



TALENT MEETING – KICK OFF SESSION

WEDS 7 JUNE

2PM TO 4PM

# UKTIN TALENT KICK OFF MEETING

## Meeting objectives

14.00

1. Introductions

14.20

2. Confirm the objectives of UKTIN Talent

14.25

3. Introduce the Terms of Reference (TOR) for this meeting

14.30

4. The criticality of promoting careers in the telecoms sector

14.45

5. Confirm our initial findings re the skills and talent challenges within the sector

15.00

6. Some more insights – stakeholders provide their insight and challenges

15.30

7. Current and future plans

15.45

8. Success measures

15.50

9. Commit to key actions to collaborate to promote talent into the sector

# Introductions

**'Speed Dating'**

**20 second intros**

- **Name**
- **Organisation**
- **Why you want to get involved in UKTIN Talent**

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# CONTEXT

## We are committed to address the following key market failure

The UK has a national shortage of fibre and mobile telecoms engineers and needs to establish enhanced training and qualifications to support career paths combining computer science with telecoms – as these areas converge

Telecoms engineer shortages are driven by demand for fibre/5G rollout, Brexit, our ageing engineering workforce and gaps in training

### Access to the right talent and skills is critical to the success of telecoms innovation

The purpose of UKTIN Talent is to address market failures and convene stakeholders to map, publicise, facilitate and improve access to telecoms careers, training and jobs



# OUR REMIT ALIGNS WITH THE FOLLOWING SOCIAL VALUE COMMITMENTS:

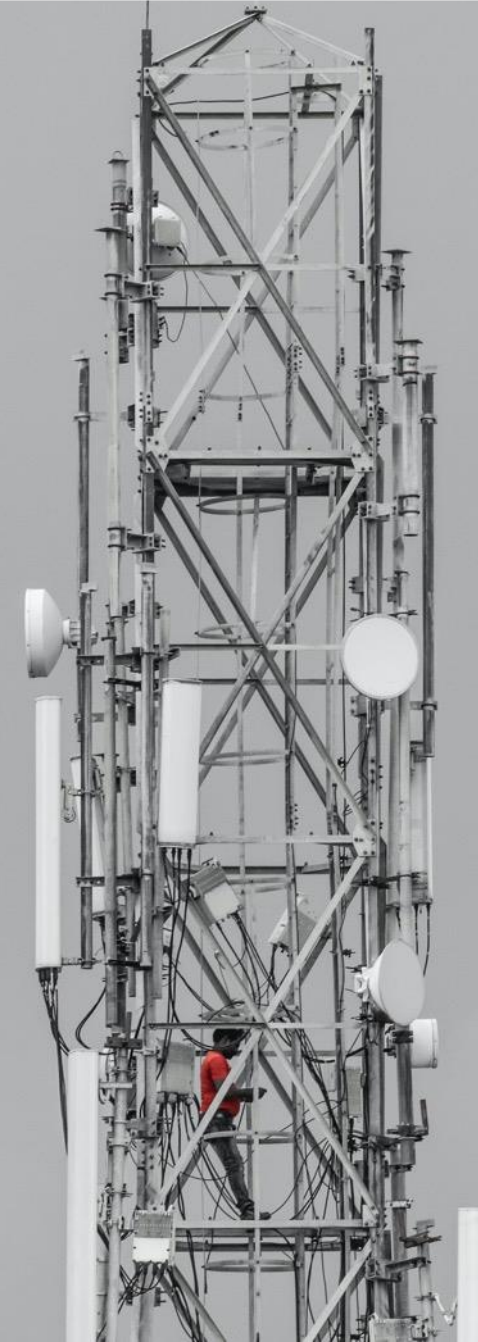
## **Create employment and training opportunities**

Citizens, especially those facing barriers to employment, underrepresented or located in deprived areas, have an increased awareness of the opportunities to gain training relevant to, and employment within, the telecoms sector

## **Support educational attainment including training schemes that address skills gaps and result in recognised qualifications**

