



SKILLS CITY

Fair Access to Technology Futures

SKILLS CITY TALENT SOLUTION

IN4.0™
Group



Department
for Education

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

LANCASHIRE SKILLS
& EMPLOYMENT HUB

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Foreword

By Mo Isap
CEO, IN4 Group

Skills City is part of IN4 Group's mission, a first of its kind in the UK. At the heart is our commitment to fair access to technology futures for all people, places and communities.

Our unique innovation blueprint bridges the gap between industry and education by using technology to unlock the potential of highly skilled local talent, delivering sustainable prosperity in our communities.

Diversity, accessibility, and inclusion are at the core of everything we do. We are an enabler, not just of productivity, but of prosperity for all – we may be about technology, but the benefits we bring are all about people.





Skills City's DNA

Equity, diversity and inclusion are in our DNA at IN4 Group, and we see Skills City as a bridge between education and employers.

Humanising

Accessing the talent

Widening the talent search and building a pipeline of diverse talent to benefit the UK's future digital technology workforce

Belonging

Showcasing the talent

Focusing on capability not qualification by showcasing talent that would often be overlooked due to lack of experience

Culture

Understanding the talent

Unlocking hidden potential in our communities, enabling employers to work directly with individuals and nurture their growing talent



Introduction to Skills City

A unique, digital skills powerhouse transforming talent diversity across the UK and providing fair access to technology careers.

As one of the country's largest digital Skills Bootcamps operations, Skills City delivers a unique technology talent acquisition solution. By unlocking the potential of highly skilled local talent from within diverse and disadvantaged communities, we drive prosperity for businesses and communities.

Operated by IN4 Group, Skills City helps employers build a diverse, ambitious and highly skilled workforce for their businesses, to drive digital transformation and create the leaders of tomorrow. Each year, we transition more than 800 people into tech career starts.

Skills City focuses on an employer-led approach informed by our partners, so our bootcamps can offer the latest digital skills. Working directly with our partners we understand what is needed, so we can satisfy demand and provide people from all backgrounds with a clear pathway of tech career opportunities.

By matching bespoke training with the necessary skills required in the workplace, we address digital skills shortages and support the growth of businesses in the industry with direct access to diverse, tech-ready talent from our Skills Bootcamps.

Our employer partners:



QINETIQ



BAE SYSTEMS



NORTHROP GRUMMAN



How we reach Diverse talent

Our community ecosystem

Further Education Colleges

Universities

Job Centres

Charities and Community Groups

Healthcare Organisations

Housing Associations

Local Councils

Talent recruitment

How do we widen your talent pool?

Built on the principle of providing fair access to technology futures, we provide training and support to underrepresented communities in the places where we operate.

As part of this, we are committed to ensuring 50% of our interns are from ethnic minorities and 50% are women to drive gender parity in the tech sector.

We work collaboratively across the UK region's skills ecosystems to connect and integrate skills provision so there is a clear line of sight and pathway to opportunities, both for individuals and for employers. This visibility is key to ensuring successful outcomes.

Having developed a unique integrated approach, we enable

local people from further education colleges to accelerate from level 2 or 3 courses. They progress onto bootcamps and enter level 4 standard jobs or apprenticeships with employers.

Additionally, we work with universities to provide a bonus term, particularly for graduates from backgrounds that are underrepresented or have low social capital. This helps widen participation, so individuals are given the skills and employability to achieve success with our employers.

Performance to date

**800+ interns
per annum**

Of which:

- 41% women
- 53% ethnic minority
- 51% career changers
- 49% unemployed
- 60% secured new tech employment

Tech Starter Programme



The main challenge for many people, particularly the unemployed and career changers, is the lack of understanding of the careers and pathways into tech and their lack of confidence in the sector.

We have developed our Tech Starter programme to give people an understanding and knowledge of different tech disciplines and the variety of career opportunities available within these, which are both tech and non-tech related.

