**RDT Transcripts:**

**01\_OU\_RDT\_Case\_Study**

**Fiona Mason:** We write software for the insurance sector. We've been established for over 30 years. We've got about 150 people and we're growing. We have people that design the product. We have people that write the code. We have people that test the code. So, people in that technology space are integral to our success. We've struggled like everybody with retention because the competition is so fierce. Recruiting these people, the pool is very, very small and we have particular requirements.

**Jane Dickinson:** Probably the biggest challenge that employers are facing when it comes to digital skills is the shortage of talent. That problem has become even more exacerbated by the pandemic where we saw so much digital adoption, so, if anything, that gap is widening. With RDT right now, we are supporting them with degree apprentices so that's all about supporting their new talent to develop the skills, knowledge and behaviour that they need to be successful in their roles.

**Fiona Mason:** Training is essential. Technology changes all the time so we have to keep up with that. By hiring people on the apprenticeship programme, it allows us to structure their learning along with their growth within the business.

**Joe Porter:** I'm 22. I did some work experience at RDT and was given the opportunity to perform a degree apprenticeship. I've now graduated and I'm a Software Engineer. What I liked about Open University learning was the amount of support that was given to you. You get a lot of feedback from Module Tutors. Now I've completed the apprenticeship I'm a mentor for the new apprentices that are in the company. I give them advice and draw from my own experiences.

**Thomas Juniper-Clark:** A couple of months before I was supposed to go to a university I, kind of, was thinking I'm not 100 percent sure if I want to continue doing that. I ended up calling Fiona for a consultation on the phone then went into an apprenticeship day where we got to speak to the other apprentice Joe at the time. He was quite informative about The Open University. I like the idea of earning and learning that I don't have to worry about travelling somewhere getting there at a certain time. I'm really glad I applied for it.

**Jane Dickinson:** The Open University has several ways to support businesses to develop their digital skills. Everything from short informal courses on our free OpenLearn platform through to full degree programmes. Over the last few years, we have launched degree apprenticeships microcredentials and also Skills Bootcamps which provide a pathway into a new digital job. We're just launching Higher Technical Qualifications in networking and software development which have been designed in collaboration with industry. So there's something for everybody.

**Fiona Mason:** It's absolutely integral to our company and I think it's one of the things that gives me the most pleasure in my job. Seeing people achieving what they want to achieve and growing and developing and moving on within the organisation and taking on new roles.