



# REPORT 2018

**Connection and collaboration:  
powering UK tech and driving the economy**

## PRIME MINISTER

### Rt Hon Theresa May MP



A handwritten signature of Theresa May in black ink.

Over the last year, the performance of the United Kingdom's digital tech sector has been world-leading, with British firms attracting more capital than any other European country. Our great strength in technology and innovation, built on the UK's excellence in R&D and creative thinking, is demonstrated by the breadth of tech activity right across the country, and the powerful networks being forged by the next generation of entrepreneurs.

As this 2018 Tech Nation Report makes clear, the digital tech sector makes an essential contribution to local economies in our towns and cities. Clusters built around AI, machine learning, cyber security and big data industries are supporting growth, jobs and productivity in communities large and small. Ambitious people are brought together by a passion for new technologies and together become pioneers.

As Prime Minister, I am proud of the strengths of the UK tech sector and ambitious for what it can achieve in the future. That is why the government has made tech a core component of our modern industrial strategy, and we will continue to invest in the best innovations and ideas, in the brightest and best talent, and in revolutionary digital infrastructure.

For years, our tech sector has been concentrated in London and the South East. In line with the wider aspirations of the industrial strategy to promote economic growth and prosperity across the whole UK, I want to see our tech sector realise its huge potential to boost communities and economies across the entire nation.

Every entrepreneur, every innovator and every employer in the tech sector and beyond can help make this happen. Together, we can build a stronger and fairer country – a Tech Nation which sets the UK apart, and brings us all closer together.

The Tech Nation team that worked on this report includes Francesca Cahill, George Windsor, Henri Egle Sorotos, Lucy Cousins, Safa Boga and Sahra Bashir Mohamed.

This report benefited greatly by feedback from Caroline Rae, Gerard Grech, Nadia Kelly, Paul Abbott, Tia McPhee, Vicki Shiel, and support from all colleagues at Tech Nation.

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Design: PHILPOTT Design

This report would not have come to fruition without the support and significant resources dedicated by our data partners and sponsors.

**Special thanks** to data partners Adzuna, Beauhurst, the Office for National Statistics, Pitchbook, Startup Genome, Streetbees, and our 2018 report sponsors Barclays, EY, and JLL.

The Tech Nation Report 2018 lives online. This booklet summarises our key insights. Explore new findings and more detail including interactive data visualisations, community insights and founder views online.

## FOREWORD

Gerard Grech, Chief Executive, Tech Nation  
Eileen Burbidge, Chair, Tech Nation and Partner,  
Passion Capital

Welcome to the 2018 Tech Nation Report – the most comprehensive guide to the UK's digital tech ecosystem to date. Using a rich mix of official, open and web data, the Tech Nation Report 2018 dives deep inside the themes that are essential to the success of the UK's tech entrepreneurs. This year, the Tech Nation Report lives online. This booklet summarises the key insights. Interactive data visualisations, community insights and founder views all await at [technation.io/report2018](https://technation.io/report2018).

From international competitiveness to jobs and skills, we are proud to provide cutting-edge data and information that helps move the UK's digital economy narrative forward. Indeed, the UK's digital economy has seen astonishing growth over recent years. But it has also experienced challenges, some shared by the economy more broadly. Amongst these, of course, is the UK's changing relationship with the EU. Like the Tech Nation team itself, however, the tech communities we surveyed this year remain resolutely optimistic about the resilience of the UK's digital ecosystem.

So as we power into that future, we must support founders, investors, international talent and our homegrown digital workforce. Helping them to connect, learn and share, to ensure the UK remains the best place to start and scale world-class digital businesses. This is what Tech Nation is about; it's not about creating tech hubs but connecting the most ambitious tech entrepreneurs across the UK, so they are successful in their own cities, inspiring the next generation of local tech entrepreneurs through programmes, event and insights.

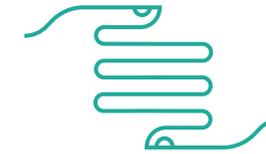
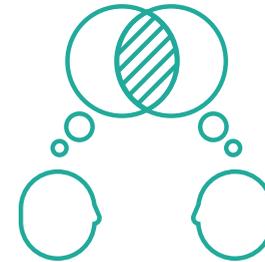
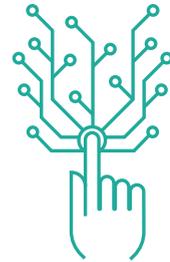
This year's Tech Nation survey received the largest response yet from members of the UK tech community. In more than 3,400 submissions, they told us about achievements they are celebrating and the challenges they face. The report also features over 70 business case studies – all online.

We would like to thank our Tech Nation community partners, our board, the UK Government, the Department for Digital, Culture, Media and Sport and of course, the awesome Tech Nation team – a team we are incredibly proud to be part of.



# KEY FINDINGS

Collaboration and global connectivity helps the UK tech sector grow 2.6 times faster than the rest of the economy



This booklet summarises our key insights. Explore new findings and more detail with interactive data visualisations, community insights and founder views online.

This is the fourth in an annual series of groundbreaking reports that give deep insight into the UK tech ecosystem to further the understanding of the sector's key challenges, opportunities and trends for the year ahead and beyond.

It highlights the unique strengths of clusters and considers how to support their growth in an evolving political climate.

Here is what you need to know about the ecosystem in 2018.

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## 1 INTERNATIONAL COMPETITIVENESS

- **The UK cements its position as a global tech leader**

Its digital tech sector is a shining light not only in Europe but also on a global scale. In London 33% of tech company customers are based outside the UK, compared to 30% in Silicon Valley and 7% in Beijing.

- **Global connections are key to domestic success**

25% of the world's entrepreneurs report a significant relationship with two or more others based in London, a figure beaten only by Silicon Valley.

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## 2 DIGITAL TECH BUSINESS

- **The UK has digital suburbs, not just cities**

London's digital density is below the UK average at 0.92, while Newbury at 15.5 is the most tech specialised local economy in the UK.

- **Healthy mix of growth stages across the UK**

The highest proportion of clusters (36%) emerged as balanced ecosystems, 26% are scaleup dominant, and 12% startup dominant.

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## 3 COMMUNITY PERCEPTIONS

- **Access to talent and investment continue to challenge tech communities across the UK**

In 83% of clusters, the tech community cited access to talent as their biggest challenge.

- **UK tech communities value quality of life and sense of place**

Communities identified the top ecosystem strengths as: 1) appealing area; 2) a helpful tech community; 3) proximity to a university.

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## 4 COLLABORATION, CONNECTIVITY AND CULTURE

- **UK software developers are highly collaborative**

Data on 52,000 UK Github users reveals important, often hidden, ways that developers collaborate. Languages associated with web development are prevalent, the top three are JavaScript, Python and PHP.