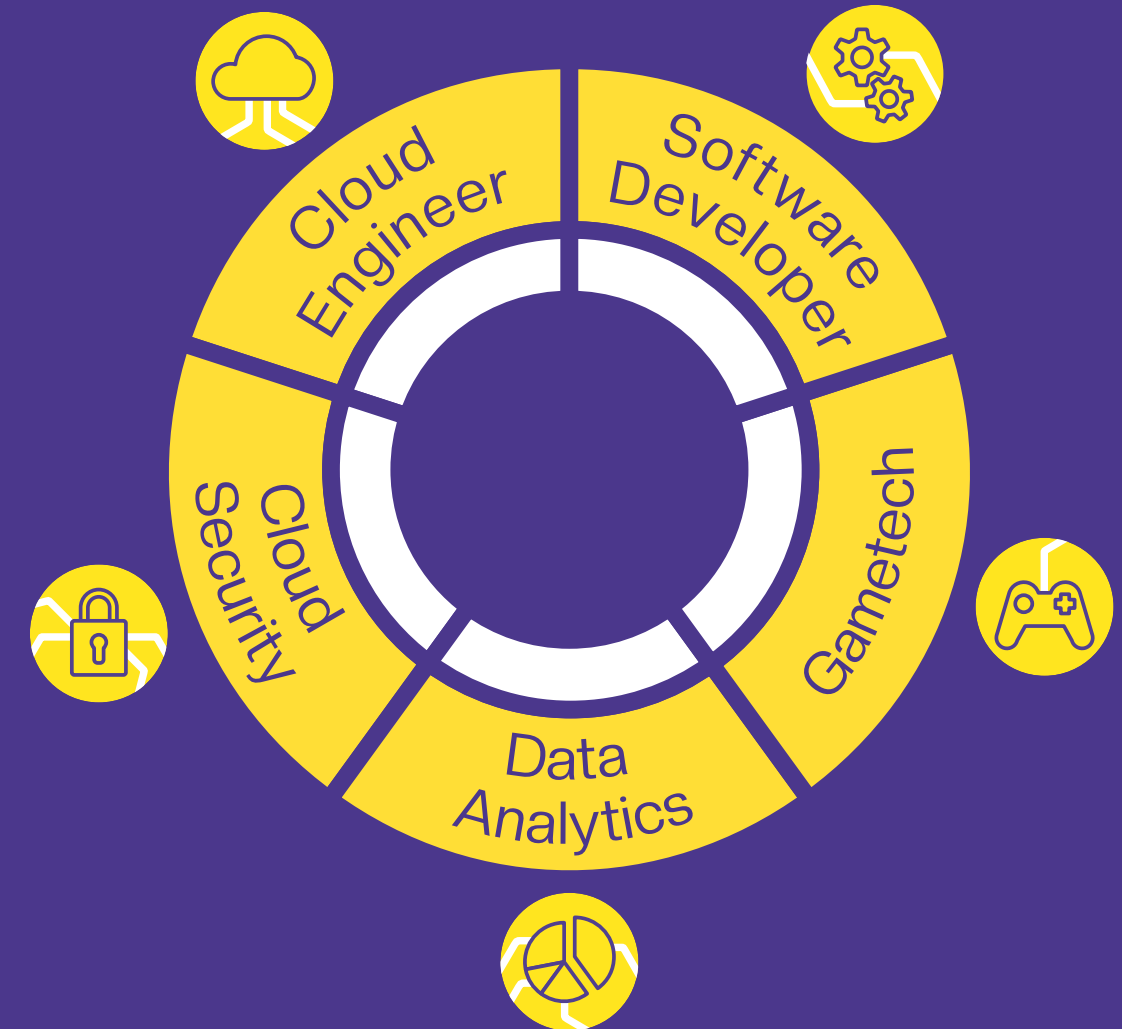
This has been specifically designed as a practical, experiential programme. Individuals get to

work with tech and its different applications to develop their skills and find their confidence and enjoyment in the area.

In addition, learners receive career talks and the ability to transition into our digital bootcamps, including an insight into the ongoing support they will receive on their journey to launching a tech career.

Tech Starter programme syllabus

The Tech Starter programme engages learners in hands-on sessions to give them a taste of working in the following domains:



Professional qualification pathways:

The image displays a grid of nine logos for professional qualification pathways. The logos are arranged in three rows and three columns. The first row contains Microsoft Azure, AWS re/start, and Cisco Networking Academy. The second row contains Unity, Unreal Engine, and IBM SkillsBuild. The third row contains Apprenticeships and CompTIA Authorized Partner.

Tech career pathways

How do we upskill diverse talent?

Our Skills City bootcamps are designed to fast-track digital and employability skills over 12-14 weeks so individuals have access to a clear pathway of tech career opportunities.

The Skills Bootcamps prepare, progress and pathway individuals with the ability and confidence to gain industry-level qualifications with partners, such as Microsoft, AWS, IBM, Unity, Unreal Engine, CISCO and CompTIA.

Working in collaboration with employers at all levels, we connect businesses to motivated, experienced, and dynamic professionals from our two faculties: Digital Engineering and Gametech. All our Skills Bootcamps are fully funded, helping organisations find the right entry-level talent for their organisation at no cost.

The bootcamps are also designed to prepare and progress our interns for pathways into level 4 technology and engineering apprenticeship starts, so we can then transition them over to our apprenticeship provider partners or to employers who may already have their own provision.

This creates better apprenticeship retention and success, allowing employers to invest more confidently in apprenticeship training and recruitment.

Digital Engineering Faculty

With an established pedigree of enabling the adoption of industrial digital technologies, our Digital Engineering Faculty offers the expertise, training and networks needed to unlock business growth.

IN4 Group operates HOST, the Home of Skills & Technology, one of the North West's most established innovation hubs, in MediaCity, Salford, including the UK's first Multi-access Edge Compute (MEC) lab with Vodafone and state-of-the-art IoT labs.

As a dual accredited AWS partner with AWS Select Training Partner (ATP) and AWS re/Start collaborating organisation status, the Group has a strong track record of supporting businesses with building cutting-edge digital and cloud solutions. It is also an approved training provider to SC21 (Supply Chains for the 21st Century), the government's investment into futureproofing the

UK's aerospace and automotive supply chains.

IN4 has developed landmark partnerships with the IET, BAE Systems and The North West Aerospace Alliance (NWAA), which directly pathways local people from all backgrounds to employers from the advanced aerospace engineering and manufacturing supply chain in the North West.

The Group is also committed to working with local schools and colleges as the North West partner for CyberFirst, part of GCHQ's National Cyber Security Centre, to champion cyber education in the region's North West Cyber Corridor.

Our Digital Engineering syllabus

Cloud Security

- Cloud Computing
- Python programming
- Linux and Bash
- Database administration
- Secure network designs
- Cyber security
- Cyber threats and how they operate
- Data confidentiality and availability
- Security principles and compliant policies
- Scoping and developing projects in relation to their briefs and technical skills
- Academic report writing
- Presentation skills

Data Analytics

- Competency of labs in sandbox environments
- Hands-on experience using Microsoft Azure
- Develop personal and technical skills through client-facing and capstone projects

Cloud Engineering

- Cloud Computing
- Python programming
- Linux and Bash
- Cyber security
- Database administration
- DevOps
- Academic report writing
- Presentation skills

Software Development

- Programming logic, syntax, data types, and control structures
- Python and JavaScript programming language fundamentals
- Data structures, algorithms, and efficiency analysis
- HTML, CSS and JavaScript skills
- APIs, RESTful API design, and interaction using Python or JavaScript
- React for front-end development
- Back-end development using Node.js, Flask, or Django
- Hosting applications and storing data

Gametech Faculty

As a leading centre of excellence for immersive entertainment technology that attracts global leaders and partners, IN4 Gametech is a key enabler of the immersive, esports and video game ecosystem.

