

Powering Digital Public Services

The Software Institute

Alan Banks, Managing Director
6th March 2024



I'm Confused...

...DEFRA has 240 open Digital vacancies...

"...vacancy rate down 5%..." CDDO

"Digital Skills Partnership" ... £200m

"...only 5% of Civil Servants have been upskilled..." PAC

NHS Platforms

...only able to achieve digital transformation goals in a piecemeal way..." PAC

"...growing shortage digital skills..." PAC

"Time to hiring is reduced..." CDDO

Departmental Initiatives

Authority JVs

"90% Civil Servants will be upskilled with digital skill by 2025" CDDO

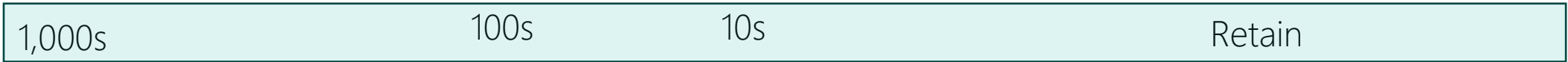
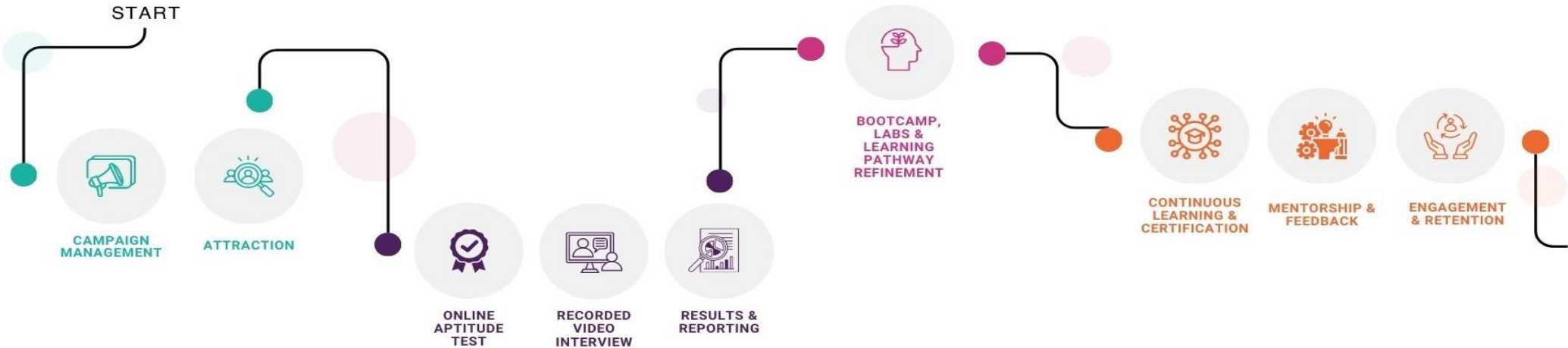
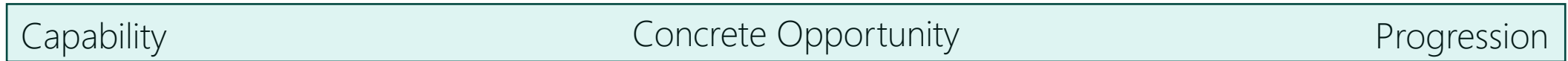
"Fast Stream"

"...on track for 10% vacancy rate..." CDDO"

