



Technology Academy at S&A

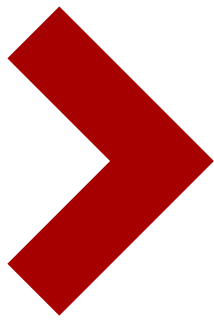
EDUCATION DONE DIFFERENTLY

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|

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About The S&A Academy

As the sister company to S&A Transform, one of the UK's top challenger consultancies, The S&A Academy is an independent, Ofsted-regulated "good" provider of professional, government funded apprenticeships, commercial training, and corporate learning and development (L&D) programmes.

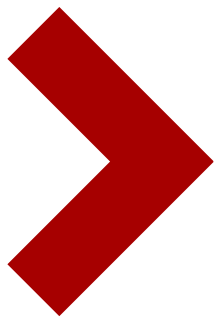
We specialise in developing junior, mid-level, and executive talent through apprenticeship levy-funded programmes delivered from our three leading academies.

Our Technology, Data & AI Academy trains your employees to develop their careers in software development, software testing, ICT, cybersecurity and data & AI.

The Leadership & Management Academy develops new and experienced managers in roles such as team leader, department manager, business analyst, business administrator and senior leader.

Our leading Science & Laboratory Academy develops capability in your employees in areas such as laboratory science, technician scientist, polymers, science manufacturing, materials and food testing, and research & development (R&D).

Our professional careers programmes run from L3 to L7 (masters degree equivalent) and can often be modified to suit employers needs with additional modules and internationally recognised qualifications and certifications.



**Fully Funded
Bespoke
Curriculums**



**Modern, Industry
Experienced
Instructors**



**Multiple Extra
Learning
Modules to Suit
Employer Needs**

Some of our many UK & international partners...



**METROPOLITAN
POLICE**



Introduction to **Technology Academy**

The Technology and Data Academy at S&A Academy is committed to developing the next generation of technology and data professionals. Our mission is to bridge the gap between theoretical knowledge and real-world application by offering high-quality education, hands-on training, and expert mentoring. We focus on fostering innovation, analytical thinking, and digital excellence, empowering individuals and businesses to thrive in an increasingly data-driven world.

We provide a diverse range of programmes tailored to meet the needs of both individuals and organisations, from small enterprises to large corporations. Our corporate training programmes enhance digital capabilities, improve data strategies, and equip employees with essential technical skills. We also offer apprenticeships that provide real-world experience, allowing participants to learn from industry professionals while developing expertise in software engineering, DevOps, cloud computing, cybersecurity, AI, and data analytics. Through interactive workshops, live sessions, and practical learning experiences, we ensure our learners are well-prepared for careers in technology. Additionally, we collaborate with Women in Data® to promote diversity and inclusion in the industry. By integrating real-world experience with academic instruction, S&A Academy equips learners with the skills needed to succeed in today's fast-evolving digital landscape.



Why choose S&A?



Industry
Relevant
Programmes



Highly
flexible
learning
options



Bespoke
training with
bolt-on
modules



100%
Positive
Employer
Feedback



Real-world
experience
integration



Bespoke
Personal
Development

Our Programmes

Science and Engineering Academy

Level 3 Polymer Processing & Manufacturing:

Covers the principles and practices of polymer production and processing.

Level 3 Laboratory Technician:

Trains apprentices in laboratory techniques and safety protocols.

Level 5 Technician Scientist:

Advances scientific knowledge and research skills for technical roles.

Level 3 Water Treatment Technician:

Equips apprentices with the skills to develop, install, and maintain water treatment programmes, ensuring safe and clean water management.

Level 3 Mechatronics Maintenance Technician:

Trains individuals to install, test, and maintain complex automated equipment.

Level 3 Senior Technician:

Develops essential leadership and management skills for those overseeing teams, projects, and operations within a lab environment.

Level 5 Senior Laboratory Manager:

Prepares individuals for managerial roles overseeing operations in a lab environment.

Business and Leadership Academy

Level 3 Business Administrator:

Develops administrative skills essential for business operations.

Level 3 Team Leader:

Focuses on leadership and team management skills.

Level 3 Multi-Channel Marketer:

Focuses on developing competencies in digital marketing strategies across various platforms.

Level 4 Marketing Executive:

A Marketing Executive delivers targeted campaigns to engage audiences and support business growth.

Level 4 Associate Project Manager:

Equips learners to plan, monitor, and adapt projects for successful delivery across various sectors.

Level 4 Business Analyst:

Equips learners with the skills to analyse data, improve processes, and support smarter business decisions.

Level 5 Operations / Departmental Manager:

Prepares individuals for managerial roles overseeing operations.

Level 7 Senior Leader:

Equips senior professionals with strategic leadership capabilities.

Technology, Data and AI Academy

Software Developer Level 4 Enhanced Apprenticeship:

A cutting-edge programme with bolt-on modules for specialised skills in the latest frameworks and technologies.

Software Tester Level 4:

Develop hands-on testing skills to ensure software quality and reliability.

Information Communications Technician Level 3:

Train for ICT support and network roles, focusing on technical and communication system maintenance.

