



Standing Out: The New Way To Work



An enhanced weekly **real-world learning programme** to develop the employability and soft-skills to help you **stand out from the crowd** and gain **competitive advantage** over your peers.

91% of organisations cannot find suitable candidates to fill jobs

80% of employers state that university graduates lack the skills needed to be work ready

What we find in all of this is that the gap between the classroom and the world of work has grown too wide

“A **root and branch re-think** of our education system, but also about our learning is needed to make a success out of education in the **21st century**”

Andy Haldane, CEO at the RSA

“There has been a wave of **change** in the perception of what makes an **ideal entry-level candidate** over the past decade.

From Russell Group graduates with 1st class degrees to a degree no longer being a requirement, the more sought after skills are the ability to communicate effectively and to demonstrate transferable skills for the workplace.

In line with this, the **assessment tools for employers** have changed from sitting a mathematics and verbal reasoning paper to participation in **group problem solving activities, delivering presentations** and **fielding Q&A sessions.**”

Amanda Perry, Recruitment Company Director.

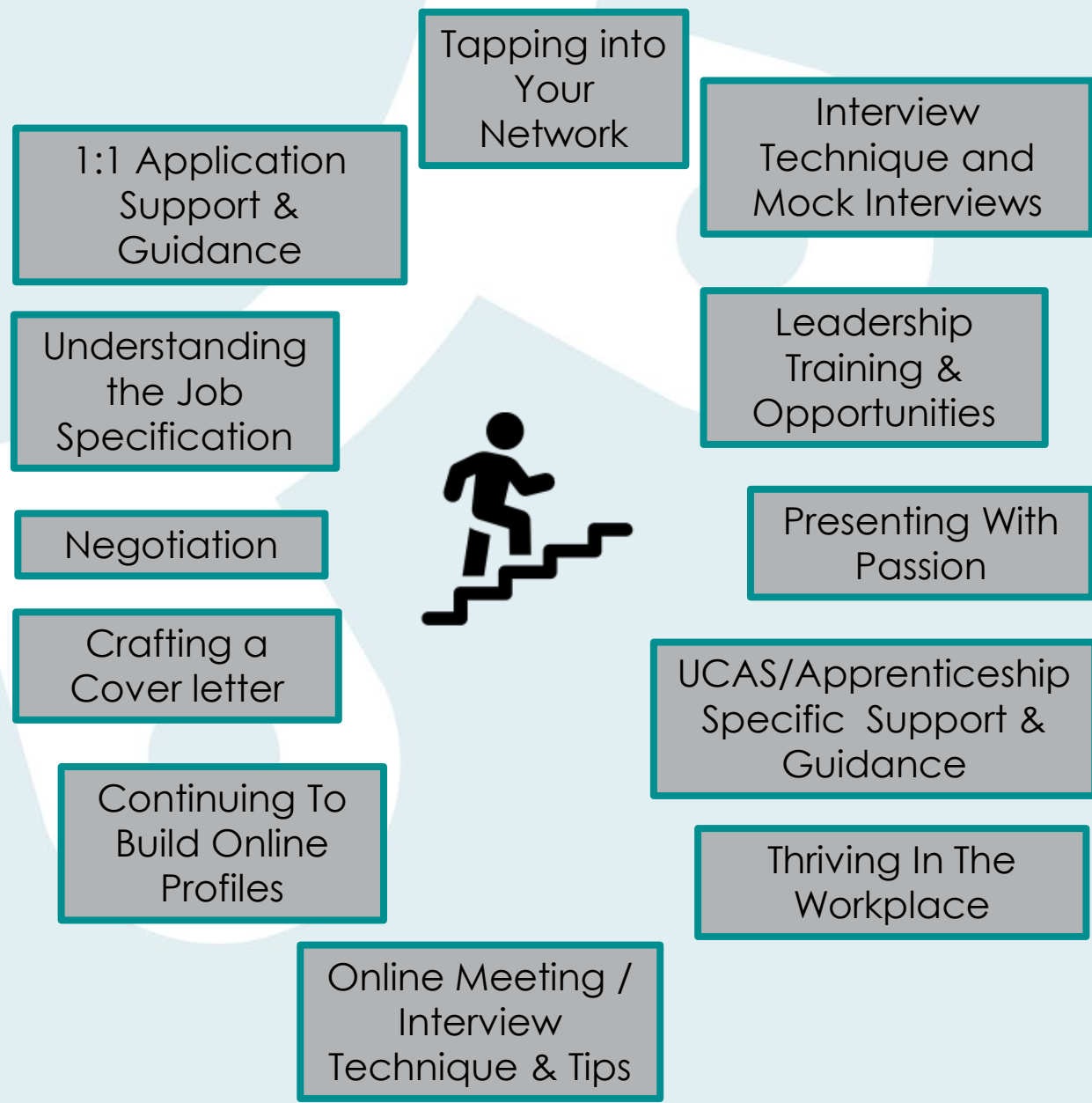
“In **interviews**, the topic of conversation is far more related to **soft skills** than academia, it is indeed **soft skills that really matter.**”

