SKILLS CITY

Fair Access to Technology Futures

SKILLS CITY PROSPECTUS

IN4.0™
Group

Contents

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	Belonging	Culture
Accessing the talent	**Showcasing the talent**	**Understanding the talent**
Widening the talent search and building a pipeline of diverse talent to benefit the UK's future digital technology workforce	Focusing on capability not qualification by showcasing talent that would often be overlooked due to lack of experience	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 600 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:

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.
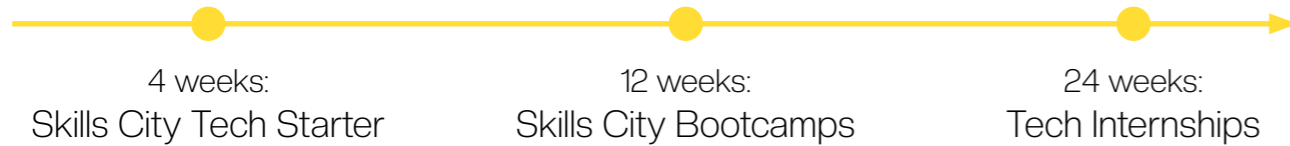
Performance to date

600+ interns per annum

Of which:
- 41% women
- 53% ethnic minority
- 51% career changers
- 49% unemployed

Tech Starter Programme

4 weeks:
Skills City Tech Starter

12 weeks:
Skills City Bootcamps

24 weeks:
Tech Internships

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.
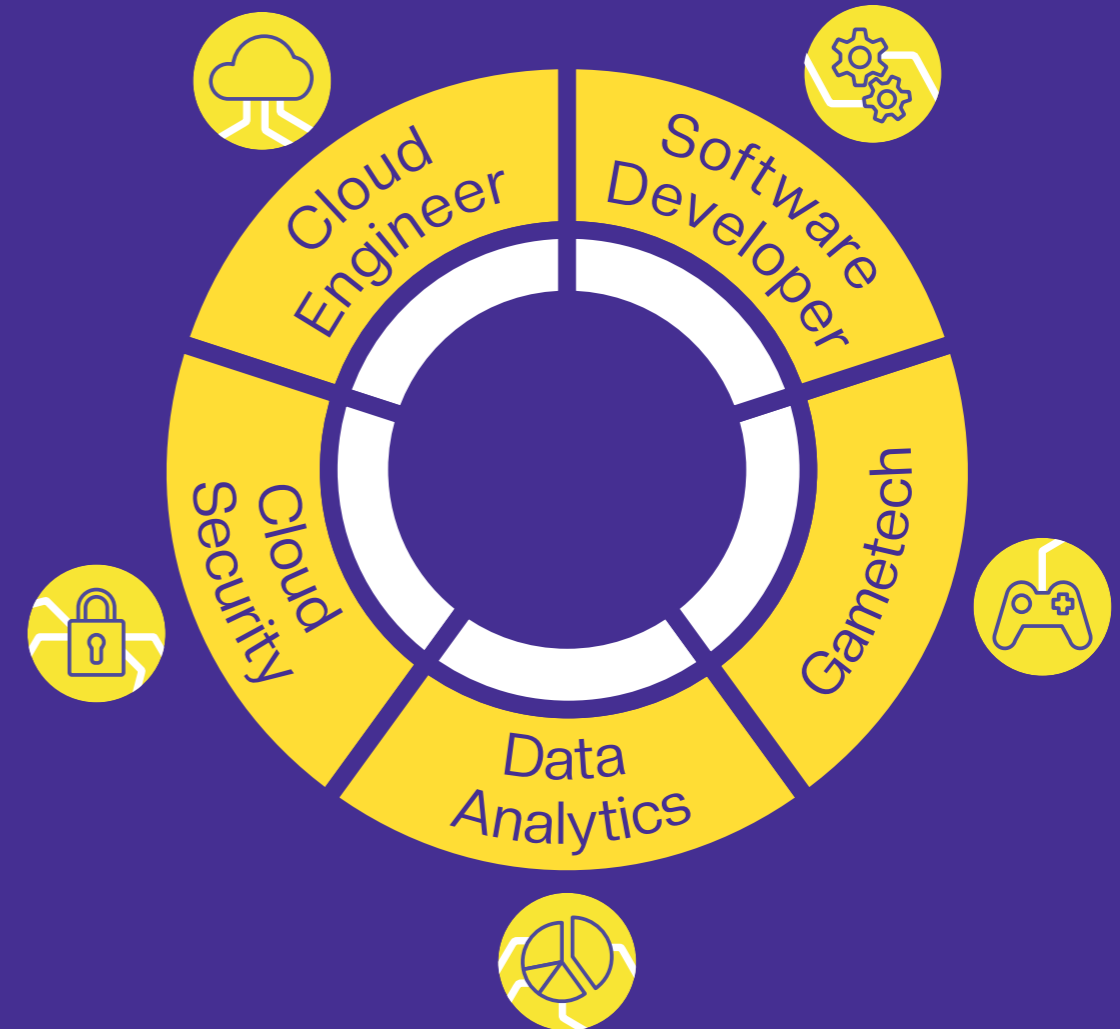
This has been specifically designed as a practical, experiential programme. Individuals get to work with tech and its different applications to develop their skills and find their confidence and enjoyment in the area.