Citizens have an increased awareness of the opportunities to gain recognised qualifications relevant to the telecoms sector

Confirm the objectives of UKTIN Talent



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# PROPOSED TOR FOR UKTIN TALENT

## To act as a steering group for our joint efforts to boost talent within the sector

The Talent network will provide a platform for collaboration among individuals and organisations working in the fields of telecommunications, employment, and training

The goal of the network is to support the development of skills, knowledge, and connections that can help to attract and retain talent within the sector

## Objectives

- Facilitate the exchange of information and expertise among members of the network
- Foster the creation of career opportunities in the telecoms sector
- Provide information on training and development opportunities for individuals working in or aspiring to work in the telecoms sector
- Facilitate and support activity to rapidly address skills shortages and gaps

## Scope

UKTIN Talent will operate on a national level, providing a forum for collaboration and action among individuals and organisations from all regions of the UK

The network will focus on driving and supporting talent and skills within the telecoms sector



# MEMBERSHIP

**Membership of UKTIN Talent will be open to organisations working in or interested in the telecoms sector**

Audience	Desired Outcome	Message
Telecoms industry	Wide engagement with UKTIN Talent Support and share initiatives to improve the talent pipeline	We understand the challenges you face in attracting and retaining talent – together we can tackle these problems head on, enabling a flourishing UK telecoms ecosystem
Training, skills & education providers	Promote opportunities and initiatives to attract new talent to plug the skills gap for now and the future	We can work together to understand the current and emerging skills gaps to better equip your business for the future and create a thriving talent pipeline
Career advisers	Understand the telecoms career paths Confidently present telecoms as an attractive sector	We can equip you with the information you need to confidently present careers in telecoms
Education leavers	Understand the potential and consider/pursue a career in telecoms	Play a role in delivering our hyperconnected future
Career returners		A hugely varied sector – there’s never been a better time to consider a career in telecoms
Career switchers		Our rapidly evolving sector offers new and varied opportunities for those looking to make a change – there’s never been a better time to consider a career in telecoms

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# GUEST INPUT

**In line with the following objective:**

- Facilitate the exchange of information and expertise among members of the network

**We are pleased to welcome the following guest speaker:**

**Peter Marshall - Ericsson**

- The criticality of promoting careers in the telecoms sector

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# TO UPDATE ON ACTIVITIES TO-DATE

1. Undertaken an eco-system review to understand the challenges facing the sector now and in the future
2. Undertaken a review of skills, workforce and employment barriers
3. Conducted interviews with over 50 key stakeholders in or involved in the sector

## Purpose

- Gain a comprehensive view of the challenges and opportunities in the sector, which is essential for developing effective strategies to support growth and development
- Focus on convening key players with a vested interest in addressing these challenges
- To inform our thinking and planning on how to attract talent

## Key findings

- The high academic barriers to entry that exist within the industry
- A lack of diversity - attracting and retaining a diverse range of individuals from different backgrounds and with different skill sets will drive innovation and create a more dynamic and competitive industry
- The need for greater investment in education and training programs that are tailored specifically to the needs of the industry, in order to help individuals develop the skills and capabilities they need to succeed
- A need to promote the industry more effectively, and to highlight the many opportunities for innovation and growth that exist within it – there is a perception that the industry is not as exciting or innovative as other sectors

# WHAT YOU TOLD US TO FOCUS ON

- Publicising the criticality of the sector and **promoting the benefits** of working in the sector
- **Rebranding the sector** – misconception on what telecoms is and the opportunities that exist
- **Create clear career pathways** – outlining that career progression is available
- Look at **marketing of telecoms** (particularly engineers – in many cases senior engineers earn more than a doctor)
- Encourage more **diversity in the workforce** – to widen the available talent pool
- Look at **role models** that are relatable
- Improving access to existing training through **better communication of what is already in existence**
- Explore how to **access new routes of funding** – e.g. inflexibility of the apprenticeship levy
- Ensure information/materials presently on offer are relevant, current and accessible

**Is there anything else you'd like to get from UKTIN?**

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# GUEST INPUT

## In line with the following objective:

- Facilitate the exchange of information and expertise among members of the network
- Facilitate and support activity to rapidly address skills shortages and gaps

## We are pleased to welcome the following guest speakers:

### Charlotte Goodwill – The Institute of Telecoms Professions

- Developing the telecoms career framework

### Vishal Mathur – Telecom Infra Project

#### A discussion:

- How to engage with the educational system to best prepare our workforce for tomorrow to meet the challenges of the telecoms sector?



