

Sussex Skills 25 Conference

Sussex Local Skills Improvement Plan (LSIP)

#SussexSkills25

Sector Spotlight



Simon Pringle – Red River Software

Simon leads Red River Software and has founded multiple digital businesses, championing lifelong learning and education–business partnerships.



About me / red river software

- Digital Representative on the LSIP board
- Career in one sentence: Degree & PhD in Physics, career in Engineering designing scientific instruments then changed career to software development in 2000s ...
- Co-Founder and CEO of Red River Software
 - **Red River** is an ambitious software company whose vision is to help businesses become **tech-focused, high value, high growth organisations**.
 - Founded in early 2008 Red River are a team of software professionals (Developers, Architects, Testers, Product Owners, Designers)

The Stats: Roles at Red River

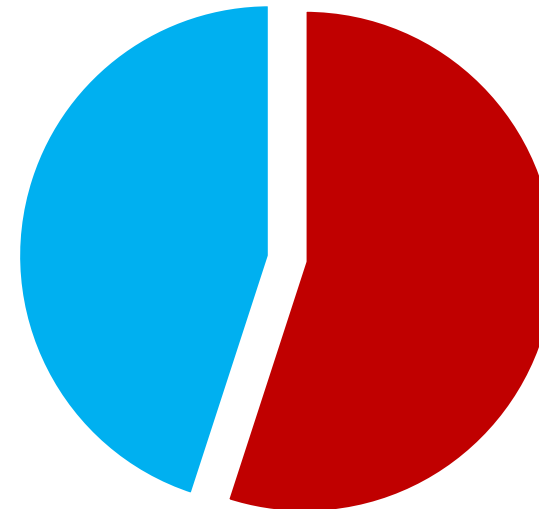
- Its not all about coding ... but a lot of it is!

Roles



■ Developers ■ QA ■ Product Designers ■ Other

First Jobs in Digital Sector



■ At Red River ■ Not at Red River

The Digital Sector in a Nutshell

- Enabler of many, many businesses and services. The digital part of many systems is the visible part
- Anarchic, fast moving, disruptive, many technologies involved
- Technologies change quickly, platforms and languages become legacy and become unsupported overnight
- Upskilling for developers is essential to remain relevant
- Traditional training courses struggle to keep up
- The abilities of people don't follow the norm!
- It disrupts itself – will coders be needed in the future?



How is this related to the LSIP?

- Business-led initiative
- Included “Deep Dives” in key sector
- Outcomes that are very relevant to us as a business:
- **Bootcamps**
- **Education / Business Collaboration**

***Future Skills
Sussex*** 

Bootcamps – Creation and Funding



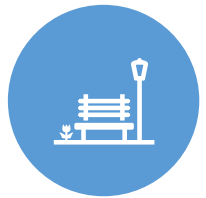
Identified by many digital businesses as a way into the sector



Relevant, short, targeted and up-to-date (16 weeks on average)



Reduces financial outlays for learners / businesses



Government funding has been secured by West Sussex, East Sussex and Brighton & Hove



New Bootcamps have emerged – TechNative Digital

Education-Business Collaboration

- Nothing new here!
- Often as an SME you are time and resource poor, and it is difficult to know how to get involved
- Why do we get involved?
- The Greater Good –
 - There aren't enough people choosing to get into digital. We want people to get a glimpse of what a career in the digital sector looks like. To educate parents, 2nd career seekers, helping make the subject fun, encourage diversity and fill in the gaps where the curriculum falls short
- Our Own Benefit –
 - You are looking at a talent pipeline. We currently have some of our first T-level students employed with us



What we Do

- Outreach programme into schools
- Robotics clubs
- Work experience – doing actual coding
- T-level Students
- Supporting degree apprenticeship course
- Sit on steering groups, work with bootcamp companies
- Help schools with Teaching
- Coding Clubs
- Presentations to schools & colleges ...



Change of Mindset

- When employing people, you are not just looking for the finished article. No institution is going to get people to the skill level that we require
- Shift from having job adverts asking for a shopping lists of frameworks and languages and demanding 2+ years experience
- Create a **Culture of personal development**, training and mentoring
- The outcome is a totally engaged, loyal and highly skilled team

Back to the 55%

- People changing careers on Boot camps
- People joining us from non-tech roles from our customer base
- Degree apprentices
- T-level student
- Direct approached through clients
- Direct school leavers
- Graduates
- Recruitment consultants – no digital employment history
- Contacts of Suppliers
- Friends of colleagues

Connect with us

- We've achieved a lot - but success relies on continued **employer engagement**
- Businesses shape the training offer - **your voice matters**
- Together we can build a workforce ready for Sussex's future growth



Please scan the QR code to access our Menu of Opportunities



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website**



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