Patrick Craven, Director of Policy, Strategic Partnerships and Stakeholder Engagement – City & Guilds

Y12: Stepping Out



Y13: The Next Steps



Future Leaders Programme

A worked example

Future Leaders Programme



Guy Richardson

Founder and CEO, Eiger Performance

For over a period of 30 years, Guy Richardson has been developing and leading High Performance Teams. Uniquely, he has worked in one of the elite armies of the world as well as one of the world's most celebrated international sports teams.

Guy's Journey To Date

Guy was an officer in the British Army for 20 years and in 2004 joined The Scottish Rugby Union as the Scotland National Rugby Team Manager. Following this in 2010, Guy became the Director of Operations for The British and Irish Lions Rugby Team, a job in which he was accountable for everything off the field of play. His collaborative leadership enabled him to get the very best out of stakeholders, all working to the one goal.

Following the success of the tour in 2013, Guy founded his company EIGER Performance. Guy is a graduate of The Royal Military Academy Sandhurst and The Open University.

Most recently, Guy has been recognised for his work with EIGER as a 2018 Finalist for Entrepreneur of the Year at the annual British Ex-Forces in Business Awards.

Public Speaking

Guy is regularly engaged to speak on a range of topics, drawing on personal experiences and learning's from the military and the world of elite sport. His passion and drive for success for the years is infectious, and it is this passion that enables him to get across his key messages on leadership and team building so effectively to a broad range of audiences.

Guy's Roles Include:

- Director of Operations for British and Irish Lions
- Scotland National Team Manager
- Advocate, ABF The Soldiers' Charity (Scotland)
- Non-Executive Director, Basketball Scotland
- Associate of the Edinburgh Institute (Leadership and Management development at Napier University)
- Visiting lecturer at numerous universities across the UK and the Royal Military Academy Sandhurst

More on Guy

Away from the business, Guy loves to keep himself fit and chooses to do this on his beloved bike spending hours and hours seeking hills and coffee shops! He also plays golf to a very average 18 handicap which reflects how often he gets on the course. With 2 grown up sons, he is always looking out for opportunities to watch them play rugby.



BRITISH EX-FORCES IN BUSINESS AWARDS

FINALIST
ENTREPRENEUR
OF THE
YEAR | AWARD



GUY RICHARDSON
EIGER PERFORMANCE



17 May 2018, London | exforcesinbusiness.co.uk



Digital skills: What are employers thinking...



A burning platform'

"We need to become highly competitive globally, else the UK will get left behind. We have a burning platform if ever there was one.... we need to take a broader view of what education's all about."

Lord Gus O'Donnell (BBC 11 May 2021)

To find out more about **SkillsBuild**, a platform offering free digital learning on tech and professional skills of tomorrow, visit:

skillsbuild.org

UK Consumer Digital Index 2022

<http://lloydsbank.com/consumerdigitalindex>

- 58% would choose to improve their skills in cybersecurity
- 81% are considering online information sources
- 64% said they would invest time if it would improve their career

- Digital skills are still short in supply
- Businesses need to move fast but a lack of skills threatens their digital transformation.

Gartner

- Job losses/unemployment urge the need for reskilling
- Job seekers need to quickly acquire new skills to enter/re-enter the labour market. IT-skills play a major role in employability.



Re-thinking hiring

Skills-based training is more adaptable to the rapid speed of tech innovations and more accessible for many parts of society.

Stop hiring based on degrees.

Career pathways at IBM



School Leaver - from age 18 years old

1. Futures – 12 month placement
2. Apprenticeships
3. Degree Apprenticeships – (Level 6) Chartered Business Management/ Digital & Technology Solutions Degree/ Design Degree (University of Exeter & Manchester Metropolitan)

Undergraduate – usually 20/21 years old

1. 12 month university placements
2. Extreme Blue – 12 week summer placement

Graduate - any age post university

1. Consulting – Business Consultant, Technology Consultant, Design Consultant, Strategic Analytics Consultant
2. Technology – Software Development, Cyber Security Specialist, Technology Specialist