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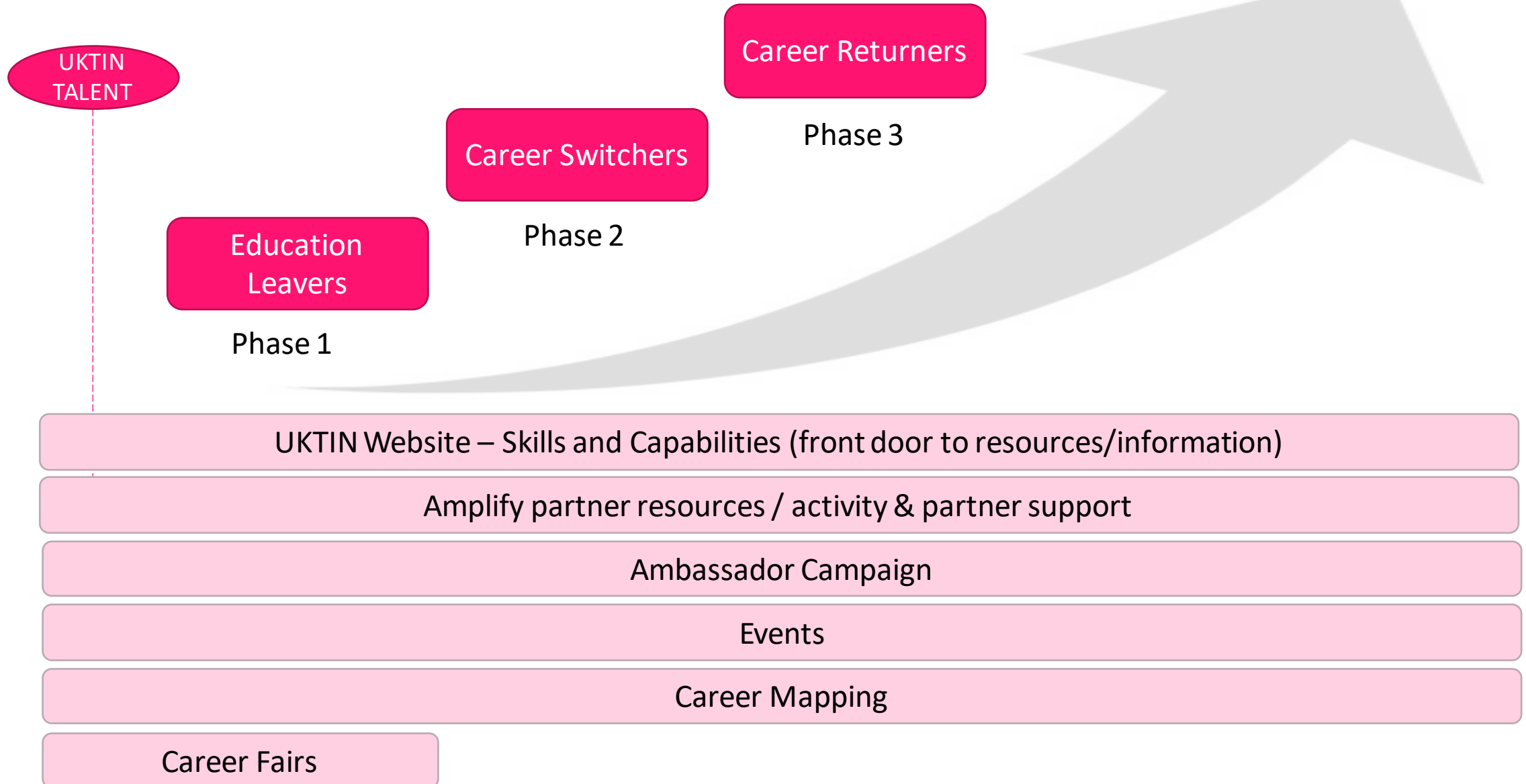
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**Initial focus to raise the profile and drive consideration of telecoms as a viable career option and to promote diversity in the sector - focusing on education leavers, career advisors, career returners and career switchers**

