



Digital Innovators

Unlocking potential



Transition To Work

An award winning, highly engaging, personal development and work experience program for 14 – 24 Year Olds

Author: Mick Westman
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Version 3

Digital Innovators Introduction

Donald Knight, Chief People officer, Greenhouse, NYC said that “the battle for talent is affecting every industry”. Teach First in their report Rethinking Career Education: Investing in our country’s future 2022 reported that; 72% of businesses said that they were concerned about their level of soft skills which is reflected in 8/10 teachers believing that “their pupils are less ready for the world of work when compared to previous years”. Engineering UK in their recent survey of nearly a quarter of a million young people across England also reveals a concerning gap in career readiness, compounded by disparities in confidence and equitable access to opportunities.

Digital Innovators supports young people and employers by providing the skills, confidence and experience needed to meet current and future business needs. We help young people and those not currently in education, employment or training, access career opportunities by providing them with the confidence, self-belief, behavioural skills, and the digital skills to help them stand out from the crowd.

In creating Digital Innovators, we recognised the need to support both employers and education providers by bridging the gap between them, and to create a collaborative ‘working’ environment that equips the learner with the mindset, behaviours, insights, and digital tools to make a difference and navigate their chosen career pathways.

By taking a consultancy approach, we integrate the expertise and experience of our coaches, alongside employer mentors, with the unconstrained innovative ideas of our diverse students to solve problems, unlock opportunities and create solutions with a fresh perspective. These digital solutions help businesses identify areas for improvement, develop digital strategies, implement digital solutions, and create sector innovation.

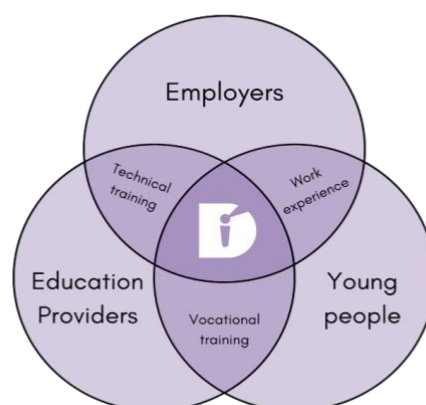


Figure 1

Digital Innovators provides the opportunity to bridge the skills gap and equip the next generation of employees with the digital competencies needed to thrive. See Figure 1

Transition to Work Programme Introduction

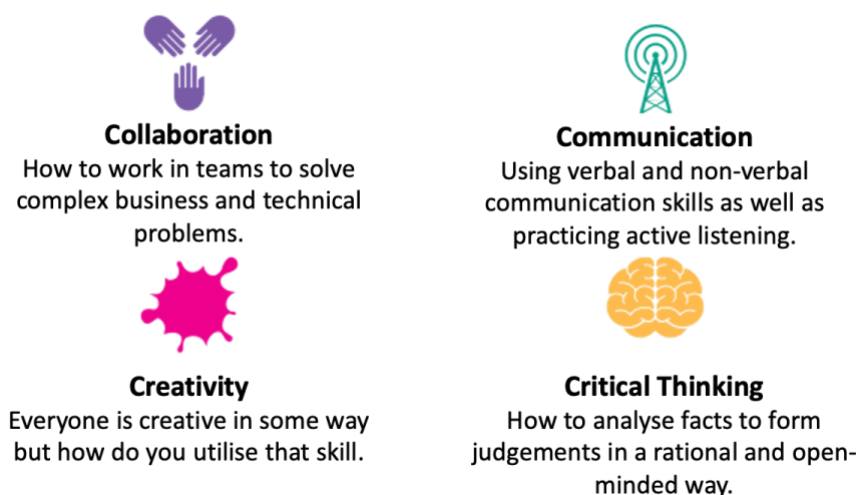
The *Transition to Work* programme is a 5-day course which adopts a project-driven, practical approach to personal development. We call this “learning by doing” which is a highly engaging methodology based on development activities often found in professional development in the workplace. For example, Lego Serious Play.



The *Transition to Work* programme also acts as a work *experience* programme by focussing in on the core skills required to be successful in the workplace and when working with employers. During the course learners are encouraged to act as though they were in work, not college, and treated accordingly.

