



Building Global Futures:

Amazon's Approach to Inclusive Apprenticeships

25th February 2025 / London



Agenda



- Introductions
- Amazon Apprenticeship Evolution
- Market-specific approach
- Data-Driven Decision Making
- Programme Diversification
- Social Inclusion
- What's Next?
- Q&A

Hello, I'm Nicola Drury

UK Head of Skills & Apprenticeships



Apprenticeships with
amazon

Hello,
I'm Lauren (Loz) Gladwell
EMEA Apprenticeship Recruitment lead



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Amazon Apprenticeship Evolution:



2013

Apprenticeships launch
at Amazon UK

Then

started with
6 engineering apprentices

Now

2000 apprentices
across 50 schemes

L2-L7

Various schemes available
across multiple sectors

**Apprenticeships
went global**



Apprenticeships
Top 100 Employers 2024

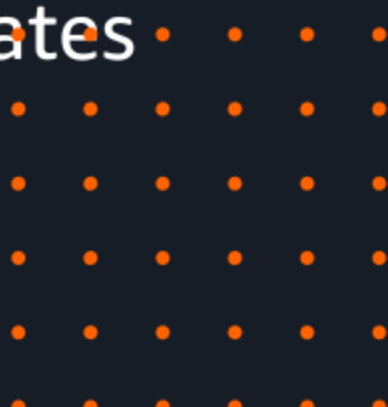
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Our Vision

Our vision is to remove barriers to skills development and unlock opportunities for everyone, everywhere.

Our mission is to empower people through innovative skills programs that transform lives from classroom to career. We are using Amazon's unique capabilities across tech, operations, retail and creative industries to create meaningful pathways to success. By combining our global expertise with local impact, we're building a skills ecosystem that breaks down barriers and creates lasting change in communities across the UKI.



Strategic Framework

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4 pillars



- 1** Bridging the gap from education to employment
- 2** Widening access to employment
- 3** Supporting SMEs across the region through levy transfers
- 4** Upskilling Amazonians

Market-specific approach

Optimising UK Apprenticeship Hiring | Evolution Story



The challenge

Misalignment with talent
market dynamics

Data Driven Solution

Candidate Availability Patterns

Peak Engagement Periods

Competitive Positioning

Operational Agility

Key Initiatives

Enhanced communication

Advanced Onboarding – Pre Day-1

Standardised Demand Collection



Harry Preston-Jones

Senior financial Analyst

Graduated L7 Finance apprentice

- School Leaver
- Finished a year early
- Skipped graduate target role
- Won Kaplan degree apprentice of the year



Fernanda Bisinoto

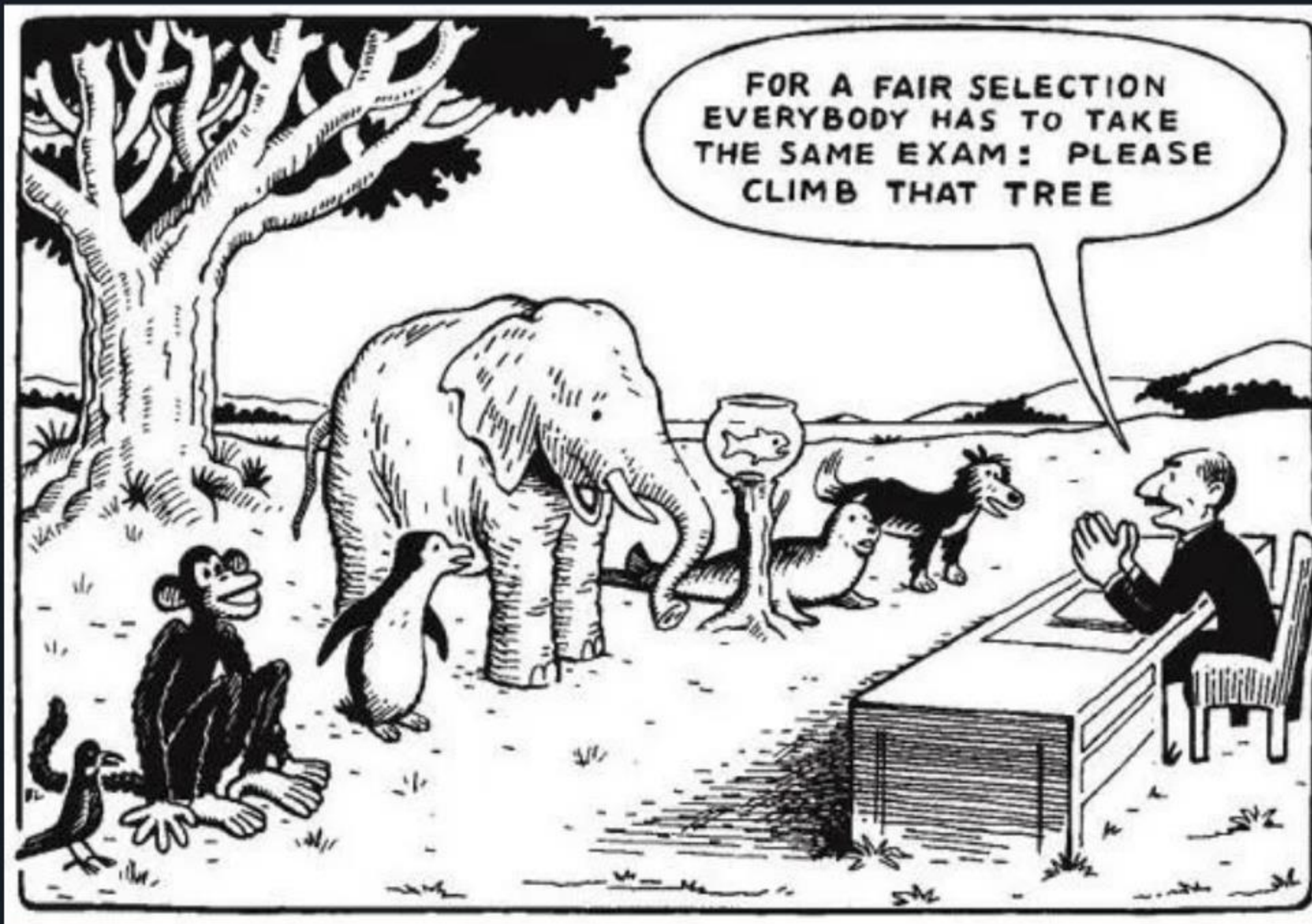
Software Development Engineer

Graduated L6 SDE apprentice

- T-Level placement
- Degree Apprenticeship in software
- SDEI
- Rufus

Building Pathways to Possibility

Amazon's Socially Inclusive Recruitment Journey



Schools leavers

Career changers

Educational changers

Military




Whats Next?

Programmes

Grow T-Level placements
Grow YR10 work experience
Career returners

Talent Acquisition



Success and scale
Balance intentionality | Commercial vs. Social
Evolve recruitment tech eco-system





Q&A



Thank you for listening



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