### **Establish the UKTIN Talent group – launch 7 June**

- Gain input on how we can work together, what has already been done/lessons learnt and how UKTIN Talent can build on this learning and add to it – working collaboratively
- Aim to develop a plan of activity, with clear objectives and key success measures

### **Build the Skills & Capabilities page on UKTIN website**

- Promote resources/events/initiatives on UKTIN website

### **Diversity**

- Ambassador campaign – 1st stage to profile female engineers from across the network, launching to align with National Women in Engineering Day (23 June)
- Content series on social media ‘This is what a career in telecoms looks like’

### **Events**

- Attend a range of 3<sup>rd</sup> party career fairs and skills events at regional and national level

### **Create accessible information on career pathways**

- Career mapping – contributing to and supporting the work led by ITP on developing the telecoms career framework

### Create a UKTIN Talent working group

- **Co-design / co-deliver** activity to promote telecoms training and careers through UKTIN nationally and participating stakeholders – **let's work together**

### Diversity

- Expand focus to encompass all aspects of diversity and under-represented groups in the sector

### Expand the Skills & Capabilities page on UKTIN website

- Grow the functionality of the UKTIN website
- Create social asset packs and other collateral for partners to publish on their own channels
- Explore how we can build out and share collateral to a wider reach (outside the sector – to draw in new audiences)

### Events

- Continue to attend career fairs but also explore setting up our own UKTIN Talent event in 2024

### Consider future needs

- Identify new roles/skills required to meet future needs
- Understand training capacity, availability and alignment with future needs
- Engage Talent members to review current/future provision requirements

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Audience	Desired Outcome	Success Metrics
Telecoms industry	Wide engagement with UKTIN Talent Support and share initiatives to improve the talent pipeline	Creation, delivery and support of an agreed plan of activity to attract and retain talent – evidence of collaborative working
Training, skills & education providers	Promote opportunities and initiatives to attract new talent to plug the skills gap for now and the future	No. of people clicking through to training providers Development of new offerings and initiatives
Career advisers	Understand the telecoms career paths Confidently present telecoms as an attractive sector	No. of advisors signing up to UKTIN No. of advisors supporting UKTIN at career fairs/events No. of advisors reporting confidence in promoting telecoms as a sector
Education leavers	Understand the potential and consider/pursue a career in telecoms	No. of people accessing info about careers No. of people registering for career fairs No. of people booking appointments to engage with us at career fairs
Career returners		
Career switchers		

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Ref	Action	Owner	Timescale
1.	Establish this group as a steering group ( <b><u>UKTIN Talent</u></b> ) for our joint efforts to boost and retain talent		
2.	Commit to key actions to <b><u>collaborate to promote talent</u></b> into the sector		
3.	Continue discussions and gain input on a <b><u>6 weekly basis</u></b> to ensure initiatives, activities and learnings are shared on how to boost and retain talent		
4.	Collaborate to <b><u>create a plan of activity</u></b> to promote careers in the sector <ul style="list-style-type: none"> <li>- Ambassador programme</li> <li>- Support and share UKTIN Talent collateral across partner organisations</li> <li>- Support the work led by ITP on developing the telecoms career framework</li> <li>- <b><u>Plus more .....</u></b></li> </ul>		
5.	To add further actions agreed at the meeting...		
6.			
7.			



**Thank you**