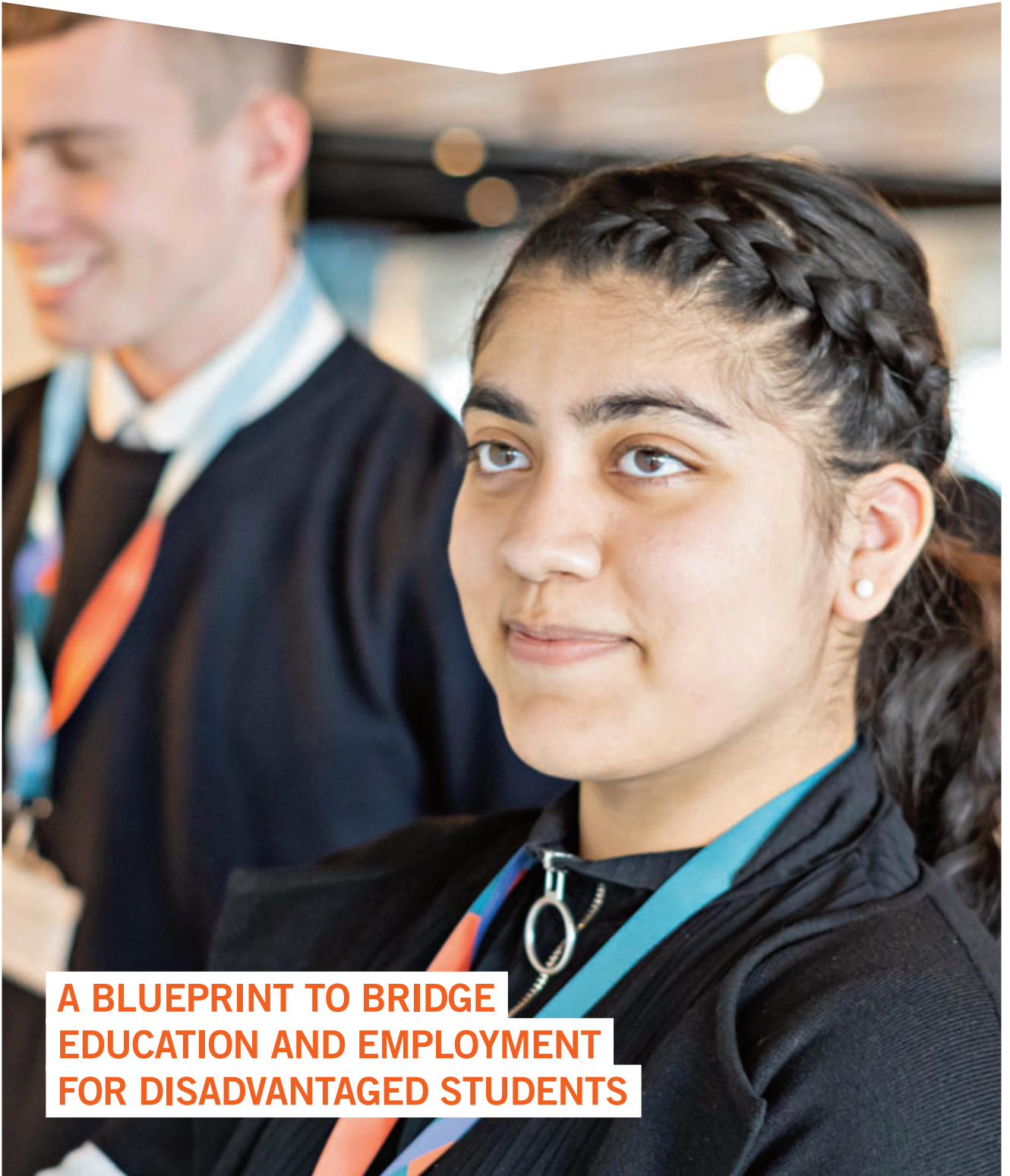


THE BRIDGE



**A BLUEPRINT TO BRIDGE
EDUCATION AND EMPLOYMENT
FOR DISADVANTAGED STUDENTS**

Our mission

To increase social mobility by helping young people from disadvantaged backgrounds discover what they are amazing at, develop valuable new employment skills and take that first step into the world of work.

We believe

Everyone has something they can be amazing at, they just need to discover what that is and we can help them do that. All young people deserve equal opportunities in life, regardless of their background or financial circumstances.

