

ThinkForward Annual Review 2012





“For many young people the transition from education into employment is proving too complex and competitive. Some 450,000 disengaged 16-to-24-year-olds have yet to secure a foot on the job ladder. If they don’t find work by the time they are 24, research suggests that they may never work.”

“Back in 2010, the Private Equity Foundation investigated what could have radically improved their life chances. We drew on our research programme and international experience and we canvassed more than 60 local stakeholders. Our solution is a breakthrough programme for disadvantaged 14-to-19 year-olds: ThinkForward. Two years on, it is already supporting 700 young people and I am excited to see them seize the opportunity to become the learners and citizens they have the potential to be.”

Shaks Ghosh, Chief Executive, Private Equity Foundation

“ThinkForward guides and supports young people at risk of dropping out as they navigate the often challenging journey through school and into their first job. Our ‘super coaches’ work one-to-one with students; helping them decide what they want to do when they finish school, and to build the skills, characteristics, contacts and confidence they’ll need to get there.”

“One key to the programme’s success is building bridges between the often separate worlds of education and the workplace. Our employer partners host office visits, offer work shadowing and provide mentors. Feedback from our coaches suggests that these experiences can be transformational for students, while also benefiting the businesses.”

“ThinkForward will be in 14 schools by spring 2013 and once the programme’s impact is proven, we believe it has the potential to improve the prospects of disadvantaged school leavers nationwide. I would like to take this opportunity to give a special thank you to all those who have made the creation and development of this innovative programme possible. We hope you will continue to support us as we help many more young people successfully transition from school into work.”

Bill Cornog, Chair, ThinkForward

Youth unemployment is at record levels in the UK. This is not purely a result of the recession or austerity measures, as in fact youth unemployment has been on the increase since the early 2000s. To stop this trend and fix the deeper structural issues surrounding youth unemployment we need to focus our attention on the large number of young people who are failing to make a successful transition from school into the world of work. Many young people are being let down: they are leaving school without the skills or experience employers are looking for and ultimately this is fuelling an even greater youth unemployment crisis. ThinkForward is different from other initiatives because:

1. We provide a single point of contact with an experienced and trusted coach – we place highly qualified and skilled ‘super coaches’ in schools where they identify and work with young people most at risk of not making a successful transition into work. They help young people explore their future career goals and provide one-to-one coaching that inspires them to succeed.

2. We start young and provide long term support – from the age of 14 years when young people are making decisions about their GCSEs they need information about the types of jobs in their local area and guidance on the skills, experience and qualifications required for entry into these jobs. We stick with young people for the long term, providing up to five years of sustained support. We believe this continuity of support helps young people not only get a job or college course but to stay with it.

3. We are connective and not duplicative – we help young people make full use of the relevant existing services in their community. The coaches also match and prepare young people for external initiatives and, where there are gaps, we create tailored opportunities with our partner employers.

4. We bring young people into contact with employers – research by the Education and Employers Taskforce found that young people who recalled ‘four or more employer contacts’ were five times less likely to be not in education, employment, or training (NEET). The tragedy is that only seven percent of those questioned recalled four such activities taking place. Through ThinkForward we can change this by providing access to activities as simple as visiting a workplace or having a local business leader speak at a school through to more involved activities, like having a dedicated mentor or completing a work experience placement.

Our founding partners

“As a major employer we know that talented individuals are to be found in every community. ThinkForward complements our own apprenticeship programmes and Barclays is pleased to support this very valuable initiative in providing young people with the tools to prepare them for work.”

Antony Jenkins, Chief Executive, Barclays

“We believe we have a responsibility for and are committed to, giving young people regardless of their circumstances the opportunity to achieve their work potential. ThinkForward gives us the opportunity to support some of the most at risk students in Britain today.”

David Vaughan, Partner,
Transaction Advisory Services,
Ernst & Young

“ThinkForward provides a practical, well run and cost effective way to help teenagers in difficult circumstances become productive citizens: put simply, it makes a difference.”

