



*Initiative of e-skills / e-leadership / education in the UK*

# Developing tomorrow's e-leaders today

*Nigel Payne, on behalf of employers of  
The Tech Partnership*

*June 5, 2015*



# The Tech Partnership Boards



**The tech industry across the UK:** Accenture, ARM, BT, Capgemini, Cisco, Fujitsu, Google, HP, IBM, Microsoft, Oracle, Quicksilver, Samsung, Tata Consultancy Services, Telefonica UK (O2) **Other sectors across the UK:** the BBC, DCV Technologies Ltd, Direct Line Group, DWP, HMRC, Jaguar Land Rover, Lloyds, Lowe and Partners, Metropolitan Police, National Grid, Network Rail, Royal Mail, Save the Children International. **Scotland:** BT, CGI, Cisco, Company Net Ltd, HP, IBM, Iomart Group Plc, Microsoft, Oracle, Scottish Government, SCVO, South Lanarkshire Council. **Northern Ireland:** Allstate, Assidua, Capita, Citi, Core Systems, Equiniti ICS, Euronext, Deloitte, Fujitsu, Intel, Kainos, Liberty IT, NI Government, Novosco, Total Mobile. **Wales:** Admiral Group, BT, Cardiff University, Cassidian, CGI, Comparison Creator, Fujitsu, Fund Tech, Monmouthshire County Council, NHS Informatics Service.

***Working together Over 550 employers & over 200 stakeholders have joined The Tech Partnership***

*(as of May 21)*



# Tech Partnership ambition & objectives



**AMBITION** *Deliver the skills for **ONE MILLION** new digital jobs in the UK over the coming decade to help businesses grow across the economy.*

## **STRATEGIC OBJECTIVES**

**Inspire new talent:** *inspiring young people, particularly girls, about technology education and careers.*

**Create new jobs:** *accelerating the flow of talent from all backgrounds into technology careers, with a focus on apprentices and graduates.*

**Develop new skills:** *developing strategic digital skills for growth, e.g. cyber security, big data, mobile, e-commerce and the Internet of Things.*

