruitment Awards.

We certainly practice what we preach here too. Two of our own early careers team members have been through the CGI degree apprenticeships scheme, so they're fully aware of what's involved from a son or daughter's point of view.



## Meet the team



### Rebecca Cackett - Early Careers Manager

Rebecca has a huge amount of passion for not only finding the future talent of CGI but she also focuses on improving the lives of our early careers members throughout the company.



### Maria Whittingham - Recruitment Specialist – Apprentices

Maria's experience as both an apprentice joining CGI as well as 5 years of early careers recruitment experience gives her a unique perspective on how to support those apprentices following in her footsteps.



### Annalee Jarvis - Recruitment Administrator

Annalee's wealth of experience in working in CGI combined with her passion for supporting our early careers joiners makes her a perfect point of contact for any perspective or new joiners.



### Mark East - Recruitment Specialist – Graduates & Industrial Placements

As a graduate who found the job hunting process a daunting and stressful one his passion lies in supporting people in starting their careers, and making the process as comfortable and fair as possible.



### Tracey Guichard - Recruitment Administrator

Having joined CGI herself recently, Tracey can really empathise with the experience of joining our company and as such can offer first hand advice on how to settle in right away.



# What apprenticeships do CGI offer?

When finishing school/college, there are lots of decisions to be made. If your son or daughter hasn't made their mind up about what's next for them, we've got an easy guide to explain what's on offer as part of **#GenerationCGI**.

We have two different types of apprenticeship qualification journeys to choose from:

- Higher Apprenticeships
- Degree Apprenticeships

Our commitment to delivering outstanding apprenticeships is recognised in the recruitment industry too, so much so that we were recognised for our outstanding offering to school leavers by Target Jobs in the National Recruitment Awards, when after 2018 we were announced as winners of 'The best school leaver programme'.



## Introducing higher apprenticeships

If your son or daughter wants to continue education but is unsure about going to university, then higher apprenticeships are ideal. In Scotland, higher apprenticeships are widely known as 'modern apprenticeships'.

Higher apprenticeships enable students to study for a Level 4 qualification while at the same time working at CGI, getting first-hand experience of making an impact on the IT solutions we deliver to our clients.

The qualification that your son or daughter will gain will be the equivalent to the first year of university study.

All of our apprentices have an apprenticeship coach who works with the CGI team, to give everyone the full support they need throughout their apprenticeship; enabling apprentices to put all of their training into real practice with real clients.

## What choices are there?

### **Software Development Higher Apprenticeship**

We offer this programme in England and Wales.

