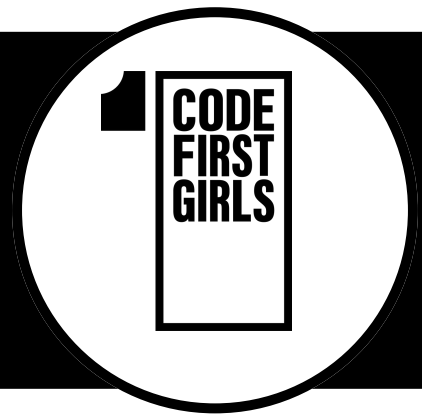


APPRENTICESHIPS VS CODE FIRST GIRLS



Criteria	Apprenticeships	Code First Girls
Speed to market	Varies widely - typically 1 to 4 years, depending on level and framework.	24-28 weeks from intake to graduate readiness, based on CFG reporting.
Funding	Funded via the Apprenticeship Levy for larger employers, with smaller employers eligible for up to <u>95-100%</u> government funding of training costs	Runs on a subscription or sponsorship model, not covered by the Levy.
Target Learners	Generally entry-level candidates, although higher-level programmes may attract degree holders.	Focuses on early-career entrants, career changers, and graduates, especially women and non-binary individuals.
Training Focus	Broad and structured around regulatory frameworks; leads to formal qualifications.	Agile, industry-aligned curriculum tailored to role-specific, up-to-date tech skills.
Flexibility	Constrained by regulatory requirements and frameworks.	High flexibility—allows scaling cohorts, varied learning streams, and selection by role type.
Diversity & Inclusion	<u>Women make up ~54% of all apprenticeship starts</u> in England, but representation in digital and engineering standards is much lower—18% and 10% respectively in 2022-23	Prioritises inclusion, with CFG focusing on women, non-binary people, and underrepresented backgrounds across its cohorts.
Scalability	Scalable within funding structures - but constrained by levy contributions and provider capacity.	Highly scalable via flexible cohort sizes and remote delivery capability.
Time to Productivity	Longer ramp-up due to programme duration and formal education pathways.	Faster – designed to equip learners with immediately applicable skills and job readiness in under seven months.