Level 3 and 4 Cyber Security Technician/Technologist

Equips learners with core skills to protect digital infrastructure through threat analysis, risk management, and security practices.

Level 3 DevOps Engineer

Equips learners with practical skills in automation, deployment, and monitoring for continuous integration and delivery.

Level 3 Software Development Technician

Equips learners with the foundational coding, testing, and software support skills needed to assist in building and maintaining digital applications.

Level 4 Data Analyst Apprenticeship:

Build analytical skills with live projects focused on data analysis and insights.

Level 3 Data Fluency Apprenticeship:

Gain foundational data skills, including sourcing, formatting, and presenting data.

Level 5 Data Engineer Apprenticeship:

Specialise in designing, building, and maintaining complex data systems.

Level 7 AI Data Specialist Apprenticeship:

Develop AI solutions, focusing on machine learning and natural language processing.

Range of services

Commercial

From Introductory Courses to Professional Apprenticeships and Masters Degree Level Training

Once associated more with manual trades than professional careers, nowadays an increasing number of thriving leaders in technology, science, and business have started their careers through apprenticeships.

Just a Few Benefits of a Professional Apprenticeship:

- + Bonus Masterclasses
- + Earn a Salary
- + Start with a Job
- + Degree Equivalent

Find out more via our website >

Development of existing staff

Enrol an Existing Employee onto an S&A Academy Professional Apprenticeship

Did you know you can train existing employees to support their CPD and career development through a UK Government funded apprenticeship programme? These programmes can be for recent or junior hires or even experienced staff, including those at executive and board level. If you're an apprenticeship levy payer, all professional training may be fully funded when delivered by an accredited training provider like S&A Academy. If you're not a levy tax-paying employer, we can still recover 95%-100% of the training costs.

Click here to get in touch >

Apprenticeships

A constant supply of newly skilled, engaged, and motivated employees ready to seamlessly slot into your working environment.

Imagine having a steady stream of skilled, engaged, and motivated employees ready to seamlessly integrate into your organisation. These individuals will not only bring the academic and technical expertise required but also possess the practical knowledge and industry-specific experience that can deliver immediate value to your business.

What if we told you these new employees would understand your company culture, be statistically more likely to stay longer, and likely cost less than offshore resources or university graduates? And what if all of this could be provided by us at little or no additional cost to you?

Find out more via our website >

Resourcing of new apprentices

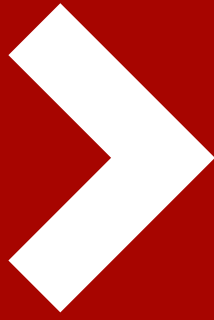
We offer a free, expert recruitment service, for all employers placing new hires onto our apprenticeship programmes.

Depending on your needs, this is either delivered via our S&A Academy in-house resourcing team or via our sister company, S&A Resourcing Solutions, a leading recruitment firm within the Business, Technology & Science sectors.

You may wish to completely outsource the recruitment to us, or we can work alongside your in-house hr or recruitment teams, or even work hand in hand with any 3rd party recruitment company you currently utilise.

We run regular selection camps and screening sessions for new apprentices we feel are suitable for all the professional careers we build.

Find out more via our website >



Level 4 Software Developer Programme Overview

The Level 3 Software Developer Apprenticeship equips learners with the skills to build, test, and maintain high-quality software solutions. Through hands-on experience and industry-led training, apprentices develop expertise in coding, problem-solving, and the full software development lifecycle.

Standard Code: ST0116
Funding Band: £18,000

Delivery Options

+ Front-loaded 12 weeks –

Ideal to give your new starters the skills they need to operate in a team.

+ Two 6-week blocks –

For those who prefer a balanced approach, bursts of learning with the opportunity to induct new starters into the company culture.

+ One-in-six blocks –

A steady pace for apprentices who want to integrate learning into their routine without disrupting their workflow.

The Progression Routes

- + L4 DevOps engineer
- + L6 Digital and Technology Solutions Professional
- + L6 /high Integrity Software Engineer
- + L7 Game Programmer

About the programme

Our Software Developer Level 4 Enhanced Apprenticeship is crafted to provide aspiring developers with hands-on experience, industry-relevant skills, and a tailored support system that ensures success from day one.

This enhanced apprenticeship stands out for its cutting-edge curriculum, designed to keep pace with the latest technological trends and demands in the industry. Our apprenticeship includes core foundation modules that cover essential skills like working remotely and effective communication. We offer bolt-on modules designed with industry collaboration. These add-on courses provide specialised training in the latest frameworks, programming languages, and tools most sought after by employers.

We understand that flexibility is key to managing work, study, and personal life effectively. Our apprenticeship offers three flexible delivery options, so you can choose what best fits your schedule and learning style. On completion you will achieve a nationally recognised qualification and be eligible to register with the British Computer Society as a RIT Tech.

What your apprentice will learn



Code Development & Programming:

Gain expertise in building, testing, and maintaining high-quality software solutions. You'll learn to write logical, efficient, and secure code following industry standards, ensuring reliability and performance.



