



HARVEY NASH

# Future Skills Programme

Recruiting good software developers is expensive, hard and keeps getting harder.

The resource models most likely to succeed against this backdrop are those that attract fresh talent in to the industry.

We have taken the pioneering and proven resourcing models that leading software development houses use and found two easy ways to make them available to your business in 2018.



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## Introducing the Harvey Nash Future Skills Programme

How it works:



We recruit top talent for your team, including bright graduates and high-potential career changers.



We train them in the latest software development methodologies, giving them the skills, knowledge and behaviours needed to thrive in the real-world of software development.



We deploy them to your development teams on-site and full-time, adding value from day one.



We provide ongoing training and support tailored to the needs of your business.

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**Shaping Future Talent.**

## Two ways of working with us.

Activity	Managed Service Model	Client-own Model
Searching, assessing and placing suitable candidates	Harvey Nash	Harvey Nash
Employment	Harvey Nash employ new hires directly, taking full accountability for all aspects of their employment.	You employ your new developers full-time, including during the initial training period. You pay a recruitment fee when hiring.
Training	Corndel undertakes all aspects of training.	Corndel undertakes all aspects of training.
Apprenticeship Levy	We use Harvey Nash's own Apprenticeship Levy to train.	We use your Apprenticeship Levy to train.
Mentoring & development	We monitor, engage and improve through continuous professional development.	You manage mentoring and development.
Retention	We pay bonuses and have in-built salary rises to maintain retention.	You manage retention bonuses etc.
<b>BENEFITS</b>	<ul style="list-style-type: none"> <li>✓ Lowest-risk</li> <li>✓ Lowest-effort</li> <li>✓ Market-leading day rates</li> <li>✓ Flexibility</li> <li>✓ Option to retain skills and knowledge</li> <li>✓ No recruitment fees</li> </ul>	<ul style="list-style-type: none"> <li>✓ Lowest-cost</li> <li>✓ Optimises use of your own levy</li> <li>✓ Maximum employee engagement</li> <li>✓ Employer NICs savings on apprentices aged under 25</li> </ul>

### Benefits to your business

- **Technical excellence:** all *Futures* are put through an intensive 12-week training programme with The Corndel Software Engineering Academy.
- **Great value:** whether using the managed service model or client-own model, you won't get more developer for your money in the UK.
- **Talent creation:** stop competing for experienced developers and start bringing genuinely new talent in to the industry.
- **Improved diversity:** *Futures* come from outside the traditional software developer talent pools, meaning more diverse teams.
- **Low-risk:** this expert partnership model means risk is shared, reducing both the likelihood and cost of failure.

### The Corndel Software Engineering Academy

The Corndel Software Engineering Academy is a collaboration between Corndel and leading digital consultancy Softwire. They take bright people with little or no experience of software engineering and train them to become well-rounded and effective software engineers. Their practical and hands-on programmes have been designed and are delivered by an expert team of software engineers and are based on Softwire's own proven approach to in-house talent development.



CORNDEL

Softwire

▶ *"To date the options for businesses dealing with the tech talent shortage are extremely limited. Companies are left trying to attract talent by paying higher salaries, bringing in high cost temporary contractors or outsourcing to 3rd party vendors, none of which offer any sort of long term solution to the problem. The Future Skills programme is a fast, cost-effective answer that benefits both employers and the work force."*

**Rebecca Roycroft**, Director of Recruitment Solutions – Harvey Nash

**Get in touch today to find out how the Harvey Nash Future Skills Programme can solve your resource challenges. Email us on [future-skills-programme@harveynash.com](mailto:future-skills-programme@harveynash.com)**