- **The UK tech community is highly connected**

We found 3,527 tech meetup groups, with over 1.6 million members across 283 locations. Their interactions indicate a vibrant grassroots tech scene and highlight emerging trends such as AI.

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## 5 JOBS AND SKILLS

- **Jobs in digital tech are on the rise**

From 2014 to 2017 digital tech sector employment rose 13.2%. Its workers are more productive, on average, by £10,000 per worker. Jobs requiring digital tech skills command higher salaries, at £42,578 compared to £32,477 for those that do not.

- **Diversity remains a key challenge for digital tech**

Only 19% of the digital tech workforce is female. Despite the stereotype that digital tech jobs are for millennials, 72% of workers are aged over 35.

# 1. INTERNATIONAL COMPETITIVENESS

Sponsored by: EY

With the digital sector growing twice as fast as the economy as a whole, it is clear that technology is a critical component of UK growth, both now and for the future.

However, EY's recent Regional Economic Forecast also found that digital tech growth was fastest in the south of the country. Today, we have a once-in-a-generation opportunity to reposition the country. Against a backdrop of changing trade dynamics and technology-led disruption, we believe that the UK regions have a critically important role in strengthening the country's position on a global stage.

The success that London's tech sector is currently enjoying internationally is a positive story, and one that other regions can learn from. 33% of its tech company customers are based outside of the UK, making it the second most connected tech ecosystem in the world, following only Silicon Valley. But all of the UK's tech ecosystems now have a vital role to play in driving the country's international connections and ensuring our continued competitiveness.

So, as we find ourselves faced with a real opportunity to place the UK at front and centre of the international digital tech economy, now is the time for a renewed focus on the digital landscape across the country. Tech Nation provides a platform for the UK's regions to learn from successful and established ecosystems. It helps forge connections, joins the dots and supports local networks to flourish. We are proud to be part of that journey's start.

**Mark Gregory**  
EY Chief Economist, UK

**Debbie O'Hanlon**  
EY Managing Partner, UK Regions



## The UK cements its position as a global tech leader

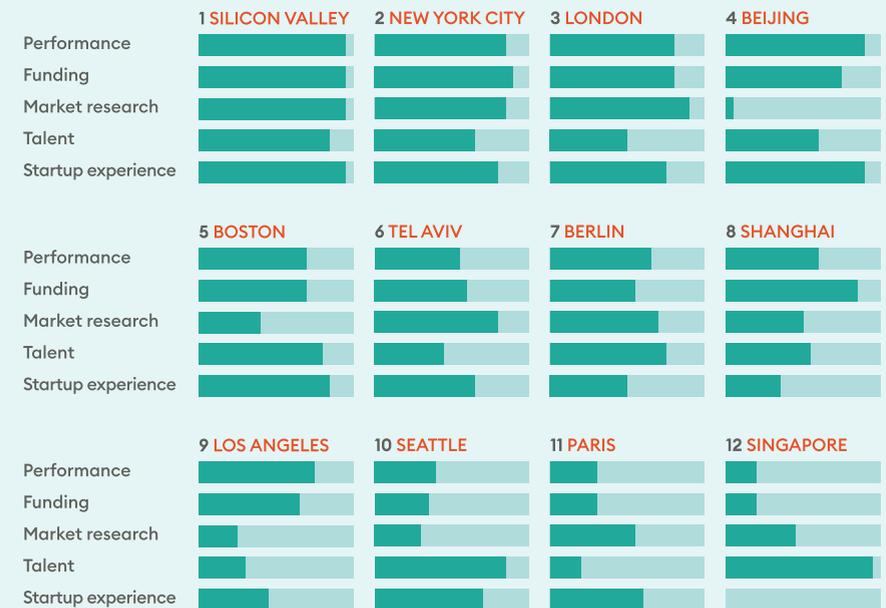


The UK tech sector is a shining light in Europe, but Brexit is forcing the nation to think bigger. It is therefore critical that the UK looks beyond its borders and judges its performance on a truly international scale.

The tech sector has experienced rapid growth over recent years, both across the UK and beyond. At each stage of growth, ecosystems experience shared challenges and find shared strengths.

Data from Startup Genome allows us to create a detailed picture of the dynamics driving global tech startup ecosystems. It helps us to answer important questions from founders and CEOs, such as: where should I form my tech startup to maximise my chances of success? Where should I open a second office? Or, how can I help address my ecosystem's challenges?

### LONDON SECURES ITS POSITION AS 3RD GLOBAL TECH STARTUP ECOSYSTEM



Performance of the top 12 global tech startup ecosystems  
Source: Startup Genome, 2017

## Global connections are key to domestic success

“

Having contacts across the world has helped Deliveroo's growth go from strength to strength, expanding to 12 markets since 2015 in Europe, Australia and the Middle East.”

**Will Shu**  
Co-founder & CEO  
Deliveroo



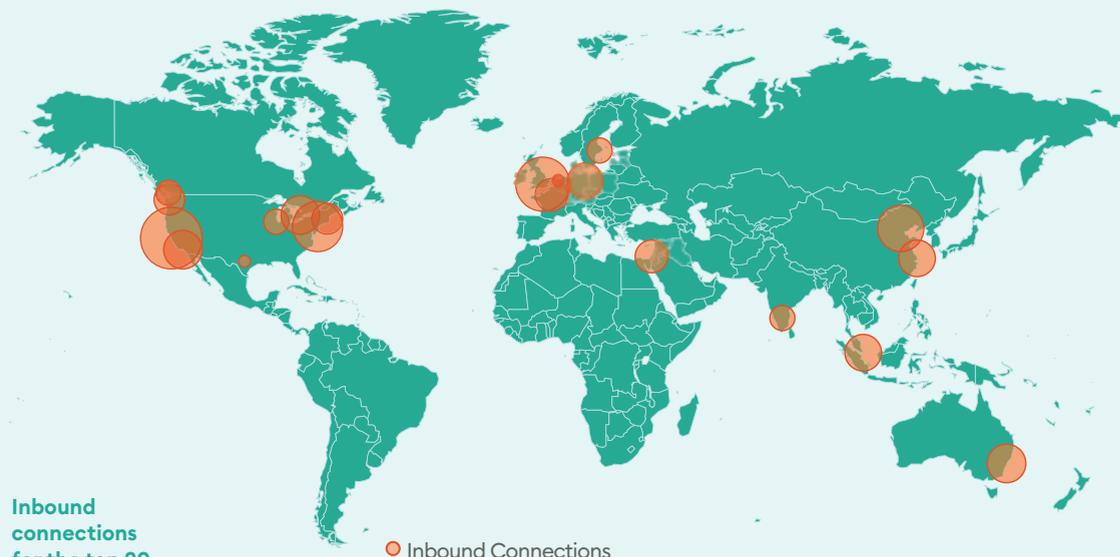
London is second only to Silicon Valley for inbound global connections. 25% of entrepreneurs across the world report having a significant relationship with two or more entrepreneurs in London, compared to 33% for Silicon Valley.