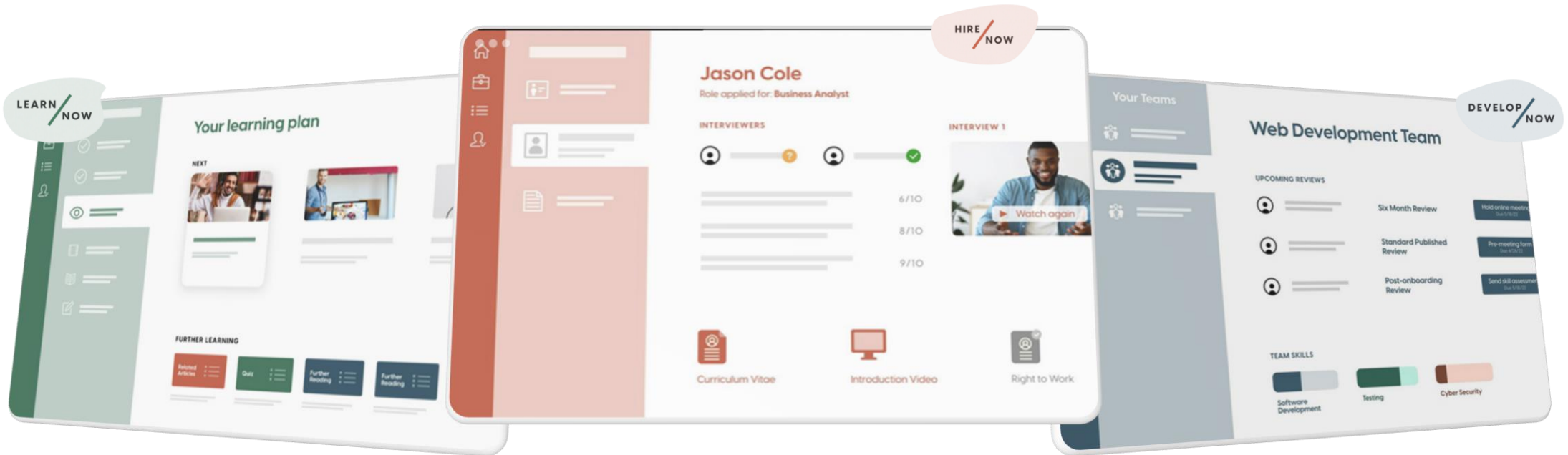
"...low number of cyber security experts should send a chill down governments spine..."

Building at Scale

Focus on Job Openings & Career Path



Process & Platform



LearnNow

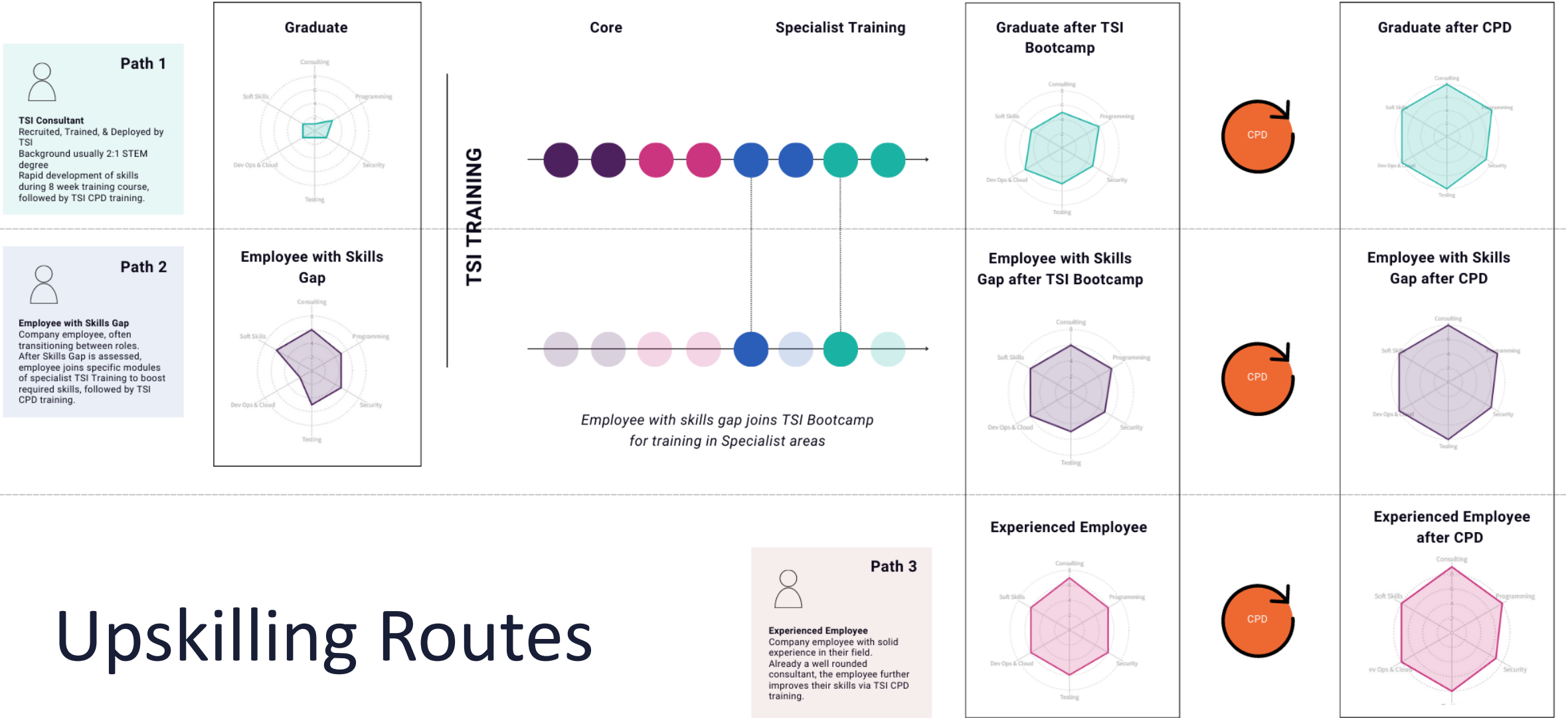
Configure and deliver customised training pathways & learning content including Software Institute, vendor and third-party authored courses, and customer process documentation.

