

_NOLOGY CSR PROGRAMME

SOLVING GLOBAL PROBLEMS
WITH TALENTED PEOPLE

_nology
TALENT IN **TECH**NICOLOUR

OUR CSR PROGRAMME

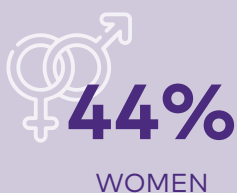
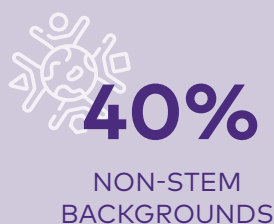
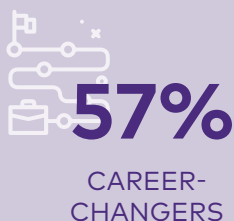
The technology sector is continuing to face a skills shortage crisis – and yet, analysis shows that the UK's 1.2 million vacancies could be filled three times over if employers took action to recruit more inclusively. We're on a mission to have a positive impact on social mobility and diversity and inclusion in the technology sector through our CSR programme.

Through the programme, we seek to invest in positive change through funding tech training and securing employment for talented, passionate people from underrepresented and underprivileged backgrounds.

This is facilitated by our charity partners who help us identify the right individuals for the programme, and by our corporate partners who work with us to take on diverse junior talent to fill hard-to-source roles.

We'd love for you to join us in our commitment to improving social mobility and D&I in the technology sector. The following document outlines details of the programme and how you can get involved.

HEADLINE STATS:



HOW IT WORKS

We identify and train individuals introduced to us via charity partners. By partnering with you, we guarantee them employment upon completion of the programme:



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

_NOLOGY COMMITMENTS:

- 12-14-week Software or Cloud Developer course – role-specific content & training
- Practical skills & work experience
- Expert instructors & career support
- Evaluation & accreditation
- Interviews & job placements for successful candidates within our partner network
- Pastoral care & extra support during that 18 months to give them every chance of success

CLIENT COMMITMENTS:

- An 18-month placement with the opportunity to take them on permanently upon completion

OUR

PARTNERSHIPS

We work in partnership with numerous charities such as the Princes Trust, The Sutton Trust, the National Autistic Society, and Resurgo. These partners not only help us identify young people who will thrive on this course, but ensure they are given quality pastoral care throughout the programme.

We work with our charity partners on a consultative basis, ensuring they are delivering the best solution to the people they are representing. Delivery is led by youth development leads who adapt to the individual needs of the young people they serve.

Our charity partners ensure they go above and beyond to support young people with additional requirements, helping them to complete the programme and settle into their new role through the provision of ongoing mentoring, guidance, and emotional support. This boosts confidence, raises aspirations, and develops young people's professional and life skills so they can excel in their future careers.



- Care leavers and looked after children
- Single parents
- Ex-offenders
- Refugees and asylum seekers
- Young people with disabilities
- Ethnically diverse young people/ young adults
- Young people from the 30% most deprived postcodes in England



- 16–24 year-olds who are not in education and are facing challenges in life such as:
- Having less than 5 GCSEs
 - Growing up in care
 - Having family members who are involved in crime
 - Parents on benefits



- Autistic young people and adults
- Neurodivergent individuals on the autism spectrum



- Young people and adults with disabilities
- Young people and adults with special educational needs



- High-attaining students from lower income families
- Individuals who attend, and have always attended, a state-funded school or college
- Individuals interested in higher education
- Individuals who are the first generation of their family to attend university
- Individuals eligible for Free School Meals
- Individuals who have attended schools with a lower-than-average progression to higher education, or a higher-than-average proportion of students who qualify for Free School Meals
- Individuals who live in a neighborhood with a low rate of progression into higher education and/or a high level of socio-economic deprivation
- Individuals who have excellent GCSEs

MEASURING SUCCESS

WE ARE COMMITTED TO GUARANTEEING OUR CHARITY PARTNERS' KPIS – THIS ENSURES WE ARE REACHING YOUNG PEOPLE FROM DIVERSE BACKGROUNDS WHO NEED US THE MOST.

We are truly excited to be giving people from underrepresented and underprivileged backgrounds tech training and employment opportunities. By working with partners such as yourselves, we really can make a lasting, positive impact on social mobility.

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



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TALENT IN **TECH**NICOLOUR

MAKING
TECHNOLOGY
BETTER,
TOGETHER.

UK: nology.io
AU: au.nology.io
US: us.nology.io