The Group established the first-of-its-kind UK Unity Centre of Excellence and a state-of-the-art Gametech campus and immersive labs at HOST in MediaCity, Salford. It also operates one of the most widely adopted immersive technology University Train the Trainer programmes.

Having developed major partnerships with Unity and Unreal Engine, two of the biggest game development platforms in the world, it offers exclusive access to skills training and career growth opportunities for professionals from all backgrounds within the multi-billion pound industry.

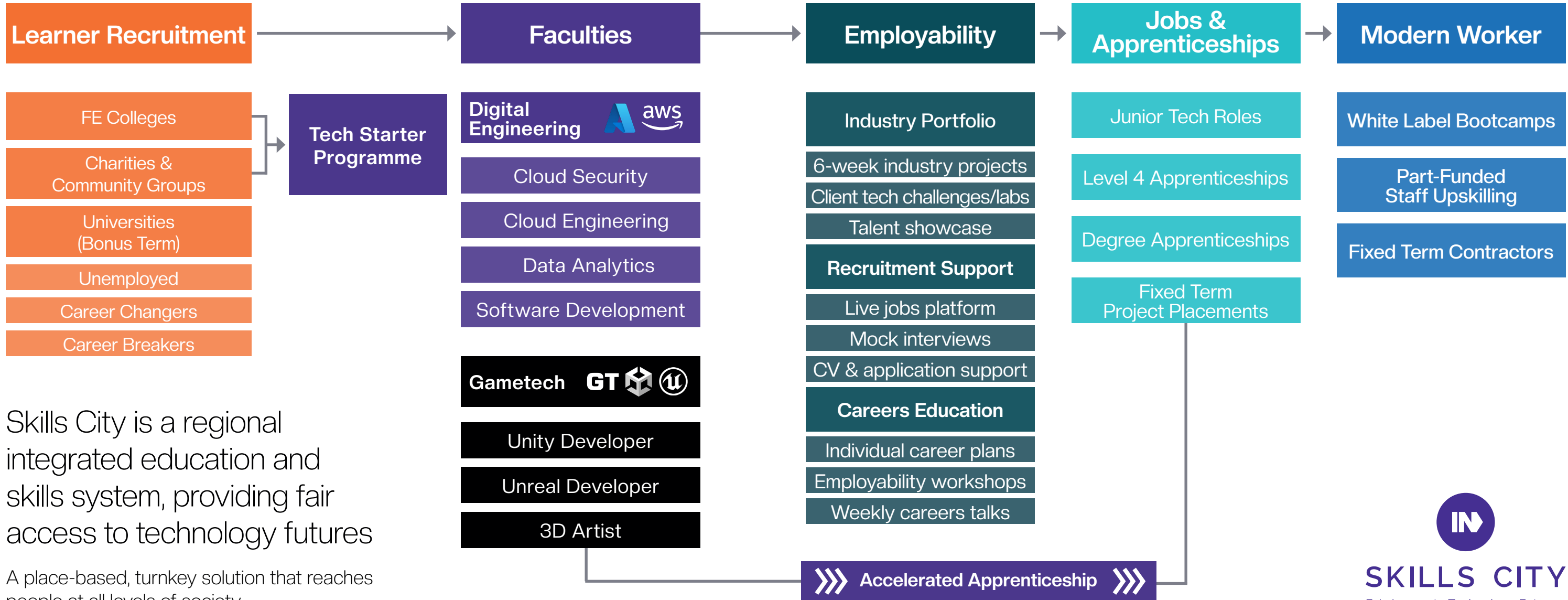
The Gametech campus also serves as a training ground for esports and hosts local tournaments. It acts as a central gateway to nurture skills and guide young people to employment routes in this growing sector.

IN4 Gametech is designed to give learners the cutting-edge skills they need in the rapidly evolving world of interactive content development. This will enable businesses to engage with a wide range of tools, technologies and techniques, bringing new capabilities and opportunities.

Our Gametech syllabus

Unity Developer		Unreal Developer
Unity Artist <ul style="list-style-type: none"> • Prefab creation • Lighting with a skybox • Reflection probes and post processing • Particle effects • UI Design • XR Development and character configuration • Animation controller and cinemachine cameras • LOD groups • Cutscene environments 	Unity Programmer <ul style="list-style-type: none"> • User movement • Object rotation • Points and achievements • Particles • Multi-levels • Navigation • User Interfaces • Settings and data • Audio 	<ul style="list-style-type: none"> • Asset creation for environments, characters, materials and props • Lighting and look development • User interface design • Scripting interactions with blueprints and C++ • XR, AR & VR development in Unreal Engine • Working with animation, characters and sequencer • Visual FX, post-processing and particle effects • Source control • Quality assurance
3D Art	Software in Game Development	
<ul style="list-style-type: none"> • Introduction to 3D art • Basic 3D modelling • Texturing and materials • Lighting and rendering skills • Rigging and animation fundamentals • Advanced animation practices • Game assets creation • Venture into VR and AR • Portfolio development and career guidance • Industry insights and networking 	<ul style="list-style-type: none"> • Programming logic, syntax, data types, and control structures • Python and JavaScript programming language fundamentals • Data structures, algorithms, and efficiency analysis • HTML, CSS and JavaScript skills • APIs, RESTful API design, and interaction using Python or JavaScript • React for front-end development • Back-end development using Node.js, Flask, or Django • DevOps principles, tools, and processes, including CI/CD, Docker, and Kubernetes • Hosting applications, storing data, and securing cloud networks • Game design, game engines, programming, and asset creation 	

