



**Future Talent
Learning**

Data apprenticeships

Programmes prospectus, March 2026

Our data apprenticeships help organisations build practical data, AI and human-centred capability – from stronger foundational data handling to better insight, decision support and performance improvement.

Includes two programmes:

Data for Smarter Work Programme

Level 3 Data Technician Apprenticeship

Data & AI Insight Management Programme

Level 4 Data Analyst Apprenticeship



Sector customisation note for data programmes

This prospectus outlines the core data programmes delivered by Future Talent Learning.

We also tailor data programmes for the **Public Sector** and **Financial Services**. The customisations are based on leading sector research, and extend to the curriculum examples used, applied learning scenarios, and study group contextualisation. Speak to our team for sector-specific detail, or view the customised programmes at:

www.futuretalentlearning.com/data-apprenticeships

Deloitte Government Trends 2024: for public sector specifically, adopting AI at scale will require improving the data literacy skills of workers using AI tools and services to deliver outcomes for citizens.

Practical data capability for real work

Data capability now matters at every level of the organisation.

More roles depend on using data well, and the challenge is no longer access to data – it is having the confidence and judgement to use it effectively.

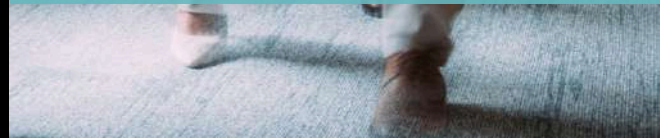
Some roles need stronger foundational data handling, quality and communication. Others need stronger analysis, insight and decision support.

FTL's data apprenticeships build both. They combine practical data capability with AI, judgement and embedded management and human capability, helping people make data more useful in everyday work and more influential in organisational decisions.



“Poor data literacy and related skills gaps are among the top 5 roadblocks to data and analytics success”

Gartner's 2024 CDAO Survey.



Two data pathways, aligned to different capability needs

Programme 1

Data for Smarter Work Programme

Level 3 Data Technician Apprenticeship

Build foundational data capability for junior and support roles.

This programme helps people collect, prepare, check and communicate data more accurately, securely and confidently in everyday work. It also strengthens judgement, consistency and trust so data becomes more reliable and more usable across the organisation.

Programme 2

Data & AI Insight Management Programme

Level 4 Data Analyst Apprenticeship

Turn data into better insight, stronger decisions and improved performance.

This programme helps people analyse data, generate useful insight and support stronger organisational decisions. It also strengthens communication, stakeholder management and influencing skills so insight is more likely to lead to action and measurable outcomes.

At a glance

Data for Smarter Work Programme

Level 3 Data Technician
Apprenticeship

Duration: **12 months** + EPA

Levy funding band: **£12,000**

Who it's for: **Junior data, reporting,
support and information roles**

Time commitment: approx. **4 hours
per week** + applied learning

**Includes Microsoft Azure AI
Fundamentals Certification**

Data & AI Insight Management Programme

Level 4 Data Analyst
Apprenticeship

Duration: **12 months** + EPA

Levy funding band: **£15,000**

Who it's for: **From junior analyst to
more established data, reporting
and insight professionals**

Time commitment: approx. **4 hours
per week** + applied learning

**Includes Microsoft Azure AI
Certification**

Skills and capabilities developed

Both programmes build practical data capability alongside the AI, management and human capability people need to use data effectively in real work.



AI capability - Use AI safely and effectively to support data tasks, analysis and insight work.



Technical / data capability - Collect, prepare, check, analyse and present data in ways that improve quality, usability and value.



Human capability - Strengthen communication, judgement and confidence so data work is clearer, more trusted and more useful.



Management capability - Strengthen planning, prioritisation, recommendations and decision-making in data-related work.



Collaboration capability - Work more effectively with colleagues, stakeholders and decision-makers across functions.



Transformation capability - Improve standards, reduce duplication and turn better data practice into sustained organisational improvement.

The learning experience

Applied learning missions

Real work challenges drive learning, with structured monthly missions linked to organisational priorities.

