



From Engagement to Employment

Growing our own systems
administrators...

Ian Collier, RAL Tier 1
HEPiX at BNL 12th October 2015

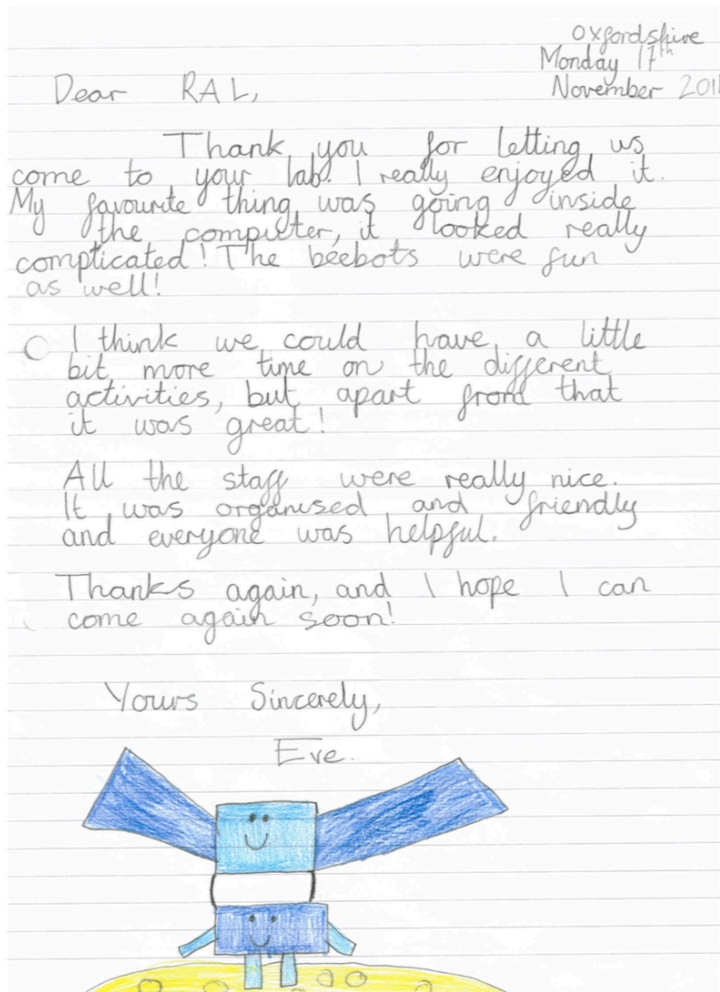


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Growing our own systems
administrators...
...or pre-emptive
institutionalisation

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Public Engagement successes



Keep asking how they can return or can they get a job with us.



Public Engagement successes

PE by the numbers

243,000	11-18 year olds reached through PE activities at RAL in 2014
91,000	5-11 YO's reached through PE activities in 2014
18,000	Teachers reached through PE activities in 2014
10,000	Members of public at the July Harwell Campus open day
>500	Applications by 14-18 YO's for work experience in 2015
10	Tools currently in use at RAL Tier 1 developed by students



On the other hand

- Recruiting and retaining staff is getting harder
 - (salaries frozen since 2009)
- Graduate recruitment program seeing fewer applicants
- STFC has a very strong engineering apprenticeship scheme



On the other hand

- University education has become *much* more expensive in the UK
 - Tuition now £9000/year
 - Typical ‘self-funding’ student will owe £50K (\$75) or more after 3 years.
- Vocational training training & apprenticeships are a ‘hot topic’
- Government says it is a priority
- Some funding available
 - (Confusing) range of frameworks/qualifications



Challenge or Opportunity?

- Meet many 16-18 year olds through PE
 - Often already have many of the skills & expertise to be sysadmins or developers in our teams
 - Lack higher qualifications traditionally expected for the roles.
- ~18 months ago heard about UK Met Office
 - Use their own college to deliver apprenticeship training
- Idea germinated - began looking at options
 - Many providers offering apprenticeship packages – often focussed on MS certifications
- Could we assemble our own computing apprenticeship
 - What training providers are available?



Challenge or Opportunity?

- Looked at apprenticeship qualifications
 - 100s of pages of specifications & requirements
 - seemed over complex
- Prefer degree type
- Found local college (Abingdon & Witney)
 - 2 year foundation degree accredited by Oxford Brooks University
 - Met them – very keen to adapt
 - They were training IT apprentices from BMW



Challenge or Opportunity?

- Interest from other departments
 - ISIS (Neutron & Muon source)
 - Technology
 - Corporate ICT
- In June ISIS & SCD agreed to proceed, recruiting up to 4 computing apprentices
 - Would not bother with trying to attract government funds – just pay fees ourselves
 - Using existing support running the engineering apprenticeships



Watch this space

- Hired three computing apprentices
 - Interviews late August for September start!
 - 2 at ISIS, 1 in SCD (plus one deferred until next year)
 - They have started work and started college
- Now need to plan workplace rotations
- Developing the next generation of software developers and system administrators at STFC





Questions?