Skills City



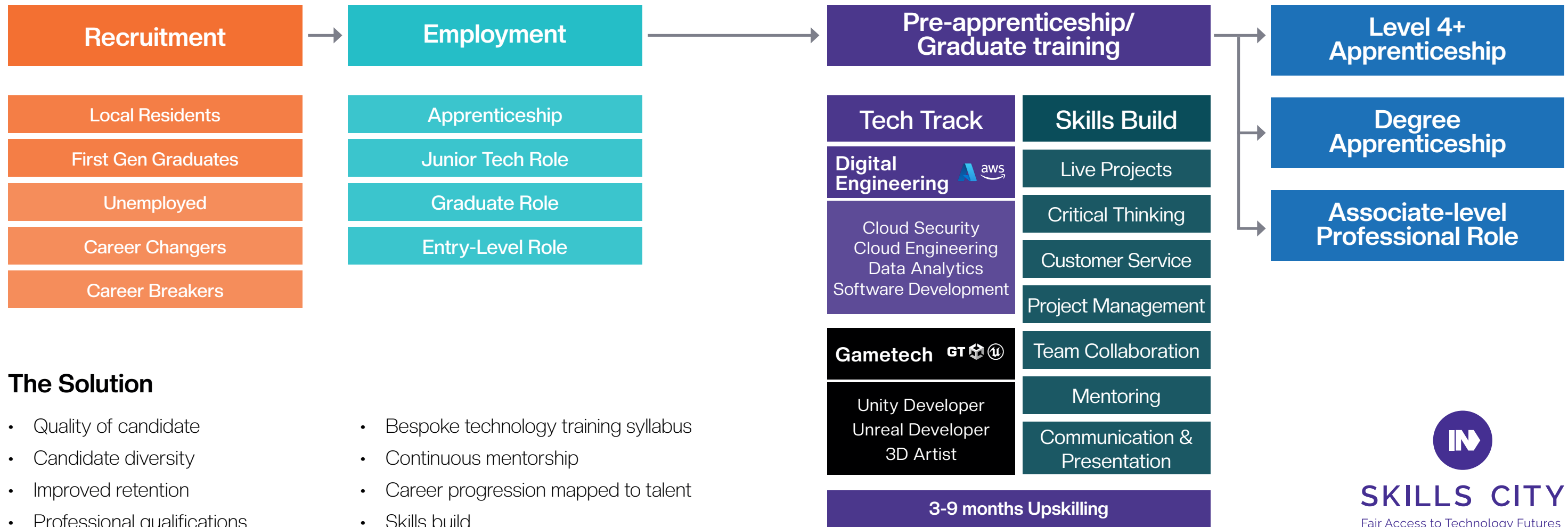
Skills City is a regional integrated education and skills system, providing fair access to technology futures

A place-based, turnkey solution that reaches people at all levels of society



Accelerated Apprenticeships

Improved Return on Investment from talent acquisition and Apprenticeship Levy



The Solution

- Quality of candidate
- Candidate diversity
- Improved retention
- Professional qualifications
- Bespoke technology training syllabus
- Continuous mentorship
- Career progression mapped to talent
- Skills build



"I highly recommend the Skills City bootcamps for anyone considering it. I really struggled with my confidence before the programme, but it offered me so many opportunities to use my new skills and to grow as an individual.

Without this opportunity, I wouldn't have secured my job with BT which is my first salaried job."

Rowena Moreno

Skills City Intern



Skills City Success Story

Meet Souhila

"The bootcamp allowed me to upskill and gain a recognised certification which helped me with my job search. After spending a lot of time at home, completing the bootcamp was a great source of hope because I could finally pursue what I wanted to do all along."

Souhila Hariz successfully graduated from Skills City's Data Analytics Skills Bootcamp after taking a five-year career break to care for her two children as a stay-at-home mum.

She is now working at global environmental company APEM, where she hopes to use the skills and experience gained from the bootcamp to grow her career.



Souhila Hariz
Skills City Champion



Employability syllabus

How do we prepare talent to be employer ready?

In collaboration with IBM SkillsBuild and the Tree of Knowledge, we have developed a comprehensive, engaging syllabus that offers workshops designed to enhance skills, mindset and abilities in various areas.

Benefits of the programme:

- Enhanced self-awareness and personal growth
- Improved interview skills and increased employability
- Development of a growth mindset and resilience
- Ability to manage change effectively
- Strengthened team dynamics and collaboration
- Improved communication and leadership skills
- Enhanced understanding of personal brand and influence
- Increased confidence and ability to push beyond comfort zones
- Tools for creating a flourishing and positive work environment
- Increased readiness to navigate the challenges of the digital future



Our syllabus content

Job Application Essentials

- Understand how to position effectively for job opportunities
- Build a strong, professional social media and online presence
- Learn how to conduct thorough and effective workplace research
- Create a strong entry-level CV, even without prior work experience
- Practice for professional interviews

Working in a Digital World: Professional Skills

- Key skills for professional success and core soft skills needed in IT
- Knowledge of how to create and deliver presentations
- Use agile approaches to deliver quality work and experiences to customers
- Collaborate effectively with teams and communicate with an impact
- Deal with challenges in a controlled and focused manner
- Solve problems and implement solutions

Project Management Fundamentals

- Understand project management concepts and processes
- Learn the value of project management
- Approaches to project management
- Knowledge across the project lifecycle to initiate, plan, execute, and close a project

Explore Emerging Tech

- Understand the six emerging technologies that power today's jobs
- Learn foundational concepts and terminology
- Explore how technologies are applied to solve problems in organisations
- Use this knowledge to explore job roles and careers in tech

Your VIBE

- Explore transformational leadership and increases self-awareness as a thought leader
- Understand how mindset affects perception and approach to challenges and opportunities

Flourish – Managing Change

- Identify and develop key employability skills for personal and professional growth
- Understand how communication impacts performance

What do you Transmit?

