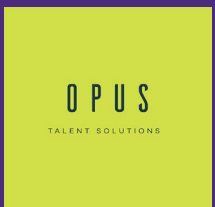


_NOLOGY TECH ACCELERATOR

SOLVING GLOBAL PROBLEMS
WITH TALENTED PEOPLE

IN
PARTNERSHIP
WITH:





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WE SOLVE GLOBAL PROBLEMS WITH TALENTED PEOPLE.

Unology is a tech training and talent provider. We create and deliver world-class, diverse tech talent for businesses globally.

We break down perceived barriers so the highest potential individuals can enter the tech sector, regardless of their background.

Our marketing, assessment, training, and support strategies enable them to find a career in which they can truly thrive, meaning we can deliver best in class tech talent.

We work to understand the culture, the challenges, and the future of our clients. We establish solutions that get real results, whether that's scaling your team at pace with an injection of our Unologists, or retraining your existing employees with the skills you need most.

Through our partnership with global tech recruitment specialists, Opus Talent Solutions, we can offer comprehensive, creative solutions fully tailored to the evolving needs of the clients we partner with.

VIEW OUR INTRODUCTORY VIDEO [HERE](#).

WHERE ARE WE?

_nology was founded as a tech training company with a mission to bridge the skills gap and deliver diverse tech teams to global clients from our training hubs across the world.

We work in partnership with our parent company, [Opus Talent Solutions](#), to achieve our inclusion and social mobility goals.

01.
BRISTOL
02.
LONDON
03.
MANCHESTER
04.
AMSTERDAM
05.
FRANCE



06.
NEW YORK
07.
TAMPA
08.
DALLAS
09.
AUSTIN

10.
SYDNEY



TECH ACCELERATOR

WE WORK WITH START-UPS THROUGH TO FTSE 500 COMPANIES, ATTRACTING, ASSESSING, TRAINING, AND SUPPORTING QUALITY AND DIVERSE TECH TALENT.

I feel extremely grateful to _nology! Without the programme, I would not have been able to pivot into the Junior Java Engineer role that I have now. It's been such a fantastic journey and it's only just begun!

RESHMY DEVARAJU,
JUNIOR SOFTWARE ENGINEER
AT CITI



ATTRACT

Our award-winning Marketing team use a range of bespoke, targeted attraction campaigns to reach the highest potential people from a diverse range of backgrounds. These include paid digital campaigns, internal retraining programmes, and CSR partnerships.

We specifically market to:

- Underrepresented groups
- Women
- Individuals from ethnically diverse backgrounds
- The LGBTQIA+ community
- Those from underprivileged backgrounds

View our bespoke marketing approach [here](#).

ASSESS

We assess applicants through a competency-based, blind CV process and select candidates based on their mindset and capability rather than education or experience. This includes:

- A 3-stage assessment process to gain access to the programme, including a solo interview, aptitude test, and group assessment that involves a JavaScript lesson and group problem-solving activity
- 2 weeks of pre-course digital learning to cover the basics of HTML, CSS, and JavaScript

This allows us to assess for key skills like intellectual horsepower, logic, pattern-finding, learning on the fly, perseverance, and problem solving, which are all necessary to thrive during tech training and employment.

TRAIN

[Training](#) is delivered by our in-house team of expert instructors over a full-time 12-week period.

All curriculum has been written by _nology based on the feedback our clients provide about what skills they need. This is hands-on, in-demand, modern training in Software Development and Cloud Engineering, including:

- A 3-month, full-time tech training accelerator
- Practical project delivery from day 1
- Hands-on coding
- Daily stand-ups to review any issues
- Ongoing quality assessments, including technical coding, presentations, group projects, and interviews

Discover our Software Engineering curriculum [here](#), and our Cloud Engineering curriculum [here](#).

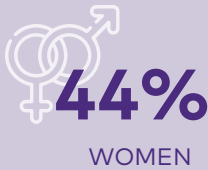
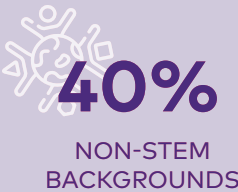
SUPPORT

During training, the Talent Team conduct biweekly 1-2-1s. _nologists then join our clients for their full-time 18-month placements as well-rounded technical team members ready to hit the ground running.

