

kubrick

Digital Skills Gap Report 2022



New research of 18-34 year olds reveals lack of understanding is primary barrier to digital skills take up

New research launched at London Tech Week and commissioned by Kubrick, a leading consultancy to help businesses to evolve and embrace next-generation technology, highlights that a combination of awareness of what digital jobs exist and how young adults can access those roles with the right training are primary barriers to address the digital skills gap.

The nationwide survey of 18-34 year old's follows the UK Government's focus on implementing a 'Levelling Up' agenda that Kubrick believes will require a more digital-first workforce. Yet this recent analysis reveals that young people in the UK are unlikely to secure highly sort after roles such as software developers and engineers due to an outdated national curriculum and non-inclusive approaches in recruiting talent.

Coupled with an ambitious 'Levelling Up' agenda, Kubrick has highlighted a major digital transformation shift as the number of start-up technology based businesses continue to rise, and many more businesses of all sizes are looking to improve operational efficiencies, sustainability, and profitability through the use of data.

Simon Walker, Co-Founder and Managing Partner of Kubrick, said: "Educating young people to enter the technology industry is just the starting point. Solving the digital technology skills emergency requires a multi-faceted strategy that cultivates and fosters diverse talent. Competition among employers looking to attract the best tech talent is also fierce – so developing a pipeline of STEM and digital-first skills is key to the UK economy."

Walker adds, "The Queen's Speech presented some 38 Bills – with the UK Government looking to make 'Levelling Up' a reality and deliver broad social and economic opportunity, and prosperity across the country. Many of these initiatives require a more digital-first workforce. It is only by cultivating and supporting our next generation workforce will we be able to unlock UK's growth potential."

Tim Smeaton & Simon Walker
Managing Partners



Key Findings

The survey of 1,000 respondents also found that almost half (45%) said a better understanding of the types of tech jobs available would and how to secure them would attract them. A similar proportion (42%) believe a better understanding of training options available after attaining their degree would attract them, and an understanding of the relevant transferrable skills (37%).

Despite these perceived barriers, more than 82% of Britons agreed that a better understanding of the types of jobs in the technology industry and the relevant transferable skills would have attracted them pursue a career in technology. Further, 42% agree that a better understanding of post-graduate training options would attract them to apply for a job in the sector.

The national curriculum should urgently improve awareness of opportunities in technology sector:

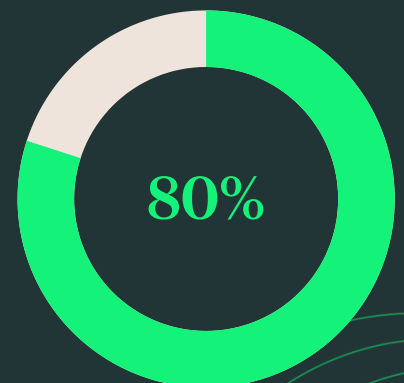


Over half (53%) of UK's young adults aged between 18- 34 said that:

“Jobs in technology requiring digital skills were not presented when studying” or “the [digital skills] career path is unclear.”

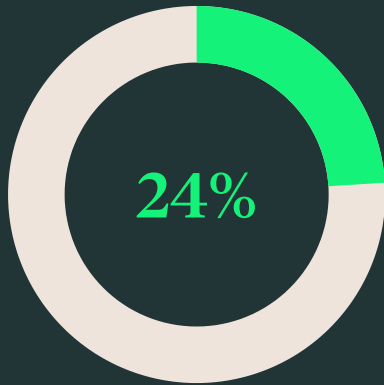
Perceived barriers to access holding back appetite to learn:

4 in 5 of those surveyed expressed interest in pursuing a career in the technology sector – but the lack of how to navigate into these roles, coupled with access to such role is prolonging the digital skills gap crisis.



Further Findings

Retraining talent in tech related jobs considered 'too expensive' despite opportunity for career progression:



Almost a quarter (24%) of respondents believe that it is too expensive to train or upskill into a technology related job.

Continued lack of workforce diversity hindering companies from attracting and benefiting from new talent:

Over a third (37%) of respondents said that they would be more attracted to a career in technology if there were more diverse role models to mirror.



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About Kubrick Group

Kubrick exists to overcome the digital skills emergency which is holding back organisations and individuals by building its own workforce of highly trained data, AI, and cloud professionals.

Kubrick removes the socio-economic barriers to enter the technology industry, driving diversity and inclusion by providing immersive, paid training to their consultants in order to gain the skills needed to help solve today's most pressing challenges and futureproof capability for tomorrow. With a sharp focusing on addressing the gender divide in the UK technology sector, they actively seek to hire 40% female and non-binary consultants

Formed in 2016 and headquartered in the UK, Kubrick has trained and added over 1000 professionals to the data, AI, and cloud ecosystem, supporting organisations such as UBS, Sainsbury's, P&G, BP, and Morgan Stanley to gain access to talent capable of immense transformation. Kubrick's success has been recognised by the Financial Times, being named the fastest growing consultancy in Europe in 2021, and by the Times, who ranked it among the UK's Top 100 Graduate Employers in 2021.