In addition, learners receive career talks and the ability to transition into our 12-week 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:

Microsoft Azure

aws re/start

CISCO Networking Academy

Unity

UNREAL ENGINE

IBM SkillsBuild

Apprenticeships

CompTIA Authorized Partner | DELIVERY 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 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 an AWS Select Consulting Partner, 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.

It 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

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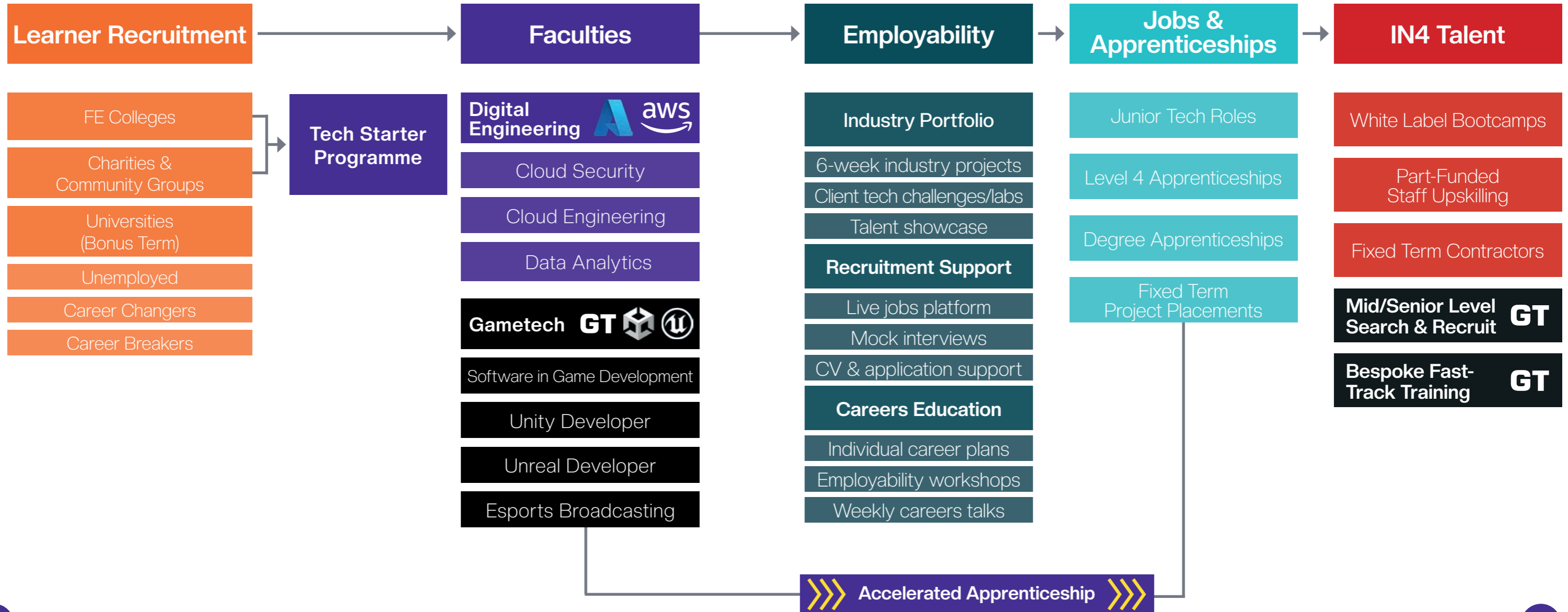
The Gametech campus also serves as a training ground for esports and hosts local tournaments. It acts as a central gateway to nurture skills and guide young people to employment routes in this growing sector.

