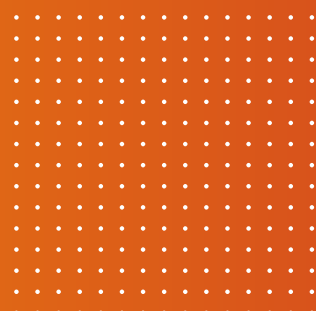


Skills, Talent and Diversity Programme

Making the UK the best place to start and grow a digital business is contingent on our ability to skill, attract and retain the brightest global talent. techUK's Skills, Talent and Diversity Programme seeks to ensure the UK has a world-leading tech workforce by equipping the pipeline of talent with digital skills to become digital leaders, attracting and retaining a diverse workforce and making sure the UK is an attractive location for talent from across the world.

[Visit the Skills, Talent and Diversity hub on our website.](#)



2021 Achievements

Political engagement and advocacy

In 2021, techUK increased its engagement with Ministers, MPs and wider Parliamentarians on digital skills, apprenticeships, and immigration policy. This work included targeted briefings and consultation responses on the policy topics affecting the sector, as well as proactive advocacy on legislative issues. As a result, techUK has been invited to speak at many high-profile events and included to present at the All-Party Parliamentary Groups of: Digital Skills; Adult Education; Women and Work because of our reputation on [skills and diversity](#) topics.

Fast Forward for Digital Jobs report

techUK's flagship skills report, [Fast Forward for Digital Jobs](#), examined the state of play of adult education and digital skills training and set out seven key recommendations to support learners, support employers, and deliver change at scale. The recommendations supported the Government's ambition to revolutionise and restructure the skills system so we can move past the outdated notion that there is only one route up the career ladder. It was well-received throughout key government departments and led to an increased understanding of [techUK's positioning on topics](#) and allowed us to widen our scope of influence.

Digital skills for the modern workplace

techUK has focused on tech businesses' access to talent concerns and building a diverse landscape where people have the [digital skills](#) they need to thrive in the modern workplace. This has involved work on higher-level technical digital skills which are vital for digital transformation and include emerging technologies such as data, cyber, and AI skills.

Digital inclusion

techUK members have led the charge on digital inclusion and are doing fantastic work to support local communities. techUK was invited to join the [Digital Inclusion Impact Group](#), a group of industry, government, and civil society leaders set up to tackle digital exclusion in the UK. Members have been able to highlight initiatives they are working on to the group.

2022 Objectives

Ensure opportunities in digital technology are accessible to all

techUK continues to focus on including under-represented backgrounds to participate and thrive in our modern digital economy. In 2022, techUK will do this through:

- Supporting a pipeline of future tech talent through a plurality of routes (FE, HE, apprenticeships, returners and career-switchers).
- Ensuring pathways into the technology sector and jobs are well understood and promoted to diverse audiences.
- Working with government and key stakeholders to build credibility and confidence in new pathways involving more modular and flexible learning that is developed by industry, for industry. techUK and TechSkills will support industry-led qualifications and build their credibility.
- Providing detailed briefings and specific engagement with senior stakeholders in Parliament.

Getting more value out of the apprenticeship levy

Tech businesses should be further encouraged to invest in skills by expanding the effectiveness of the apprenticeship levy.

Secure a Digital Skills Tax credit

To help SMEs invest in skills we hope to secure a Digital Skills Tax credit in 2022.

2022 Objectives

Position TechSkills/Tech Industry Gold as best solution for accreditation

techUK is leading the debate on how Government and industry can work to expand short modular digital skills courses that focus on job readiness.

Increase number of Digital T levels placements offered by members

techUK has committed to working with our members to ensure Digital T Level students have placements from Autumn 2022 with the best tech businesses. Supporting young people in quality placements as part of a digital tech focused education initiative is a great way to close the digital skills gap.

Deliver digital skills across nations and regions

techUK is looking into how the tech sector can directly or indirectly support the delivery of high skilled, high wage jobs outside major metropolitan areas due to the expansion and uptake of working from home solutions across our nations and regions.

UK as global hub for tech talent

As we come out of the global pandemic, we need to be able to attract the world's best tech talent. In 2022, techUK will set out practical recommendations.

Digital inclusion strategy

In 2022 we will build a set of recommendations that look at skills, access, and infrastructure, and look in the change in attitudes and the momentum that has been built during the pandemic to support digital inclusion.