Software Development Lifecycle (SDLC):

Understand the full SDLC, including planning, design, development, testing, deployment, and maintenance. You'll develop skills in version control, debugging, and iterative improvement to ensure effective project delivery.



Problem Solving & Testing Methodologies:

Learn structured problem-solving techniques to identify, debug, and resolve coding issues. You'll also apply various testing types, such as unit, integration, system, and user acceptance testing, to ensure software quality and functionality.

Level 4 Software Developer

18 months + 6 months EPA period

1 Module 1
Software Development Methodologies

2 Module 2
Design and Architecture

3 Module 3
Programming

4 Module 4
Project Management

8 Module 8
Databases

9 Module 9
Bolt on Option 1

10 Module 10
Bolt on Option 2

11 Module 11
Project Module

7 Module 7
DevOps

6 Module 6
Testing

5 Module 6
Version Control

End Point Assessment
6 months

- + Project and report with discussion
- + Portfolio with discussion

Programme Completion

- + Laboratory assistant
- + Manufacturing Technician
- + Quality Control Technician

**INDUSTRY
BOLT-ONS
(DESIGN
YOUR
OWN)**

TDD

Terraform

Pairing/Mobbing

Advanced
Git

PowerShell

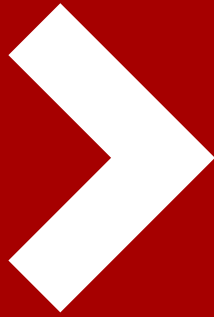
Effective
Ceremonies

User Story
Slicing

Incident
Management

Personal
Effectiveness

Conflict
Management



Level 4 Software Tester Programme Overview

The Software Tester apprenticeship equips learners with the skills to assess software quality through rigorous testing processes. Apprentices gain hands-on experience in defect detection, test automation, and quality assurance, ensuring software meets functional, security, and performance requirements before deployment.

Standard Code: ST0129
Funding Band: £18,000

Delivery Model

+ Off-the-job Training

Choose from:

- Frontloaded 8 weeks
- Frontloaded 4 weeks
- Day release
- Block release

+ On-the-job Learning

18 months hybrid active learning with employer throughout practical period

+ 3rd Party End Point Assessment

Apprentices undertake assessment to determine achieved required capabilities

The Progression Routes

+ L4 Software Developer

+ L6 Digital and Technology Solutions Professional

About the programme

"Our pioneering 18 month Level 4 Software Tester Apprenticeship produces well-rounded test engineers that would benefit any software development team. The course has been developed to version 1.1 of the ST0129 apprenticeship standard. Enhanced throughout with premium & proprietary theoretical topics, hands-on activities, projects and software testing exercises.

Our apprenticeship offers three flexible delivery options, so you can choose what best fits your schedule and learning style, they include development and automation of test cases, the use of industry standard tools & testing based toolkits; culminating in a team project to plan for, design, and test an actual software product developed exclusively for this academy.

By the end of the programme, new testers will be able to confidently navigate their new role, not just with hard technical skills underpinned by modern testing techniques and principles, but also with resilience, collaborative communication and empathetic understanding of the mind-set of others involved throughout the software development lifecycle."

What your apprentice will learn



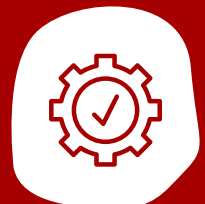
Testing Methodologies and Tools:

Apprentices will gain hands-on experience with manual and automated testing techniques, using tools like Selenium, Cypress, Postman, Jira, and TestRail, and will learn how to write, execute, and manage test cases across various test levels (Unit, Integration, System, UAT).



Software Development Practices:

They will understand the software development lifecycle (SDLC), including Agile and Waterfall models, and learn how testers contribute in Agile/SCRUM environments using techniques like Test-Driven Development (TDD) and Behaviour-Driven Development (BDD).