These connections extend the UK's market reach and drive innovation in a process that is inherently collaborative.

Physical proximity often aids collaboration, so we must not underestimate the importance of domestic networks. But it is increasingly important that UK tech clusters are seen as local nodes within an international web.

Since the success of firms in the knowledge based economy is increasingly dependent on their ability to innovate, the importance of these global networks to the performance of the UK tech sector cannot be overstated.

### LONDON IS THE SECOND MOST CONNECTED ECOSYSTEM IN THE WORLD



Inbound connections for the top 20 global tech ecosystems

Source: Startup Genome, 2017

**Note:** Inbound connections refers to the percentage of entrepreneurs from international ecosystems (in another country) who report a significant relationship with two or more entrepreneurs in a given ecosystem. The size of the bubble on the map corresponds to the percentage of entrepreneurs in a given ecosystem.

## 2. DIGITAL TECH BUSINESSES

Sponsored by: Barclays

We can learn a huge amount about the UK's tech ecosystem by better understanding the innovative businesses across the nation that are driving economic growth. Barclays is delighted to support Tech Nation's vision of galvanising tech ecosystems right across the UK.

The impact of high-growth, digital tech companies is hugely positive. They create employment, generate new opportunities for investors and grow the economy in all corners of the UK. In fact, the tech sector is an important part of a much wider range of local economies than we previously realised – we see tech hotspots throughout a range of digital suburbs like Stevenage and Welwyn Garden City, as well as cities such as Bristol.

We know that tech companies are powered by relationships. By helping to forge meaningful connections, Barclays look to support the ecosystem – connecting businesses to peers and experts, and offering innovative and bespoke support to accelerate growth.

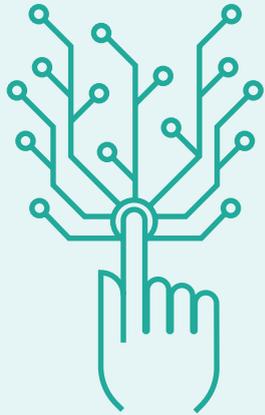
Digital disruption is impacting all industries – we only have to look at the way technology is becoming an enabling force in sectors like healthcare and transport to see this. But this type of disruption inevitably has a wide range of implications – and consensus will need to be built around the way we manage the global changes tech is already bringing about, and the UK's place in this new world.

High-growth small businesses and large corporates must be united in this journey. Barclays are excited to support Tech Nation's mission to bring these businesses together, catalysing a national network of ambitious entrepreneurs, and to help the UK's digital tech economy thrive.

**Tom Easterby**  
Head of Venture Capital Coverage  
Barclays



## The UK has digital suburbs, not just cities



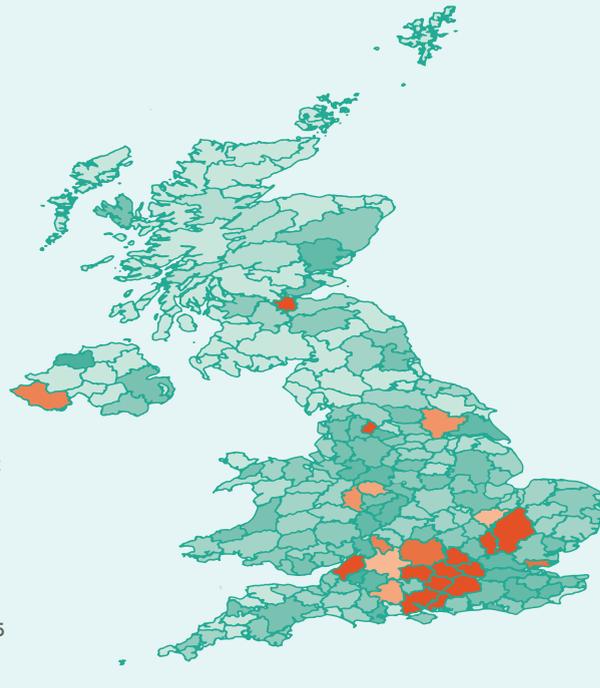
Digital tech is powering local economies across the UK. But as the map below shows, it is far from uniformly distributed.

Nor is it the sole preserve of large, metropolitan cities. In digital suburbs like Guildford and Aldershot, Slough and Heathrow, digital tech density is significantly higher than the UK average, while employment and turnover are amongst the highest of all UK clusters.

The value generated by a digital tech worker varies considerably. Clusters where we see a high digital density also tend towards higher productivity per worker.

In fact, there is a 'productivity power path' from London to the mouth of the River Severn, travelling along the M4 corridor and spreading to Southampton and Portsmouth. Turnover by employee ranges from £27,650 in Campbeltown to £320,000 in Bristol. The UK's strength as a Tech Nation rests on comprehending, and valuing, this diversity of economic activity.

### DIGITAL SUBURBS UNCOVERED ACROSS THE UK



Digital tech density in Travel to Work Areas across the UK

Source: Tech Nation, 2018; ONS, Business Structure Database, 2017

**Note:** Digital density measures digital tech specialisation in clusters compared to density in the UK. A figure above 1 indicates relative specialisation, and below 1 indicates relative lack of specialisation in digital tech.

## Healthy mix of growth stages across the UK

“As an ambitious and early stage SME, that is tackling a globally defined problem, collaboration is key for us. We look for the support of government and health departments, as well as industry giants to find ways that we can innovate, and grow together.”

Devika Wood  
Co-founder  
Vida



The number of digital tech companies born in the UK has boomed, with a staggering 78% increase between 2009–2010 and high growth was sustained until 2015–2016 when the business birthrate fell by 17%.

The highest proportion of clusters (36%) emerged as balanced ecosystems, 26% are scaleup dominant, and just 12% startup dominant. This analysis paves the way for more targeted support for each.

