Skills of the Future
The Atos Journey
About Atos

9,500 experts across the UK & Ireland

Present in 190+ locations across the UK & Ireland

98% customer retention
>99% SLA achievement
72% Net Promoter Score

€1.698bn 2018 revenue

Leading pure player in Europe
Top 5 digital world leader

#1 in hybrid cloud, cyber security & high-performance computing

Leader for business transformation services, big data, business applications and digital workplace solutions

Worldwide IT Partner
Of the Olympic and Paralympic Games
The Future of Work: Top 3 trends on CIOs’ agenda

1. Automation
2. Reskilling
3. Flexible workforce & Social wellbeing

To what extent will automation and digitalisation impact your organisation?

- Will not impact: 3%
- Minimal impact: 10%
- Some impact: 43%
- High impact: 44%
Future Fit
Key Drivers

Market  Clients  Skills  People
Future Fit

Key Objectives

- Anticipating future client needs & building skills & capability to meet them
- Creating a learning culture whereby our people are committed to enhancing & acquiring new skills
- Building a flexible workforce which can be leveraged, with agility, to meet priorities
- Developing our people to deliver excellence to our clients both today & in the future

Future proofing our people; Future proofing Atos
The **Career Development Centre** is the Hub for driving Future Fit
Accessed via ‘Hands up’
Proactive matching to roles
Support & guidance in exploring & securing new career opportunities

**Career Support** includes a range of support including CV critique, interview techniques and access to career coaching

**Learning platform** with access to 40 modules to help build and develop skills and capabilities across a range of essential business topics

**5 Digital Growth Networks (DGNs)**
Provide clear learning paths designed to support our people in developing skills and capabilities in our new exciting growth areas
Future Fit
Career Support

➢ Career Support in Atos provides a range of services to our people to help them prepare and get ready for their next internal move

➢ Includes CV critiquing, interview preparations & career coaching, helping our people to be the best they can be
Digital Growth Networks – building digital capability, increasing knowledge, experience and collaboration in our ‘hot skill’ areas
Future Fit
Communication & Engagement

- Onsite/Virtual Future Fit roadshows
- Monthly Communication Campaign
- Future Fit Champions
- Testimonials/Success Stories
- Ongoing People Manager Engagement
- Leadership Team Commitment
Future Fit
Social Collaboration

The ‘hub’ for all Future Fit resources and support
Over 80% of our positions were filled internally in 2019

Over 3,500 people are signed up to the Future Fit collaboration space

Over 1,600 people are signed up to a Digital Growth Network

500 people were reskilled in 2019

850+ actively engaged in Career Support

Over 3,000 digital certifications achieved
Future Fit
What’s next for 2020?

➢ Ambition for 1000 reskills this year!

➢ Launch of Find Your Fit interactive video experience & assessment

➢ Enhancement of Learning through a new platform

➢ Opportunity to embed learning through launch of our ‘gig platform’
Future Fit Testimonials

“I joined Atos as an Executive Assistant, I heard about colleagues reskilling so asked myself why not me? From this I moved into Project Management which fitted nicely with my transferable skills and then went onto secure a role in Cyber Security which was completely different to anything I had done before. Atos provides a great platform to learn and develop new skills “

“I experienced a diverse career path within HR before I started to look for my next challenge, through the SAP reskilling campaign I secured a Human Capital Management consultancy role and underwent training through the academy enabling me to lead client engagements. It is important to play an active role in your own mobility and embrace a ‘growth mindset’ as the opportunities are plentiful!”

“After five successful years in Problem Management, I felt it was a time to move on to something new, through Hands Up and the support from the UK&I recruitment team I was successful in moving into an Associate Client Executive role and as part of my transition into the role I received excellent support and training which has been a great help”
Thank you for listening.
Any Questions?