

Empowering everyone to reach their potential.



Demonstration of the implementation of ISO20400 Sustainable Procurement Standard

We believe by investing in our people we can make a positive social impact, both for them as individuals and the wider communities we serve.

In fact, according to the Rail Social Value tool, each SWR apprenticeship delivers £2,353 worth of well-being value, totalling £515,307 across SWR for the FY ending in 2021.

We are currently supporting 227 of our colleagues enrol, upskill, and complete an apprenticeship scheme. This brings our total number of apprenticeships starts to **485** since the start of the SWR franchise in August 2017.

Apprenticeship opportunities for all

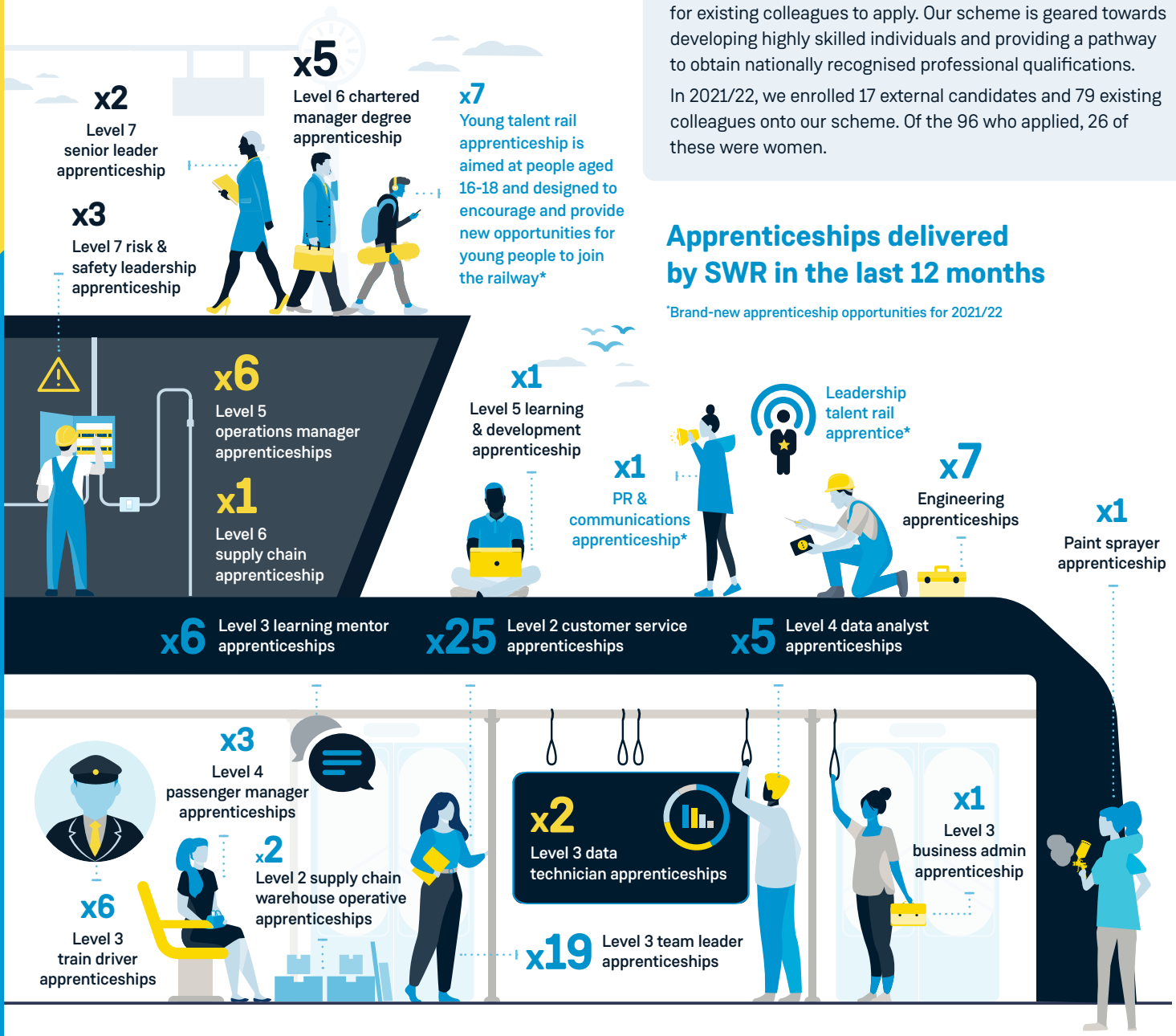
Our apprenticeship scheme was the first in the railway industry to receive an accreditation in the Investors in People 'We Invest in Apprentices' assessment. Additionally, in 2020 the scheme was shortlisted for the Personnel Today Awards 'Apprenticeship Employer of the Year'.

These achievements demonstrate our passion and commitment to providing apprenticeship opportunities for all. Our pioneering programme recruits external candidates as well as offering internal upskilling and development opportunities for existing colleagues to apply. Our scheme is geared towards developing highly skilled individuals and providing a pathway to obtain nationally recognised professional qualifications.