Why

Disadvantaged young people are being left behind. Many schools do not have the resources they need to fully support talented young people. This is where we come in, offering schools fully-funded programmes to support young people to achieve their full potential. We work in partnership with schools, business, universities and public sector organisations to offer targeted, bespoke employability programmes. We help young people increase their confidence and develop their core transferable skills for life and work.

THE TALENT FOUNDRY

Over the last 13 years, we've worked with over 600,000 disadvantaged students from across 1,900 schools – we know how to help them build confidence in themselves and their talent and have the data to prove it.



We find and unlock talent in our schools by running programmes that are funded by some of the country's major employers – Barclays, Dell, KPMG, M&G and the NHS and to name a few.

“Most courses don't provide much experience, and the Bridge to M&G programme did. It was perfect for someone like me who is a practical learner. At school we're not always taught about alternative routes that can be taken, like apprenticeships. The programme has been extremely supportive.”

Student, The Talent Foundry Bridge to M&G programme

OUR CHALLENGE

The UK has an acute skills shortage.


UK plc and the government recognise that apprenticeships are a key part of the solution and we are determined to help disadvantaged students win their way through to exciting career opportunities whatever their background.

At the same time, Covid has hit the communities we work with the hardest. Disadvantaged students have fallen further behind their affluent peers.

The Bridge is our response to meet this urgent need. You can help to ensure that their talent is recognised and not wasted by investing in this new programme.

With your support we can work with 2,000 students from disadvantaged backgrounds, helping them to explore apprenticeship opportunities which are currently unavailable to them. Of these 2,000, we will work intensively with 100 young people on our Bridge programme, creating a pipeline of candidates for some of the best apprenticeship programmes in the country.

Your financial support could be the answer to transforming young lives.



TODAY, YOU ARE STILL 60% MORE LIKELY TO BE IN A PROFESSIONAL JOB IF YOU WERE FROM A PRIVILEGED BACKGROUND RATHER THAN FROM A WORKING CLASS BACKGROUND.

State of the Nation 2020 – 2021, Social Mobility in Great Britain



“Getting this apprenticeship role has been a very proud moment for me. To get into a high profile media company after leaving sixth form was something I never thought I would have the opportunity to do.

Without The Talent Foundry contacting my school it would have been much harder to apply for a job in the industry.

It’s rare to be given the chance to gain relevant training and preparation for working in the media industry, and something which is much harder to teach at school. I am so grateful that I was selected. I think this programme is just what people in my position need when they leave school.”

Caitlin, Bridge to MediaCom graduate

“We are delighted that we have been one of the first organisations to partner with The Talent Foundry on this new programme for young people. The Bridge is an innovative approach to showcasing the opportunities that an apprenticeship can offer whilst supporting students to develop the skills they need to be successful in the application process.

We are encouraged by the growth in the confidence of the young people who have taken part, in such a short time, and to inspire them to think about apprenticeships within the financial services sector has been a privilege. This is a fantastic way to introduce apprenticeships to those who may not feel they are open to them and help level the playing field.”

Jane Rawnsley, Head of Corporate Responsibility, M&G



THE TOTAL COST OF THIS CAMPAIGN IS £111,000, EQUATING TO £1,100 PER STUDENT ENGAGED AND SUPPORTED TO PREPARE FOR THEIR FUTURE THROUGH THE TALENT FOUNDRY BRIDGE PROGRAMME.

BRIDGE TO SUCCESS

Talented young people from disadvantaged backgrounds don't always have access to career opportunities, or the skills and confidence to access apprenticeships which have been designed with them in mind.

Our new Bridge programme provides bespoke training and coaching support for school leavers, getting them 'match fit' for interviews and selection days for apprenticeships and entry-level roles.

The Bridge takes our 13 years' experience in delivering corporate employment programmes and evolves it into an easily scalable, more effective and efficient apprenticeship recruitment process for young people. It formalises students' first step into employment giving them the best chance for a fulfilling career.

In a prototype of the programme, delivered with a major employer, 50% of those that applied secured an apprenticeship as a result. Talent Foundry partners, Barclays and M&G, are on board and completing their first cohorts of students, with Odgers providing pro-bono interview preparation.