Our _nology Support Team is on-hand to assist _nologists during their training and placement to help them grow technically and professionally, relieving reliance on line managers whilst on site, including:

- _nologist check-ins at weeks 1 and 2, and monthly thereafter
- _nologist reviews at the end of weeks 1 and 2, and monthly thereafter
- Client reviews at 1 month and quarterly thereafter
- Pay rises every 6 months
- Technical support from our instructors, bolstered by _nologists' own individual Pluralsight accounts

HEADLINE STATS:



UPSKILLING, RETRAINING, AND BESPOKE TEAMS

We can transform your existing, non-technical employees into job-ready technologists with our upskilling accelerator.

By running our [competency-based assessments](#), we can identify the individuals in your workforce that could thrive as in tech roles. We run cobranded attraction campaigns to encourage your non-technical employees to retrain, with bespoke emails and tailored landing pages on our websites with further information and application forms.

Through retraining, our clients make significant savings on recruitment, and experience a positive effect on staff morale, external PR, and staff retention.

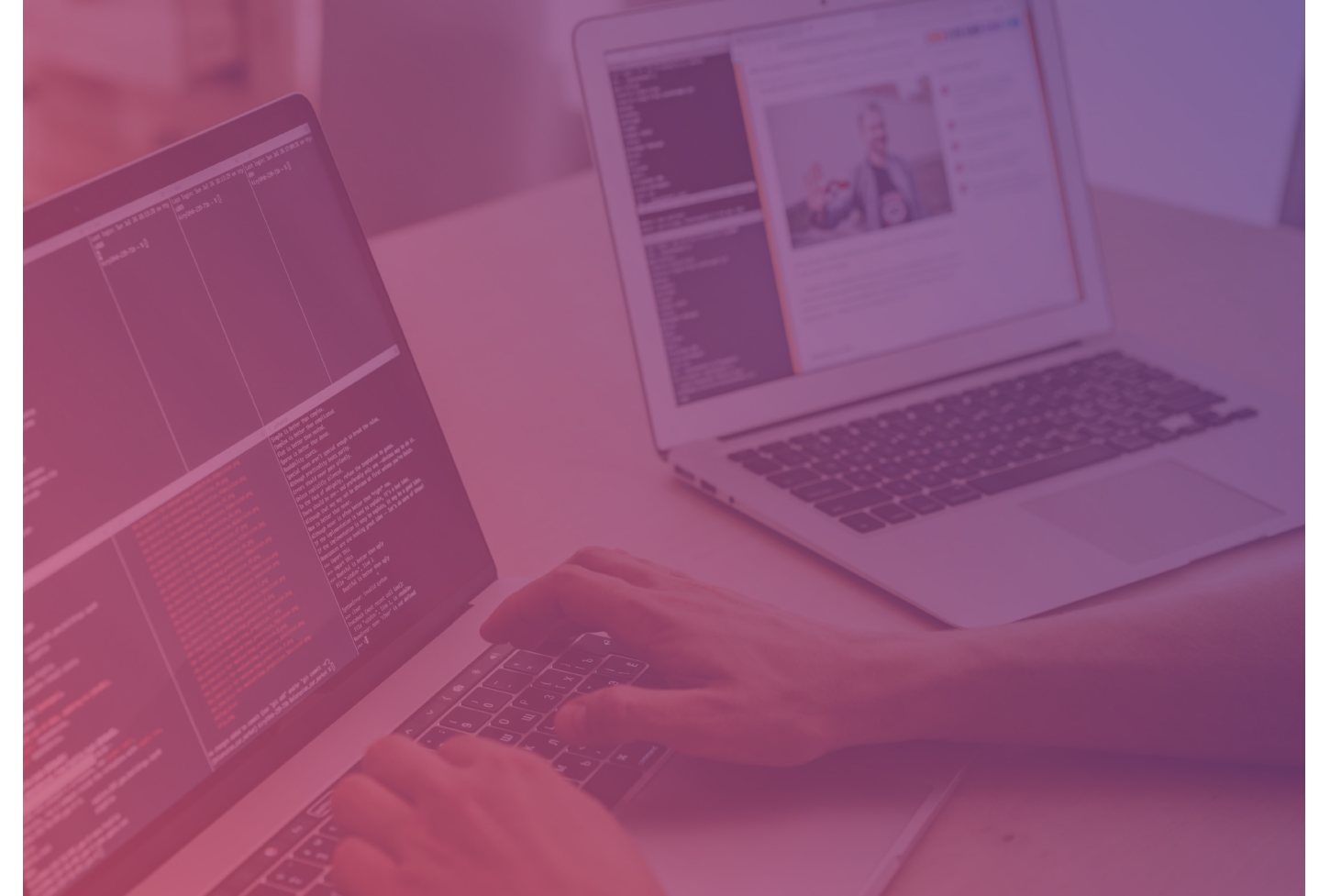
Our [12-week tech accelerators](#) ensure individuals complete their training with the skills they need to add value from day one. We can build a bespoke, branded retraining programme specifically for your employees.

