



CLOUD EXPERTS IN THE PUBLIC SECTOR

Training - Our Reskill service

WE PROVIDE BESPOKE TRAINING PROGRAMMES TO CLIENTS THROUGH OUR RESKILL SERVICE, WHICH COMPRISES:

- **Discovery:** Work with clients to understand current skills & desired skill
- **Design:** Adapt training programme to fit requirements
- **Deliver:** Training led by instructors with 10 - 15 years' experience. Flexible delivery models, fully integrated into clients CRM/LMS if required
- **Evaluate:** Assessments used to benchmark progress throughout training, with post programme surveys & written instructor feedback
- **Support:** Trainees have 24/7 access to course materials, plus support after hours



OUR ROLE IN CLOUD TRANSFORMATION



OUR ROLE IN CLOUD TRANSFORMATION

Through our Reskill service, we enable organisations to successfully adopt and scale cloud programmes by strengthening the people, skills and operating models that underpin them. Rather than delivering the migration itself, we focus on building the capability required for cloud programmes to succeed, supporting:

- ~ Business change and organisational readiness
- ~ Technology enablement across teams
- ~ Sustainable workforce capability uplift

This approach increases the success of cloud programmes by improving:

- ~ Governance and decision making
- ~ Business and technical alignment
- ~ Risk reduction and programme predictability
- ~ Cloud operating model maturity
- ~ Long-term sustainability of cloud adoption



OUR RESKILL DELIVERY APPROACH

Delivered through:

- ~ Instructor-led, cohort-based learning
- ~ Hands-on, practical application rather than theory alone
- ~ Role-specific pathways aligned to real jobs and workflows
- ~ Scenario-based learning using your organisation's own use cases
- ~ Embedded learning days to reinforce application in the workplace



RESKILL SUPPORTS THE FOLLOWING STRATEGIC OUTCOMES:

- ~ Stronger governance and decision making capability
 - >>> Building skills in cloud governance roles, rituals and artefacts
 - >>> Developing leaders' confidence in technology investment decisions
 - >>> Creating clarity on ownership, accountability and decision rights through role-based learning
- ~ Improved business and technical alignment
 - >>> Creating a shared cloud language across business and technical teams
 - >>> Delivering role-specific pathways that connect strategy to delivery
 - >>> Using cohort-based learning to build common understanding and collaboration
- ~ Reduced risk and improved programme predictability
 - >>> Upskilling teams in risk-aware cloud migration practices
 - >>> Embedding structured ways of working through practical, scenario-based learning
 - >>> Strengthening capability in planning, prioritisation and controls
- ~ A more mature cloud operating model
 - >>> Assessing current capability across architecture, security, DevOps and service management
 - >>> Uplifting skills to operate modern cloud environments effectively
 - >>> Enabling teams to adopt consistent tools, processes and ways of working
- ~ Sustainable long-term cloud adoption
 - >>> Embedding continuous learning rather than one-off training
 - >>> Accelerating cloud-native skills such as automation, CI/CD and containerisation
 - >>> Aligning cloud capability with AI, cybersecurity and software engineering to future-proof the workforce