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

Unity Artist

- 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

- User movement
- Object rotation
- Points and achievements
- Particles
- Multi-levels
- Navigation
- User Interfaces
- Settings and data
- Audio

Unreal Developer

- 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

Esports Broadcasting

- Esports, the metaverse and digital products
- Planning a digital event
- Audience engagement, community management and influencers
- Digital event and product promotion
- Tools for event delivery
- Digital asset creation and curation for metaverse and digital marketing
- Delivering a successful digital event
- Organising and managing teams
- Digital and technical project management

Software in Game 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
- 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

Fair Access to Technology Futures

SKILLS CITY

Learner Recruitment	Faculties	Employability	Jobs & Apprenticeships	IN4 Talent

Learner Recruitment
- FE Colleges
- Charities & Community Groups
- Universities (Bonus Term)
- Unemployed
- Career Changers
- Career Breakers

Tech Starter Programme

Faculties

Digital Engineering aws
- Cloud Security
- Cloud Engineering
- Data Analytics

Gametech GT
- Software in Game Development
- Unity Developer
- Unreal Developer
- Esports Broadcasting

Employability

Industry Portfolio
- 6-week industry projects
- Client tech challenges/labs
- Talent showcase

Recruitment Support
- Live jobs platform
- Mock interviews
- CV & application support

Careers Education
- Individual career plans
- Employability workshops
- Weekly careers talks

Jobs & Apprenticeships
- Junior Tech Roles
- Level 4 Apprenticeships
- Degree Apprenticeships
- Fixed Term Project Placements

IN4 Talent
- White Label Bootcamps
- Part-Funded Staff Upskilling
- Fixed Term Contractors
- **Mid/Senior Level Search & Recruit** GT
- **Bespoke Fast-Track Training** GT

Accelerated Apprenticeship

Employability support

How do we prepare talent to be employer ready?

In collaboration with Tree of Knowledge, we have developed a comprehensive, engaging syllabus that offers eight 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 Tree of Knowledge syllabus

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

treeofknowledge

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

Impact in numbers

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

67% now in digital tech jobs

30% women

41% ethnic minority

"Skills City has been a tremendous success in the North West and the UK, supporting the challenges faced regarding the adoption of advanced technologies and the creation of new capabilities across the supply chain. These are seen as key enablers in improving overall productivity in the UK."

BAE SYSTEMS

Iain Minton
Technology Capability Delivery Director
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 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.

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.

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.

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."

Paul Chapman
Virtual Media Manager Sales & Marketing
Bentley

**Unity**   **MEDIA CITY**   **UNREAL ENGINE**   **ukie**

Gametech experienced hires

We have over 200 experienced and qualified immersive technologies professionals in our talent pool to meet immediate senior recruitment needs.

With bases at MediaCity in Salford, and Leamington Spa in Warwickshire, IN4 Gametech has a proven pedigree in driving the gametech ecosystem in immersive technologies, esports and video game development.

Our delivery team and account managers have extensive knowledge of the sector and specialise in providing employers with mid to senior-level talent.

We can provide experienced gametech hires on a permanent, contractor or flexible basis depending on the needs of the business. In addition, we work closely with employers and provide dedicated support to streamline the onboarding process, making it as smooth as possible.

IN4.0™
Talent
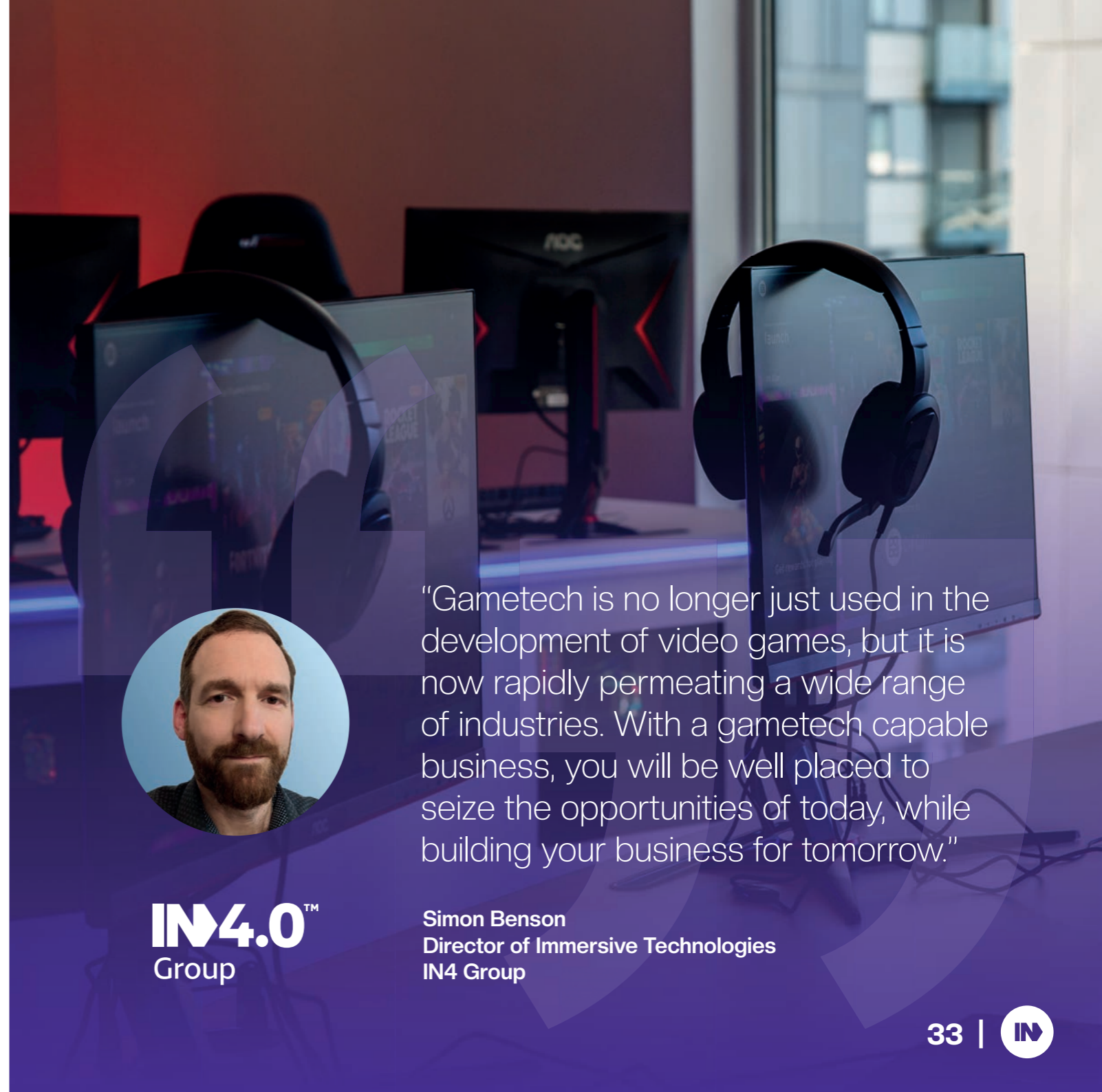
"Gametech is no longer just used in the development of video games, but it is now rapidly permeating a wide range of industries. With a gametech capable business, you will be well placed to seize the opportunities of today, while building your business for tomorrow."