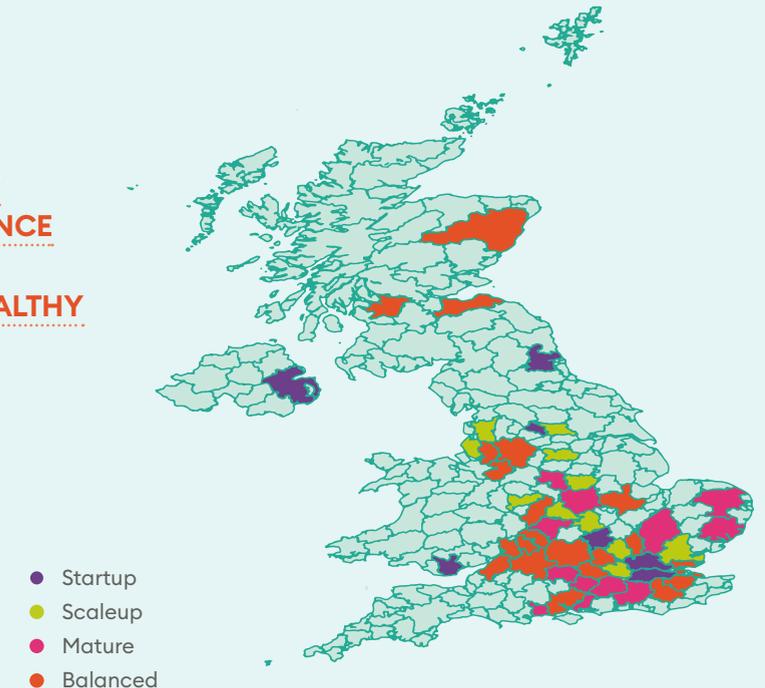
To look at the age of tech companies we segmented 50 Travel to Work Areas into four groups:

- 1 BALANCED** An even distribution of businesses of different ages, from startups to mature companies
- 2 MATURE** A higher than average proportion of companies aged 10–18 years and 19 or over
- 3 SCALEUP** A higher proportion of companies aged 5–9 years
- 4 STARTUP** A higher proportion of companies aged four or under.

### A HIGH PROPORTION OF CLUSTERS WITH A BALANCE OF COMPANY GROWTH STAGES SUGGESTS A HEALTHY UK ECOSYSTEM

Growth Stage distribution of companies in Travel to Work Areas across the UK

Source: Tech Nation, 2018; ONS, Business Structure Database, 2000–2016



**Note:** Data on 50 Travel to Work Areas are presented due to low sample sizes in the rest of the UK.

# 3. COMMUNITY PERCEPTIONS

Sponsored by: JLL

At JLL, we understand just how important the place you work can be. But, as this report confirms, places are nothing without dedicated communities supporting them. 57% of clusters across the nation flagged the tech community as a top local strength.

We are here to make sure you choose the right location for your business, to help create inspiring workplaces, and to show you how the buildings you occupy can make your talent more productive. More than this, though, at JLL we share the same ambition as Tech Nation – to help digital tech communities flourish across the UK. What better way to engage with the pressing issues experienced in tech, than to hear from those ambitious entrepreneurs driving the sector forward?

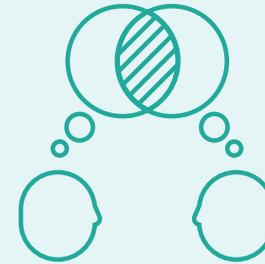
Many of the challenges that tech businesses in the UK face are not exclusive to where they are based. Although they vary from place to place, broadband speeds, living costs, transport, affordable workspace and even access to the best talent, are needs shared across the country. That is why we are supporting Tech Nation’s work on community perceptions this year – to share insights, and facilitate connections.

The UK is at an inflection point. We have the opportunity to unite a rich and diverse range of communities across the country to come together on key issues defining your ecosystem. We hope that you will use these insights to make informed business decisions, and accelerate your success at this incredibly exciting time for UK tech.

**Michael Davis**  
Tech and Media Sector Lead  
JLL



## UK tech communities share key experiences



To develop a deep understanding of the UK digital tech ecosystem, it is essential to explore a mix of official, web and open data, as well as probe the experiences and perceptions of ambitious entrepreneurs, support organisations and employees in the sector.

This year’s Tech Nation survey received the largest response yet from these members of the UK tech community. In a total

of 3,428 submissions, they told us about the opportunities and challenges their local ecosystems face, and the digital tech leaders they admire.

The majority of respondents (33%) were founders and CEOs, followed by workers in tech companies (31%).

## Access to talent and investment continue to challenge tech communities across the UK

The challenges experienced by people living and working in UK tech clusters are seldom exclusive to their own environment.