With your help we can develop and refine this new approach to bringing talented young people together with business, further proving its success for young people's futures and building a sustainable, commercially viable programme for the charity. We are in discussions with several major employers to target sectors facing skills shortages, ranging from the creative industries and engineering, through to management consultancy and hospitality.

“ Thanks to the great sessions and all the help of The Talent Foundry, I have now secured an apprenticeship within the industry.

The sessions gave me a solid helping-hand to prepare for all stages of the application process. It also gave me an excellent opportunity to build the foundations to start my career, something I never thought I would have been able to do so soon after leaving school.

The coaching sessions were particularly helpful as it gave me a one-to-one learning opportunity. I firmly believe this played a big part in my preparation for the apprenticeship application process. The Odgers sessions thoroughly explored how we should prepare for the different stages and were a big catalyst in allowing me to succeed in getting the apprenticeship.

I am really thankful to The Talent Foundry for approaching my teacher with this opportunity. I am not sure it would have been as easy for me to apply confidently for an apprenticeship without their help. I cannot wait to start my apprenticeship and work in an industry that I do have a true passion for.”

Danny, Bridge to MediaCom graduate



BRIDGE IN ACTION

In cohorts of 25, students take part in a series of workshops, hosted on-site at the corporate partner’s premises, providing them with an opportunity to engage directly with staff volunteers from a range of departments. Each session is fully facilitated by one of our experienced leaders, and each student also benefits from small group coaching in addition to the core programme.

Corporate partners commit to interviewing the students on the programme for entry-level or apprenticeship opportunities. For many of the students this will be the first time they have been encouraged and supported in this way. Successful candidates into a new role will also have access to coaching for the first year of their employment to help smooth the transition from school to career.

In addition to pastoral and career-enhancing support, your funds will provide a hardship fund for those most in need, so that lack of finance for the basics that we take for granted, is not a barrier to participating. This will help with the costs of buying appropriate office attire, and travel and food during the interview and selection process as well as throughout their first year of employment. For their more affluent peers, this type of support would be provided by parents, something our young people feel guilty about asking for.

We believe refining the model through a comprehensive pilot will get students ‘apprenticeship ready’ and in the best position to compete for an apprenticeship role with a major employer. Your support in running the pilot will help us to test elements of the programme and to measure its impact, ahead of us approaching a wider number of corporate partners for longer-term funding and sustainability of the programme.

- OUTCOMES WE EXPECT TO SEE FROM THE BRIDGE**
- Development of wider employability skills.
 - Students having the confidence and knowledge to apply and secure their first role as an apprentice.
 - Talent is rewarded by providing a level-playing field to entry-level jobs for those from disadvantaged backgrounds.
 - Employers and organisations reflect the diverse communities they serve – signalling that everyone is welcome.

WHERE YOUR MONEY IS SPENT

The pilot will see us work with 2,000 students to discuss and explore apprenticeship opportunities, creating a pipeline of talented young candidates. Of these, we will work intensively with 100 students.

During a two-month period all 100 students will access:



We believe this work is so critical that by the end of the pilot programmes in 2022 we will have invested £42,528 of our funds which was raised through donations and fundraising events. In addition we have secured funding of £37,188 from our long-term partners.

£111,000 will close the gap to help more young people find what they are amazing at. Towards this, we have secured £75,000 in funding from The Garfield Weston Foundation, The Swire Charitable Trust, The Rayne Foundation and the 29 May 1961 Charity.

Our planned budget is as follows:

Staff delivery costs	£70,500
Facilitator costs including travel	£11,500
Hardship funds	£9,000
Coaching sessions	£18,500
Resources and school travel	£1,500
Total campaign cost	£111,000
Total raised so far	£75,000
Total remaining	£36,000

YOUR SUPPORT WILL HELP TO CLOSE THE GAP AND ENCOURAGE MORE YOUNG PEOPLE TO FIND WHAT THEY ARE AMAZING AT.

HOW YOU CAN HELP

To help us to provide apprenticeship guidance to 2,000 young people and intensive support to 100 students from disadvantaged backgrounds, we are looking for grant support from individuals and organisations who share our passion for helping young people.

FOR MORE INFORMATION

If you'd like to find out more do get in touch:
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We chose the name Talent Foundry deliberately.
In foundries, metal and other products are forged.
Our goal is to help 'forge' talent.

Visit www.talentfoundry.org.uk to find out more.

Registered Charity in England and Wales no. 1134468

Registered Charity in Scotland no. SC051463