**Raise quality:** *setting industry standards and accrediting education and training that meets them.*

*Taking forward the work of e-skills UK*

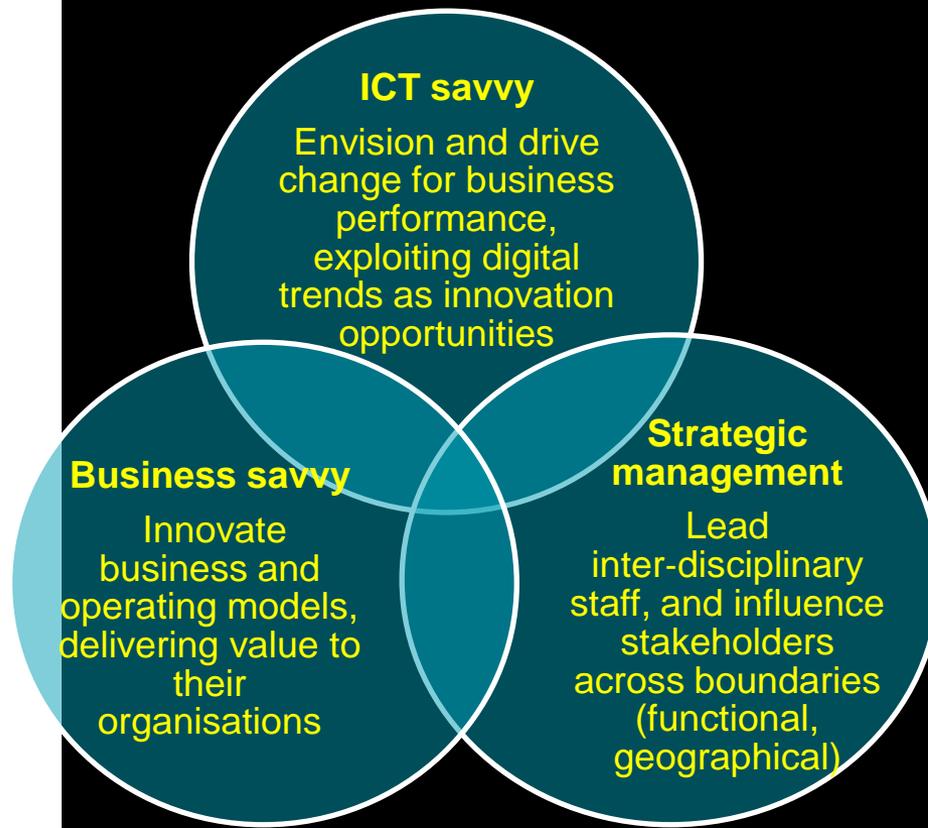
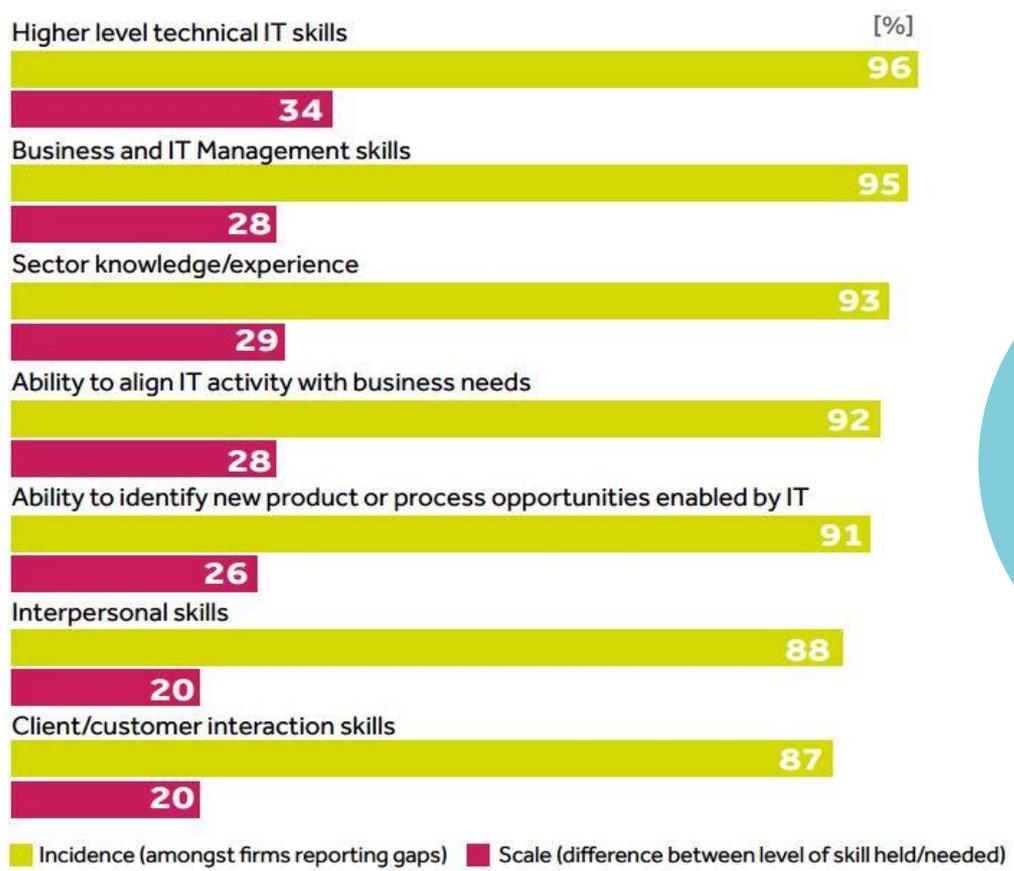
*The Tech Partnership is a partner in the EU Grand Coalition project.*



