Finding future tech talent

Finding the right talent is one of the leading challenges that high growth digital companies and their leadership teams are facing today. One of the solutions to the shortage of skills is to encourage more young people and home-grown talent into the industry. In doing so, we can continue the rapid growth of the UK digital economy and maintain the UK's position as the best place to found and grow a digital business.

The findings of this report indicate that many young people perceive obstacles to pursuing their ambitions, particularly those without university education, 59% of whom believed there were too few opportunities available to them. Our partnership with Tech City UK helps us to identify and overcome challenges like these by creating more opportunities for young people to learn and thrive in this exciting and innovative industry.

How we're helping young people reach their ambitions:
To encourage young people into the sector, we partner with initiatives such as Coderdojo and Teen-Turn in which young people are able to learn to code, build websites and consider digital technology as a career.

For us, recruitment is an ongoing relationship and that's why we form partnerships with many digital communities and ecosystems, such as StackOverflow, Silicon Republic and Empact Ventures. This allows us to engage with talented professionals at each stage of their career, and find the perfect opportunities for their strengths, skills and ambitions.

By working with Tech City UK, we aim to support the next generation of digital entrepreneurs and leaders, so they can continue the legacy of innovation in the UK.

"We are delighted to be an Official Partner of Tech City UK for their Tech Nation Talent Report. The data gathered from this survey is invaluable, but needs to be acted upon to attract more young people, particularly young women, into the technology sector. Without the right people to drive a business forward, any digital strategy, no matter how cutting-edge, will fail. Hays Digital Technology is committed to finding emerging talent in young people and helping them to join this ever-evolving market, thereby helping trailblazing organisations find the innovation they need to thrive."

**James Milligan, Director
Hays Digital Technology**

About the report

In this, part 3 of 4 of the Tech Nation Talent series, we investigate young people's perceptions of tech as a future career area.

This research is critical to build an understanding of young people's career preferences, and those aspects of tech that might lead to an alternative career choice. In doing so, we highlight opportunities for tech companies, founders and CEOs to move the UK towards a more inclusive and diverse future tech workforce.

Go to our website, techcityuk.com/talent, for the full report and Parts 1 and 2 of the series, where we explore International Talent, and Tech Skills in the UK.

Our analysis includes two approaches: 1) a survey of over 1000 young people aged 15-21 to understand what career areas they want to pursue, and why, and 2) exploration of over 80,000 Reddit careers discussions to surface the most mentioned career areas, sentiment towards different sectors, and frequently referenced qualifications and skills.

Reddit is the 4th most visited website in the UK and the US, receiving over 542 million monthly visitors in 2017. In December 2017, the total number of comments on Reddit had reached over 900 million, arguably making Reddit the most comprehensive source of discussion in the world.

TECH NATION Talent

From **TECH CITY**

#TechNation
@TechCityUK
TechCityUK.com

Sponsor
HAYS Recruiting experts in Digital Technology
@HaysDigiTechUKI

Data partner
The University Of Sheffield.

TECH NATION Talent

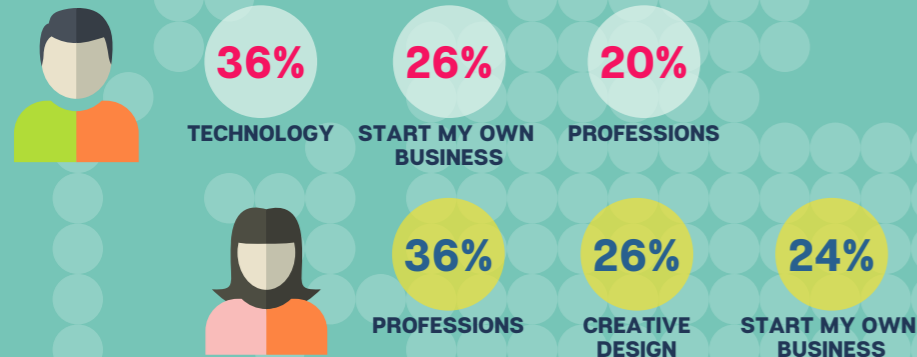## Young people's perceptions of tech careers

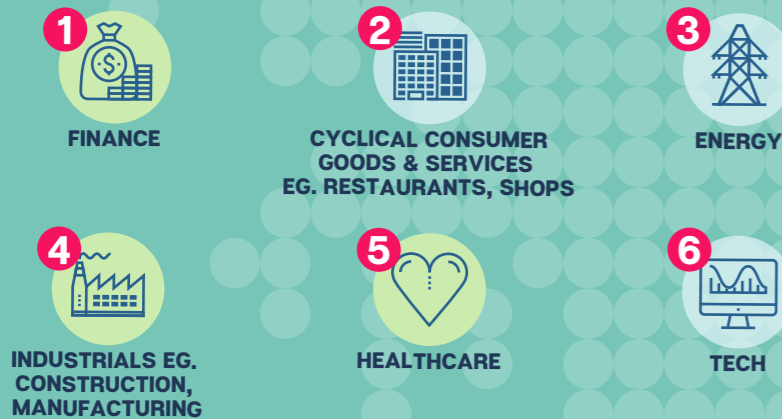## Part 3 of a 4 part series on tech talent in the UK

From **TECH CITY UK**

Sponsor
HAYS Recruiting experts in Digital Technology

Data partner
The University Of Sheffield.

TECH NATION
Talent
From TECH CITY

IN NUMBERS

1 MOST POPULAR CHOICE OF FUTURE CAREER

36% TECHNOLOGY
26% START MY OWN BUSINESS
20% PROFESSIONS

36% PROFESSIONS
26% CREATIVE DESIGN
24% START MY OWN BUSINESS

2 MOST MENTIONED SECTORS IN UK CAREER DISCUSSIONS ON REDDIT

1 FINANCE
2 CYCLICAL CONSUMER GOODS & SERVICES EG. RESTAURANTS, SHOPS
3 ENERGY
4 INDUSTRIALS EG. CONSTRUCTION, MANUFACTURING
5 HEALTHCARE
6 TECH

3 YOUNG PEOPLE WANTING TO WORK IN TECH

70%   30%

4 YOUNG PEOPLE AGED 16 YEARS OLD ARE MORE LIKELY TO WANT TO WORK IN TECH THAN OTHER AGE GROUPS SURVEYED

5 REASONS FOR WANTING TO WORK IN TECH

55% FAST MOVING AND EXCITING SECTOR
54% INTERESTING JOBS
50% GOOD PAY

6 MOST IMPORTANT ASPECT OF FUTURE WORK

93% JOB SECURITY
92% SALARY

7 65% OF YOUNG PEOPLE VIEWED WORK EXPERIENCE AS CRUCIAL TO GETTING THEIR FIRST JOB

8 59% OF YOUNG PEOPLE FELT THAT THERE WERE TOO FEW TRAINING OPPORTUNITIES FOR THOSE WHO DID NOT GO TO UNIVERSITY

9 REASONS FOR NOT WANTING TO WORK IN TECH

Viewed other areas as more appealing 46%

Thought they did not have the skills needed to work in tech 45%

10 YOUNG PEOPLE AGED 19 – 21 WERE MORE LIKELY THAN OTHER AGE GROUPS TO FEEL THAT

44% They did not have the skills to work in tech

17% That there are not many tech jobs around