During the *Transition to Work* programme learners will collaborate in teams of 4-6 people in addressing challenges proposed by Digital Innovators or previous employers. The focus will be on developing the learner’s **collaboration, communication, creativity** and **critical thinking** skills - [the 4C’s](#).

Figure 2: The 4C’s



The 4C’s are the skills which employers tell us repeatedly¹ are so important for succeeding in the workplace but are often lacking in young people applying for jobs after leaving school, college or university.

¹ See for example *The nature of the UK’s digital skills gap*, commissioned by AND Digital in August 2022.

We also discuss the importance of the 4 A's which are defined in Figure 3. The 4 A's are more a state of mind which employers expect employees to bring with them. These are all things that are needed to perform in the workplace and to help grow as an individual. They are treated as part of a growth mindset.

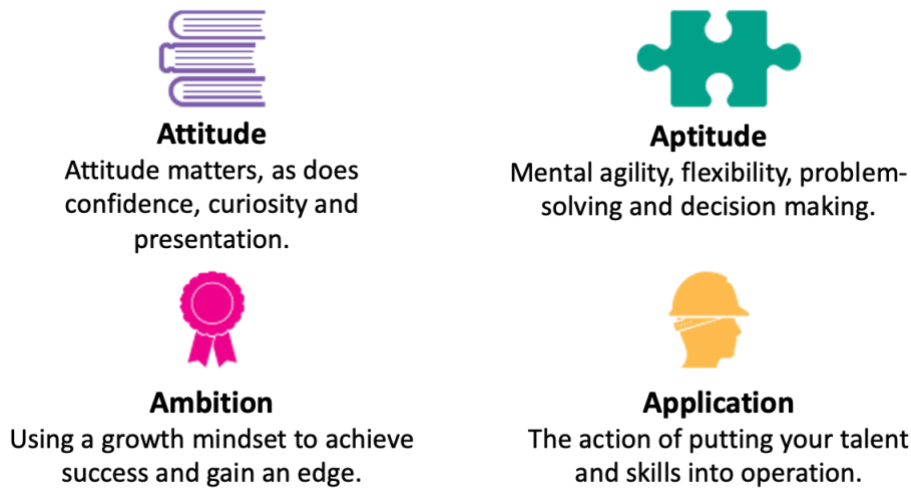


Figure 3: The 4 A's

By using this approach, we are able to demonstrate alignment with the Gatsby Benchmarks² and provide a workplace simulation environment that enables students to further develop and demonstrate their **reliability, resilience** and **teamwork**.



Student Testimonials
Taken from learners during 2023/24 programmes

"It was exciting and I would recommend all students to take part. It has really built confidence for me."
Solihull College, Science Learner

"I would say that it was the best week I have spent in school so far."
South and City College, IT Learner

"The Transition To Work Programme is a phenomenal chance to learn new skills. It really increased my ability to work with in a professional environment."
Aston University Engineering Academy, Nursing Learner

"It is the best thing to happen to me in my education."
Coventry College, IT Learner

"The experience was amazing, really enjoyed every moment from the day one."
South and City College, Business Learner

"It has made me realize what a real workplace is like and how to act in an apprenticeship."
Aston University Engineering Academy, Engineering Learner

What have past students said about Transition to

² <https://www.gatsbybenchmarks.org.uk/>

What are Digital Skills?

To many people digital skills are the technical skills often seen in the IT sector and include,

- Programming (Java, JavaScript, PHP, C#, Python, C++, SQL, and .NET) ,
- Hardware (Linux; Juniper; DOD; Windows; Active Directory; Network Security; VoIP)
- systems (AI, Artificial Intelligence, Cyber Security, and Cloud Computing)

But being Digital means far more than having technical skills especially in a world where AI tools such as Chat GPT or Copilot are becoming the norm. In this world Critical Thinking, Collaboration, and Creativity are as important in the application of digital skills to create solutions to problems. In addition, Project management, Design thinking, Agile and a wide range of Communication skills are also needed.



“It’s not AI that will change the world; it will be the people that know how to use AI”

Transition to Work therefore encompasses such skills as part of the course.

Transition to Work Programme Structure



We value “learning by doing” at Digital Innovators, and this is something that is integral to our skills programmes. However, we believe this needs to be delivered within a learning framework where the required skills are first identified, *then* developed further through a mixture of hands-on practice and reflection techniques.