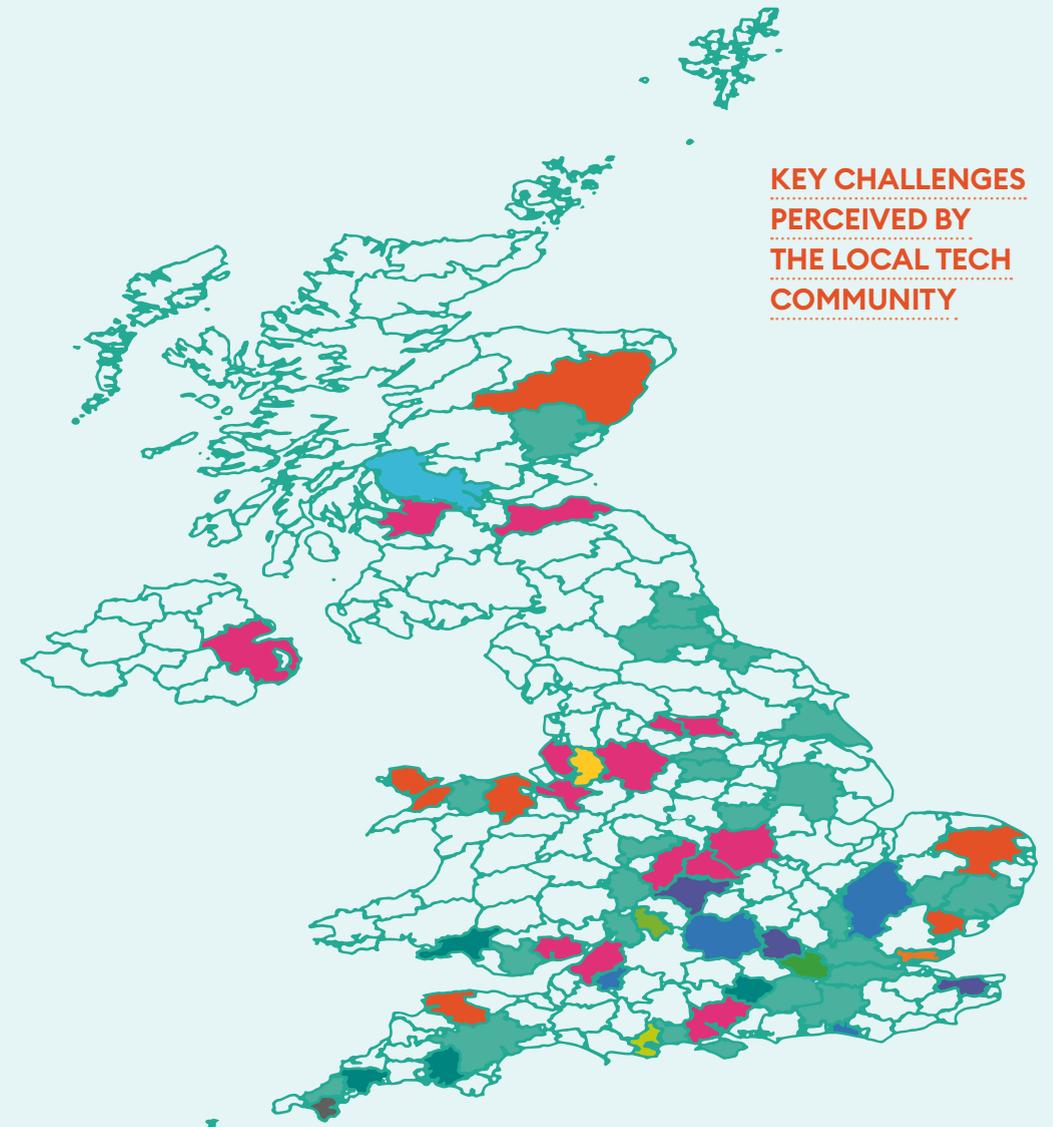
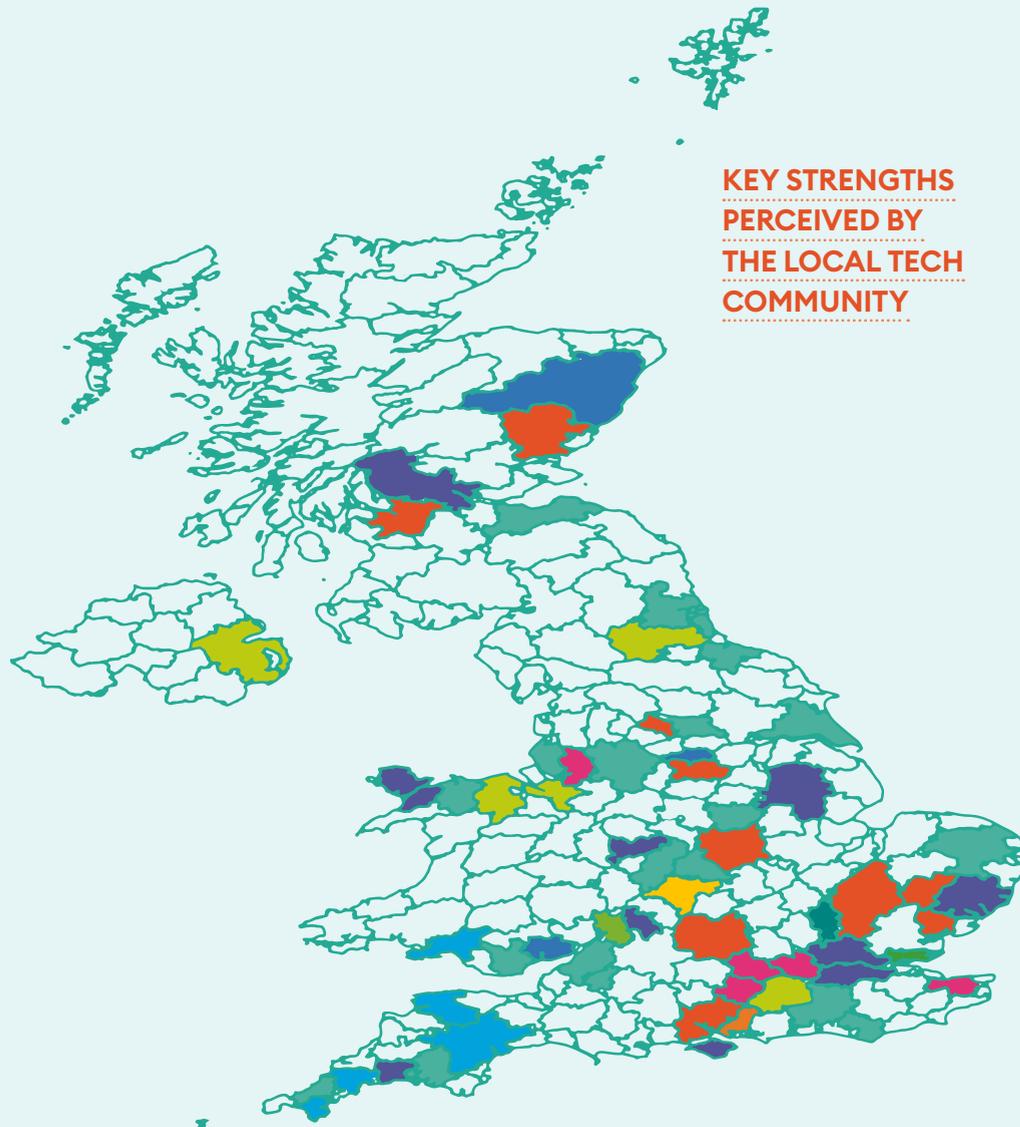
The top challenges identified in survey areas were:

- 1 Access to talent
- 2 Access to funding
- 3 Bad transport links

The maps overleaf show top challenges and strengths perceived in the clusters we surveyed.

## Community perceptions of local tech ecosystems

Explore your region online at [technation.io/report2018/community](https://technation.io/report2018/community)



**Strengths of local tech ecosystems**  
Source: Tech Nation and Streetbees, 2018

- Access to resources
- Good quality of life
- Helpful tech community
- Proximity of a university
- Creativity/innovation
- Access to workspace
- Appealing area
- Good transport links
- Access to talent
- Proximity of large tech companies
- Digital infrastructure
- Diversity of talent

**Challenges of local tech ecosystems**  
Source: Tech Nation and Streetbees, 2018

- Limited infrastructure
- Cost of living
- Bad transport links
- Lack of support from wider tech community
- Remote area
- Retaining talent
- Lack of support from government
- Access to talent
- Access to funding
- Availability of workspace
- Few nearby tech companies
- Lack of awareness of local tech community
- Lack of tech training

## UK tech communities value quality of life and sense of place

“

Norwich businesses value working together, both locally and as part of the much bigger tech community in the UK.”

