



The Tech Future Taskforce

Bringing organisations together to drive social mobility in the tech talent pipeline

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**The Hg
Foundation**



What is social mobility?

“**Social mobility**” is about how much a person can move up or down the social and economic ladder compared to their parents.

High levels of social mobility mean that people from all backgrounds are able to access opportunities based on their talents and aspirations, rather than being determined by the economic and social position they were born into.

Increasing social mobility requires **improving the way our systems work so that people have a fair chance to succeed based on their ability and effort**, rather than who their family was, where they grew up, or how much money they started out with.

Improving social mobility is the key to unlocking innovation and growth

Building diversity of thought in the workforce is vital for the economic and social success of Britain.

Engaging and empowering talented people, no matter their background, positively affects national economic performance and financial performance of individual companies.



A modest increase in social mobility in the UK could be associated with a **2% increase in GDP**, equivalent to £39 billion to the UK economy in 2016 prices.

Tech employers that work on socio-economic inclusion achieve **6% higher ethnic diversity** than those that do not.

Diverse executive teams have a **15-39% likelihood of financially outperforming** their competitors.

Companies with more diverse management teams have **19% higher revenues due to innovation**.

In a more socially mobile society, it is more likely that a job will be filled by those with the highest level of potential to perform well, regardless of their socio-economic background. This in turn increases the average productivity of a job and driving a more productive workforce. Greater diversity of thought drives innovation and competitiveness.



A critical time for social mobility in tech

The inclusion and talent issue that
affects all the rest



But there's a big problem in tech: the workforce is currently more elite than Law and Finance

9%

of tech employees are from lower socio-economic backgrounds compared to 29% in finance and 23% in law. This compares to around 40% of the UK's working population being from lower socio-economic backgrounds.

1 in 4

of early-stage entrepreneurs come from state-school backgrounds, despite making up the majority of the population and only 28% of investors come from state-educated backgrounds; 72% were privately educated.

64%

Poor socio-economic inclusion in tech perpetuates itself: tech pays 64% more than the average UK salary and provides equity to employees, so those with more, continue to earn more, whilst those who can't get into tech continue to miss out.

£63
Billion

96% of employers in the technology sector report significant talent shortages, exacerbated by lack of socio-economic representation in the industry. This skills gap costs the UK economy an estimated £63 billion per year in lost additional GDP.

Failure to address talent pipeline inequities inhibits growth in the UK tech sector

Less than 50% of tech employers are taking action on social mobility. We cannot fulfil our potential as a global tech leader if our supply of future tech talent is limited to the most privileged socio-economic groups.

The Solution: the Tech Future Taskforce

We work to ensure that everyone can thrive in the tech industry and the tech industry thrives with them.

- We convene organisations to **work together on social mobility** because we know that change will only happen with coordinated, collective action and collaboration.
- We are focused on **delivering measurable impact** against clear metrics and goals through a structured action framework.
- By addressing socio-economic inclusion, we will help other areas of inclusion practice by **engaging overlooked populations** in our current and future tech talent pipeline.

Together, the Taskforce leads the change in the UK tech industry by helping employers and investors to unlock diverse talent across the UK, enhancing market competitiveness and building a sustainable future for all of society.

We invite you to join us in this powerful initiative





Tech Future: what we do

Collaboration with a head, heart, and
teeth



What is the Tech Future Taskforce?

We are a collective of tech employers and organisations who are working together to **improve socio-economic inclusion in tech.**

We are being initiated by the Sutton Trust, in collaboration with inclusive VC leader, David Houghton and our mission is powered by the Hg Foundation.

The Hg Foundation supports education and employment-based programmes across the UK, Europe and North America focussed on widening the pipeline of talent into tech. To date it has committed over \$30m. Its work is solely funded by Hg – a leading software investor.

We want to create a tech future where:



People across the UK, irrespective of their socio-economic background, to have the knowledge, inspiration and opportunity to access the skills they need for a career in tech.



Employers of all types invest in and commit to converting tech career aspirations into tech career success for all.

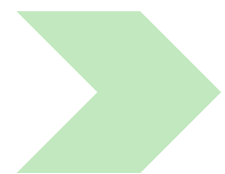


Four pillars of action to drive meaningful change

The Taskforce brings nearly 30 years of experience driving social mobility in industry from the Sutton Trust. Thanks to this experience, we know what needs to be done to drive change in tech. The Taskforce will initiate commitments, activities and workstreams on each of these pillars with its members.



Data and measurement drives awareness, urgency, action and learning. A focus on data-driven insight and action helps us understand and tackle barriers and unlock opportunities more effectively. We will use our leadership on data to influence the behaviour of industry and policymakers.



Engagement and outreach from industry to community makes tech careers visible and available. We ensure tech careers are part of career choice architecture, driving tech career inspiration, aspiration and knowledge.