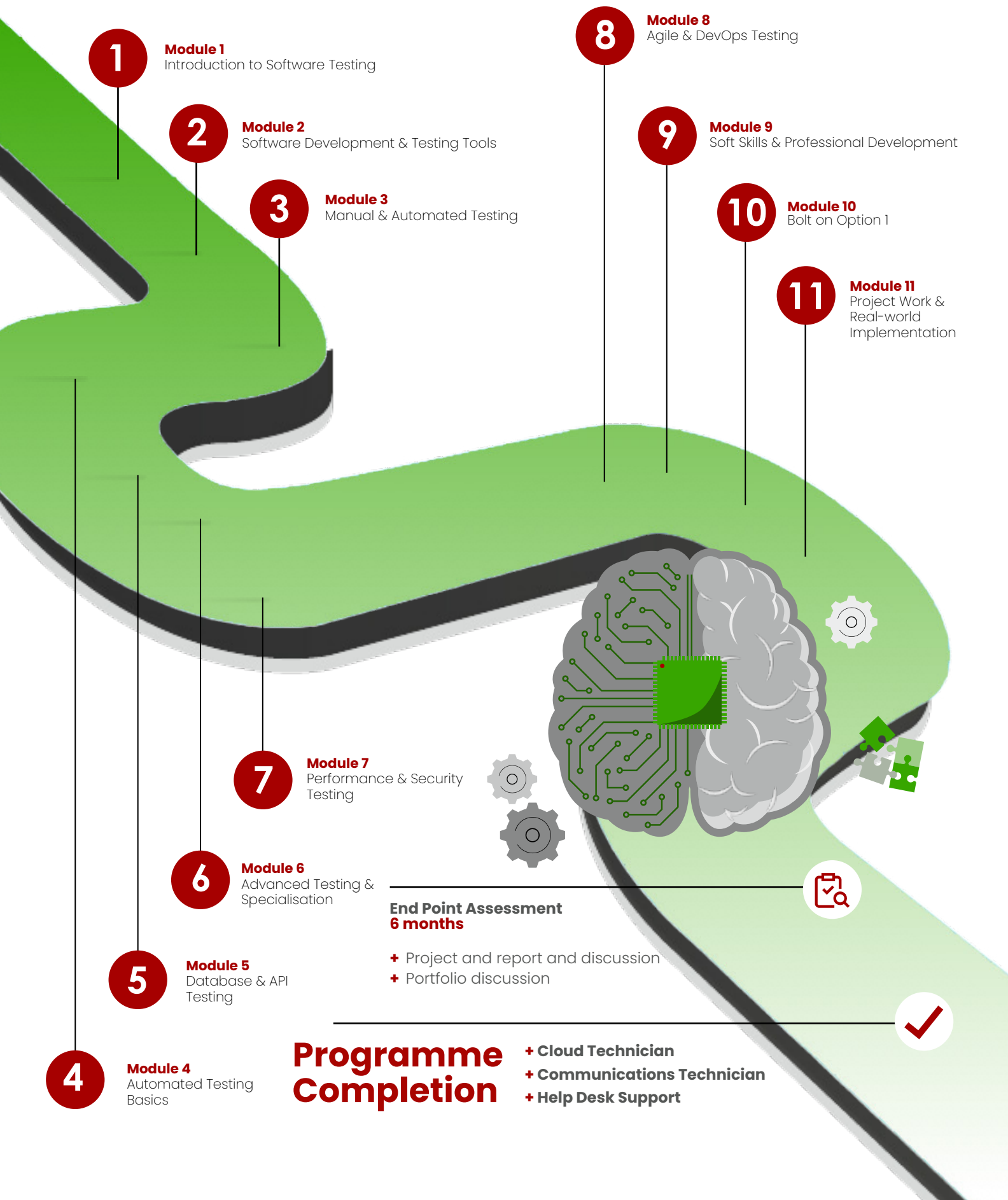


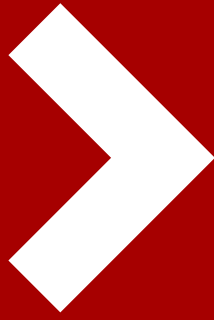
Professional & Soft Skills Development:

Apprentices will build essential workplace skills such as communication, teamwork, and time management, and prepare for their careers with support in portfolio building, technical interview preparation, and career planning (e.g. moving into QA, Test Lead, or DevOps roles).

Level 4 Software Tester

18 months + 6 months EPA period





Level 4 DevOps Engineer Programme Overview

The DevOps Engineer apprenticeship at S&A equips learners with the skills to develop, automate, and manage modern IT services, bridging the gap between software development and operations. Apprentices gain expertise in coding, cloud infrastructure, security, and agile collaboration, enabling them to deliver high-quality digital services efficiently.

Standard Code: ST0825
Funding Band: £17,000

Delivery Model

+ On-the-job Learning

2 weeks upfront and 1 week in 7

- Classroom-based learning (virtual or in-person)
- On-the-job training
- Self-study assignments
- Work-based projects
- Mentor & coach support

+ 3rd Party End Point Assessment

Apprentices undertake assessment to determine achieved required capabilities

The Progression Routes

Level 4 Software Developer Apprenticeship

Level 4 Network Engineer within DevOps contexts

Level 4 Cyber Security Technologist

Vendor Certifications & Short Courses

About the programme

The DevOps Level 4 Apprenticeship is designed to equip apprentices with the essential skills and knowledge to bridge the gap between development and operations, enabling them to support automation, continuous integration, and efficient deployment practices within an IT environment.

By completing this apprenticeship, learners will develop a comprehensive understanding of DevOps principles, methodologies, and tools. They will gain hands-on experience in software development, version control, and automation techniques to streamline deployment and operational processes. Apprentices will master the fundamentals of continuous integration and continuous deployment (CI/CD), using industry-standard tools such as Jenkins, GitHub Actions, and automated testing frameworks to ensure efficient software delivery.

What your apprentice will learn



Software Development & Automation:

DevOps apprentices learn coding in general-purpose and domain-specific languages, automation techniques using APIs, and best practices in Continuous Integration/Continuous Deployment (CI/CD). They develop skills in test-driven development, infrastructure-as-code, and release automation.



