

---

## Information sheet for research investigating education and employment trajectories into the tech workforce

### Information for focus group participants and interviewees

---

#### What is the research and why is it taking place?

The National Foundation for Educational Research (NFER) is undertaking research to investigate education and employment trajectories into the tech workforce on behalf of the Hg Foundation.

The Hg Foundation is a registered charity with a mission to widen the pipeline of talent into the technology sector. It supports education and employment programmes focussed on underrepresented groups, from secondary school through to the workplace. To date, it has supported over 30 non-profit partnerships which, between them, reach over 50,000 people. It has commissioned this research to inform its future grant making and ensure the projects it supports are preparing people well for future opportunities. [www.thehgfoundation.com](http://www.thehgfoundation.com)

The research is taking place between June 2024 and December 2025. It includes focus group discussions and interviews with employers, an employer survey and analysis of secondary data. The secondary data analysis will map education pathways to tech employment and identify disparities in entry, progression and earnings. It will also include longitudinal analysis of volumes of tech adverts and their qualification and skill requirements, using the Adzuna database.

This information sheet relates to the focus group discussions and interviews.

Four focus groups and a small number of interviews (up to three) will be undertaken with individuals representing a range of employers who recruit for tech jobs. This includes tech employers and employers in other sectors which have tech departments/roles. The key aim of the focus groups and interviews will be to understand the tech jobs that employers recruit for, the skills and qualifications required, and trends over time. Acumen will help NFER to set up the focus groups.

We would very much appreciate your participation in the research.

#### What activities will the research involve for my organisation?

The research will involve taking part in an online focus group of around 90 minutes or an interview of around 30-45 minutes. The focus groups and interviews will explore:

## Public

- the roles you recruit for
- the skills you require
- the qualifications you look for
- the relative importance of skills, qualifications, experience and diversity in the recruitment process.

## Data protection

NFER is the data controller for the research. Participation in all research activities is entirely voluntary. Research participants will be fully briefed on the purposes of the study and how the information they provide will be used before consenting to take part. We operate fully in-line with data protection legislation (including GDPR) and we will not use the information we receive for anything other than this research. If participants consent to be contacted again for follow up research, contact details will be retained and will only be used for this purpose.

At the end of the study, NFER will produce a publishable report. Data collected during the study will be anonymised and no individual or organisation will be identifiable from the report, unless permission has explicitly been given by the data subject.

## Who is NFER?

NFER is an independent research organisation with many years' experience of undertaking research and evaluation with schools, colleges, businesses and the public sector. For more information please visit: <http://www.nfer.ac.uk/>

## Where can I go for more information?

More details about the research including a link to this information sheet and an associated privacy notice can be found [here](#).

In addition, Suzanne Straw, the project director is very happy to answer any questions. Please contact Suzanne on [s.straw@nfer.ac.uk](mailto:s.straw@nfer.ac.uk)

**Thank you very much for your support with this research.**

## Public