IN4.0™
Group

Simon Benson
Director of Immersive Technologies
IN4 Group

> "The IN4 Gametech Train the Trainer course has been a valuable growth experience for our academic staff, ensuring that they are fully supported in their professional development and confident to deliver industry-recognised training to our own students.
>
> We're excited to build upon our relationship and continue to develop bespoke CPD programmes for our students and business network, cementing the Edge Hill Centre of Excellence as the pioneer of academic immersive knowledge in the North West."

Professor Jo Crotty
Director of Knowledge Exchange
Edge Hill University

Gametech upskilling

Academic
Unity Courses

Centre of Excellence on Campus: Train the Trainer

Train the Trainer is uniquely designed for academic institutions, enabling participants to obtain and deliver industry standard qualifications to successfully embed internationally recognised Unity certification training into higher education curriculums.

Train The Trainer is an instructor-ready course.

Choose to specialise in Unity's Artist or Programming pathway with 80 hours of training across both disciplines.

Plus, receive a broad understanding of skills complementary to Unity, including:

- Unreal engine awareness
- User experience
- XR
- 3D production tools
- Source control

Industry

Unity Developer

12 week bootcamp

Unity

Associate Developer/Artist/ Programmer	**Professional** Artist/ Programmer	Gravity Sketch VR

Unity in Industry

Our expert team can support an organisation's professional training goals with bespoke game engine training. Whether people have never used a game engine before or are looking to gain an industry-recognised certification, our specialist trainers can upskill teams in Unity, and other supporting tools.

GAMETECH

Industry

Gametech Access programme

Combining an introduction to game engines, with masterclasses on our gametech tools, Gametech Access provides a business with the best possible foundation for future skills within a 1 week programme for its staff.

Unity & Unreal Engine foundations	Gravity Sketch VR & Blender 3D modelling	Content creation, broadcast & metaverse

Whether people have never used a game engine before or are looking to gain an industry-recognised certification, our specialist trainers can upskill teams in Unity, Gravity Sketch VR, Blender and other supporting tools.
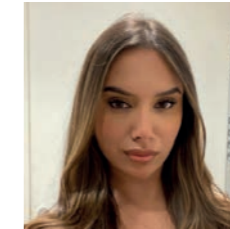
Meet our senior team

Sufian Aslam
Director of Education

Paul Spooner
Head of IN4 Talent

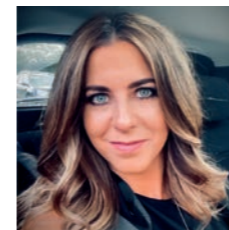**Natalie Williams**
Skills City Delivery Manager
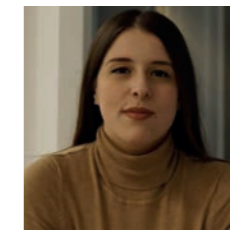
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SKILLS CITY

Fair Access to Technology Futures

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