HireNow

Ensures standardisation in candidate attraction, regardless of the recruitment channel, and consistency in online assessments and recorded video interviews.

DevelopNow

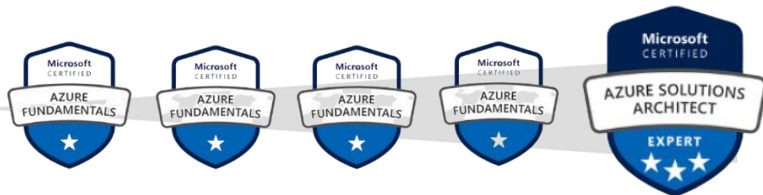
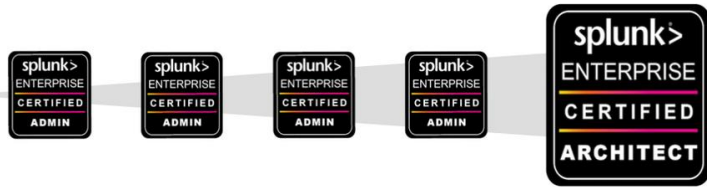
Enhance employee skills & capabilities, improve participation, and track health and well-being by assigning personalised development plans to your workforce. Delivering continuous professional development.



Upskilling Routes

Delivering Cost Efficiently

Delivery Teams: Expertise + Enablement



The Software Institute's Unique Approach

Our unique L+N enablement model provides structured delivery teams of qualified consultants and engineers. Each team has an experienced lead (L) and a blend of experienced or certified transferable engineers from our academy programme. These structured delivery teams will take accountability and ownership of delivery of outcomes.

Transferable engineers support our partners to deliver business transformation in any global location, trained and developed by The Software Institute in customer specific technologies and tooling.

Summary

Training in a vacuum rarely delivers meaningful results

Digital skills are best created by matching capability to a concrete opportunity

Custom training paths are a must to deliver productive 'graduates'

CPD needs to be based on a knowledge of an individual's skills profile with a clear path to the desired end state

Visibility of skills enables targeted CPD that leads to a more agile organisation

Larger scale equals lower costs

RECRUIT FOR CAPABILITY, TRAIN FOR SKILLS

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Thank You

Social Values

At TSI we believe in fostering a sense of belonging and providing additional support to our employees through internal societies and networks that include [Pride Programmers](#) and [IT Girls](#).