# Tech Partnership Employer Insights: skills survey 2015 & e-leadership defn.



**Figure 12: Type and extent of skills gaps amongst tech specialists**



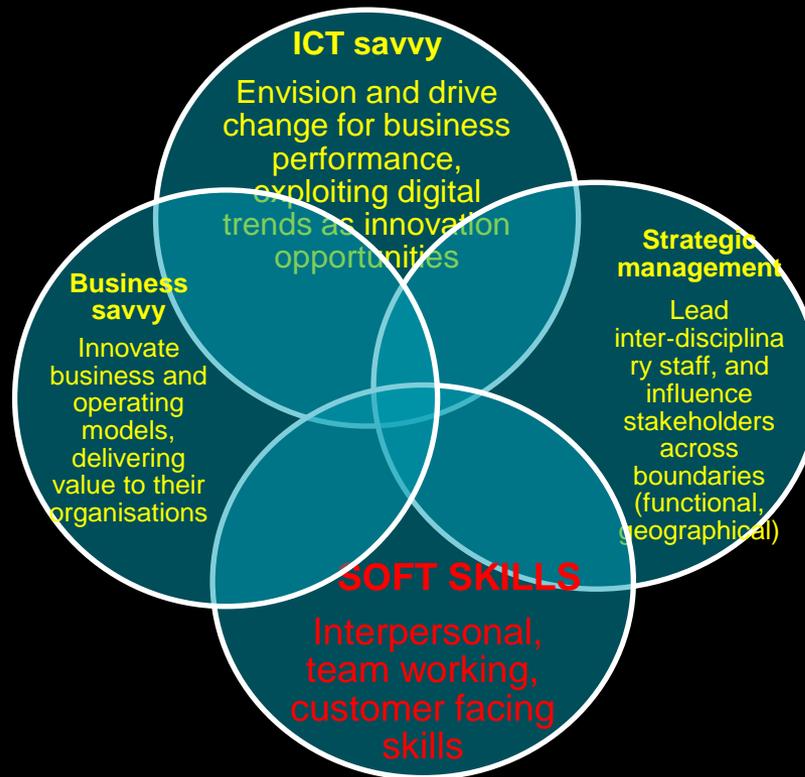
Source  
 Effective e-leadership  
 Henley Business School

Source: The Tech Partnership, Employer Insights research



# E-leadership, The Fourth Circle

## SOFT SKILLS



# NEW TALENT 1, schools & colleges



**TechFuture Girls** after school clubs provide industry-backed challenges for girls aged 10-14 teaching skills such as coding, cyber security, data management & video editing through activities based on girls' interests, inc. music, sport or fashion.

*Learning— team building, micro projects, use of industry software*

## **TechFuture Classroom, Key Stages 3,4,5**

- Delivers curriculum resources & materials, inc. cyber security, co-developed with employers
- Uses authentic business cases, challenges and problems presented in realistic industry contexts
- Supports computing/computer science quals GCSEs / A-levels -
- Complete with lesson plans and mark schemes for teachers

*Learning – developing deeper theoretical knowledge of computing and IT, digital skills, business understanding and employability skills within the context.*



# NEW TALENT 2, schools & colleges



Tech Partnership employers support ensure TechFuture Girls and TechFuture Classroom are now freely available to all U.K. schools

**IMPACT** 810 teachers in 540 schools have already taken advantage of this investment, with over 5,500 schools students having undertaken new industry-relevant learning as a result.

**TechFuture Careers** resources have been used by over 35,000 students during the year; over 200 industry volunteers are going into schools as a result of the employer supported **TechFuture Ambassadors** in partnership with STEMNET

**TechFuture Teachers** many teachers of computing have had too little relevant training? This programme brings the power of industry collaboration to teachers, with work shadowing, weekly webinars from industry, undergo CPD to gain a Tech Partnership/Naace cyber security awareness accreditation (*all subjects*)



# NEW JOBS 1

## Tech Industry Gold Degrees



- designed, accredited and promoted by industry
- students benefit from extensive interaction with employers through industry projects, lectures and workshops

**ITMB degree** 90 employers are supporting & building on the innovative model, combining IT & Digital skills, project skills, business skills & soft skills, of the ITMB honours degree pan UK

### **IMPACT of ITMB degree**

- **75% of ITMB students have achieved 1sts or 2:1s (compared to 52% for computing overall)**
- **there is no known unemployment (compared to computing overall having the highest rate of any subject).**
- **33% of ITMB students are female, double the average for computing overall**





## Tech Industry Gold Degrees (cont.)

- ITMB Masters programme, acting as a one year conversion courses from other degree disciplines
- *7 universities to deliver the new Software Development for Business honours programme from September 2015*

## Tech Industry Gold Degree Apprenticeships

- A new collaboration between employers and universities is enabling young people to undertake an honours degree at the same time as embarking on a digital career.
- *16 employers are collaborating with 7 universities to make this new option available in September 2015.*
- ***IMPACT - Over 160 new jobs have already been committed for this initial intake***

# NEW JOBS 3

## Tech Industry Gold Apprenticeships



- designed, accredited and promoted by industry
- raises quality by setting standards and accrediting training
- accelerates productivity, and increases the confidence of employers to take on young people from the education system

***Employer Insights research:*** Only 1 in 20 companies have ever taken an apprentice for a tech specialist role but 1 in 10 say they are likely to take on an apprentice in next 12 months

***IMPACT*** - 8 private sector and Further Education training providers already delivering 27 Tech Industry Gold Apprenticeships