Philippa Charles, Director,
Garfield Weston Foundation

 BARCLAYS

 ERNST & YOUNG
Quality In Everything We Do


Garfield Weston
FOUNDATION

ThinkForward is making a tangible impact in ten schools in Shoreditch, East London

“She’s come on leaps and bounds.”

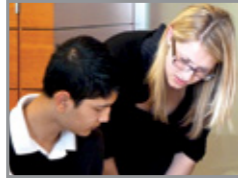
One of our success stories in 2012 has been Bervi from Bridge Academy. When she began working with her coach she was on the verge of being permanently excluded. Bervi flourished with the one-to-one support and encouragement she received on the programme. She took part in a ‘Summer School’ scheme volunteering as a peer mentor to help other children in the local area and recently became a school prefect.



Bridge Academy
Laburnum Street,
E2 8BA

Skills workshops from the experts

ICG ran work skills training for young people at Central Foundation Boys’ School. Its workshops explored the job application process in new ways giving young people the chance for one-to-one interactions with staff and focused time reviewing their CVs. According to the coach Ripha: “it was a great opportunity for students to be able to interact with business professionals and be inspired to invest time in thinking about their future careers”.



Central Foundation Boys’ School
Cowper Street,
EC2A 4SH

Deputy Prime Minister lends a hand

Nick Clegg launched the ThinkForward programme at George Green’s School and found out about the work Barclays mentors are doing to support young people. He praised the charity for “impressive results showing how helping young people early on can change the course of their lives from being out of work or training to being on track for a great career. ThinkForward is showing just what can be done and I congratulate it on the work it has achieved so far”.



George Green’s School
100 Manchester Road,
E14 3DW

Graduates eager to mentor with ThinkForward

Morpeth School has been supported by Ernst & Young as it provides new graduate consultants to mentor participants in the programme. According to Ernst & Young: “our graduates think the programme is fantastic because it disproves the idea that once you have a job, you cease to do anything that will make a difference in society”.



Morpeth School
Portman Place,
E2 0PX

“But what is it actually like to be a lawyer?”

The first ThinkForward participants undertook work experience placements with Private Equity Foundation member firms over the summer. Salma from Mulberry School for Girls spent three days with Travers Smith, one of the UK’s leading corporate, financial and commercial law firms, so she could learn more about a career in law. Salma said the highlight of the experience was “getting the placement and then finding out more about what it is actually like to work as a lawyer”.