Other initiatives include, but not limited to:

- Paid full time training so employees do not need to work outside of training hours to support themselves
- Training programmes that are designed to be inclusive, making them accessible to everyone.
- Objective recruitment processes taking away any potential for unconscious bias. This is managed, tracked and auditable in the SkillsNow platform.
- Localised recruitment to support with local sustainability creating communities and preserving personal and local infrastructure.
- All employees empowered to actively contribute in our journey towards achieving net zero. Sustainability principles are being integrated into our corporate culture and governance procedures.

"It can be really challenging to feel like one community with everyone spread out, but these groups have helped us see our colleagues as more than just people we interact with, it's a constant reminder that I am part of a bigger community at TSI – one that is there to support me" - TSI Consultant

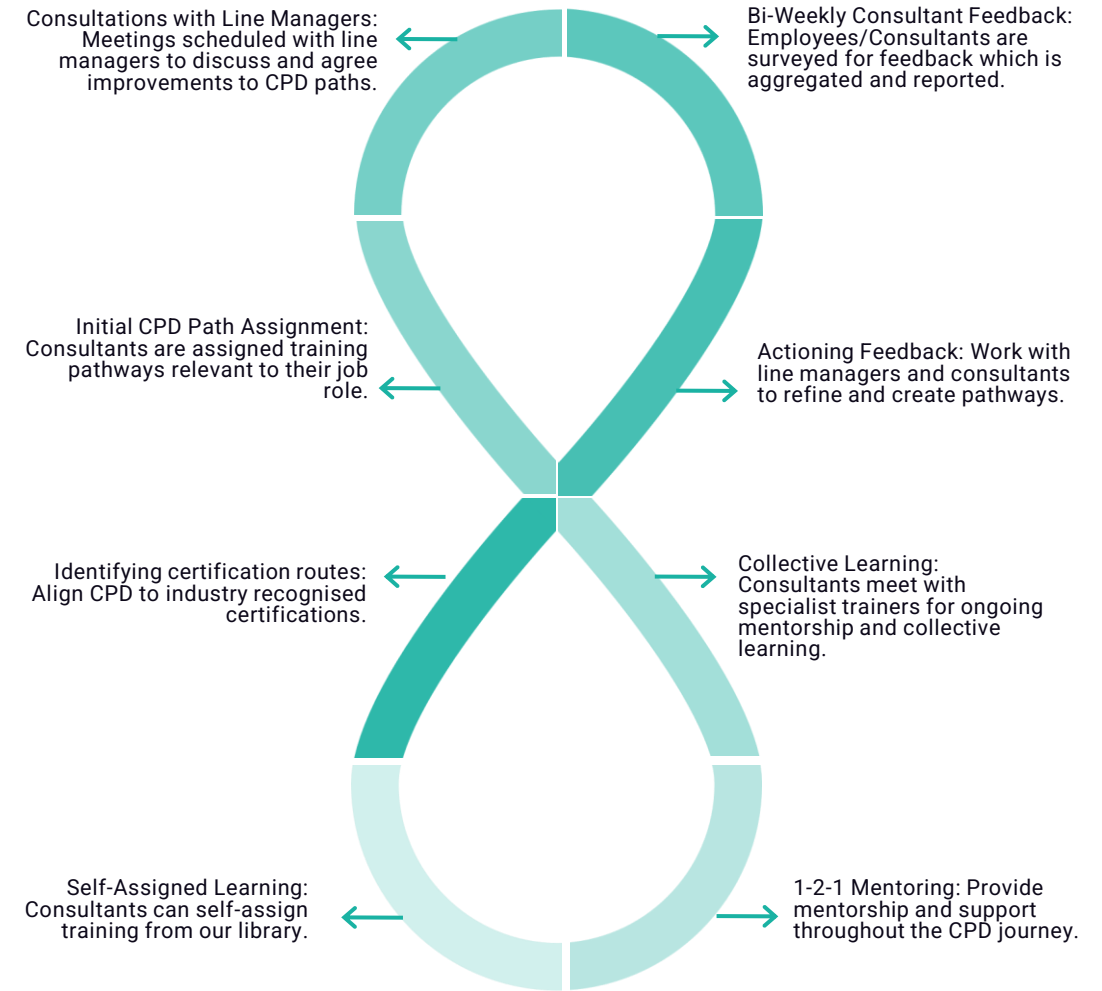


CPD PROGRAMME

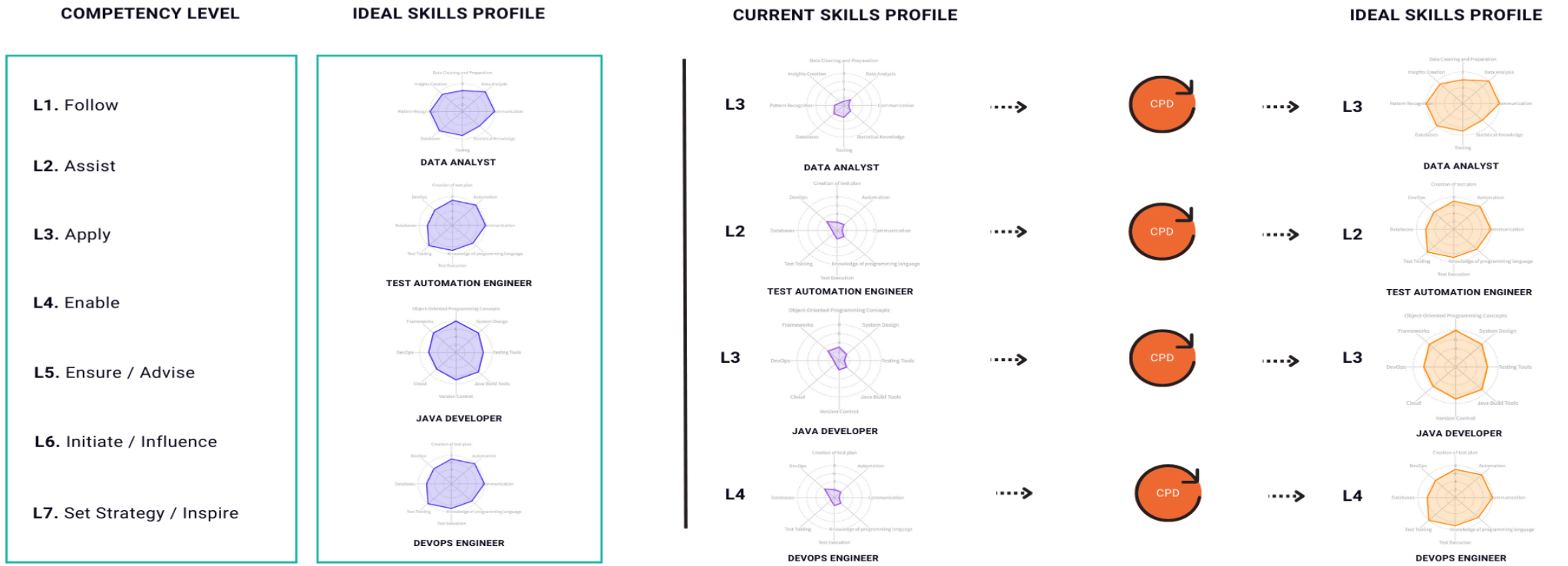
CPD METHDOLOGY

We provide:

- CPD on an individual basis
- CPD of the department or function
- Continuous improvement of processes inside the organisation
- Updating and continuous refinement of CPD content: technology, versioning, process evolution and more



Skills Assessment



START

PERFORMANCE ASSESSMENT

SKILLS GAP ANALYSIS

SKILLS REVIEW