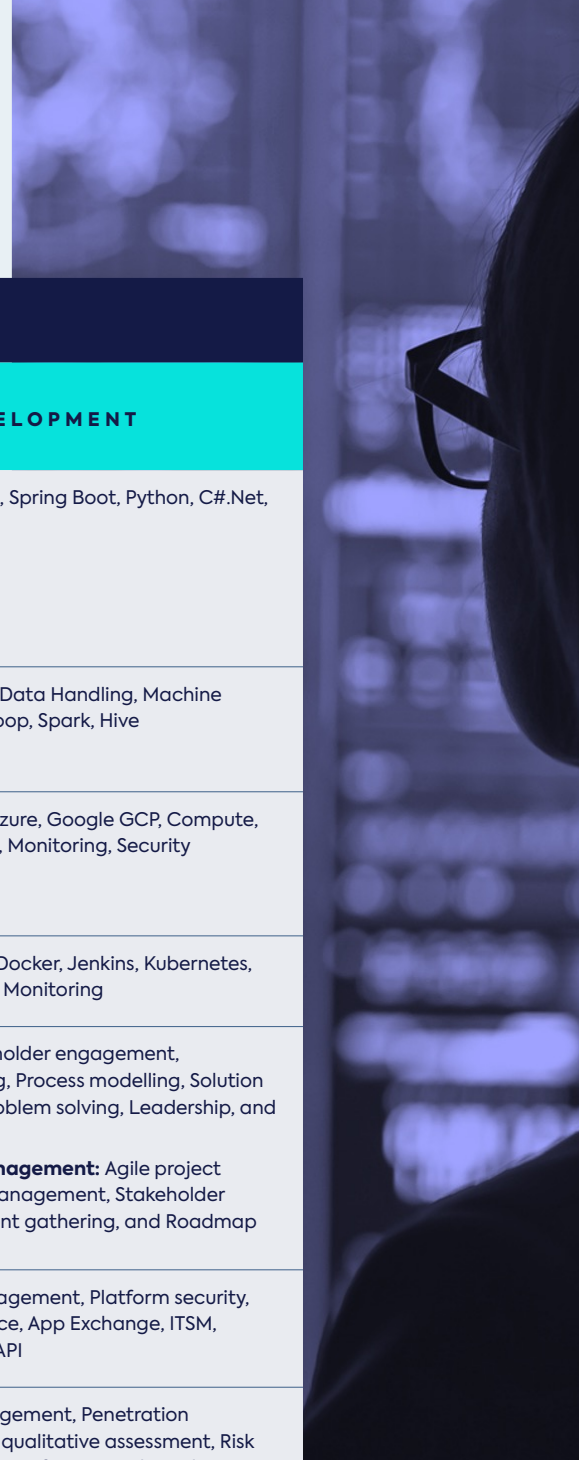
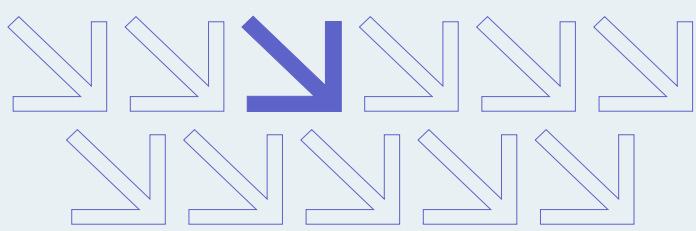


PRICING

All Reskill projects are custom priced based on the bespoke requirements of the client. Key variables include:

- ~ **Duration** – Training content can require as little as one half-day or over several months
- ~ **Numbers of learners** – Projects can contain over one hundred participants
- ~ **Delivery model** – Projects can be instructor-led, self-paced, in-person or virtual
- ~ **Length of delivery** – Can be delivered full-time or spread over a period of time
- ~ **IP & knowledge transfer** – Materials and know-how can be transferred following project completion

On confirmation of these variables, bespoke pricing is provided to clients.



WHAT WE COVER		
TECHNICAL ENABLEMENT AREAS	WHAT WE COVER	CAPABILITY DEVELOPMENT
Software Development	Java Full Stack, Python, C#.Net Full stack, Front-end application development (UX / UXD), SCALA, GO, Angular, C++, Testing (QA / performance / unit / functional) and Application Engineering	Java, SQL, Angular, React, Spring Boot, Python, C#.Net, SCALA, GO, CICD
Data	Machine Learning, Data Science, Data Engineering, Data Analysis, and Database Administration	Statistics, Python, R, SQL, Data Handling, Machine learning algorithms, Hadoop, Spark, Hive
Cloud	Cloud Computing platforms. Incl. Amazon (AWS) Cloud Computing and Azure Cloud Computing and Google (GCP)	Amazon AWS, Microsoft Azure, Google GCP, Compute, Storage, Networking, IAM, Monitoring, Security
SRE & DevOps	Site Reliability Engineering, Production Support, and DevOps	Python, SQL, Linux, ITSM, Docker, Jenkins, Kubernetes, Grafana, CICD, SLI & SLO, Monitoring
Product & Project Management	Business Analysis, Product Management, Project Management Fundamentals	Business Analysis: Stakeholder engagement, Requirements engineering, Process modelling, Solution evaluation, Structured problem solving, Leadership, and Delivery Product and Project Management: Agile project management, Product management, Stakeholder management, Requirement gathering, and Roadmap management
Enterprise Technology	Salesforce & Service Now (service management ITSM)	Administration, User management, Platform security, Data modelling, Visualforce, App Exchange, ITSM, Service Now Studio, Rest API
Cyber & Networking	Cyber Risk Manager, Application Security Engineer, and Information Security Analyst	Cyber supply chain management, Penetration testing, Quantitative and qualitative assessment, Risk management frameworks, Defensive coding, Threat modelling
Professional Skills	Professional Skills	Presentation skills, Communications skills, Resilience, Leadership, Personal effectiveness incl. decision making, time management and goal setting
Artificial Intelligence (AI)	Foundations of AI, Generative AI, AI Engineering	Application of AI for business value. Change and transformation projects to support AI driven business improvement, Data valuation and elicitation to model development and decision making. Accelerated growth, Stakeholder engagement with the use of AI skill development, Adoption of tools to support efficiencies Understanding AI concepts, Machine learning fundamentals, Data preprocessing, Probability & statistics, Algorithmic thinking, Model evaluation, ethics in AI, Neural networks