#### **England-based apprenticeship**

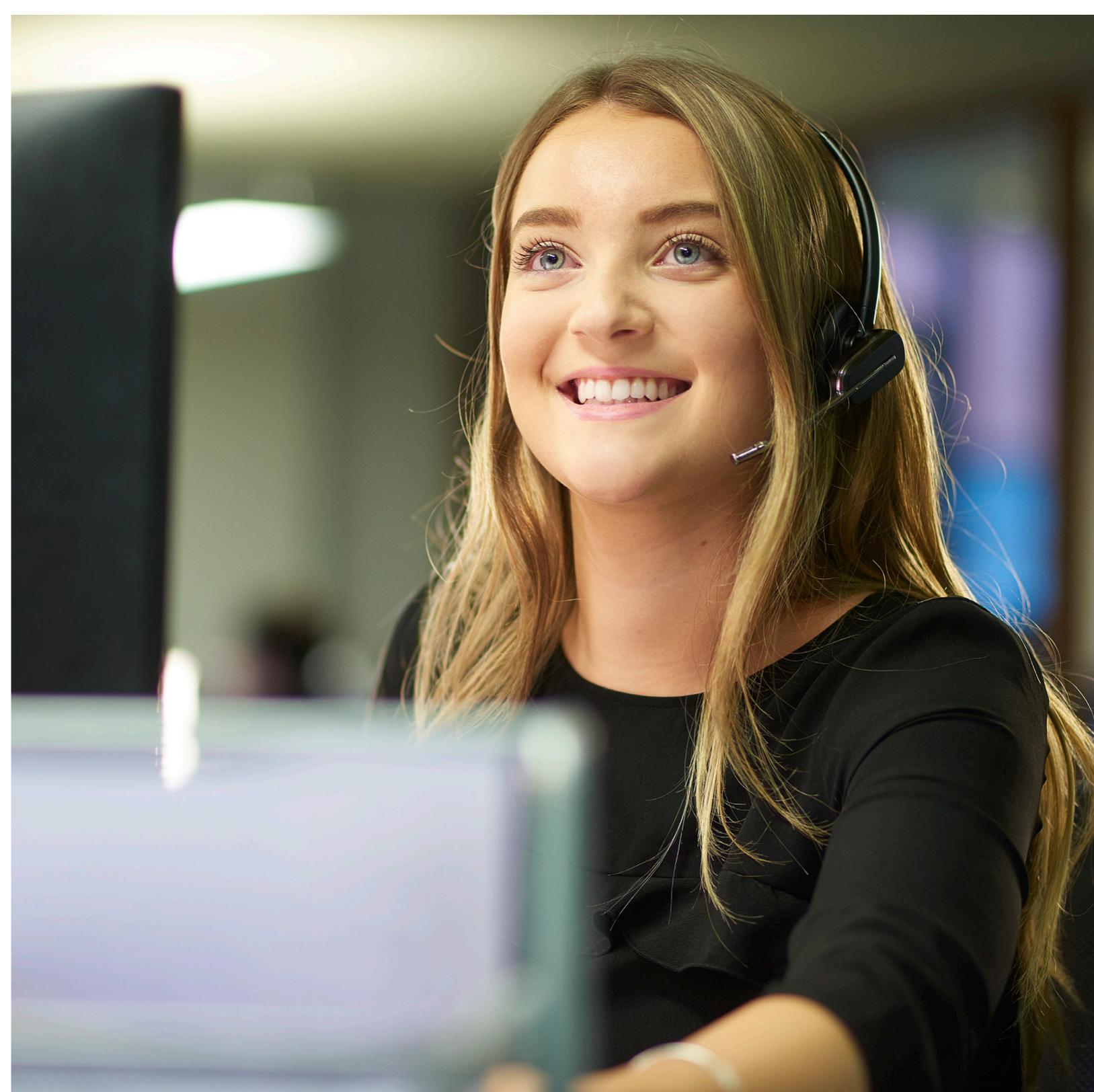
12-month programme that we run in partnership with our training provider, Makers Academy. Starting with three months of upfront training designed to kickstart the students apprenticeship journey, they'll learn all they need to know about different coding languages. Once their initial training is complete, students get to join a CGI project in a related technical role.

#### **Wales-based apprenticeship**

24-month programme that we run in partnership with our training provider, ALS apprenticeships. Training is delivered on campus one day per week over the course of the apprenticeship, and the other four are spent working at CGI in a related technical role.

### **Software Testing Higher Apprenticeship**

A 16-month programme that we run in partnership with our training provider, Firebrand training. This apprenticeship offers a blended learning approach with on-campus and remote learning. There will be 15 residential training days over the course of the apprenticeship, and to support alongside, there is additional content delivered through online learning and webinars.



# Degree Apprenticeships

Degree Apprenticeships are ideal for those who want to go to university and gain a degree, but don't want the associated debt! It's also perfect for those who are not sure whether the traditional full-time study option is right for them. In Scotland, Degree Apprenticeships are referred to as 'Graduate Apprenticeships'.

At CGI, we offer a range of different Degree Apprenticeships. Students study towards a bachelor's degree whilst working at CGI - our students genuinely have an impact on the solutions that we deliver to our clients! Whilst working at CGI, they put their learning into practice, developing their career working on real projects, with real clients.

## **BSc (Hons) Digital and Technology Solutions Degree Apprenticeship**

We offer this Degree Apprenticeship in partnership with Aston University and the University of Winchester.