- Understand the impact of personal brand and influence on others
- Identify and overcome limitations imposed by comfort zones

Interview Ready

- Develop essential CV and interview skills to turn up interview ready
- Recognise transferable soft skills and apply them in interviews

Flourish

- Deepen understanding of emotional impact and resilience in times of change
- Enhance employability skills to thrive personally and professionally

What do you Transmit? Part 2

- Develop influencing and negotiation skills
- Develop active listening, empathy, and rapport-building skills

Interview Mindset

- Develop a confident and positive mindset under pressure
- Apply programme learning to interviews, pitches, and presentations

Aspirational Team

- Recognise the importance of social and task cohesion within teams
- Develop time management skills for improved productivity



Industry projects

How do we showcase talent potential?

Client-facing projects are a fundamental differentiator of our Skills Bootcamps, aiming to bring our interns into direct contact with organisations of all sizes and from across all sectors. With 50% of the time in the bootcamp dedicated to industry projects, we are empowering our interns to showcase their talent with greater confidence and ability.

The key outcomes of industry projects:

For employers:

- Direct access to interns across our bootcamps, enables employers to 'try before you buy' and be more informed on how they can accommodate their recruitment
- A use case or proof of concept is developed during industry projects at no cost to employers

For interns:

- An invaluable opportunity to work with organisations and showcase their skills by working on a team project
- Creating a portfolio that augments their CV and illustrates their talent beyond their qualifications and experiences

Bespoke upskilling solutions

We understand that not all project requirements will suit off-the-shelf training programmes, so we have developed bespoke training solutions to support you and your teams in achieving fast and desirable project outcomes.

We have rich experience with:

- Cloud migration solutions
- Digital transformation projects
- Developing secure and auto-scalable infrastructure

Having secured backing from the Department of Education (DfE) and other Local Authorities, we can also offer up to 90% of funding to go towards upskilling your employees.

Impact in numbers

Over 100 interns have participated in BAE Systems projects from July 2020 to present day:

30%
women

41%
ethnic minority

67%
in technology jobs

3 people
employed at BAE Systems

1 AWS project
patent filing

“Skills City has been a huge success in the North West and the UK, supporting the adoption of advanced technologies and creating new capabilities in the supply chain. This improves overall productivity in the UK”



Iain Minton
Technology Capability Delivery Director
BAE Systems

Skills City Success Story

Meet Terry

Terry Tucker's lifelong dream was to work at BAE Systems. However, as a neurodiverse individual, he faced challenges during interviews that threatened to derail his aspirations.

Fortunately, he found a solution in Skills City's AWS re/Start Cloud Engineering Skills Bootcamp.

Skills City introduced him to BAE Systems and gave him the opportunity to work with their team on a live industrial technology project, which he successfully completed.

Terry's hard work paid off when he landed a coveted trainee engineer placement at BAE Systems, where after just six months, he was offered a permanent role as an IT engineer intern.

Now, Terry is living his dream and contributing to technological advancements in aerospace and defence.



Terry Tucker
Intern IT Engineer,
BAE Systems

BAE SYSTEMS



Recruitment support

Our Skills City delivery team offers a dedicated support to employers, HR and talent acquisition teams, providing efficiency and productivity in the hiring process.

Tailored talent matching: With our extensive experience, we work closely with businesses to understand their specific needs and find the perfect match from our pool of skilled bootcamp interns, at zero cost to employers.

Multiple hiring options: We have a diverse pool of talent eager to begin their tech career on all paths, whether as a full-time employee, apprentice, or an intern.

Expertly managed recruitment process: With over 20 years of experience, our delivery team will support employers throughout the entire process, from initial selection to offer stage, providing them with the confidence of a professional recruitment experience.

Saves recruitment time and costs: Partnering with us eliminates the need for employers to invest time and resources in sourcing entry-level talent. By utilising our services, businesses can reduce their expenses on job advertisements, knowing their roles are exclusively promoted to our diverse talent pool, at zero cost.

Professional account management: Our dedicated account managers are committed to delivering a personalised experience tailored to business needs and work closely with companies to understand their requirements, ensuring a smooth recruitment journey.

Workforce improvement: Our employer partners gain access to a diverse and inclusive talent pool of entry-level technology professionals, fostering innovation and growth within their organisations.

Removing barriers into tech: Our mission is to ensure fair access to technology futures, and we are dedicated to supporting businesses across the UK in developing a diverse and inclusive workforce. By working with us, employers actively contribute to breaking down barriers and promoting equal opportunities in the tech industry.

Diverse delivery team: We understand the importance of a diverse workforce. Our delivery team comprises professionals from diverse backgrounds, ensuring that we are well-equipped to support and champion diversity in recruitment.

Interview preparation and career support: We go the extra mile to ensure our bootcamp interns are professional and ready for the job market. We offer interview preparation, mock interviews, and career support sessions to equip our interns with the necessary skills, boosting their employability.