Learn about the bespoke retraining programme we created for Admiral [here](#).

We can also build you a bespoke, diverse workforce. We attract, assess, train, and support a tech team tailored to your requirements. We find intelligent, hardworking, passionate individuals from underrepresented groups who demonstrate all the right soft skills to add significant value to your business. We train them in the skill set and tech stack you need, creating a new tech team who are ready to hit the ground running.

Our retraining accelerator includes:

- Internal marketing campaigns to attract employees to the benefits of a tech career
- External targeted marketing campaigns to attract new employees, allowing for greater diversity and social mobility
- Experienced hiring to fill any gaps that can't be achieved with retraining through our tech recruitment partner, [Opus Talent Solutions](#)
- Bespoke curriculum based on your tech stack
- Aftercare and ongoing support to ensure a smooth transition and relieve reliance on line managers



TYPICAL TRAINING CAN INCLUDE:

- Internal marketing campaigns to attract employees to the benefits of a tech career
- External targeted marketing campaigns to attract new employees, allowing for greater diversity and social mobility
- Experienced hiring to fill any gaps that can't be achieved with retraining
- Tailored curriculum based on your tech stack
- Aftercare to support technologists' adjustment to their new roles

AVAILABLE AREAS TO BE TRAINED IN ARE:

- **Software Development**
(JavaScript, Node, Java, C#, SQL)
- **Front-End Development**
(HTML, CSS, JS, React, Angular)
- **Cloud Engineering**
(AWS, GCP, Cloud Networking, Ansible, Terraform, Docker)
- **DevOps Engineering**
(CI/CD, Jenkins, K8S, Monitoring)
- **Testers**
(Software QA, SDET)
- **Business Analysis**
- **Bespoke Teams**



WHY PARTNER WITH US?

WE FOCUS ON QUALITY, ACCESSIBILITY, AND MODERN TRAINING TO BUILD A BRIGHTER, MORE SUSTAINABLE FUTURE FOR YOUR TECH TEAMS.



PRACTICAL TRAINING

_nology delivers training built on a positive and highly interactive learning environment, anchored in best practice. We're in business to create tech talent capable of hitting the ground running and adding value to your organisation from day one.



FAST AND FLEXIBLE

Scale the number of _nologists working for you up and down to meet your project needs. We always have _nologists available and can deploy them almost immediately so that your projects aren't held up.



DIVERSITY-FOCUSED

You'll enjoy access to a strong talent pool that represents greater diversity.



ONGOING SUPPORT

Our specialist support team provides 18 to 24 months of unlimited support, ongoing learning, and HR needs, reducing the reliance on your existing managers and saving time.



UMBRELLA PROTECTION

_nologists are our full-time employees, so we take care of everything - insurance, payroll, and pensions, alongside healthcare benefits and 401K for our US _nologists.



COST-EFFECTIVE

Expect savings on typical contractor day rates, as well as internal recruitment and marketing costs.



REDUCED RISK

There's no long-term commitment if your resource plans change, so you're in control.



RETENTION

If required, we can guarantee the same _nologists from project to project, with the ability to convert them into permanent hires.



GLOBAL PRESENCE

_nology has a global presence, with offices in the UK, Australia, and the US, with more in the pipeline.

Don't just take our word for it, [click here](#) to learn about the latest solutions we've delivered for Accenture, Admiral, Deutsche Bank, and more...

OUR CSR PARTNERSHIPS

WE BREAK DOWN PERCEIVED BARRIERS SO THE HIGHEST POTENTIAL INDIVIDUALS CAN ENTER THE TECH SECTOR, REGARDLESS OF THEIR BACKGROUND.

We're committed to having a positive impact on social mobility to improving social mobility by collaborating with partners who can provide placement opportunities for our _nologists. We support individuals in overcoming societal, financial, and personal barriers, often beyond their control, and boost their employability.

We work closely with CSR partners to provide training and employment opportunities for young people from

disadvantaged backgrounds, all while contributing to a more diverse, thriving tech industry.

We run partnerships with a number of organisations who are also committed to social mobility. They guarantee a role for successful _nologists, and we find, and fund the training of, the right talent for the opportunity, ensuring they are equipped with the necessary skills and tech stack for the job.