The course at the University of Winchester is a three-year programme and students study on-campus once per week and spend the other four days developing their career at CGI. We have a technical programme designed for those who want to pursue an IT/Computing career, a business programme for those who want to pursue a business or project management career and a cyber-security programme, designed for those who want to pursue a technical career but specialise within security.

The course at Aston University is 4-and-a-half-year programme and students study in blocks at the university as well as remotely, whilst developing their career at CGI. We have a technical programme designed for those who want to pursue an IT/computing career.

## **BSc (Hons) Software Development Degree Apprenticeship**

We offer this Degree Apprenticeship in partnership with Glasgow Caledonian University. It is a four-year programme and students study on-campus once per week and spend the other four days developing their career at CGI. It's an ideal programme for those who want to pursue an IT/Computing career.

## **BSc (Hons) IT Management for Business Degree Apprenticeship**

We offer this Degree Apprenticeship in partnership with Edinburgh Napier University. It is a four-year programme and students study on-campus once per week and spend the other four days developing their career at CGI. It's an ideal programme for those who want to pursue an IT or business career, as there are a mixture of business and IT modules to give students the best of both worlds!

## **BSc (Hons) Applied Software Engineering**

We offer this Degree Apprenticeship in partnership with Swansea University. It is a three-year programme and students study on-campus once per week and spend the other four days developing their career at CGI. It's an ideal programme for those who want to pursue an IT/Computing career.



# The benefits of a #GenerationCGI apprenticeship. Earn while you learn.

## Apprenticeships are massively on the rise. Why?

There are many reasons why apprenticeships have become increasingly popular. Let's be clear, with university tuition fees alone increasing to £9,250 per year, many students are finding alternative routes to Higher Education that don't result in debt. Degree apprenticeships mean that students can gain the same recognised qualification – and debt free. At the same time, they get real hands-on experience – and earn a salary while they're working.

A higher apprenticeship usually takes less time to complete than a degree apprenticeship, which is ideal if your son or daughter is unsure whether university is for them.

With the 'skills gap' often talked about, degree apprenticeships mean that students are able to get stuck in and enter the world of work with appropriate skills that will actually help them on their career journey.

