

GENERATION UK: BOOTCAMPS FOR LONDONERS FACING SIGNIFICANT BARRIERS TO EMPLOYMENT

[Generation](#), a UK charity founded in 2019, is trying to bridge the gap between the 1 million unemployed people in the United Kingdom and the 1 million vacancies, specifically those where there is a skills-gap and employers struggle to hire.

Generation's aim is to assist people into life-changing employment opportunities they otherwise could not access. Generation achieves this with a unique methodology of profession-specific skills bootcamp training, focussed on in-demand careers – mainly in the tech sector – with extensive ongoing pastoral support and matchmaking to employer partners.

Generation's bootcamps are 10-12 week full-time, profession-specific programmes that teach the technical, mindset and behavioural skills required to succeed in a role. Learners receive extensive pastoral and ongoing support, and mentoring for the course duration and for up to 6 months after the course completion to aid them into employment. Generation work with employer partners to match-make learners to roles, along with supporting them to apply for vacancies in the open job market. Programmes are taught online and are free of charge, ensuring accessibility for learners.

Professions that Generation delivers bootcamps in include Cloud Practitioner (AWS, Azure, and Google), IT Support with Cyber Security, Data Analytics, Data Engineering, as well as green sector and healthcare programmes.

Since launch in 2019, Generation have helped over 1,300 Londoner's on their journey to employment. Generation have helped diverse beneficiaries facing significant barriers to employment, with around 70% being from an ethnic minority background, 20% having a disability, 45% are from a low socio-economic background and around 70% being young adults (under 30 years old).

Of those who complete Generation's 6-month placement phase 65-70% enter employment. Looking specifically at tech programmes in London, 758 people to date have been placed into life-changing roles, achieving average starting salaries of £28,500.

Generation plans to continue to support over 400 learners in London during 2024. The key phases to their work include selecting programmes in response to significant unmet employer demand, with curriculums designed with employer need at the centre; learner outreach referred from wide channels such as the Department for Work and Pensions (DWP), social media, alumni, and charity partners; selecting learners facing multiple barriers to employment based on motivation, not academic/work experience; remote delivery of a blended curriculum covering key technical skills, mindsets and behaviours; extensive mentorship, pastoral and wrap-around support including 1:1's throughout the bootcamps and for up to 6-months post-programme; and supported placement with active matchmaking to live vacancies with employer partners and support 'self-applying' for open market roles'.