Showcase weeks and recruitment expos: We organise 'invite only' events where employers can meet our interns and witness the impressive work they have completed during their bootcamp. This gives first-hand insights into their skills, capabilities, and potential contributions to an organisation.

Tech internships

How do we futureproof talent retention?

Tech internships are a unique opportunity for businesses to interact with a diverse pool of tech talent.

Our Skills City bootcamps provide an intensive learning environment over 12-14 weeks, with six weeks dedicated to the development of commercial industry projects for our partners and clients.

To further capabilities and job-readiness, we are identifying project-specific tech internships for our bootcamp graduates to progress into.

Operating over a 6-12 month fixed term, to align with project requirements, this bespoke solution supports employers to achieve the best outcome

for their clients while mitigating costly recruitment overheads.

The goal of a tech internship is to provide the intern with hands-on experience in their field, enabling them to further develop their skills and knowledge on a real-world project over a longer period.

These internships have proven to be a beneficial method of bringing in new talent, fresh ideas, and different perspectives.

Employer Benefits

Equity, diversity, and inclusion: Priority access to our diverse cohorts offers the chance to interact with a wide range of candidates from underrepresented and disadvantaged backgrounds.

Staff development: Delegating tasks provide the opportunity for professional development, leadership growth, and increased productivity.

Attributed to project overhead: More straightforward team expansion due to minimised interaction with HR.

Flexibility: Interns can be activated for specific projects or periods of increased demand without committing to a long-term employment relationship.

Reduced liability: Wages, benefits, taxes, and other employee obligations are fulfilled by IN4 Group.

Intern Benefits

Skills development: On-the-job training to reinforce skills gained via the Skills City bootcamp.

Greater employability: Preparation for a permanent role having had valuable experience working for a business.

Specialised skills: Additional expertise for time-limited projects.

Increased agility: The ability to respond quickly to changes in the business environment by adjusting staffing levels or bringing in additional resources as needed.

'Try before you buy' opportunity: Employers can submit a project, free of charge, for our Skills City bootcamp learners to develop and assess the suitability of potential internship candidates.

Complimentary replacement: Should the tech intern be unsuitable for the employer's requirements, or they decide to leave the project, we will provide a replacement at no additional cost.

Transferable skills: Real-world application further enhances skills already developed, such as project management.

IN4 Group currently has several junior tech interns at Bentley Motors. All current internships are for a 12-month fixed term to support Bentley's bespoke project requirements.

"Businesses need to focus on rebuilding their talent pipelines and preparing for the future to deliver the skills much needed by the workforce of the future. Skills City has amazing talent that the industry should be harnessing. Through collaborating with companies across the North West, we look forward to our colleagues developing their skills and exploring new ideas and concepts."



BENTLEY

Paul Chapman
Virtual Media Manager Sales & Marketing
Bentley





Modern Worker for the Modern Workplace

The Modern Workplace Productivity Hubs

In each region that we operate, we establish a Modern Workplace Productivity Hub that offers cutting-edge facilities and a practical learning environment for businesses.

With exclusive access to the hub, businesses are connected to opportunities for networking, knowledge sharing and professional development from experienced professionals as part of the local ecosystem.

Within these hubs, there is exclusive access to the Modern Workplace Programme for senior executives as well as a wide range of facilities, including Microsoft data labs, AWS IoT labs, Multi-Access Edge Computing (MEC) labs, IoT demonstrators and immersive technology labs.

Businesses can access resources and gain hands-on experience to meet the technical needs of their organisation and realise growth and productivity.



The Modern Workplace Programme

By placing advanced digital skills adoption directly into the hands of employers to learn modern worker productivity, we directly help them to increase professional capabilities and maximise on employee value.

The programme focuses on meeting the demands of local industries and upskilling employees in emerging digital, technical, and soft skills. This means workers are better equipped to absorb new technologies and deliver processes efficiently.

Our award-winning programme commences with the Modern Workplace Masterclass series. We educate senior executives via peer-to-peer learning with knowledge and practical understanding through established use cases across business processes, to achieve tangible productivity and growth outcomes. This garners critical support across proof-of-concept projects and staff upskilling which is achieved during the Modern Worker phase.

This approach unlocks two critical issues that enable prosperity in the local region. Firstly, we