## Where can a CGI apprenticeship lead?

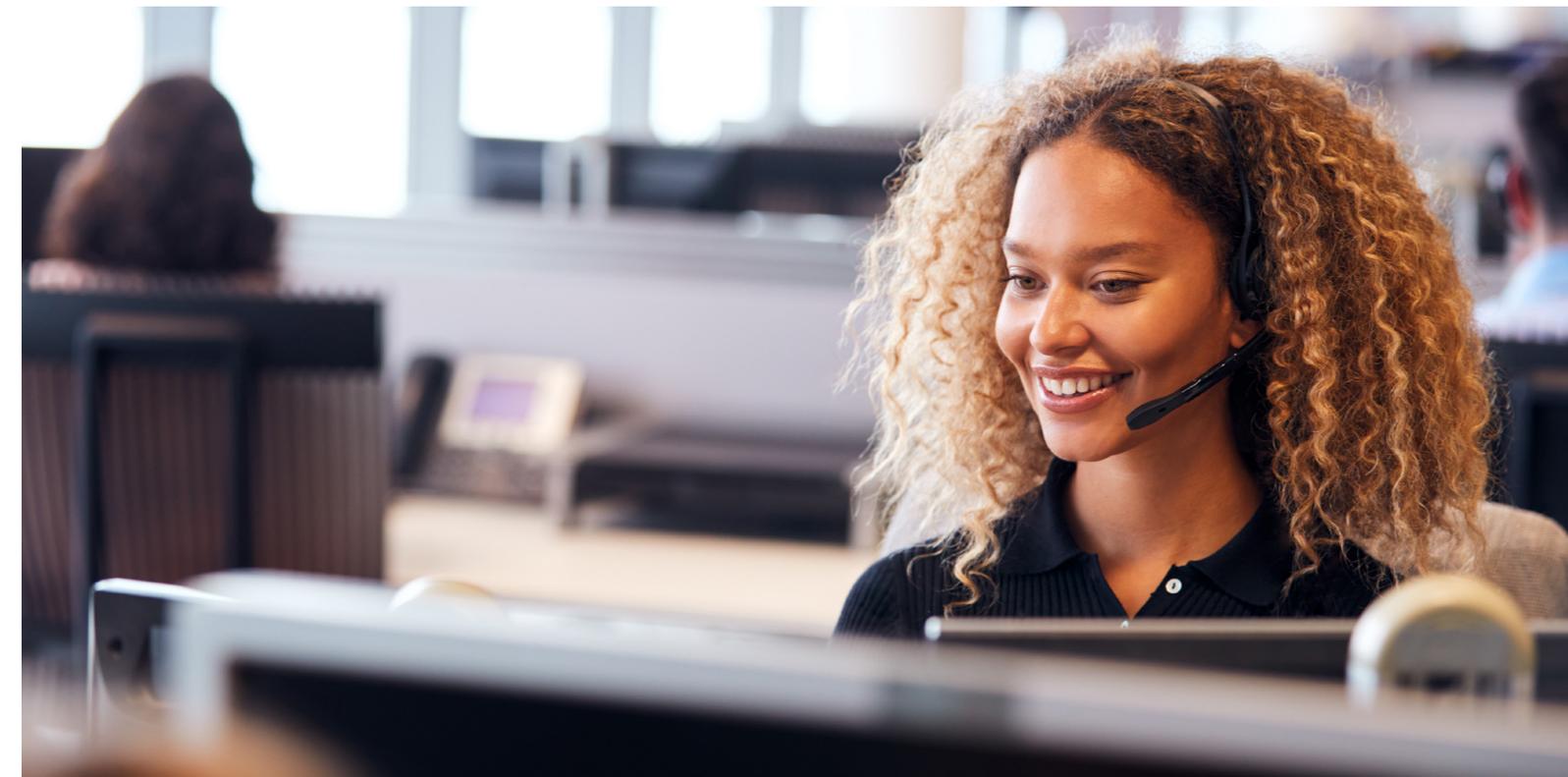
You might be surprised at the possibilities that can be gained from our apprenticeships. It's not just the traditional academic routes that deliver a great career.

Our CGI apprentices get to work on real projects. With lots of variety, there isn't a 'typical day' to be had!

Our Apprentices have worked on a huge variety of exciting things, from working on top secret national security projects through to helping to finalise multi-million pound contracts and playing their part in securing Europe's major satellites.

Not only that, but there's a lot of potential to move into different areas within CGI, so your son or daughter will have choice in their career direction from their first day. While on the apprenticeship, apprentices have the opportunity and flexibility to move around different areas of the business, working with different clients in different industries. What's more, their roles will relate to their studies, meaning that their learning in the classroom directly relates to what they are learning through on-the-job experience

There's huge potential for a successful career at CGI. Many of our members are promoted before they complete their apprenticeship. One of our students who joined in 2009 is now a CGI director, which just shows the breadth of possibilities!





# #GenerationCGI

## Support and benefits.

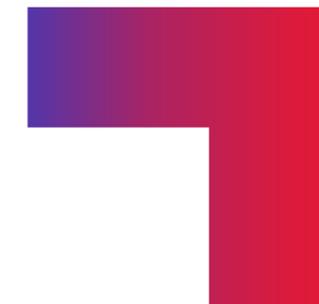
We're incredibly passionate about developing the next generation.

As an apprentice, your son or daughter will have their own designated manager; responsible for looking after them on a day-by-day basis and constantly on hand to provide essential support with their career development and professional conduct here with us at CGI.

Every apprentice has a 'Buddy' who is a current apprentice at CGI. Not only that, our degree apprentices will also be assigned a university mentor; a senior member of staff who has volunteered their time to engage and support their designated apprentice with their university work.

Since we launched our first apprenticeship in 2007, we've supported over 400 students through our apprenticeship programmes. We've got lots more currently studying, and we've had apprentices join every year since we launched in 2007, highlighting our commitment to keeping students at the heart of our CGI community.

We've listened to our apprentices; adapting and tailoring our training and support given in partnership with our training providers to make sure we deliver exactly what they need to succeed. At the same time, ensuring that our apprentices gain the knowledge that industry trends require.



