

TRIBAL

Future Talent

Nurturing talent of the future

Nurturing your workforce through training and development is one of the most cost-effective ways to drive value from your teams. Investing in new talent is a pragmatic and sensible way to get the skills you need the most, whether broadening your existing staff's skill set or recruiting new team members.

Despite the decades-long popularity of SITS, the UK's leading Higher Education Student Information System (SIS), there remains a shortage of SITS skills. This is where Tribal Future Talent comes in...

The Tribal Future Talent programme is a transformative training programme expertly designed to empower professionals with the dynamic skill set required to manage SITS. As market leaders in Student Information Systems, we know a thing or two about the expertise needed for careers in EdTech. You'll discover that Tribal's Future Talent development programme isn't just training; it's a career development opportunity.



Who's the programme for, and what will you get out of it?

- ✓ Individuals at the start of their Higher Education IT career
- ✓ Experienced professionals looking to broaden their skill set in SITS
- ✓ Junior Analysts and Developers
- ✓ New graduates looking for a career in Higher Education Tech



Benefits to your staff:

By embarking on this journey, your staff will gain hands-on experience in initial requirements gathering through testing and solution deployment whilst participating in real-world problem-solving activities through Tribal Labs. Throughout the programme, your staff will work alongside and be supported by our global experts, providing opportunities to build relationships and their professional network.

Benefits to your organisation:

Tribal Future Talent aims to help unlock a host of other intrinsic benefits for your SITS teams, such as enhanced performance, increased productivity, greater adaptability, improved employee retention, and a competitive edge—all essential components for today's competitive world of Higher Education.

What's included in the programme?

This is a 12-month programme made up of four series:

SERIES

1

Knowing the sector

During Series One, participants will be introduced to the Higher Education Landscape and learn about the Student Life Cycle and where Tribal's SIS fits in. Participants will be introduced to key learning topics and objectives of the programme and our approach to learning and development and getting the most from the programme. This Series is essential for setting the stage and providing participants with the foundational knowledge, skills, and resources needed to succeed throughout the programme.

SERIES

2

The Tribal way

This Series builds on the early knowledge participants have learnt from Series One and starts to get under the bonnet of the core elements of the SITS software. In Series Two, participants will get their first taste of System Tools and an introduction to System Management, the Academic Model, Data Modelling, and Tribal's leading practice. Programme participants will come together as a group for the first time, work with their fellow learners on scenario based activities, and solve real-world problems through Tribal Labs.

SERIES

3

Specialising in SITS

As participants move into Series Three, they will explore the more complex aspects of System Tools and take a deep dive into Tribal's approach to Integration, Migration, Reporting and Communications, as well as the Academic Model. Participants will choose a specialist functional area, e.g., Admissions, Finance, and Students, and come together for a second time to design, develop, test and deploy a solution on their chosen path.

SERIES

4

Enhancing your skills

In Series Four participants will get an opportunity to specialise in a second functional area, building on the skills developed in Series Three. Programme participants will come together as a group for the final time to work through real-world problems through Tribal Labs. Drawing on the skills and knowledge developed from the previous series, the programme will end with participants completing a final assessment.

Programme overview

Duration: 12 Months

Course intake: March and September 2024

Delivery: Blended Learning (F2F 40% & Remote 60%)

Learning locations: Sheffield, Bristol

Cost: £8,500 + VAT

+ access to:

- ✓ Sandbox and test data
- ✓ Face-to-face training
- ✓ Mentor
- ✓ Tribal Labs action learning set*
- ✓ PS Academy
- ✓ Insights from industry experts and leading practitioners
- ✓ Certification

*Series 2-4 only

**MONTHS
1-3**

Series 1

 FUTURE TALENT MODULES

 INSTITUTION ACTIVITIES

 CHECKPOINT

**MONTHS
4-6**

Series 2

 FUTURE TALENT MODULES

 ACTION LEARNING

 INSTITUTION ACTIVITIES

 CHECKPOINT

**MONTHS
7-9**

Series 3

 FUTURE TALENT MODULES

 ACTION LEARNING

 INSTITUTION ACTIVITIES

 CHECKPOINT

**MONTHS
10 -12**

Series 4

 FUTURE TALENT MODULES

 ACTION LEARNING

 INSTITUTION ACTIVITIES

 FINAL ASSESSMENT / CHECKPOINT

Outside of these structured 'modules', participants return to their institutions to apply their newfound knowledge and skills, enhancing their job performance and productivity. This programme's holistic approach ensures that attendees are well-prepared to excel in their roles and contribute significantly to their institutions' success.

The University's expectations for participants in this programme include recruiting appropriately qualified UK-based candidates, with Tribal offering support for interviews and candidate selection. The University is expected to provide management support throughout the course and meaningful work-experience roles when participants are not actively engaged in the programme.

T R I B A L

hello@tribalgroup.com
tribalgroup.com