Cloud Infrastructure & Security:

They gain expertise in cloud computing, provisioning infrastructure using APIs, and ensuring system security. This includes implementing monitoring tools, securing data, managing system performance, and employing security practices throughout the software lifecycle.

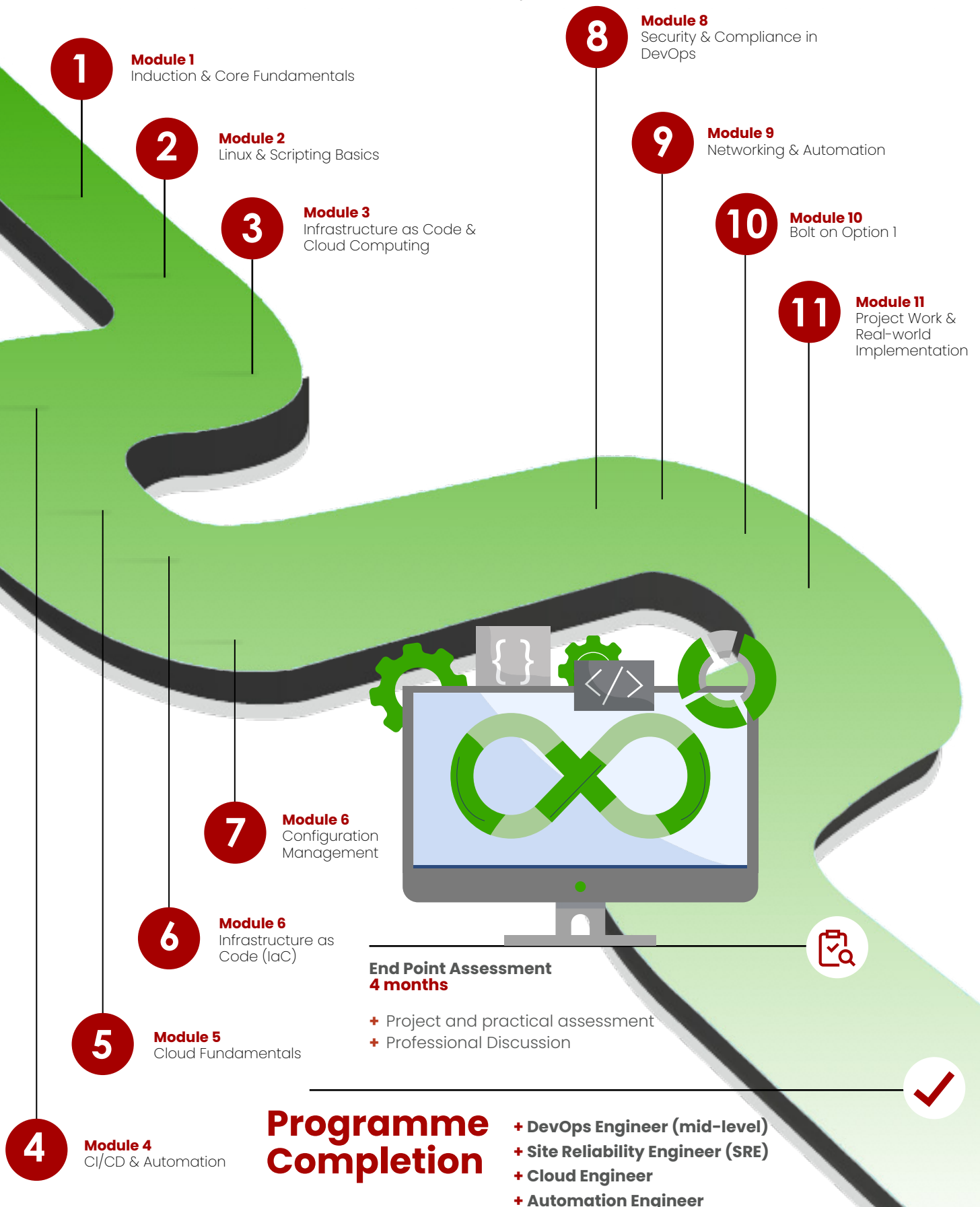


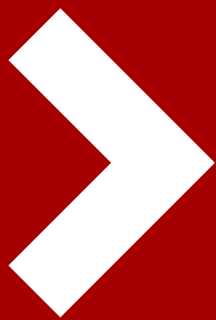
Collaboration & Agile Practices:

DevOps engineers work within agile teams, focusing on improving user experience, knowledge sharing, and team development. They engage in pair programming, technical collaboration, and problem-solving while fostering a culture of continuous learning and improvement.

Level 4 DevOps Engineer

18 months + 4 months EPA period





Level 3 Software Development Technician Programme Overview

The Software Development Technician apprenticeship equips learners with the skills to support the creation, testing, and deployment of software applications, ensuring high-quality code and secure solutions. Apprentices work under supervision, gaining hands-on experience in various stages of the software development lifecycle.