James Duez  
Investor, Co-founder  
& Executive Chairman  
Rainbird Technologies



RAINBIRD

The top strengths identified in survey areas were:

- 1 Appealing area
- 2 A helpful tech community
- 3 Proximity to a university

Strengths as well as challenges are shared – suggesting that benefits could come from better connections that enable founders and CEOs to learn from one another and open up new opportunities through collaboration.

The UK’s strength as a tech nation lies in the diversity of local clusters and cultures that come together to form a dynamic, national ecosystem.

## Diversity among UK tech leaders remains a challenge

We asked members of the tech community who they saw as the most influential tech figures in their local area. Unsung heroes emerged alongside better known figures, but only 11% were women.

This is concerning. A diversity of role models is important if people are to identify not only with leaders in the field, but with tech itself.

Tech leaders do, however, inhabit a spectrum of roles. 48% of those identified are members of the wider ecosystem and 51% are heads of, or working in, tech companies. Some are industry veterans, such as Hermann Hauser at Amadeus Capital. Others are disruptors like Demis Hassabis at DeepMind, Lawrence Jones at UKFast and Paul Smith at Hyperloop One.

## 4. COLLABORATION CONNECTIVITY AND CULTURE

### UK software developers are highly collaborative



Software innovation is critical to the success of the UK digital tech sector, yet how developers collaborate is seldom captured. We have done so using data from leading software development platform, Github.

Productive connections require collaborators to communicate effectively. In the case of development, this does not necessarily mean speaking the same language, but coding the same language.

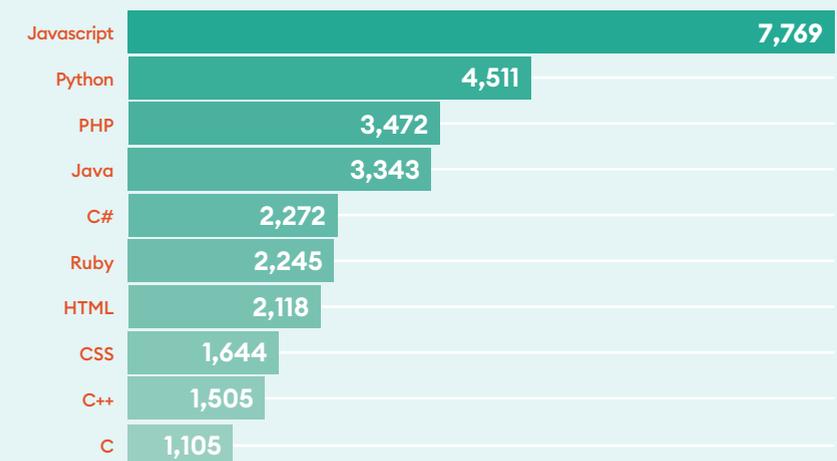
Data on 52,000 UK Github users shows that the languages associated with web development are most prevalent, the top three are JavaScript, Python and PHP.

The connections that users make on Github are best illustrated through the networks they create. As a project is developed, Github stores and manages revisions made by its users. It also enables them to ‘fork’ projects – copy another user’s work from an open source code repository. This extensive, and ostensibly hidden, network of digital collaboration is evidence of the depth of the national tech ecosystem.

### GITHUB SHOWS HOW UK TECH DEVELOPERS SHARE CODING LANGUAGES

Top programming languages used on Github, by number of users

Source: Tech Nation, 2018; Github, 2018



# The UK tech community is highly connected

“

Calling in favours, asking for advice and sparring with fellow entrepreneurs has helped me build a big business (and keep my sanity!) over the last 5 years.”

**Andrew Hunter**  
Co-founder  
Adzuna



The UK's tech community is highly connected.

**Meetup.com data reveals:**

- 3,527 UK tech groups
- 1.6 million members
- 283 locations

Tech meetups are inclusive and collaborative – 91% of UK groups are open for all to attend. 9% require approval and only 0.03% are closed. They highlight emerging trends, for instance, in Manchester a mass of groups are discussing new technologies like Blockchain, and a strong data science community is making itself felt in London.

The network diagram here shows the top 400 meetups in the UK, by size of membership. Meetups are clustered not by geography, but by specialisation – the more similar the tags used to describe them, the closer they appear on the diagram. Software development is a core part of this network, and an integral component of UK tech, both now and for the future.

**TOP 400 MEETUPS HIGHLIGHT EMERGING TRENDS, WATCH OUT FOR AI AND BLOCKCHAIN AS THEY TAKE CENTRE STAGE IN THE CONVERSATION**



## Top 400 tech meetup groups by membership in the UK

Source: Tech Nation, 2018; Meetup.com, 2018

**23.75%**

**Pink cluster:**

**Main theme:**  
Open source  
Linux  
System administration

**20.75%**

**Green cluster:**

**Main theme:**  
Software development  
Scrum  
Agile  
Project management

**17.25%**

**Blue cluster:**

**Main theme:**  
Web design  
CSS  
UX design  
Product design

**16.25%**

**Black cluster:**

**Main theme:**  
Emerging technology  
Virtual currency  
Mobile technology  
Reg tech

**15.75%**

**Orange cluster:**

**Main theme:**  
Artificial intelligence  
Big data  
Python  
Hadoop  
Robotics

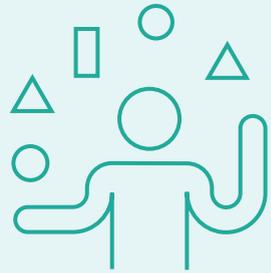
**3.75%**

**Purple cluster:**

**Main theme:**  
Java  
.NET  
PHP  
Ruby

## 5. JOBS AND SKILLS

### Jobs in digital tech are on the rise



Between 2014 and 2017 employment in the digital tech sector increased by 13.2%. Workers in digital tech are also more productive than those in non-digital sectors, by an average of £10,000 per person per annum.

Jobs requiring digital tech skills command higher salaries, on average, £42,578 compared to £32,477 per year, while digitally enabled jobs – those requiring only some engagement with digital tech – bring in £35,227. Overall, digital tech jobs are good for workers, and good for the UK.

Employer demand is increasing too. Non-digital tech companies are becoming more reliant on digital tech workers, as tech pervades every business and new forms of work evolve.

However, tech does not currently offer equal opportunities for all. There is a growing movement to promote diversity, with a number of initiatives aiming to address the gulf between men and women's employment in the sector. Other inequalities also deserve attention.

#### THE MORE DIGITALLY SKILLED A UK JOB IS, THE HIGHER ITS AVERAGE ANNUAL SALARY



Average annual salary of jobs  
Source: Adzuna, 2018

**Note:** Jobs are categorised based on their digital skill level according to the DCMS definition of technology literacy.

