

THIS MONTH'S FOCUS

The true value of role-ready tech pipelines



6

Months

REAL WORK DELIVERY



NO DRAIN ON
SENIOR
RESOURCES



BACKLOG IT PROJECTS
DELIVERED



INCREASED

ROI ON SKILLS SPEND



HR REDUCED
ONBOARDING COSTS

A **role-ready tech talent pipeline** develops people for the specific technology roles your business needs. Built around defined job profiles, it combines technical training **with workplace experience** and **real-world project delivery** – so participants solve authentic tech challenges and contribute to your business **from day one**.

The **SlaaS** model at a glance

- ✓ **6 months real project delivery** – junior talent already contributing to your live projects during the programme.
- ✓ **Lighter onboarding load** – talent arrives role – ready, reducing the mentorship burden on internal teams.
- ✓ **Skills + cultural fit** – equal emphasis on technical capability and integrating into your teams.
- ✓ **Real career pathways** – a shared investment in local tech talent and young South Africans.
- ✓ **Customised curriculum** – immersive training built around your environment and burning tech talent needs.

Flash Group is building their junior Quality Engineering Talent Pipeline through redAcademy



Flash identified a significant gap between available tech talent and the experienced professionals they needed. Rather than competing in an increasingly difficult recruitment market, **Flash chose to grow its own pipeline through redAcademy.**

Our Sprinters, now in their live client phase of their program are immersed directly into Flash's IT team and ways of working, all whilst being overseen by redAcademy's technical mentors, as the Sprinters ramp up their delivery capabilities, gaining 6 months work experience during their redAcademy Career Sprint program.

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We needed people who could hit the ground running, but we just couldn't find them. We revisited this pool of junior talent and looked for a way to upskill them quickly so they can add value from day one.



Melissa Stemmers
Learning & Development Manager, Flash Group

In The News

“JESSICA HAWKEY | Real training goes far beyond a mere certificate”

When did your business last expect a return on its training spend? A real, measurable and commercial return that you would require from any other investment in the business? For most companies, the honest answer is never.

Skills development is often managed as a cost rather than a measured investment. The result is that training is often not measured properly, and companies don't realise it isn't delivering value.

BusinessDay

Sunday Times

Build a pipeline that delivers guaranteed, tangible results.

Connect with redAcademy today for a customised, sustainable tech talent pipeline.

www.redacademy.co.za