Access and opportunity are created when talent practices and strategies actively include people from all socio-economic backgrounds, seeking out and engaging with talent where it is currently being missed.



Retention and progression are key to making tech occupations a career destination of choice at for all people at every stage of their career. We will make tech an environment where diverse talent thrives and excels, feeding a virtuous cycle.

We're ready to listen, learn and collectively create the tools the tech industry needs

- A structured and flexible **framework** of social mobility practice that's tried and tested for success
- An opportunity to **be a change leader** by sharing what you know and influencing outcomes at scale
- Input and **expertise** to help you evolve and enhance your DEI strategy
- A network of **community** partners to support and enable your DEI activities
- A data and **research** programme to tackle the questions that need answering.
- Dedicated **workstreams** that focus on the problems you're passionate about
- **Employee engagement** opportunities for your team to contribute to an issue that's important to them
- Thought leaders, **speakers and events** collaborations to drive awareness, action and learning
- A team with deep **experience** leading DEI initiatives



Join the Tech Future Taskforce

We need you to make a difference



We want your organisation to become a Founding Patron of the Tech Future Taskforce

We want your organisation to join the Tech Future Task Force. By supporting the Taskforce, your organisation will be part of a powerful tech industry collaboration that creates solutions for long-term sustainable change. We cannot do this alone – we need engagement across the sector, from a wide range of employers.

We ask you to make at least 3 of the pledges below, and we'll help you deliver them

1. Start measuring socio-economic diversity in your tech workforce
2. Engaging with low social mobility groups about tech careers
3. Enhancing your recruitment strategy to support socio-economic diversity in your talent pipeline
4. Creating internal progression environments where people from all socio-economic backgrounds thrive
5. Appointing a senior sponsor responsible for your Tech Future Taskforce participation commitments*

We were able to create this innovative initiative thanks to the generous support of the Hg Foundation, the Sutton Trust and Tech Future Taskforce Patron members; to ensure it remains sustainable, we ask members to make a yearly charitable donation of £500 to £1,500, based on your organisation's size, to enable Tech Future to continue its work.

What's in it for you?

Joining Tech Future? You're in good company.

Our patrons and steering group include **government** bodies, **Big Tech**, and **investment companies**.

We will work together as the Tech Future Taskforce to ensure that everyone, no matter where they were born or what family background they have, has a chance to find meaningful work in tech.

Every member of Tech Future will be helping people achieve their ambitions, and break down barriers for future generations. Join us as we build an inclusive tech future for all.



Brand recognition: support your EVP and inclusion credentials through your work with Tech Future.



Thought-leadership and influence: access the leaders and discussions that impact the future of tech.



Employee engagement: opportunities to engage your employee talent pipeline and ERGs on issues they care about.



Exclusive networking & collaboration: join a network of industry leaders with the chance to collaborate on community activation.



Impact measurement, data insights and reporting: impact reports showcasing measurable outcomes of your involvement, and data insights on socioeconomic diversity and inclusion to inform your strategy and action.



Community partner network access; benefit from connections with a robust network of partners across education and industry.



Practical toolkits, guides & webinars; equip your organisation with actionable resources to enhance internal DEI initiatives.



Strategic DEI insights; gain input on integrating socioeconomic diversity strategies within your organisation.

Commonly asked questions

Do we have to be excelling at inclusion to join?

No. We understand that companies are at different stages of maturity in their practices. We want to learn from those that have mature practices and to support those who are earlier on in their journey.

Is there a cost to joining?

We want the taskforce to be funded by the tech ecosystem. Therefore we will ask all members of the Taskforce to make a charitable donation to contribute to its ongoing running. The donation amount will be set between £500 and £1,500 per year, based on the size of the organisation.

Will I need to provide data?

We believe that data is vital for driving credible change. That's why data and measurement is one of our four core pillars of action. We ask Taskforce members to participate in an anonymous collective measurement activity that does not involve PII data. We have built flexibility into our data requirements so that we support organisations to participate where possible, but so that data doesn't become a blocker to participation in the wider Taskforce work.

How much time will this take us?

We want to make your participation work for you. We will have opportunities for organisations to participate in different workstreams, events and research projects and you can choose how much involvement you have, as well as working through your employee networks.

What are the participation commitments?

In order to be effective, we ask all members to agree to some basic participation actions: provide a senior sponsor for your involvement in the Taskforce, and an operational contact for day to day activity. We also ask all members to participate in an annual, collective survey, which will not involve PII data. Finally, we ask that all members act as proud ambassadors of the Taskforce by supporting it publicly in a way that is appropriate for your organisation. We are happy to cooperate with members to find a balance that works for you.



Ready to make a difference?

Together we can unlock new opportunities for talent from all backgrounds, where everyone can find a successful tech future.

Change starts with a conversation.

Speak to the team: lexie.papaspyrou@suttontrust.com / david@93percent.ventures

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