

Accenture's Skills to Succeed Academy

High performance. Delivered.



Accenture has combined its learning and technology expertise to develop the **Skills to Succeed Academy**, an innovative online learning programme which helps address youth unemployment in the UK by building skills and confidence of young jobseekers.

Skills to Succeed, Accenture's global corporate citizenship initiative, focuses on advancing employment and entrepreneurship opportunities in both mature and emerging markets. Through this initiative, Accenture is equipping more than 3 million people around the world with the skills to get a job or build a business by 2020.

Skills to Succeed in the UK

Skills are a key driver of economic empowerment for individuals and communities alike, and we believe that helping people build the skills, capabilities and confidence that open doors to employment will always be relevant. **Skills to Succeed** applies an Accenture core competence – developing talent – to make a measurable difference to the communities in which we live and work.

Today in the UK, almost one in six young people aged 16-24 are unemployed. Within the next decade, unemployment is expected to have cost the UK approximately £28 billion.* Our Skills to Succeed efforts in the UK help address this important issue by equipping young people – aged 15-24, who are not in education, employment or training – with workplace and entrepreneurial skills.

*ACEVO Commission on Youth Unemployment – February 2012

Tackling youth unemployment in the UK through online learning

The **Skills to Succeed Academy** is a free online learning programme, created by Accenture to help young people in the UK build skills and confidence to make career choices, find a job and sustain employment.

Motivated to drive a step change in employability support service for young people, Accenture reviewed the landscape of employment-support offerings in the UK designed for young people. We recognised a need for high-quality, tailored and interactive learning that focusses on helping young people understand how to do things for themselves, while also building their skills and confidence.



We saw an opportunity to apply our learning and technology expertise to address this need and set out to create an innovative online approach to employability-skills learning.

We convened a number of organisations, including social regeneration charity, East London Business Alliance [ELBA](#), creative media agency, [Replay](#), and innovative software specialist, [Assima](#), to work alongside us to create and deliver the Academy. Working with these and other subject-matter experts from across the public, private and voluntary sector, as well as jobseekers themselves, Accenture mapped the end-to-end jobseeker process from becoming unemployed to finding and sustaining work. We then identified the common mistakes and barriers faced by young people when navigating the journey to employment. The findings formed the basis of the Skills to Succeed Academy content and curriculum.

Combining learning and technology expertise

The Academy offers three courses and 35 interactive online learning modules designed to help jobseekers build skills to choose a career; apply for and find a job; and be successful in a work environment.

The character-based programme engages participants with advanced learning technologies, gaming techniques, role-based simulations, telestrations, videos, quizzes and other interactive exercises. The participants are actively involved in decision-based learning. With each decision, they receive instant feedback – both from the realistic characters with whom they interact in the training and an online coach, voiced by an experienced employability practitioner. In addition, they have access to a mobile app, downloadable exercises and advice from employers, job advisors and other young people who have been successful.

How it works

Young jobseekers are invited to access the online training through employment support programmes run by Accenture's national **Skills to Succeed** delivery partners.

To get jobseekers started, delivery partners issue participants an access code to register for the Academy. With this code, jobseekers access training materials via a cloud-based Learning Management System. The learning content is available in flexible segments organised in three curricula: 'You and Your Career,' 'Getting a Job' and 'Success in Work.' During the training, participants guide online characters through career choices to find and sustain employment.

After a successful pilot in East London in 2012, the **Skills to Succeed** Academy is now being rolled out nationwide through Accenture's national delivery partners.

Current delivery partners include: Department for Work and Pensions (DWP), National Careers Service, Careers Wales, Skills Development Scotland, East London Business Alliance (ELBA), Ingeus, Reed in Partnership, and CIPD. Through these partners the Skills to Succeed Academy has already helped more than 40,000 young people to build critical employability skills and confidence.

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"The training was a real eye opener; it has motivated me to get more experience and get out there."

Jobseeker and Skills to Succeed Academy participant

"The interactive nature of the training was really cool. I liked all the videos, presentations and activities."

Jobseeker and Skills to Succeed Academy participant

"Having used the training materials I can tell you it's really easy to us; the participants loved it and it made my life easier."

Employment advisor and Skills to Succeed Academy user

"Programmes around sustaining employment and how to develop a career are hard to find and to do well. The Skills to Succeed Academy does it better than 'well.'"

Employment advisor and Skills to Succeed Academy user

To view the **Skills to Succeed** Academy video and to find out more, please visit accenture.co.uk/corporatecitizenship

For further information about the **Skills to Succeed** Academy, please contact: S2SAcademy@accenture.com.

About Accenture

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