Using reflection helps people not only to learn but also to acquire the skills we need throughout life. Reflection has many other benefits, including helping us make decisions about how, what, and when to study.

Learning by doing and reflection are both great techniques to adopt to develop the skills [desired by employers](#). Our short programme is very much built around this model.

The standard programme is delivered over five days, either a day per week for five weeks or over one week every day. Each day begins at 9am and finishes at 4pm. Students are expected to be in attendance every day between those hours. There will be an hour break for lunch at 12:30 with a morning and afternoon break as required.

Times for the delivery of the various modules in the programme will vary at the discretion of the coaches depending on several factors such as:

1. Responsiveness and engagement of students to a particular topic.
2. External events which may cause some students to be absent or late.
3. Other issues outside our control.

Learning objectives are framed using [Bloom's Taxonomy for writing effective learning outcomes](#).

The programme follows our “learning by doing” approach which entails several activities contained within each of the topics followed by a period of reflection. This both keeps students interested whilst at the same time giving them the important skills sometimes lacking from the traditional education approach.

The *Transition to Work* programme consists of several modules which are delivered by experienced Digital Innovators coaches over the five-days of the programme. Each module will be delivered in the same way³ as shown in Figure 4:

1. Coaches will introduce a topic, e.g. design thinking or presentation techniques which they **tell** learners about. This will be the minimum information they need to aid understanding and enable them to do [the next step].
2. Learners **do** an exercise where they apply what they have been told (in the context of a challenge) and reinforce their learning by carrying out practical activities or by engaging in active discussions and debates. Coaches must enable and guide learners during this stage.
3. Learners will **reflect** on what they have done and how they have met their learning objectives.

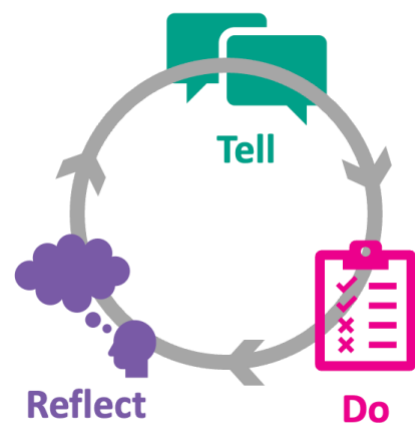


Figure 4: Tell-Do-Reflect

Each day will see the delivery of one or more modules and associated activities with the collective aim of helping learners meet a set of learning objectives.

³ Based on *First Principles of Instruction*, created by M. David Merrill, Professor Emeritus at Utah State University, https://en.wikipedia.org/wiki/First_Principles_of_Instruction

Table 1 shows an *indicative* timetable for delivery of the programme.

Day 1	Day 2	Day 3	Day 4	Day 5
<ul style="list-style-type: none"> • Personal development • Communication & Collaboration • Problem Solving • Reflection 	<ul style="list-style-type: none"> • Introduction to Design Thinking • Design Thinking • Introduction to Digital Tools • Project Work • Reflection 	<ul style="list-style-type: none"> • Agile Project Management • Creative Thinking • Project Work • Reflection 	<ul style="list-style-type: none"> • Project Work • Presentation Tools & Techniques • Critical Thinking • Project Work • Reflection 	<ul style="list-style-type: none"> • Project Work • Project Playback • Reflection • Personal Development Plan • CV Personal statement

Table 1: indicative Module Delivery by Day

Following *Transition to Work* completion, learners will be invited to apply their learning in future activities in all aspects of their lives.

Transition to work is delivered in a variety of formats to suit learners and education providers needs. These include 3, 4 and 5 day variants all of which are delivered in person. We do not deliver this course remotely (Online).

Prices are available on application.

Upon completion students are also provided with a variety on free online resources to enable them to continue their personal development provided by our partners.

To Find out more contact us




Digital Innovators
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 [@digitalinnovatorsuk](https://www.instagram.com/digitalinnovatorsuk)

 [@digital-innov8ors-ltd](https://www.linkedin.com/company/digital-innov8ors-ltd)

 info@digitalinnovators.co.uk

 www.digitalinnovators.co.uk

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