Standard Code: ST0128
Funding Band: £15,000

Delivery Model

+ Off-the-job Training Choose From:

Front loaded 6 weeks
Day release
Block Release

+ On-the-job Learning

18 months hybrid active learning with employer throughout practical period

+ End Point Assessment

Apprentices undertake an assessment to determine achieved required capabilities

The Progression Routes

Level 4 Business Analyst

Level 4 Data Analyst

Level 4 DevOps engineer

Level 4 Software Developer

Level 4 Software Tester

About the programme

The Level 3 Software Development Technician Apprenticeship programme is designed to provide apprentices with the essential knowledge and skills needed to excel in software development. Through this program, apprentices will gain a strong foundation in software design, coding, testing, and troubleshooting. They will learn key programming languages, software development methodologies, and how to apply problem-solving techniques to create efficient and effective software solutions.

In terms of knowledge, apprentices will develop an understanding of software development principles, database management, and the use of development tools and frameworks. They will also acquire skills in coding, debugging, and testing, with a focus on producing high-quality, functional software applications.

What sets this programme apart is its bespoke delivery model. We tailor the apprenticeship to meet the specific needs of each customer, ensuring the content and approach are aligned with industry requirements and organizational goals. The flexible delivery options allow apprentices to learn at their own pace, with the ability to balance work and study, making the program accessible and adaptable to different learning styles and business schedules.

What your apprentice will learn



Software Development and Coding:

Assist in writing, testing, and maintaining code for various applications (web, mobile, desktop), following security protocols and coding standards.



Collaboration and Communication:

Work alongside software developers, contributing to team projects, and communicating technical solutions to both technical and non-technical stakeholders.



Software Lifecycle and Methodologies:

Support the full software development lifecycle, from research and design to deployment, using development methodologies like Agile and Waterfall.

Level 3 Software Development Technician

15 months + 4 months EPA period

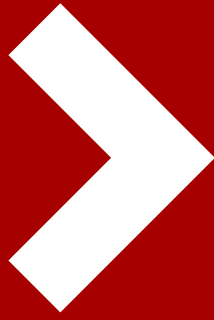
1**Module 1**
Software Development
Methodologies**2****Module 2**
Design and Architecture**3****Module 3**
Project Management**4****Module 4**
Version Control**7****Module 7**
Databases**8****Module 8**
Project Module**6****Module 6**
DevOps**5****Module 5**
Testing**End Point Assessment**
4 months

- + Project and practical assessment
- + Professional Discussion

**Programme
Completion**

- + Assistant programmer and automated test developer
- + Junior application developer
- + Junior application support analyst
- + Junior developer





Level 4 Cyber Security Technologist Programme Overview

The Cyber Security Technologist Apprenticeship at The S&A Academy equips learners with the expertise to protect organisations from cyber threats. This Level 4 programme develops skills in risk analysis, security architecture, incident response, and ethical hacking. Apprentices gain hands-on experience with cutting-edge security tools while learning from industry experts.

Standard Code: ST0121
Funding Band: £18,000

Delivery Model

+ Off-the-job Training
Day release

+ On-the-job Learning
18 months hybrid active learning with employer throughout practical period

+ 3rd Party End Point Assessment
Apprentices undertake assessment to determine achieved required capabilities

The Progression Routes

+ Cyber Security Engineer:
Focuses on designing, building, and testing secure networks and systems.

+ Cyber Risk Analyst:
Emphasises risk assessment, analysis, and advising on risk mitigation strategies.

+ Cyber Defender & Responder:
Centers on configuring, operating, and monitoring systems to prevent and respond to security breaches.

About the programme

The Cyber Security Technologist Apprenticeship at The S&A Academy is a 24-month Level 4 programme focusing on developing the technical and analytical skills needed to protect organisations from cyber threats. This structured course guide outlines the modular delivery approach, ensuring apprentices gain hands-on experience, theoretical knowledge, and employer-led training aligned with industry standards.

Combining practical training with theoretical knowledge. Apprentices develop skills in risk analysis, security architecture, incident response, and ethical hacking, preparing them for roles such as Security Analyst or SOC Specialist. Upon completion, apprentices are eligible for Associate Membership with professional bodies like the IISP and BCS, and can join the Register of IT Technicians, confirming their professional competence at SFIA Level 3.

What your apprentice will learn



Cyber Threat Identification & Mitigation:

Learners develop skills to identify security vulnerabilities, assess risks, and implement protective measures against cyber threats like malware, phishing, and hacking.



Security Design & Implementation:

Apprentices gain expertise in designing, building, and maintaining secure digital systems, networks, and security frameworks to protect sensitive data.