OUR PARTNERS:



Prince's Trust



OUR CSR COMMITMENTS

OUR COMMITMENT TO SOCIAL MOBILITY AND INCLUSION ENSURES WE'RE REACHING YOUNG PEOPLE FROM DIVERSE BACKGROUNDS WHO NEED US THE MOST.

These are the KPIs we guarantee for all of our partners:



SO, HOW DOES IT WORK?

We identify and train individuals introduced to us via our CSR and charity partners. By partnering with clients, we guarantee our _nologists employment upon completion of the tech training:



Clients tell us what tech skills they're currently recruiting for, providing us with roles that are reserved for our _nologists upon completion of their training



We work with our CSR partners to identify and enrol individuals that want to kickstart their career in tech, often with no previous coding experience



We fund and deliver a 12-week tech training course and support our _nologists on their journey



Upon completion of their training, we place our _nologists in the pre-agreed contract roles with the client, providing ongoing pastoral care at every stage



Clients have the option to hire our _nologists permanently at the end of the 18-24 month placement

OUR _NOLOGISTS

OUR _NOLOGISTS GRADUATE FROM OUR COURSES JOB-READY, WITH A HOST OF TECHNICAL AND PROFESSIONAL SKILLS:

SKILLED

Our _nologists learn multiple programming languages, tools, and frameworks across our different courses, including:

- **Software Development**
(JavaScript, Node, Java, C#, SQL, HTTP, REST, TDD)
- **Front-End Development**
(HTML, CSS, JS, React, Angular)
- **Cloud Engineering**
(AWS, GCP, Cloud Networking, Ansible, Terraform, Docker, Microservices)
- **DevOps Engineering**
(CI/CD, Jenkins, K8S, Monitoring)
- **Testers**
(Software QA, SDET)
- **Agile Software Development**
- **Business Analysis**
- **Bespoke Teams**

PROFESSIONAL

We are dedicated to shaping employable people that add holistic value to the workplace.
We value:



Presentation skills



Teamwork and clear communication



Professionalism



Wellbeing in the workplace



Problem solving



The consultants have been like sponges over the last 6 months, absorbing everything we throw at them. Now we are at a stage where they are adding value to the Platforms team here at Admiral and making a real difference!



GARY MARTIN – SQUAD LEAD, PLATFORM SERVICES
AT ADMIRAL GROUP





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Deutsche Bank

CASE STUDY: A POSITIVE IMPACT INVESTMENT

With a company-wide corporate transformation set in motion, Deutsche Bank sought to position technology at the heart of their future activities.

Pulling in our expertise across the board, _nology set out to create a diverse team of talent and put technology at the centre of Deutsche Bank's transformation.

We developed a three-stage tech accelerator which focused on the attraction and selection of new external and internal talent, before implementing a 16-week Full-Stack Software Development training course designed to create the bank's ideal Developer.

[See our case study video for Deutsche Bank.](#)
[Click here](#) to learn about the solutions we've delivered for Admiral, Accenture, QBE, and more...

THE RESULTS:

100%
WOMEN

21-51
AGE RANGE

100%
CAREER -
CHANGERS

“
The curriculum focuses on key practices and methodologies that are hard to learn. Students graduate with a deep understanding of new methods and practices and evangelise them from their first day in our organisation. They come ready armed, having only ever learned best practices rather than having to break old habits.

”

HELEN TIPPELL, CTO FOR CIB TECHNOLOGY,
DEUTSCHE BANK

WHO HAVE WE WORKED WITH?



“
I should let you know how impressed we are with our consultants thus far. They have had a lot to absorb, and they’ve been doing great taking it all in... I’m really pleased to have them as part of the team, and I look forward to watching them grow and develop.
”

LIZANN JENSEN,
INFRASTRUCTURE ENGINEERING
MANAGER AT QBE INSURANCE



“
Having a degree in Geography, I predicted that the transition into tech wouldn’t be the easiest journey, but the _nology programme, along with my first 6 months at QBE, have been better than I could have imagined. The company really cares about our learning and development and have a brilliant working environment
”

ESMEE BARR,
JUNIOR SOFTWARE ENGINEER
AT QBE INSURANCE





CONTACT US

LEARN MORE ABOUT _NOLOGY
AND GET IN TOUCH WITH US:

Whether you're looking to upskill your existing employees
or inject some diversity into your tech team through our
CSR partnerships, we'd love to hear from you...

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GET TO KNOW OUR _NOLOGY TEAMS:

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team here

Australia
team here

US
team here

_nology

TALENT IN **TECH**NICOLOUR

MAKING
TECHNOLOGY
BETTER,
TOGETHER.

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