HOW WE DELIVER CHANGE

The pressure on the public sector to adopt cloud technologies and deliver digital transformation is rapidly increasing. At the same time, the digital skills gap continues to expand. Without innovative, clear, and flexible solutions, providers of public services will struggle to adopt technologies that are essential to running our health services, educating our children, and keeping us safe.

Alongside these challenges, economic uncertainty has made traditional hiring methods less effective. The risk of mis-hires, candidate dropouts, and overreliance on contractors can lead to wasted time and cost overruns.

We ensure organisations build a diverse, sustainable pipeline of technology and business consultants to plan, implement, and deliver cloud and digital transformation projects. Our approach leverages extended talent pools so you can access in-demand skills, increase representation in your workforce, and reduce risk across your sourcing, skilling, and training strategy.

THE CURRENT SKILLS OUTLOOK

NAVIGATING DISRUPTION WITH A RESILIENT TALENT STRATEGY AT SFIA 3+

AI and rapidly evolving service expectations are transforming the technology skills landscape. With 70% of routine entry-level software tasks now automated, demand for SFIA level 4–6 professionals is rising sharply. Traditional graduate pipelines can no longer deliver enough candidates. We protect you from this volatility by re-engineering the early-career skills acquisition process. Our Hire Train Deploy (HTD) model identifies candidates with strong technical foundations and upskills them in 6–10 weeks to operate at SFIA 3+. We deliver a resilient, AI-ready workforce that delivers value from day one.

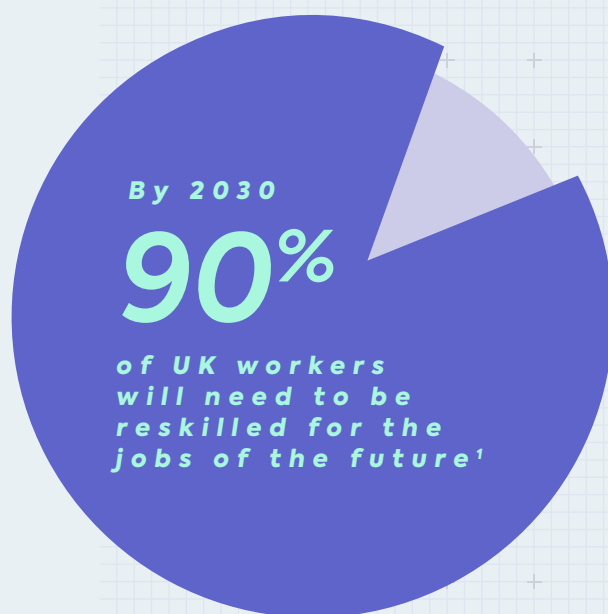
Scaling through a regional focus at SFIA 4–6

We mitigate risk through a regional delivery model that hires, upskills, and security-clears professionals across the UK. Local hiring initiatives help clients build a sustainable skills pipeline to reduce costs, improve retention, and maintain continuity. This approach aligns with levelling-up objectives and ensures the organisations we work with remain resilient, scalable, and in-sync with their priorities.

ABOUT US

mthree and Peregrine have come together in 2026 to become a global consultancy specialising in technology and transformation with proven delivery in regulated organisations within the Public Sector and Financial Services. This document references both Peregrine and mthree names (under trading entity of "Peregrine International Limited").

We build teams that deliver technology and change programmes at leading UK organisations. Specialists in the public sector, we have long-term experience in Aerospace & Defence, Central Government and associated bodies, the NHS, Local Government, and the Energy Sector.