In 2021/22, we enrolled 17 external candidates and 79 existing colleagues onto our scheme. Of the 96 who applied, 26 of these were women.

Apprenticeships delivered by SWR in the last 12 months

*Brand-new apprenticeship opportunities for 2021/22



We're on a journey to better

Supporting our community in Portsmouth

The University of Portsmouth is conducting research to understand the effectiveness of degree apprenticeships, and how to maximise their value. A selected group of employers have been invited to take part in the research and we are pleased to be included as one of those employers. The insights produced by the research will allow us to continue to develop our apprenticeship offerings and support more people continue their career development goals.

You can find out more information [here](#).

How many years have we partnered with the University of Portsmouth?

We started working with University of Portsmouth in 2017 – they were our first provider of degree apprenticeships.

How many apprenticeships have we delivered together since 2017?

Since 2017, 38 colleagues have started apprenticeships with the University of Portsmouth undertaking their Level 6 Chartered Manager Degree, Level 7 Senior Leader, Level 6 Project Manager and Level 7 Risk & Safety Leadership apprenticeships. We were the first railway employer to have colleagues on each of the apprenticeships offered by the Business Faculty. To date, eight of our colleagues have completed their degree apprenticeships.

Highlights of what we have learnt and achieved together through the partnership:

Together, we have improved the support available to line managers and mentors – this is an ongoing piece of work which is being led by the University of Portsmouth with input from employers.

We are proud to have been one of the five employers invited to participate in research undertaken by the University of Portsmouth to look at how degree apprenticeships can be improved.

We are continuing to learn and see how we can better integrate the degree apprenticeships to align the degree elements and apprenticeship elements more closely together.

We love seeing our colleagues who have completed their apprenticeships attend their formal graduation days and have their graduation photos taken. We celebrate their achievements and share photos on our internal communications Hub and on our REACH apprenticeship page.

We're also very proud to see our colleagues undertaking their degree apprenticeships return to the workplace with new ideas and approaches!



Expanding opportunities

To deliver a robust and comprehensive apprenticeship program, we have strong partnerships with education providers on our network to ensure we are continuing to develop and improve our operations.



Partnerships include:

The Open University – our partnership with The Open University allows us to support our colleagues in managerial and leadership positions. Our people are what make the business run, so we need to invest in their development to improve our service. Through flexible learning opportunities, and The Open University's model of distance learning, we are able to support our colleagues' professional development and open up new opportunities for them via its Chartered Manager Degree Apprenticeship scheme.

Some of our colleagues who have participated include:

"Studying for a degree has always been a distant dream, and now it's a reality."

Francis Bentley



Francis didn't have a good experience of school and became a qualified dance teacher when he left. He later joined the railway industry as a driver and enjoyed it but missed the customer interaction and aspired to become a manager. Within three months at SWR, Francis was offered the chance to study for the Chartered Manager Degree Apprenticeship. He is so pleased to have been given the opportunity to study, gain a recognised qualification and move his career forward.

"I'm enjoying the learning and I'm quite ambitious, always looking for that next move forward, so when I finish I can potentially look for bigger and better jobs within South Western Railway."

Martyn Carroll



Martyn has dyslexia and found school difficult, so left aged 16 and joined the army. After serving for 23 years, he left the army and started working for South Western Railway. He is currently studying for his Chartered Manager Degree Apprenticeship. Martyn has found the support from The Open University invaluable, particularly around his dyslexia, and is delighted to have the opportunity to learn more about management and gain a qualification.

You can find out more information [here](#).

The most popular degree apprenticeships are the Chartered Manager Degree Apprenticeship and the Senior Leader Apprenticeship – both offered through The Open University and Portsmouth.

Bitterne School – we work in partnership with the Bitterne School to visit the children and discuss the roles and opportunities available within the railway industry. We hope to improve their knowledge of the apprenticeship schemes available and share our insight of the wider railway careers available to them.

And we are always open to new partnerships! Our **Young Talent Rail & Leadership Talent Rail Apprenticeship schemes** will result in wider collaboration with organisations, and we are always looking at placements with the British Transport Police, Mid-Hants Railway and Network Rail. We are also in conversation with Arden University who will be joining our list of apprenticeship training suppliers.

How apprenticeships link in with ISO20400

Our partnership with local education providers enables us to upskill and provide professional development for our colleagues at different stages of their career. Our partnerships have demonstrated the positive impact we can have on our people and supports our sustainability strategy, which strives to better our people via creating and unleashing new opportunities for growth through high quality apprenticeships.

Apprenticeships deliver significant social value for SWR. According to the RSSB Rail Social Value Tool apprenticeships delivered £515,307 worth of wellbeing value across SWR for the FY ending in 2021.

Partnerships have been invaluable in meeting our organisational needs, allowing us to create high quality development opportunities for the local community, as well as our colleagues.