CREATIVE FUTURES

# Driving Diversity in the BBC Workforce
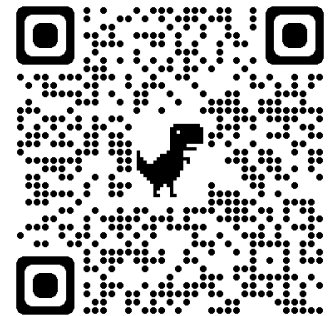
Dumi Senda | *BBC*

# BBC Early Careers Schemes

# Apprenticeships Across the Business

**Production**
- Production Fast Track
- Production Management
- Production Mgmt. Adv

**Journalism**
- Journalism Fast Track
- Journalism Advanced
- Journalism Welsh Language

Opportunities for 18+ year olds

Paid on-the-job learning – 2023 starting salary of £20,475 (plus £4,918 London Uplift)

20% of time studying with external learning provider. 80% learning alongside BBC staff

Varied entrance level criteria – some schemes only require Maths & English GCSE or equivalent

Staff role offered on completion of apprenticeships with the exception of the Production schemes (training for a freelance career is given as well as access to internal BBC vacancies.

**Design & Engineering**
- Software Engineering
- Broadcast Engineering
- Data Science
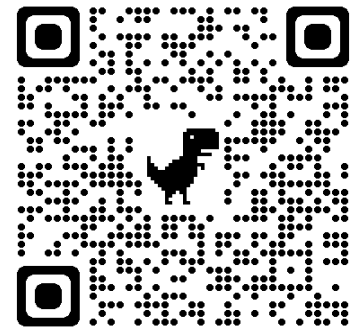- UX Design
- Technical Operations
- Cyber Security
- R&D

**Business**
- Project Management
- Business Administration
- Accountancy
- HR Support
- Digital Marketing
- Legal
- Data Analysis

# What are we trying to achieve?

- To recruit the best Deaf, Disabled and Neurodivergent talent into the BBC and allow successful integration into jobs with full accessibility.

- To normalise / embed Extend and disability recruitment into business as usual and allow for fully accessible recruitment practices.

- To provide ongoing training and support for managers and employees.

- To maximise staff retention and career development.

- To help divisions meet their disability workforce targets by 2026.

- To ensure accessibility across BBC systems, supporting users and managers.

- To provide complete pastoral support for disabled, deaf and neurodivergent staff.

- To be a recognised disability leading initiative, sharing best practice through regular marketing and comms.

**BBC** Extend

# The Extend Process

**1** **Identify jobs for ringfencing**

**2** Follow normal recruitment process

**3** **Support Resourcing and hiring managers**

**4** Disability training for managers

**5** **Interview Accessibility support and Interview Champions**

**6** Support for workplace adjustments via Maximus and Access to Work

**7** **Career development and ongoing support**

BBC Extend

## BBC Sounds Audio Lab

Audio Lab is a podcast development programme at BBC Sounds – designed to amplify the next generation of podcasters and audio creators.

It opens once a year for applications from creatives who want to make the next podcasts everyone needs to hear!

Successful candidates get

- a full-time 8-month contract at BBC Assistant Producer level.

- Dedicated support via three BBC placements and one independent production company placement at various locations across the UK.

- Commissioning support and production funding

- A training and upskilling programme by the BBC Academy, featuring industry experts

- Artwork design and promotional plans

- Their podcast broadcasted on BBC Sounds

Class of 2022!