



the Leap

HELLO, DEAR READER

Thank you for taking your time to explore The Leap initiative.

It has been my privilege to engage with exceptional individuals and delve into fascinating projects within our industry. Amidst the rapid ascent of AI technology, one critical challenge persists: talent acquisition and retention.

As we navigate this landscape, it's imperative to acknowledge a pressing statistic: according to the Uptime Institute, a staggering 50% of the data centre workforce is set to retire in the coming years. In response, the industry is rallying to establish transformative programs. Our aim with The Leap is to bring together leaders and organisations, harnessing collective strength to amplify positive impact.

While data centres are often scrutinised for their power consumption, we must recognise their potential as catalysts for sustainability, innovation, and social progress. Through The Leap, we aspire to spotlight the remarkable contributions our industry makes in talent development, education, and community engagement. This includes our commitment to fostering diversity and inclusivity within our workforce.

On a personal note, I've experienced first-hand the profound benefits of initiatives like The Leap. Earlier in my career, similar programs provided me with opportunities for skill enhancement, qualifications, and professional advancement. I firmly believe in leveraging our resources for the greater good and am eager to collaborate with you in driving industry-wide positive change.

Together, let's propel our sector towards a future defined by innovation, inclusivity, and sustainable growth.

Hanayyah Sutton

EMEA DATA CENTRE PROJECT &
DEVELOPMENT SERVICES LEAD, JLL



Our Mission Statement

We have come together with clients, partners and suppliers to expand education, reduce the skills gap and develop talent within the data centre industry, by levelling the playing field and providing sustainable opportunities across EMEA.

"In the data centre industry, talent shortage isn't just a challenge; it's a call to action. Investing in skills development isn't a choice; it's essential for our industry's resilience and growth"

- Jonathan Kinsey, Global Data Centres Lead, JLL.

Understanding the skills shortage

The high-tech data centre industry demands specialised skill sets for construction and staffing, with employment needs skyrocketing in our rapidly expanding sector. According to the Uptime Institute, the data centre industry is projected to surge from approximately 2 million FTE employees in 2019 to 13 million by 2025—a staggering 195% increase. However, mature markets in the US, Western Europe, and Asia Pacific face demographic hurdles. An aging workforce, coupled with limited visibility into required jobs and skills, exacerbates the scarcity of available talent.

The rapid pace of technological advancement in the industry demands continuous upskilling and reskilling of the existing workforce to remain competitive. This presents a dual challenge of not only filling existing roles but also ensuring that employees possess the necessary skills to navigate emerging technologies and evolving job roles.

Addressing the skills shortage in the data centre sector requires a multifaceted approach that encompasses talent attraction, retention, upskilling, diversity and inclusion initiatives, and international collaboration. Only through concerted efforts and strategic investments can the industry effectively overcome this critical challenge and thrive in the digital age.



What is The Leap?

The Leap aims to encourage industry-wide collaboration to address the data centre skills gap and drive positive, long-term impact across talent development, community engagement and sector-wide innovation.

Globally, partners and clients are grappling with the challenge of meeting the growing demands of AI developments amidst a shortage of skilled talent and market complexities.

01

Future Talent

Providing young people with opportunities to participate in a career-focused data centre skills program, while offering a platform for industry leaders to share their experiences and inspire the next generation.

02

Combined Strength

Working in partnership with other industry-leading Data Centre businesses and critical infrastructure companies to shape the future of the sector through strategic leadership and collaborative initiatives.

03

Diversity & Inclusion

Promoting diversity and inclusion within the industry to change the future landscape of data centres and foster a more inclusive environment.

Initial Ideas

These initiatives represent our initial ideas for addressing the challenges facing our industry. Through the Skills Academy, we aim to empower individuals from diverse backgrounds, making the industry more inclusive. Our Shape the Industry programme seeks to foster mentorship and knowledge exchange - driving positive change from within. Lastly, Connecting the Dots will serve as a central hub for industry collaboration, networking and resource sharing. Together, these initiatives will form the foundations of our efforts to bridge the skills gap and propel the industry forward.



Data Centre Skills Academy

Providing education on data centre subjects by sharing resources, lessons learned and creating a toolkit. Our goal is to make the industry attractive and accessible to everyone, regardless of their background.



Shape the industry - Reverse Mentoring

Launching a data centre reverse mentoring programme, pairing underrepresented colleagues with senior leaders from across the industry. Afterwards the leaders present and use their findings to influence and drive industry-wide change.



Connecting the dots - Platform of Resources

Developing a data centre platform to connect existing industry initiatives, offer upskilling and networking opportunities, share content and news, and promote available roles across the sector.



REGISTER YOUR INTEREST

To register your interest please send an email to:
alexandria.iveson@jll.com

We will then follow up and share next steps with those who get
in touch.

Thank you!