- 2,700 apprentices (inc. 280 new cyber security jobs catalysed by the development of the first ever apprenticeship in that field)
- Over 200 employers have collaborated through the Tech Partnership to set Trailblazer apprentice standards for 12 key occupations which are expected to support 5000 apprenticeships a year



# NEW JOBS 4

## Tech Partnership Training Fund



- Provides financial support for employers willing to co-invest in skills of strategic importance to the economy.
- focuses on giving greater flexibility to apprenticeships; and
- supports skills development in cyber security, big data, mobile, e-commerce and cloud computing

### **IMPACT** - since Q4 2014

- *1,368 learners from 360 companies comprising 242 apprentices and 1,126 tech specialists*
- *60% of the participating companies are SMEs*
- *Evaluation of training in 31 companies utilising the fund to upskill tech specialists showed an average proficiency gain of 35% per person trained, generating £3.9m more GVA p.a. for their employers.*



# NEW JOBS 5, Tech Partnership SME pilot in Tech City (East London)



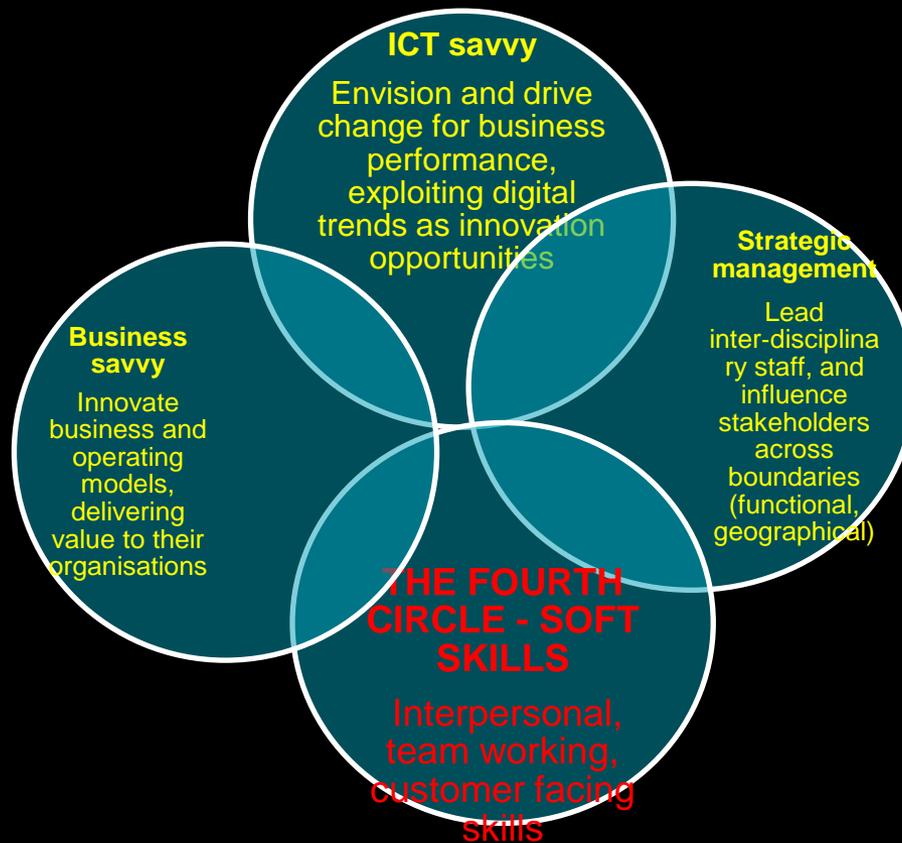
Pilot jointly funded by J.P. Morgan and The Tech Partnership Training Fund to support SMEs to:

- take on tech graduate trainees at low cost & low risk for 3 to 6 months to ease their capacity to deliver projects
- find local tech graduates which meet local SME needs
- pre-screen tech grads for aptitude for tech jobs
- fund tech training of the SME choice up to circa £1500 to £2000
- provide online employability skills training with mentoring programme to help tech grads settle in work

***Pilot NOW OPEN for 80 SMEs to participate to be complete by June 2016***

# E-leadership, The Fourth Circle

## SOFT SKILLS





*The Tech Partnership is grateful for funding support from employers, from HM Government through the Employer Ownership Skills Pilot, and from national governments.*

# Developing tomorrow's e-leaders today

[www.thetechpartnership.com](http://www.thetechpartnership.com)

## Questions and contact

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