

Skills Integration as a Service (SlaaS)

PARTNER TO BUILD
YOUR OWN JUNIOR
TECH TALENT PIPELINE

**DON'T WAIT; CREATE YOUR ROLE-
READY TECH TALENT PIPELINE NOW.**

*"industry-ready skills, adaptability, and hands-on
experience are becoming the real differentiators"*

JESSICA HAWKEY, FOUNDER AND MANAGING
DIRECTOR, REDACADEMY

Read how

SKILLS INTEGRATION AS A SERVICE (SIAAS)

Building your 2027 | 2028 tech talent pipeline today

Why forward-thinking organisations are investing in junior tech talent now

Organisations are competing for the same experienced technology talent. Recruitment cycles are lengthy, salary expectations continue to rise, and demand consistently outpaces supply.

What if the answer isn't finding talent, but building it?

Rather than focusing solely on immediate hiring needs, organisations should be investing in long-term workforce planning. This means looking beyond today's vacancies and actively developing the skills their business will need in 2027 and beyond.

The talent advantage businesses can't afford to ignore

Technology continues to evolve at an unprecedented pace, creating significant opportunities for organisations that embrace agile talent development strategies.

While formal education remains valuable, businesses increasingly need talent who can combine technical capability with practical workplace experience and business understanding.

redAcademy's Skills Integration as a Service (SlaaS) model enables organisations to build a dedicated pipeline of junior tech talent aligned to their unique requirements, tech stack, culture, and future workforce needs. Rather than relying solely on an increasingly competitive talent market, businesses can develop talent from the ground up. Sprinters are embedded within the organisation, gaining exposure to its technology stack, processes, ways of working, and culture, while contributing to live client projects throughout their year-long learning journey.

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JESSICA HAWKEY, FOUNDER & MD,
REDACADEMY

1 YEAR

Sprinter learning journey embedded in
your business



The result is a workforce that is skilled, role-ready, and aligned to organisational needs from day one.

Thinking beyond recruitment

Recruitment fills immediate vacancies. Talent pipeline development builds long-term capability. Workforce planning is no longer just an HR initiative; it's a strategic business imperative. By investing in junior tech talent, organisations can:

- Develop skills aligned to their specific needs
- Strengthen succession planning
- Improve retention
- Create a scalable workforce development strategy
- Build sustainable competitive advantage

The question is no longer whether your organisation will need technology talent in the future, but whether you're taking steps to develop it today.

WHY IT PAYS OFF

- Skills aligned to your needs
- Stronger succession planning
- Improved retention
- Scalable workforce strategy
- Sustainable competitive edge



Addressing the biggest concern around junior talent

One of the most common concerns businesses raise is onboarding. Many assume that integrating junior talent will place additional pressure on senior employees and technical teams. Traditionally, junior talent programmes often required significant supervision and mentoring, diverting experienced resources away from business priorities.

redAcademy's Skills Integration as a Service model addresses this challenge. Learners are developed against defined technology role profiles and gain

technical skills, workplace readiness, professional capabilities, and practical experience before entering the business. Through a combination of structured training, real-world project delivery, and ongoing support from dedicated lecturers and mentors, participants develop the confidence and capability to contribute more quickly — significantly reducing the onboarding burden on internal teams while ensuring businesses receive role-ready talent aligned to their workforce requirements.

From investment to measurable ROI

Another common misconception is that the value of junior talent takes years to realise. The evidence tells a different story.

When junior tech talent are supported through structured learning, practical experience, and real project exposure, they can begin contributing

meaningful value far sooner than organisations often expect.

Businesses participating in the redAcademy programme are seeing measurable benefits within the first six months, including:

6 MO

to see measurable business
benefits

↑ %

increased project capacity &
productivity

↓ COST

reduced recruitment spend

↑ RET.

improved retention, stronger
pipelines



Rather than representing a long-term cost, junior talent becomes a strategic investment that delivers both immediate and future value.

Many graduate Sprinters progress into intermediate-level positions within remarkably short timeframes, largely driven by structured learning pathways, real-world project experience, continuous development, industry-relevant training, and ongoing support and mentorship.

The result is a growing pool of capable technology professionals who contribute meaningfully to business success while accelerating their own careers.

The future workforce is being built today

Organisations that act early have the opportunity to shape, develop, and retain technology talent aligned directly to their strategic objectives. Waiting until skills shortages become business challenges means competing for the same limited talent pool as everyone else. Building a talent pipeline today creates the capability needed to meet tomorrow's demands.

The decisions you make in 2026 will shape the workforce you have in 2027 | 2028 and beyond.

Stop competing for talent. Start developing your own.

Build your own tech talent pipeline with redAcademy.

BROUGHT TO YOU BY



redAcademy

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