### Diversity remains a key challenge for digital tech

“**With almost half of our exec and management team being female, diversity is the glue that holds our business together, and the fuel that allows us to keep innovating.**”

**Norm Johnston**  
CEO  
Unruly



UNRULY

Only 19% of the digital tech workforce is female, compared to 49% across all UK jobs. The diversity of the digital tech workforce can be probed further using the ONS' Annual Population Survey. This finding flags a diversity dilemma in tech, reinforcing a groundswell of industry activity to address inclusion and equality in digital companies.

15% of those in digital tech jobs are of black, Asian and ethnic minority (BAME) background. This is significantly higher than the 10% across all UK jobs. Ethnic diversity is above UK average, yet gender diversity is significantly lower – this reminds us of the importance of taking a nuanced approach to understanding workforce composition.

On average 72% of UK digital tech workers are over 35, challenging the stereotype that jobs in this sector are the preserve of millennials. East London, the site of Silicon Roundabout, is the only region where the majority of digital tech workers (51%) are under 35.

#### WOMEN IN TECH ARE OUTNUMBERED 4:1

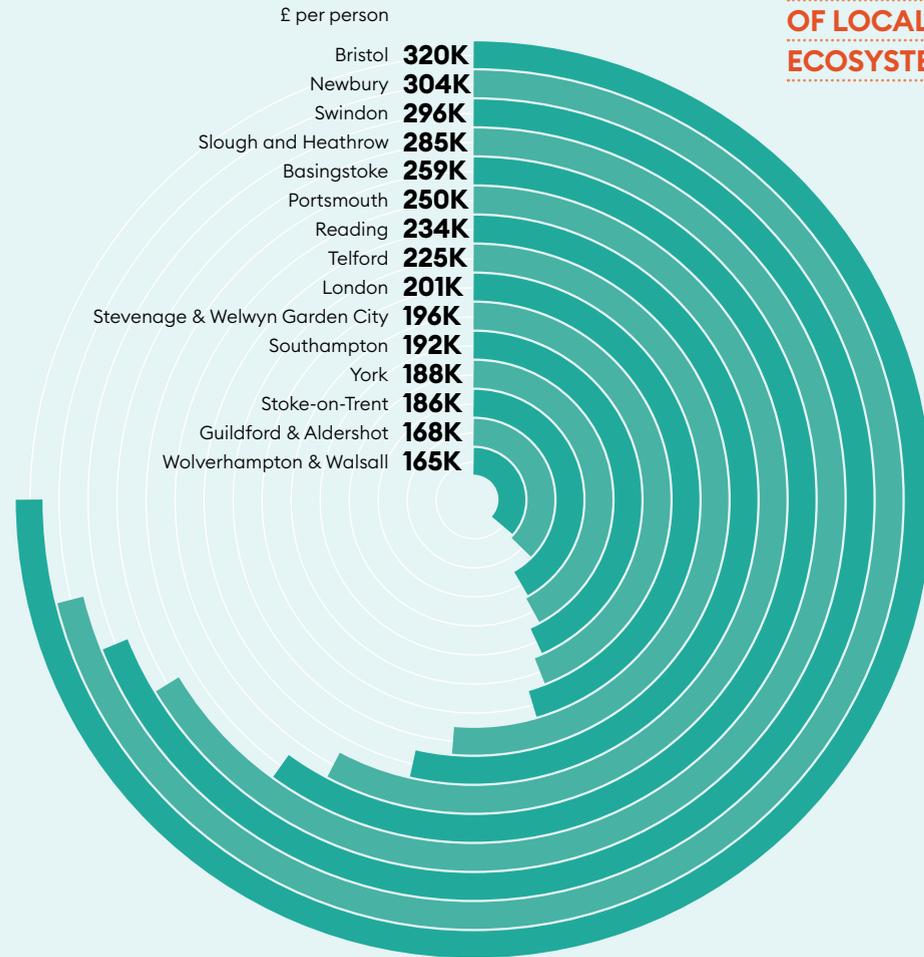
Gender diversity of people working in digital tech jobs, 2017