## CGI Benefits



**25 Days' Holiday**



**Share Purchase Plan**



**Pension Plan**



**Sports and Social Club**



**Health and Wellbeing Programme**



**Member Assistance Programme**

# Talking #GenerationCGI.

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Sim Chandramouly

"I really enjoy the company culture; everyone is really approachable. I feel I have a really good support network and there is always someone I can ask if I have a question."



Divya Bedi

"I've always been a more practical learner – seeing how concepts work in action is how I'd prefer to learn. Things I'm doing in my work-life feed in to my studies, and things I learn in my studies help me to understand my work."



Luke Pargiter

"I have been able to pursue the experiences I think will best support my personal and professional development and as a result, I feel really accountable for my own successes."



Beth Allen

"When I left school, I chose to do an apprenticeship because I wanted to gain practical experience and kickstart my career in cyber security whilst studying."



Sid Ellis

"Many people finish university with a degree, but don't have enough opportunity to use it. An apprenticeship puts you straight into those opportunities, giving you hands-on, applicable learning! The support that CGI provides is fantastic; the course motivates me, interests me and it's helped me find confidence, independence and a strong work ethic. I can't recommend it enough."

# #GenerationCGI. Frequently asked questions.

## What qualifications do apprentices get?

Apprentices choose from two types of apprenticeships, depending on what they want to achieve. Higher apprenticeships are ideal if your son or daughter wants to continue their education rather than taking a gap year or a full-time job but they're unsure about going to university. Degree apprenticeships are a great choice for those who want to go to university without traditional fee-related debt, or aren't sure that full-time study is right for them. Both of these result in industry-recognised qualifications and are of the same value to traditional full-time study. Our CGI degree apprenticeship is issued by a university and is accredited by the Tech Partnership with Gold standard.

## What support is available is for apprentices that move away from home?

We have lots of students who move away from home to join our apprenticeship programmes, and we know this is a huge commitment. This is why we pay up to £1000 in relocation costs. We also have a student relocation team who are constantly available for advice and guidance. We've created student relocation guides that give lots of useful information on relocating, especially if it's the first time moving away from home.

## What sort of work-life balance will there be?

Not only do our apprenticeships give students a fantastic opportunity to earn while they learn, but we also understand the importance of having the right balance between work and a home life. All of our apprentices receive 20% off-the-job training to support their apprenticeship. Plus our degree apprentices also benefit from an additional paid 30 days' dissertation leave during their final year to support them in their studies.



## Are apprentices able to access the same support as full-time university students?

Yes, absolutely! All our students get the best of both worlds. Not only do they have the support from our training providers as full-time students, they also have the added benefit of having access to our extensive support networks at CGI.

## How do you encourage diversity at CGI?

We truly believe that diversity makes a workplace effective. Sparking innovation and creativity by bringing together different perspectives and attitudes. At CGI, we're committed to an open, inclusive working environment that provides equal opportunities for all – and where diversity is championed from the top down.

CGI is a disability confident employer. Students complete a ClearTalents™ profile when they apply. This enables us to find out how we might help them to feel welcome, supported, and able to do as well as they can when applying to work for us. It also includes identifying any reasonable adjustments that we may need to make.

Our members at CGI have access to a whole range of support networks. From our LGBT+ network through to our capability network. Not only that, but our CGI health and wellbeing 'Oxygen' programme was awarded the winner of the 2018 CIPD People Management award for the Best Health & Wellbeing initiative. This programme supports our students every step of the way; through their apprenticeship and beyond.

# #GenerationCGI.

**#GenerationCGI** is our early careers and graduate recruitment campaign. Forget about labels and forget about GenXYZ. Our goal is to inspire you, the next generation, to be yourselves and make your mark on our business.

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Apply online at: [cgi.com/uk/careers](https://cgi.com/uk/careers)



CGI Early Careers



@CGI\_UK\_Students



@CGI\_UK



cgiukstudents



ukearlycareers@cgi.com

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Be part  
of our story.

**#ExperienceCGI**