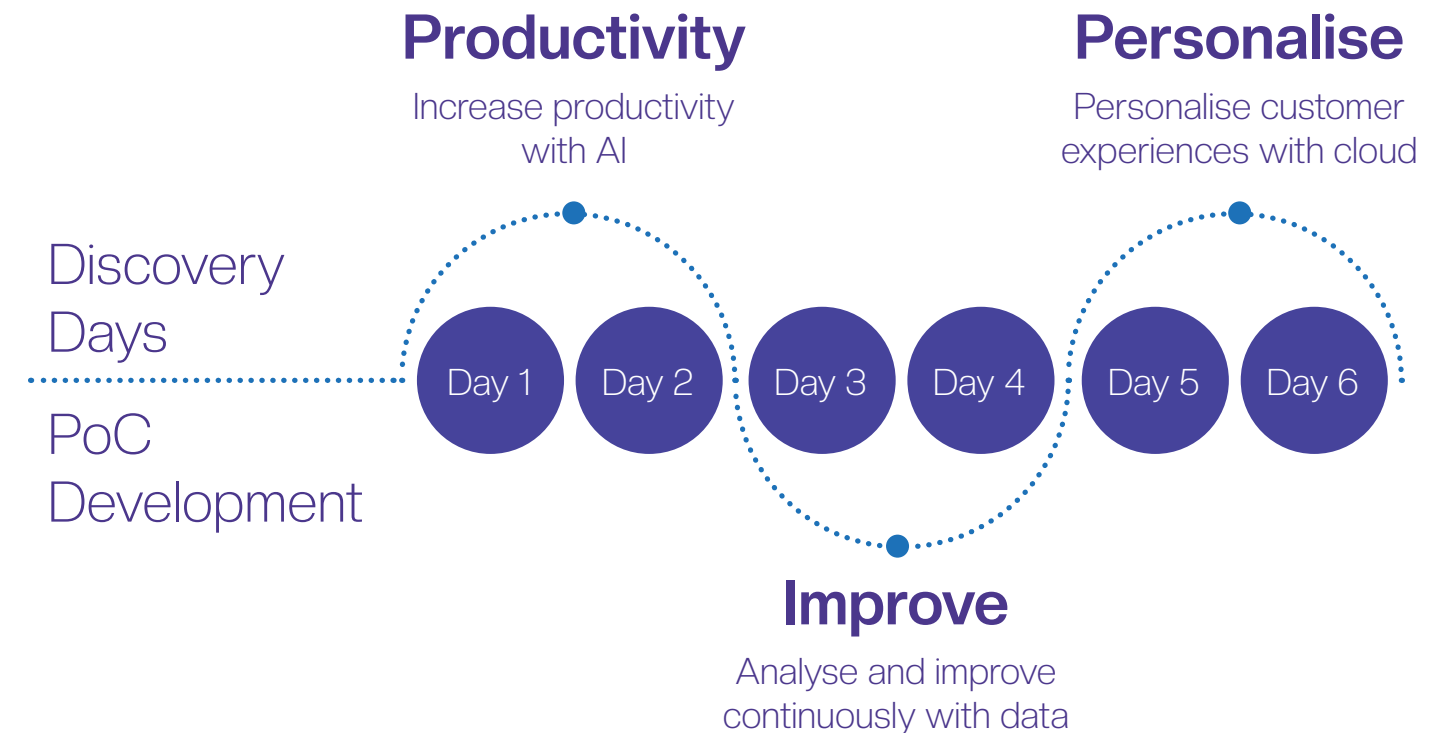
prioritise mid-level workers where, typically, limited skills development stunts personal career progression, and blocks their employers from recruiting more entry-level workers.

Secondly, we target knowledge workers tasked with creating value from new products and services who can't use their employment to transform workflow processes without better access to data, tools and technology platforms – which is central to modern economies.

We focus on three growth and productivity themes, using industry-standard curriculums:

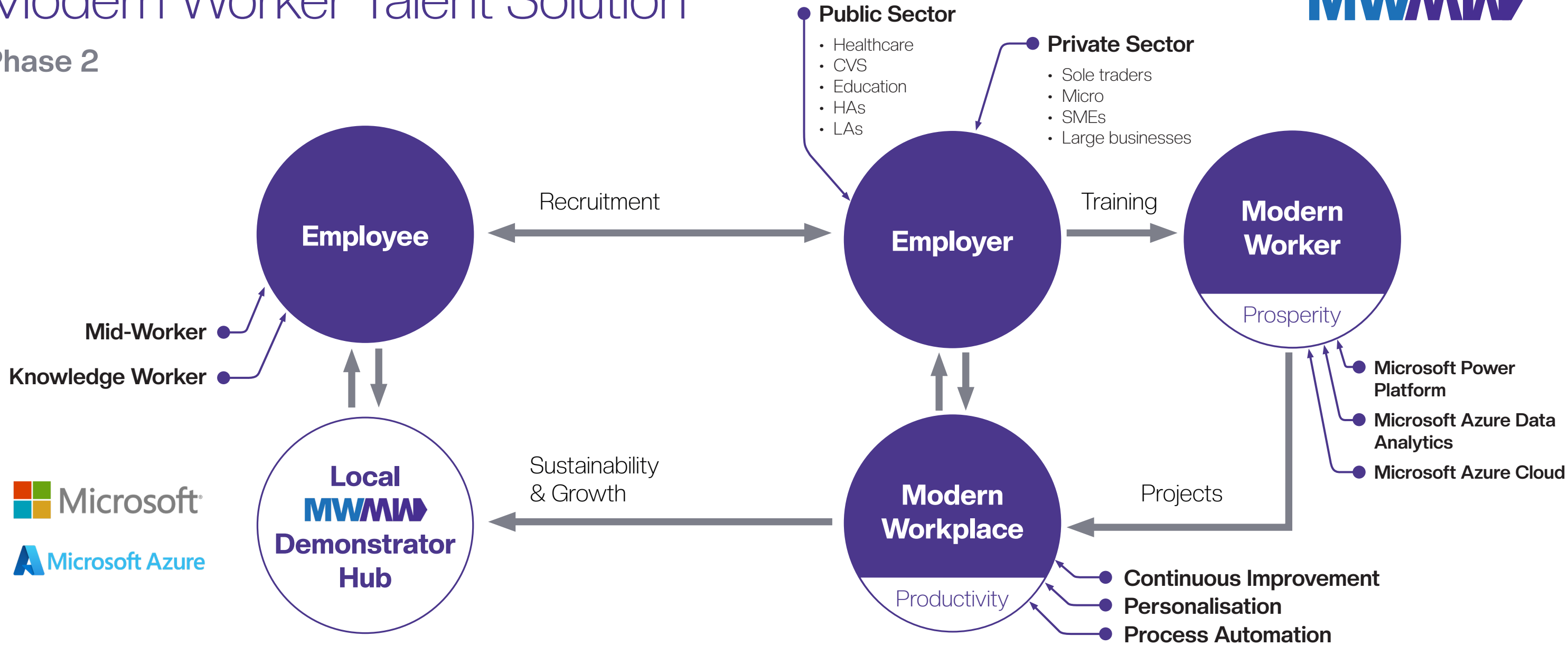
- Increase productivity with AI
- Analyse and improve continuously with data
- Personalise customer experiences with cloud

Phase 1



Modern Worker Talent Solution

Phase 2



“With the direction and speed the world is moving in, these are the skills we need. Through completing a journey like this, companies can identify the gaps in skillsets and understand where their efforts need to be directed, and who can pick up the missing skills.”



