



# Experis Academy & Babcock

## Overcoming skills challenges with Babcock



### THE CHALLENGE

We have been successfully delivering Experis Academy programmes into Babcock International Group since 2022. Part of Babcock's hiring challenges is the location of their sites, added security restrictions, the availability of certain in-demand skill sets they recruit for and the competition for these skills. Additionally, they have historically recruited from 'traditional' talent pools, draining the local markets.



### WHAT WE DID

To ensure successful delivery of Experis Academy programmes to Babcock in Devonport Royal Dockyard, Cavendish, Bristol and HMNB Clyde we have accessed diverse talent markets and built sustainable talent pools.

This includes a strong relationship with local partners such as the CTP and WED to engage with military leavers and higher number of female talent pools. As programmes have gathered momentum and awareness, we also receive a large number of referrals from Babcock employees.

In addition, we actively target candidates from other industries with the right attitudes, behaviours and analogous skills that give them a strong starting platform that can be built on.



### THE OUTCOME

- Due to our 'no unturned approach' when sourcing for our Academy programmes, we have been able to access talent from wider talent pools include re-skillers from industries that Babcock would not usually recruit from (Scientific domains, logistics, teachers, PAs and more).
- We have been able to ensure that we meet our D&I targets with Babcock to provide at least a 30% split of our cohorts being female. **Our current track record in 32% (against Babcock Group's 19%).**
- Our 2023 Project Controls pilot programme for Devonport Royal Dockyard was awarded the **2023 Project Controls Expo Social Impact of the Year Award.**
- Our current track record for military veterans in Academy programmes is 27% (against Babcock Group's 16%)

To date we have delivered 151 PMO and Engineering individuals, of atypical genders and social and ethnic backgrounds, into Babcock's critical Nuclear, Defence and Infrastructure projects.



### CANDIDATE TESTIMONIAL

*"My background is in the healthcare sector, but when the opportunity arose to be part of the Babcock team, a well-established organisation which improves lives, I couldn't resist. The 'Train to Fit' accelerated training programme was intense but invaluable. I learned so much that I have been able to take forward into my new role."*

Cheri, Project Scheduler



# A 6-year partnership with Capgemini delivering IT focused hire-train-deploy solutions



## THE CHALLENGE

We have been successfully delivering Experis Academy programmes since 2019 to Capgemini across multiple sites. Part of Capgemini's hiring challenges include being over-reliant on expensive contingent resources for certain skillsets, increasing their need to create new technology skills and to reduce the cost of in-demand technology professionals. Additionally, they have been putting a higher emphasis on hiring from socially mobile backgrounds.



## WHAT WE DID

To ensure we delivered successful Experis Academy programmes to Capgemini aligned to these business pains – we agreed to access diverse talent pools for experienced professionals, ensuring that we reduce barriers to entry to adopt a skills-based approach to our selection process.

We agreed with Capgemini what the 'teachable fit' would be for these programmes and created bespoke training environments. We selected our cohorts based on motivations, cognitive capabilities and a level of transferable working experience.

This naturally reduced barriers to entry and enabled us to access wider talent pools. Experis then created bespoke learning pathways which were hands-on and instructor led. Enabling our resources to develop confidence and competence based on the outputs of the jobs they would be performing. Creating a learning programme that mirrored the live technical environment.



## THE OUTCOME

- A solution that offered a 35% cost saving against traditional contract recruitment.
- Workers who secured a speed to competence aligned to a contractor within 3 months.
- A talent pool where 35% were female, 46% were from a socially mobile background and 57% were from an ethnic minority background.
- A programme that has been rolled out across several skillsets including Data Engineering, Full-Stack Software Development, Tech BAs and Atlassian.



## CLIENT TESTIMONIAL

*"The Experis Academy programme is a key pillar of our approach to hire skills that are difficult to acquire in the market. Experis has helped us to shortlist strong, semi-experienced candidates who are given additional on-the-job training with existing teams to develop the specialist skills that we need. All the candidates selected as part of this programme are now successfully working on various delivery projects."*

Vasan Srinivasan, Head of Delivery Centre Services and Automation at Capgemini.



# Building Systems Engineering Skills within QinetiQ to plug skills gaps



## THE CHALLENGE

QinetiQ needed innovative alternative workforce solution to develop sustainable talent pipelines within their Systems Engineering operations due to large headcount growth plans in a niche candidate market. QinetiQ challenges included:

- Demand for Systems Engineering skills with specific domain expertise outweighed candidate availability
- Limited training resources available to upskill individuals with the right aptitude, attitude, & cultural fit.
- The small pool of new candidates who were pursuing careers within Systems Engineering.



## WHAT WE DID

In partnership with QinetiQ, Experis designed and delivered three initial Academy programmes for Combat Systems Engineers, ISTAR Systems Architects and Combat Systems Architects.

Alongside the Academy candidates, many QinetiQ employees took part in the external training courses

that Experis provided through our trusted training partners. This enabled QinetiQ to bridge skills gaps within their existing permanent workforce at no cost whilst supporting internal learning and development goals.

We defined the learning objectives and training schedule for each programme and then engaged our expert training providers to construct bespoke training courses against the specifications. Ensuring that practical projects were included during the hands-on training programme along with domain specific courses.



## THE OUTCOME

- Due to the 100% conversion rate success of our pilot programmes, we have now been working with QinetiQ for several years.
- We have delivered multiple repeat Systems Engineer programmes along with PMO and Software Engineer programmes.
- The retention rates of our workers is notably higher than industry averages and our conversion rates remain over 92%.



## CLIENT TESTIMONIAL

*"The Experis Academy programme has been excellent in helping me achieve a talent pipeline for difficult to hire Systems Engineering skills. We hired 100% of the Consultants Experis provided and helped to train. These individuals are now all contributing successfully to customer projects and we are now working on our next programme."*

David Venn, Head of Systems Engineering at QinetiQ