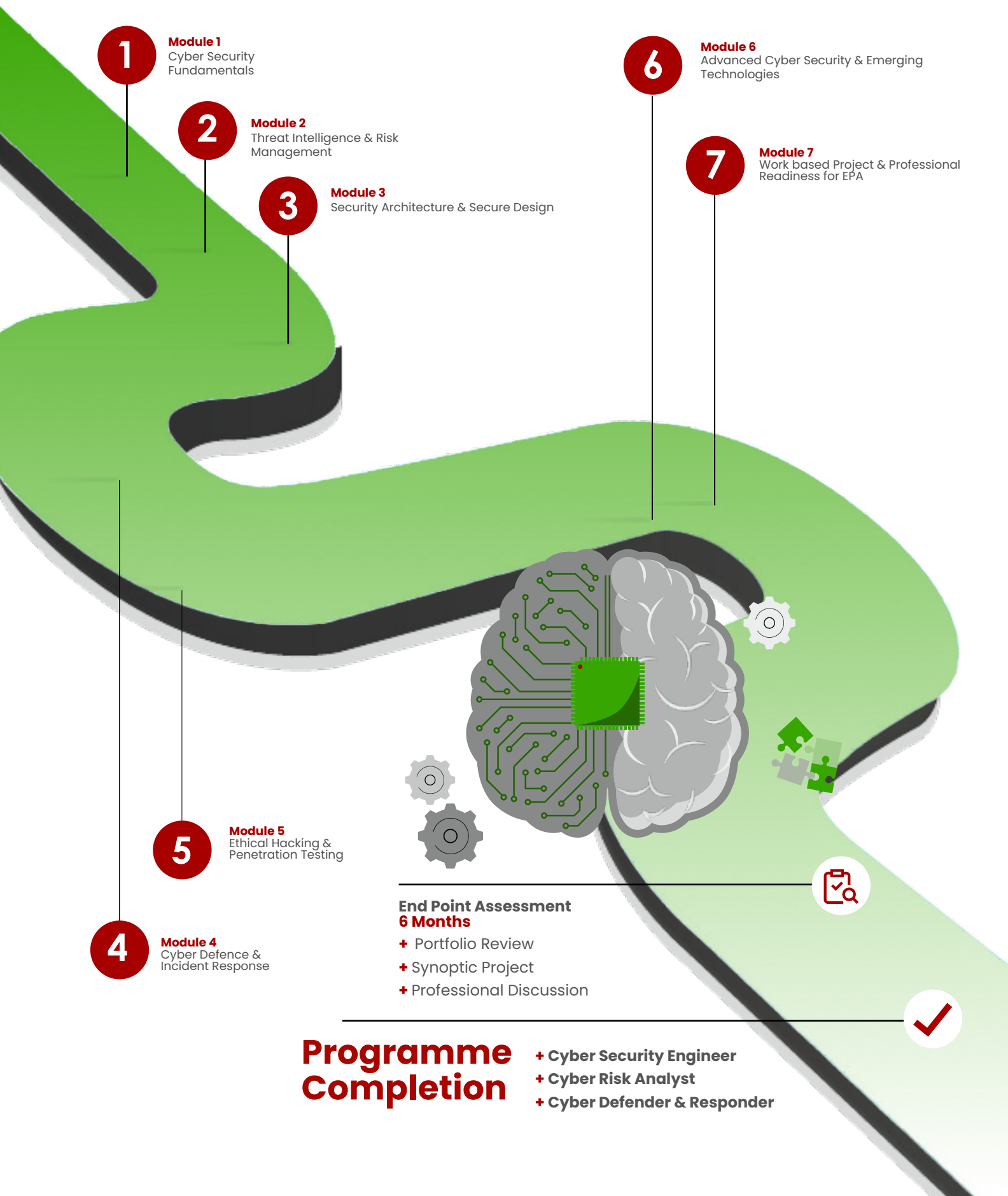


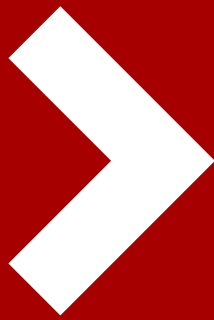
Incident Response & Compliance:

Training includes responding to cyber incidents, conducting security audits, and ensuring compliance with industry regulations and legal standards.

Level 4 Cyber Security Technologist

24 months + 6 months EPA period





Level 3 ICT – Support Tech Programme Overview

The Level 3 Information Communication Technician (ICT) Apprenticeship trains learners to support and maintain IT systems, networks, and communications infrastructure. Through practical, industry-led experience, apprentices develop expertise in troubleshooting, system optimisation, and delivering effective technical support.

Standard Code: ST00973
Funding Band: £15,000

Delivery Model

+ Off-the-job Training

Flexible blended learning in block or day release model to suit the needs of your business.

+ On-the-job Learning

15 months hybrid active learning with employer throughout practical period.

+ 3rd Party End Point Assessment

Apprentices undertake assessment to determine achieved required capabilities.

The Pathways

+ Level 4 ICT – Network Technician

The Progression Routes

+ Level 4 Network Technician

+ Level 4 Software Tester

+ Level 4 Software Developer

About the programme

The ICT Support Technician apprenticeship programme provides a comprehensive learning experience designed to build both technical and professional skills. Throughout the program, you will gain practical knowledge in IT support, troubleshooting, and collaboration, while also developing key skills in diagnosing and addressing IT support tasks. In addition, you will enhance your confidence in communication and your ability to work effectively within a team environment.