Personalised AI learning support

Learners use Mentarri, FTL's AI learning platform, to explore ideas, practise scenarios and build confidence throughout the programme.

1:1 coaching

Regular coaching builds confidence, accountability & follow-through as participants apply learning in role.

Peer learning and workshops

Shared learning helps participants test ideas, hear different perspectives and learn from others facing similar challenges.

Neuro-inclusive design

Flexible formats and structured support help more learners engage, progress and succeed.



Development is designed around how adults learn most effectively at work — through applied practice, reflection, coaching and collaboration.

Level 4 curriculum — AI & Digital Product Management Programme

Across 12 months the Level 4 Digital Product Manager programme builds practical capability to shape digital products, use AI in product work and improve services through the full product lifecycle.

Monthly Missions

1. Clarify the problem and user need
2. Understand users and evidence
3. Shape the product direction
4. Prioritise value and trade-offs
5. Prototype and test options
6. Align stakeholders and decisions
7. Create the roadmap
8. Plan delivery and ways of working
9. Write better user stories
10. Measure what matters
11. Launch and drive adoption
12. Prove impact and improvement

“Data literacy is an essential competency for all employees.”

Gartner, Data Literacy Guide

Level 3 curriculum — Data for Smarter Work Programme

Across 12 months the Level 3 programme builds practical confidence in collecting, preparing, checking and communicating data in real workplace settings.

Monthly Missions

1. Find and understand the data
2. Extract and format data
3. Protect data and use it responsibly
4. Check and improve data quality
5. Combine and reconcile data
6. Document and audit the data
7. Summarise and explore the data
8. Visualise what matters
9. Forecast and assess future scenarios
10. Share data safely and effectively
11. Support decisions and improvement
12. Embed quality, sustainability and continuous improvement

Level 4 curriculum — Data & AI Insight Management Programme

Across 12 months the Level 4 programme builds stronger analysis, insight and decision-support capability, helping participants turn evidence into action.

Monthly Missions

1. Define the question
2. Map stakeholders and requirements
3. Find and prepare the data
4. Check quality and trust the data
5. Explore patterns and performance
6. Use statistics for better decisions
7. Build clear charts and dashboards
8. Use AI to support analysis
9. Tell a clear story with data
10. Share data safely and effectively
11. Support decisions and improvement
12. Embed reporting and improve over time

Live learning events

Interactive live workshops help participants practise new approaches, deepen understanding and apply learning more effectively in role.

Level 3 sample events

- How to find the right data sources
- Understanding data types and formats
- How to extract and structure data
- How to handle data securely
- GDPR and anonymisation in practice
- How to improve data quality
- How to use spreadsheets for analysis
- How to use AI safely for data tasks

Level 4 sample events

- How to use AI for better data analytics
- How to define the right metrics
- How to find the right data sources
- How to improve data quality
- How to analyse trends and performance
- How to use statistics for better decisions
- How to build dashboards that drive action
- How to tell a clear story with data

Shared management and human capability events

Alongside programme-specific technical events, participants also join a shared series of live sessions designed to build the management and human-centred capability needed to apply technical skills effectively in real work.

- **Active listening** - Build stronger communication and understanding in workplace relationships
- **Collaboration** - Work effectively across teams, functions and organisational boundaries
- **Feedback** - Give and receive feedback that strengthens performance and trust
- **Influence** - Influence stakeholders effectively without relying on authority
- **Effective prioritisation** - Focus effort on the work that creates greatest impact
- **Problem solving** - Use structured thinking to diagnose issues and improve outcomes
- **Building resilience** - Develop resilience to navigate pressure, setbacks and change
- **Leading change** - Support people through change and improve adoption in practice

Live peer study groups

Monthly coach-facilitated study groups create a structured space to test ideas, discuss trade-offs and explore how learning can be applied in real organisational contexts.

