

**ANNUAL  
REVIEW  
2016**

 **ThinkForward**  
Successful school to work transitions



**THE SKY IS  
THE LIMIT**

# A YEAR IN REVIEW

CHARLIE GREEN, CHAIR AND KEVIN MUNDAY, CEO

## 2016 HAS BEEN A PIVOTAL AND REWARDING YEAR FOR THINKFORWARD



In a short time we have achieved many milestones, from becoming independent from our founder Impetus-PEF to launching in Nottingham. These were the result of strong foundations laid in our first five years, all of which was made possible by our partner schools, donors, volunteers and partner organisations.

Our 2016 review focuses on the journey our organisation and our young people have been on since ThinkForward launched five years ago. Inspiring stories like Demi's, have helped us create an evidence base of what works in supporting young people to transition from school to work.

As a small organisation with big ambitions we faced a new challenge in 2016. Following the end of our Social Impact Bond (SIB), we became largely dependent on philanthropic donations. We are calling on existing and new partners to back the next stage in our journey to becoming a national charity.



### EXPANSION

This year ThinkForward expanded outside London for the first time, providing us with the opportunity to test our programme design in a new geography. Working in partnership with local charity Rebalancing the Outer Estates Foundation and with start-up funding from The Careers and Enterprise Company, we enrolled 120 young people across four schools in Nottingham North by the start of September 2016.

Our own feasibility studies and research from the Work Foundation, highlighted Nottingham North as an area with high youth unemployment rates and with the greatest potential for local partnerships.

Nottingham North has one of the UK's highest levels of inter-generational unemployment, low educational attainment and social deprivation. One in three young people grow up in a workless household.



“ I NOW  
RECOGNISE  
THAT MY  
EXPERIENCE  
CAN HELP  
OTHER  
YOUNG  
PEOPLE ”

## DEMI, THINKFORWARD CLASS OF 2016

# THANKS TO MY COACH, 2016 HAS BEEN AN IMPORTANT YEAR FOR ME

In 2016 I graduated from the ThinkForward programme and started my dream course at college.

When I first met my Coach in Year Nine I didn't think I'd ever be able to achieve this. My dad had substance issues and two days after taking my last GCSE, I found my mum passed away at home. I became lost in the care system which made school and focusing on my future very challenging.

But Coach Darrin didn't give up on me. He helped me to build a clear goal for my future. In 2016 I recognised how far I had come and developed the confidence to tell my story. Now I'm on track to become one of the youngest pilots by 24. Nothing can hold me back now.

Watch my short film to see how I'm piloting my own career.

## APPLYING BEST PRACTICE TO NEW GROUPS

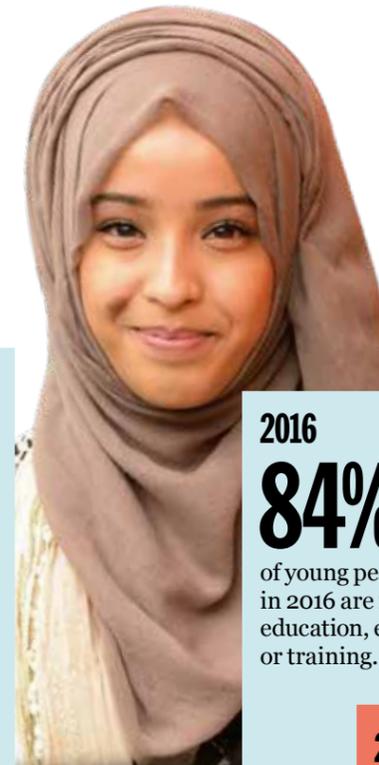
In 2016 we partnered with the David Forbes Nixon Charitable Foundation to identify gaps in provision for young people with disabilities. In 2017 we will trial an adaptation of ThinkForward to support these young people to develop employability skills and confidence.

Just under 4% of young people currently enrolled on the programme are living in care. Like Demi, they face particular challenges as they leave the

care system and transition to independent living and employment. Young people in care are twice as likely to end up unemployed compared to their peers.

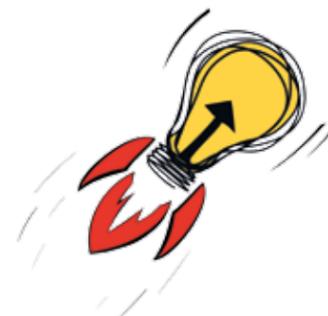
In 2016 we worked with the Centre for Social Justice to better understand how we can improve outcomes for young people in care. In 2017 we will explore how this could be supported through social investment opportunities.

# FROM PILOT TO NATIONAL CHARITY



“ THE COMBINED FORCES OF A GROUND BREAKING CHARITY AND FORWARD THINKING SOCIAL INVESTORS REALLY DO HAVE THE POWER TO UNLOCK SYSTEMIC SOCIAL PROBLEMS. ”

Nick O'Donohoe, Former CEO of Big Society Capital



**2011 The Solution**  
A breakthrough coaching programme is designed to provide long-term, personalised support to young people in schools with the highest risk of unemployment to enable them to build the aspirations, confidence and skills needed for work.

**2012 Founding Partners**  
EY, UBS, Barclays, Impetus-PEF and The Garfield Weston Foundation generously commit the funds needed to pilot ThinkForward in three schools.

**2012 Social Impact Bond (SIB)**  
ThinkForward creates the first SIB to prevent youth unemployment. Commissioned by the Department for Work and Pensions and with investment from Impetus-PEF and Big Society Capital, the bond supports expansion to 10 schools in Tower Hamlets, Hackney and Islington.

