



## Creating your Future Technology teams

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The UK labour market is facing some of the biggest challenges of the last decade – IR35, Brexit, COVID-19 have created a perfect storm of uncertainty, a reduction in available workers, and a shift in how people are able to access and undertake work. This has led to the situation we currently find ourselves in – where businesses all over the country are facing technology skills shortages and hiring challenges.

**A report by the Learning and Work Institute (L&W) says that the UK skills deficit will cost the country £120 billion by 2030.**

There's also a desire in most businesses to ensure that hiring is inclusive and that businesses are populating their workforces with talent from diverse backgrounds. The science behind this is clear – diverse workforces are more productive, more innovative, and of course, it's the right thing to do.

But

what happens when – whatever your best intentions - it is not possible to hire full stop, because the skills that are needed are simply not available? Or if they are available, they are out of budget?

Our Futures Programme looks to partner with businesses to overcome some of these obstacles - by recruiting and training Future Technology Consultants for your requirements, and deploying them back to you on a day rate basis.

### **How is this different to other solutions available?**

We work with experienced technology professionals in programming, data and cloud technologies and upskill them in the areas your business is struggling to hire. To make sure we are attracting people from the largest available talent pool, participants are fully salaried for the duration of the training. Outsource have partnered with an ecosystem of marketing leading training partners to make sure your future talent is being developed by the best in class.

To attract a diverse workforce, employers that are able to demonstrate they are inclusive and purpose-driven are more likely to succeed. An essential part of our process is therefore to understand your brand, culture, employee value proposition, ESG/ED&I agenda, & technology roadmap. Making sure we represent your business and align your values with the wants and needs of the individuals being selected is essential for a successful outcome for all parties.



How many people feel trapped in a position where their career isn't moving forward in the right direction however they don't have the technical skills you want to hire today? People might not have the time, experience or finances to upskill themselves so businesses don't believe they are the correct fit. Imagine being able to tap into this talent after they have been trained in the areas you are struggling to recruit? The Outsource Futures programmes opens up this possibility.

## Benefits of working with us

- Increased talent for future permanent workforce.
- Ongoing training and development that works best for the consultants and your business needs.
- Mitigate IR35, co-employment, AWR risks
- Outsource manage all HR, on & off-boarding
- Free to transition to permanent employment after agreed period
- Cost savings and decreased reliance on traditional day rate contractors
- If an individual leaves, there will be no exit or training fees charged by Outsource

## How does it work?



## About our Head of Client Solutions, Sean Walsh



Sean joined Outsource back in 2001 as a technology recruiter and has experience of delivering workforce solutions for FTSE 100's to start up tech businesses.

Today, he heads up our Futures Programmes and for more information he can be contacted at:

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## About Outsource UK

We're Outsource UK. Providing recruitment solutions is what we do, and eliminating bias, privilege and inequality within talent engagement matters to us. That's why we handcraft agile, inclusive and sustainable workforce solutions for the people that work with us, businesses and candidates alike.

As one of the UK's largest and most successful independent staffing companies, we're in the right place to help transform the recruitment landscape for our clients and candidates, whether that's collaborating with organisations to power their businesses with the people that they need, or ensuring that every each and every candidate has the opportunity to be the best person for the job.