Building Early-Career Talent Through Apprenticeships in a Corporate Setting



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Who We Are: SoftwareOne and My Role

1

What is SoftwareOne?

A global software and cloud services provider, helping organisations buy, manage and secure their technology.

2

Where we work

Globally. Most of our work is done virtually, with teams in Europe, the Americas and Asia Pacific.

3

My role

Academy & Apprentice Manager for Europe and APAC, running the Academy journey for apprentices, interns and junior hires.

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HISTORY

A Short History of Apprenticeships at SoftwareOne



Academy launched 2021

Created as our corporate university: a gateway for junior talent and career returners.

- Grassroots and non-traditional talent
- Structured learning plus coaching
- Built to feed the business



Scaling across Europe

Growing across Europe and beyond, with Academy hires in many countries.

- Curricula tailored to each role
- Hiring from diverse talent pools
- Learning shared across borders



Trusted partners of the business

Building our network of apprentices across the globe, partnering with business to develop essential skills.

- Erasmus+ opportunities
- Alumni program
- Soft skills Curriculum
- Real work tasks

Internal Only

The System: Legal Requirements (Example)

1

Formal contract

An approved apprenticeship contract is signed with the county.

2

Approved training company

The employer is approved for the trade and names a qualified supervisor.

3

The 2+2 structure

Two years of vocational school, then two years in the company, ending in a trade exam.

4

Pay and protection

Apprentices are paid and covered by labour law, with extra safeguards for under-18s.

Rules vary by country; county subsidies depend on the formal contract.

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How It Works in Practice

1

Find the role

The business confirms a trade-relevant role. Planning starts about 8 weeks ahead.

2

Sign the contract

Apprentice, company and county agree the contract and training plan.

3

Learn and work

Academy adds structure, curriculum and coaching alongside real work.

4

Qualify and stay

Trade exam, then a route into a permanent role in the business.

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HOW WE RUN IT

How We Run the Programme

1. Identify the team

Which team will the apprentice join, and can it support them?

- Capacity to support an apprentice
- Mentor in place
- Mentor training in place

2. Mentor requirements

Some countries require specific mentor training.

- Germany and Norway require it
- In Norway it can be outsourced
- Checked before the start

3. Choose the curriculum

Set by training length, company needs and country.

- Full technical + soft skills, with facilitated sessions
- Soft skills only, if school covers the rest
- Tailored to each cohort

Our approach: fit the program to the team, the country and the school

Internal Only