Peter Lai
Continuous Improvement
and 4IR Manager at NGF

Organisational outcomes



From the Modern Worker Talent Solution

Increases productivity

Cost savings

Rapid AWS scalability

Accesses diverse talent

Enhances credibility

Professional qualifications

Strengthens security

Improves operational efficiency



Select Training Partner

AWS Cloud Practitioner

As a trusted AWS Training Partner and AWS re/Start collaborating organisation, IN4 can upskill your team's cloud skills for optimised productivity.

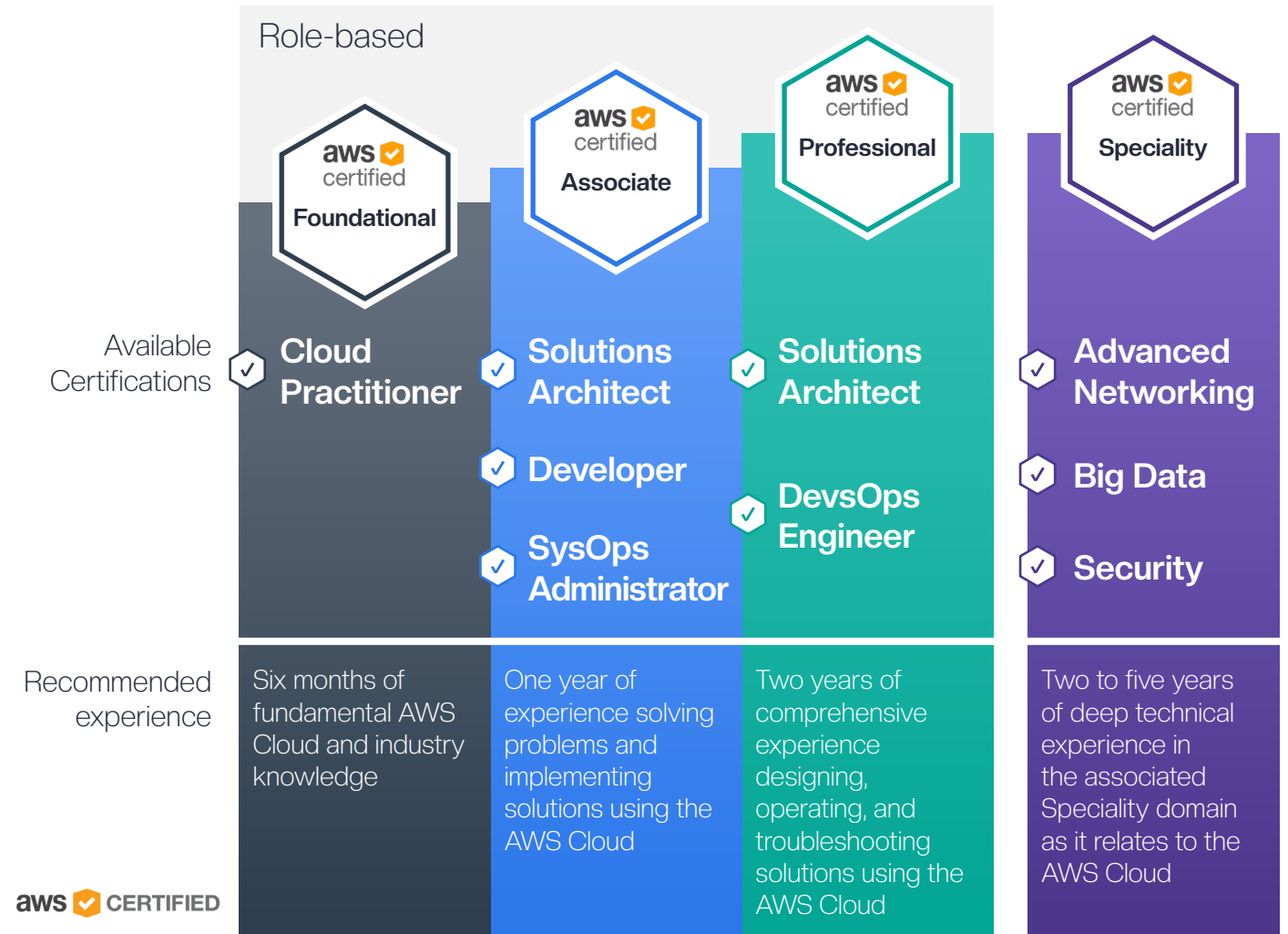
The AWS Cloud Practitioner talent solution supports businesses across sectors to find new talent and upskill existing talent in the AWS cloud. It also offers exclusive access to the latest technologies and a practical learning environment at the Modern Workplace Hub in the heart of MediaCity.

Operating in the cloud enables you to increase operational efficiency, reduce costs, improve

security and agility, and allows you to focus on your core business and customers.

Whether you are about to embark on your digital transformation journey or find yourself already on the path, our AWS talent solutions can support you with the expertise and skills you need to ensure your organisation is achieving the maximum benefits of cloud adoption.

AWS Certifications





SKILLS CITY

Fair Access to Technology Futures

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