¹ Confederation of British Industry (CBI)/McKinsey

We deliver intelligent solutions to assess clients' skills' gaps, locate candidates, and create a roadmap aligned to our clients' priorities



EMERGING TALENT PROGRAMME

provides early-career consultants trained at our academy on clients' technology stacks. For almost 15 years, our academy has delivered SFIA and BCS-accredited training at experience levels from SFIA 3 to SFIA 6/7, across digital, data and technology, and business transformation to support our **Hire Train Deploy (HTD)** model. Our consultants work for you but are developed and employed by us. After two years, you can convert them to your permanent workforce at no extra cost.



EXPERT PRACTITIONERS

we bring proven technical, analytical, and business expertise directly to you. If your change programme depends on multi-level, multi-skilled collaboration, we will deliver managers responsible for milestones and tech and data teams. You can utilise blended squads (i.e. a blend of Emerging and Expert Practitioners) to support delivering of required outcomes with cost efficiencies.



STATEMENT OF WORK

(SoW) supplies structured, practitioner-led services that take initial project plans to final delivery. From AI pilots to national programmes, we deliver measurable outcomes with clarity, speed, and accountability.



RESKILL PROGRAMME

provides customised training to upskill and reskill teams. If you need to train a tech team in AI or help administrative specialists transition to IT support, we can help.

- ~ Our training academy is led by **technologists with extensive industry** experience who work with organisations to build tailored training plans based on their requirements.
- ~ Our **instructor-facilitated training** follows an Applied Learning model grounded in real-world situations that requires candidates to solve technical or role-specific problems connected to their future roles.

HOW OUR MODEL DELIVERS VALUE

INTELLIGENCE TO SUPPORT YOUR DECISIONS

Our Intelligence function **customises, curates, and analyses market and skills data** to forecast trends and predict disruptions. With this insight, our clients can plan for the changes affecting the global talent supply:

- ✎ We assess talent pools by geography and skills to create a foundation of data and analysis that supports organisational decision-making.
- ✎ By leveraging our insight, you can build a capability pipeline, implement training and development plans, and progress their talent strategy.

PROCESSES TO MINIMISE BIAS

We use a combination of experienced people and technology to ensure our hiring processes are unbiased. Our aim is to find people in all geographies and communities who have the skills, outlook, and potential to contribute to digital transformation.

SOCIAL IMPACT TO SUPPORT COMMUNITIES

We're proud to support diverse communities across the UK. Our commitment to Diversity, Equity, and Inclusion defines our attraction, training, and long-term career development and helps our organisations deliver their social value commitments.

- ✎ To set the highest standard for **neuroinclusive workplaces**, we collaborate with our clients and organisations like Ambitious about Autism and Lexxic. By implementing regular training and process reviews we can ensure we're fair, unbiased, and accessible.
- ✎ As a **Disability Confident Level 2 employer**, we're leaders in creating inclusive recruitment and training environments.

PROGRAMMES TO BUILD A DIVERSE FUTURE WORKFORCE

Our **Emerging Talent programme** includes career-switchers, returners, and veterans. We collaborate with partners like With You With Me, 55/Redefined, and Recruit for Spouses (RFS) to attract high-potential prospects who can adapt to careers in tech and data. At our academy, these candidates build the skills and confidence to deliver in a new setting.

A COMMITMENT TO PROTECT YOUR PRIVACY

As a Cyber Essentials Certified Plus member, we take Data Protection very seriously. For more information, see our policy ([Privacy Policy | mthree](#)).



76%

identify as belonging to an ethnic minority.



71%

meet social mobility markers.



41%

were the first in their families to attend university.



16%

declared a disability.

ACCREDITATIONS & AWARDS



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International Brilliance Award winner, Global Employer of the Year:

Recognising how we push the boundaries of outstanding practice and leadership.

The Princess Royal Training Award, UK:

Celebrating the positive impact our commitment to custom-training and developing emerging talent is making for our clients.

Women in IT Awards, UK – DEI Recruitment and Advancement Initiative of the Year:

The Aspire project ensured we and our external partners reflect the world’s population and tackle the lack of diversity in tech. The judges said, “This was no mean feat, and truly remarkable”.



S1 Jobs Awards – Best Diversity & Inclusion Initiative:

For helping to recruit over 2,000 employees into Social Security Scotland.

UK IT Industry Awards 2023 – Special Award:

Diversity, Equity and Inclusion, shortlisted.

Recruiter Awards 2023 – Diversity, Equality & Inclusivity Service Excellence:

Shortlisted for our work with Social Security Scotland.

UK Company Culture Awards 2023 – Best Inclusion & Diversity Initiative:

Shortlisted for our Emerging Talent Neurodiversity Programme.



GET IN TOUCH



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