Source: Tech Nation, 2018; ONS, Annual Population Survey, Wave 3 2017

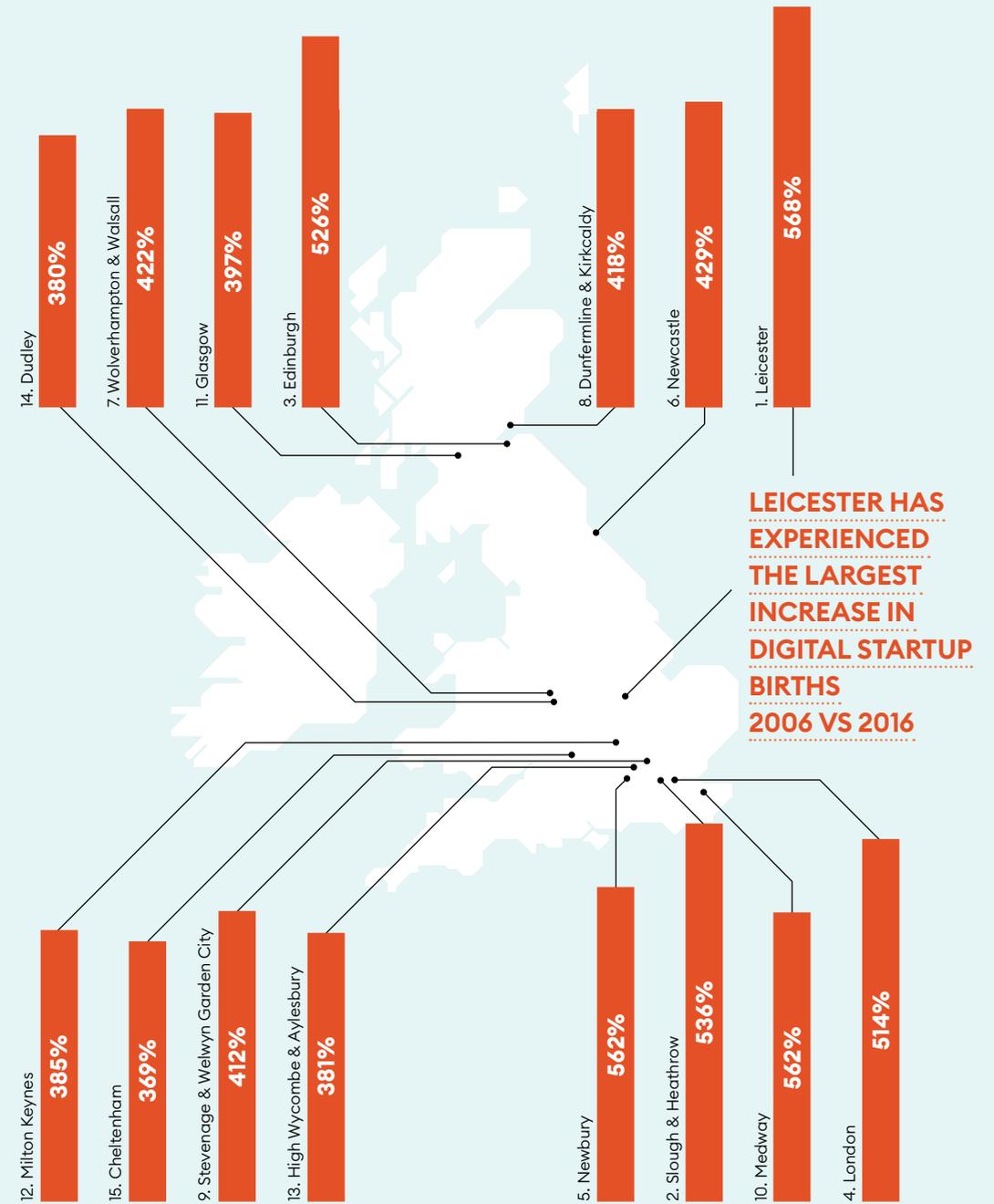


# DIGITAL PERFORMANCE INDICATORS

## BRISTOL TOPS PRODUCTIVITY OF LOCAL TECH ECOSYSTEMS



Productivity (£ per person), turnover by employee for the top 15 UK Travel to Work Areas  
Source: ONS Business Structure Database, 2017



LEICESTER HAS EXPERIENCED THE LARGEST INCREASE IN DIGITAL STARTUP BIRTHS 2006 VS 2016

Digital startup births within Travel to Work Areas, percentage change in digital startup births 2006 vs 2016  
Source: ONS Business Structure Database, 2006, 2016

Note: A minimum threshold of 10 companies per Travel to Work Area has been applied to the underlying data.

# RECOMMENDATIONS FOR AMBITIOUS ENTREPRENEURS



London has powerful global connections, but tech clusters across the UK are going global, and all must elevate their ambitions to perform on an international stage.

Begin expanding yours by learning from founders and CEOs with international experience. Engage with UK networks like International Tech for Good. Tech Nation's Future Fifty and Upscale programmes, for late and mid-stage scaleups, run tailored sessions on going global.

Support is also available through the Department for International Trade's Exporting is GREAT campaign, the Mayor of London's Go to Grow programme, British Chambers of Commerce and local Chambers.

## 1 Get support, go international

Analysing the age distribution of companies within each of the UK's tech ecosystems paves the way for more targeted and appropriate support for each.

26% of clusters are categorised as 'scaleup dominant' economies, and just 12% as 'startup dominant' ones.

Mechanisms that expose startups and scaleups to corporates should be embraced. If you are a digital tech entrepreneur, look for opportunities to engage with corporate accelerators or work spaces, like Barclays' Eagle Labs or Wayra's Accelerator.

If you are a corporate, make the process transparent. By setting KPIs, focusing on real internal needs and securing senior 'buy in', you can smooth the journey.

## 2 Engage with corporates in new ways

The challenges that communities face are seldom exclusive to their cluster – they include access to talent, funding, transport and workspace.

Use the Tech Nation Report 2018 to identify the challenges experienced in your local digital tech ecosystem. Do they align with your own?

Connect with communities across the country, learn from the experiences of your peers, and share your experiences. The UK network is unique, and our rich ecosystem strengthens the country's position as a world-leading Tech Nation.

## 3 Learn from peers, accelerate growth

Learning from others could reduce the time it takes to innovate and accelerate success.

Informal industry meetups are a good way to test new ideas, discuss emerging topics, and meet like-minded individuals or potential collaborators.

By tapping into the networks that we highlight you could find local groups that you have never previously come across.

Dive into this powerful network. Explore the connections between groups, or search for terms you are interested in.

## 4 Collaborate to accumulate

Across the UK, employer demand is outstripping supply of digital tech skills.

Increasing diversity would broaden the talent pool. But communities across the country also stated that their ecosystem's 'proximity to a university' was among its key strengths. Relationships should be cultivated with student tech societies. Startups can also engage with students directly through career fairs like Silicon Milkroundabout.

Working with a local code club for children can help future-proof your talent pipeline. Norwich's Step Into Tech, for example, helps children develop their love of all things tech, while Raspberry Pi promotes digital making with their small, affordable computers.

## 5 Recruit talent creatively

# ABOUT TECH NATION

RISING STARS

upscale

future fifty

FOUNDERS' NETWORK

fintech

DIGITAL BUSINESS ACADEMY

VISA SCHEME

Tech Nation empowers ambitious tech entrepreneurs to grow faster through knowledge and networks. We help the UK compete globally to bring jobs, skills and higher productivity to the nation and build an economy fit for the future. We do this through:

## Growth programmes tailored to each stage of your business lifecycle

### **RISING STARS**

Showcasing the UK's best early-stage tech startups.

### **UPSCALE**

Helping the UK's leading scaleups grow into the tech giants of tomorrow.

### **FUTURE FIFTY**

A powerful network of the UK's leading late-stage tech companies.

### **FOUNDERS' NETWORK**

Peer-to-peer network for tech startup founders.

### **FINTECH**

Helping UK fintech startups scale, at home and abroad.

## Digital entrepreneurship skills

### **DIGITAL BUSINESS ACADEMY**

Free courses to help start, grow, or join a digital business.

### **TECH IMMERSION**

Workshops on the UK's startup ecosystem, tailored to your business needs.

## Visa Scheme

Tier 1 employment visas for exceptional international tech talent.

## Research and insights

Championing the UK digital sector through data, case studies, and outreach.

# COMMUNITY PARTNERS

The work we do as Tech Nation is made possible by the support and time invested by our community partners. We want to extend a huge thanks to every individual and organisation across the UK that got behind the Tech Nation Report 2018.

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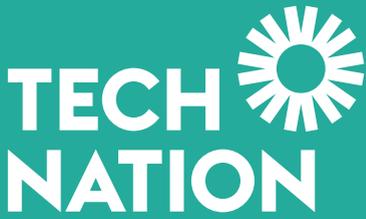
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[technation.io/report2018](https://technation.io/report2018)

## THE STATE OF THE UK TECH NATION

The Tech Nation Report 2018 lives online. This booklet summarises our key insights. Explore new findings and more detail with interactive data visualisations, community insights and founder views online.

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