



Your Kainos Entry Level Development Programme

Our comprehensive guide to supporting your
development in Kainos



Your success, our future

At Kainos, we know that our future success depends on our people. It's that simple.

As we grow, we will attract, develop and retain the best talent; people who are motivated to work together and take responsibility for their own development. We support you with our unique and supportive 18-month programme – from day one, you're part of the family.

And it doesn't stop there. Your manager, your team mates, our senior team – everyone is there to lend a hand towards your development. With both internal and external training available all year round every year through our MAP Training Academy, we've got you covered, from day one, to your first promotion and beyond.

Our Entry Level Programme at a glance



A clear 18 month learning pathway – one in which you can take ownership for driving your development



A network of people to help guide and support you



Opportunities to apply your learning through interesting and rewarding work



Why the 18-month programme is so important

The purpose of our Entry Level Academies & 18-month development programme is to provide you with a strong foundation for starting a successful career in Kainos.

It is designed to:



Embed the skills required to help you be successful in your role & set you on your way to being a high-performing member of staff



Introduce you to blended learning, through professional or technical teaching sessions, business orientation events and online/self study



Help to connect you socially and professionally with your Programme colleagues and range of specialists from around Kainos



Start you on a journey of continuous learning – be it 'on the job', through coaching & social learning & through training





Your programme

A blended talent development approach – focusing on skills, business orientation & on the job learning



Entry level Academy (4 – 7 weeks)

Your phase of learning involving virtual or classroom-based training, discussion sessions and experiential learning, supported by Kainos experts



Entry level Programme (18 months)

Once placed in your project / team, you will attend 'essential' professional & technical skills courses & business orientation sessions – all detailed on our Kainos Learning & Development site. You will be given time to attend this learning – and the support to help you apply it in your day-to-day work



Ongoing support (18 months+)

You will be supported by your People Manager, your manager in project & team, your buddy & your network of Programme colleagues!

Professional skills development

Skills focusing on how we work and behave in Kainos

These 'soft skills' are a vital part of our Kainos culture and involve classroom, virtual, digital & self study learning

Discipline specific skills development

Learning to equip you with the technical skills & knowledge you need to perform your role

This will involve classroom or virtual learning & self study

Business orientation events

Short face to face or virtual sessions hosted by experts from across Kainos

Covering a range of topics, they are designed to educate you on how we operate as a business

kainos[®]

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