As part of the program, you will learn the fundamentals of physical networks and their components, as well as how to troubleshoot both hardware and software issues. You will explore network infrastructure architectures and gain an understanding of the principles behind major cloud platforms such as Azure, AWS, and GCP.

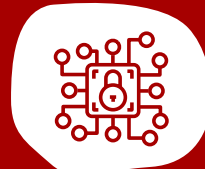
Your hands-on activities will include exploring devices and peripherals, planning, installing, and testing IT equipment, performing software upgrades both physically and remotely, and upgrading network components to ensure systems run smoothly and efficiently. This apprenticeship is an opportunity to develop essential technical skills and real-world experience in the fast-paced world of IT.

What your apprentice will learn



IT Support & Troubleshooting:

Learn to diagnose and resolve hardware, software, and network issues, ensuring optimal system performance.



System Security & Maintenance:

Gain skills in applying security policies, managing access controls, and maintaining compliance with industry standards.

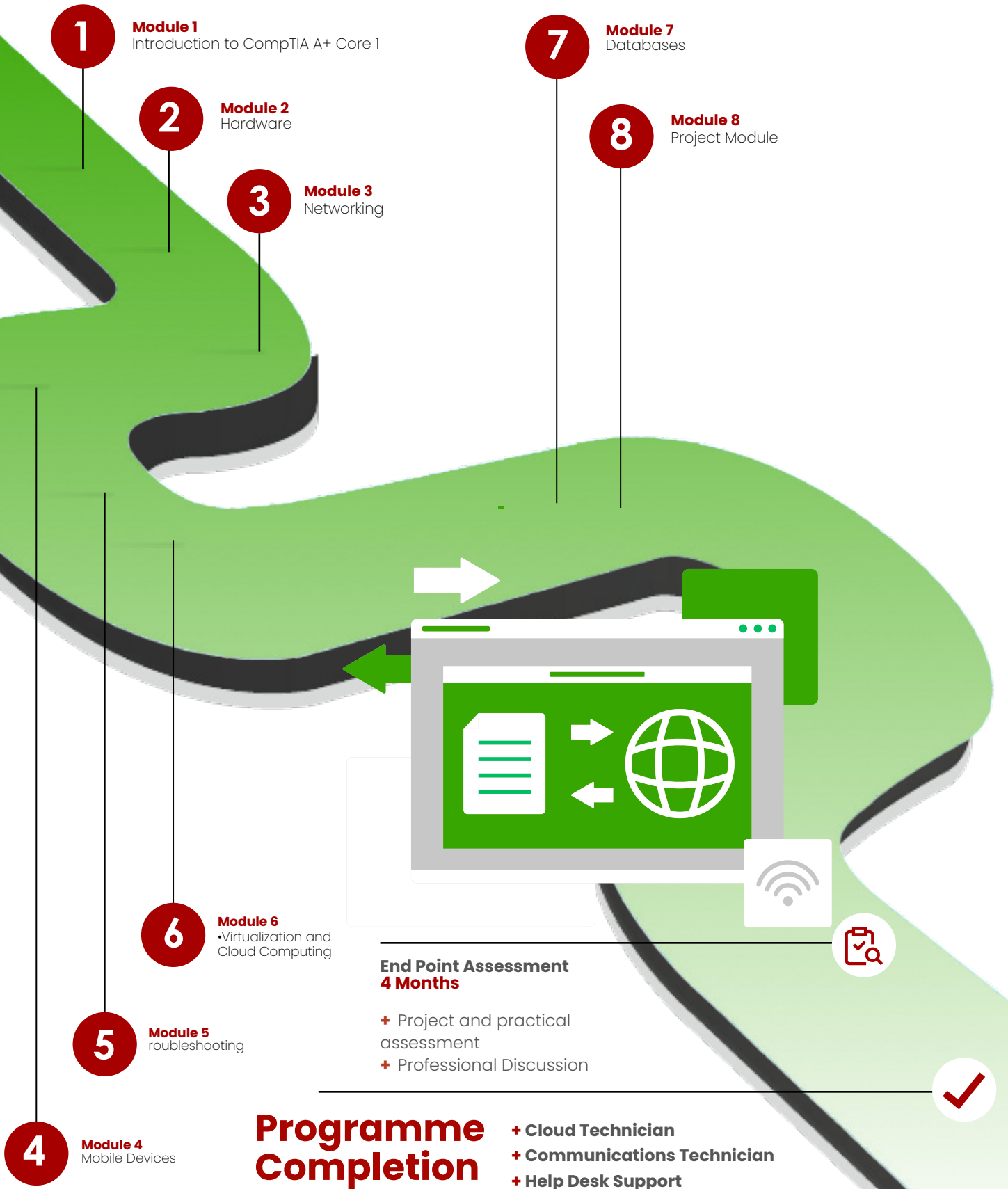


Network & Cloud Infrastructure:

Develop expertise in installing, configuring, and managing physical and cloud-based IT systems.

Level 3 ICT - Support Technician

15 months + 4 months EPA period





The S&A
Transform
Group.



Contact Us

Find out more >

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YOUR TRUSTED PARTNER FOR DIGITAL INNOVATION