Level 3 sample study groups

- How clean is 'clean enough' when the deadline is tight?
- If two data sources disagree, which one do you trust – and why?
- When should you anonymise data – and how much is enough?
- How do you explain data issues without sounding defensive?
- What's the simplest analysis that still helps someone act?
- How do you make better data habits stick?
- When does a reporting task become an improvement opportunity?
- How do you balance speed, accuracy and usefulness?

Level 4 sample study groups

- What's a good enough level of data quality?
- If stakeholders want certainty but the data is messy, what do you do?
- When two dashboards disagree, which one do you trust?
- How do you avoid misleading conclusions?
- What's the simplest analysis that still changes a decision?
- How do you challenge senior intuition with evidence?
- When priorities change mid-month, how do you re-scope cleanly?
- How do you turn insight into action when stakeholders hesitate?

Weekly delivery model

Approx. 4 hours of protected learning time per week — one of the most time-efficient delivery models in the sector.

50% structured learning

Self-paced learning, interactive workshops, guided exploration using AI learning tools, peer study groups and coaching support. These sessions introduce practical frameworks, tools and approaches that can be applied immediately at work.

50% applied learning

Participants apply learning directly to real workplace challenges through monthly missions and work-based tasks. This keeps development immediately relevant, visible to the organisation and embedded in day-to-day performance.

Learning is designed to strengthen performance, not compete with it.



Mon	Resources 1 - 2 hrs
Tues	Coach Meeting 1 hr
Wed	Applied Learning 2 hrs
Thu	Applied Learning 2 hrs
Fri	Study Group 1 hr

Microsoft AI Fundamentals included

Future Talent Learning is a Microsoft Training Services Partner.

All learners build AI literacy by completing Microsoft Azure AI Fundamentals alongside the programme.



Related programmes and pathways

These data programmes sit within a broader set of AI, management and transformation capability pathways. Speak to our team to discuss the right progression route for your organisation.

AI for Smarter Work Programme

Level 3 Digital Support Technician Apprenticeship

Using AI tools to improve everyday work

Duration: **12 months**

For employees building practical AI and digital productivity skills.

Management for Change Programme

Level 4 Business Analyst Apprenticeship

Structured management, change and improvement

Duration: **14 months**

For professionals leading change, improvement or stakeholder-heavy work.

AI & Digital Product Management Programme

Level 4 Digital Product Manager Apprenticeship

Shaping better digital products and services

Duration: **14 months**

For professionals shaping digital products, user journeys or product delivery.

Built for quality, credibility and outcomes

Our data programmes are designed to improve practical data capability, strengthen communication and decision support, and help organisations improve how work gets done.



Ofsted rated Good (2024)
85% distinction rate
100% pass rate



**Microsoft Azure AI
Fundamentals included**



**Institute of Leadership –
Most Innovative Training
Provider 2024**



**Neurodiversity Smart
Accreditation**



The learning events from FTL are a real highlight. Short, sharp and directly useful. It was a real privilege to learn from such a diverse group of experts.

Apple



Our faculty includes entrepreneurs, business leaders, best-selling authors and expert facilitators



David Baker - BBC presenter and founding editor of Wired Magazine



Radha Bharj - former BP exec and founder of an AI training business



Fiona Buckland - former Amazon exec in the early years as a startup



Sarah Blumenau - former actress and trainer of leading actors at RADA



Adam Kingl - former senior leader at Duke Education - now CEO advisor



Robert Rowland Smith - change consultant and CEO advisor



Susan Kahn - best-selling author and occupational psychologist



Simon Fanshawe - founder of Stonewall and best-selling author & presenter on diversity



Henry Playfoot - speaker & thinker on AI & business



Shane Reidy - former Google data and product engineer

Speak to our team

This prospectus outlines the core programme structure. If you would like to explore sector-specific curriculum detail, applied learning examples or tailored delivery for your organisation, we would be glad to share this directly.

We typically begin with a conversation to understand:

- your organisational context
- the roles or cohorts you want to develop
- your priorities for capability building

From there, we can recommend the right programme, shape cohort options and discuss measures of success.



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