**2013 Theory of Change**  
ThinkForward refines their mission to support young people identified as most at risk of unemployment into sustained employment. As a result each Coach focuses on 50 young people per school.

**2014 Ready for Work Programme**  
With support from the JPMorganChase Foundation, targeted activities are developed to provide exposure to the world of work. Young people focus on the development of seven work readiness capabilities throughout their time on the programme.



**2015 Graduation**  
The first young people graduate after receiving five years of support. Their results speak for themselves. Despite 50% of programme participants being predicted to fail, over 72% achieved five A\*-C GCSEs.

**2015 SIB Success**  
ThinkForward is able to deliver a positive return to investors and the SIB is used as a positive example by the Government in their plans to grow social investment.

**2016 Expansion**  
ThinkForward launches in four schools in Nottingham North, one of the most deprived wards in the UK.

**2016 84%**  
of young people who graduated in 2016 are now in sustained education, employment or training.

**2016 National Footprint**  
Working in partnership with Kent Community Foundation, ThinkForward prepares to launch in four schools in coastal Kent by June 2017.



**DEMI & COACH DARRIN**



**DEMI**  
When I was first selected for ThinkForward I didn't take school seriously, not one bit.

**DARRIN**  
Demi was referred to me due to her lack of motivation in school and anger issues. We began working on ways to combat challenges holding her back at school and to tap into her passions.

**DEMI**  
Talking with Darrin gave me the space to air my feelings and gradually I learnt to open up, respect and trust him.

**DEMI**  
After my mum passed away I went in and out of foster care. I had so many different case workers but none of them understood. I left school and fell into a deep depression.

**DARRIN**  
During this time Demi went through her bereavement. Towards the end she recognised that I was there for her and was able to reach out to me when she was ready.

**DEMI**  
I was lost in the care system but Darrin was always there, getting me to think about what I wanted to do in life. Having Darrin with me every step of the way was so much better than having no one.

**DEMI**  
After being hospitalised I needed Darrin's encouragement to identify my passion and create a clear goal. He supported me to go to college and to value every opportunity.

**DARRIN**  
Fast forward and Demi is now a peer mentor to other young women who face bereavement and mental health issues. She wants to do all she can to give back to others who find themselves in her shoes. I am so proud of Demi, her courage and strength is an inspiration to us all.

**DEMI**  
I'm now at college studying to be a pilot. Darrin taught me that my voice has power and that my story can empower other young people to take control of their lives too.

“ I REALISED I COULD ONLY RELY ON MYSELF AND THAT NOTHING COULD HOLD ME BACK GIVEN WHAT I'D BEEN THROUGH ”

# THANK YOU TO OUR SUPPORTERS

THINKFORWARD RELIES ON PARTNERSHIPS TO BE ABLE TO TRANSFORM YOUNG PEOPLE'S LIFE CHANCES. OUR COMMUNITY OF SUPPORTERS IS INTEGRAL TO MAKING OUR WORK POSSIBLE.

## STRATEGIC PARTNERS

Supporting with a donation of £100,000 or more per year

· T H E · M O N U M E N T · T R U S T ·



J.P.Morgan



## STRATEGIC PARTNERS

Barclays\*  
EY Foundation\*  
Garfield Weston Foundation  
ICG\*  
Impetus – The Private Equity Foundation  
JPMorgan Chase Foundation\*  
The Credit Suisse EMEA Foundation\*  
The Monument Trust

The Nomura Charitable Trust\*  
UBS\*

## CONTRACTS

European Social Fund  
The Careers and Enterprise Company

## BUSINESS SUPPORTERS

*Volunteer their time to prepare young people for work and/or provide entry level jobs.*

Alexander Mann Solutions  
Apax Partners  
The Army  
Bain Capital  
Barts Health NHS Trust  
BBC Radio 1  
Benefit  
Blackstone Group  
Boots  
Brookfield Multiplex  
Care UK  
CCMP

City and Guilds  
COOK  
Donmar Warehouse  
Fitness First  
FreeFormers  
Fresh Minds  
Greater London Authority  
Griffin Fire Service  
Homerton University Hospital  
HSBC Private Bank  
KKR  
KPMG  
National Theatre  
Nottingham City Homes  
Proskauer  
Prudential  
Soho Theatre  
St George, Berkeley Group  
SThree  
The Carlyle Group  
The Young Vic  
Waitrose  
Warburg Pincus  
Weil, Gotshal & Manges

## THINKFORWARD PIONEER DONORS

David Forbes Nixon  
Charlie Green  
Rory Macmillan  
Mikheev Charitable Trust  
David Vaughan  
Tom Walker

## PRO BONO SUPPORTERS

Alix Partners  
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David Forbes Nixon Charitable Foundation  
David Ross Foundation  
Drapers' Charitable Fund  
Epic Foundation  
Head to Head Training Limited  
Rebalancing the Outer Estates Foundation

## IN KIND SUPPORTERS

RR Donnelley

\*Also Business Supporter

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ThinkForward is a charity registered  
with the Charity Commission.  
Registration number 1152862.

# 2016 IN NUMBERS

**WE SUPPORTED  
1,152 YOUNG PEOPLE  
IN 18 COMMUNITIES**

**TO ACHIEVE  
THIS WE SPENT  
£2.1MILLION\***

Together we can transform the prospects of young people most at risk of unemployment. We are funded primarily through voluntary donations. Donating:

**£250**

supports a young person with a month of vital one to one coaching

**£100**

supports a young person with a year of activities to build their confidence and skills

**£23** covers the cost of transport for a young person's first week of work experience

\*unaudited accounts.