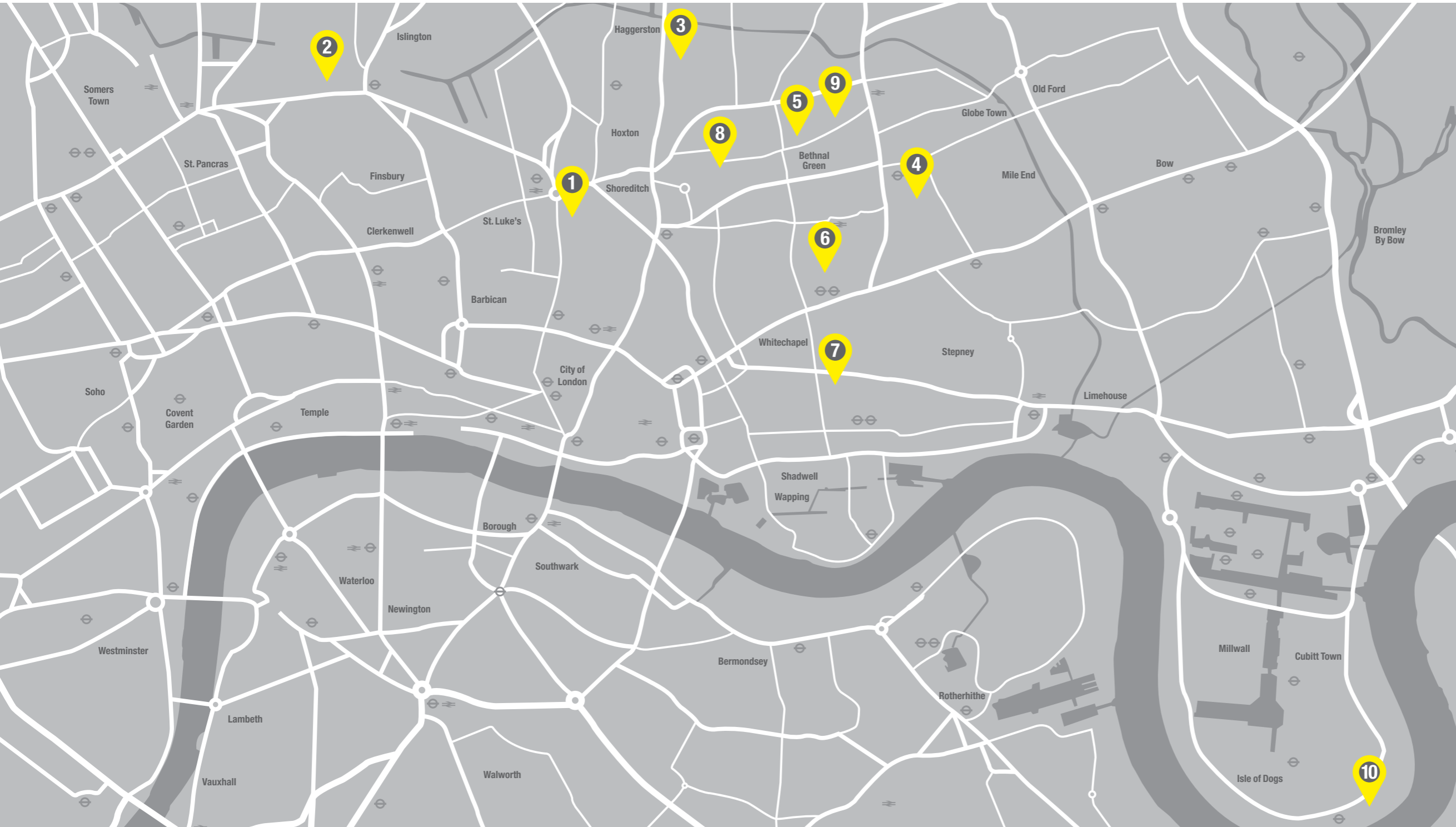
Mulberry School for Girls
Commercial Road,
E1 2JP

Oaklands pupils follow their dreams at Radio 1

ThinkForward participants have access to an exciting array of opportunities. Young people from Oaklands School took part in question and answer sessions, hosted by BBC Radio One, with Leona Lewis, Plan B and Usher. They were given a chance to talk to the stars personally about their career paths and find out more about the music industry.



Oaklands School
Old Bethnal Green Road,
E2 6PR



ThinkForward in ten schools

1. Central Foundation Boys’ School
2. Elizabeth Garrett Anderson School
3. Bridge Academy
4. Morpeth School
5. Oaklands School
6. Swanlea School
7. Mulberry School for Girls
8. Bethnal Green Academy
9. Raine’s Foundation School
10. George Green’s School

The year in numbers

98%
Young people progressing into education and employment during our pilot

10
Coaches now in ten schools

700
New young people enrolled

100
Employees volunteering on the project

Funding ThinkForward for the future
ThinkForward works with two major sources of funding: philanthropic donations from private companies, trusts and foundations, and a payment by results commissioning structure.

Private Equity Foundation Donors

Private Equity Foundation (PEF) was the first donor of the programme, which has since then attracted more and more support. Donors become part of a proven initiative helping young people make a successful transition from school to work, whilst also enabling them to proactively engage with schools and the local community. Employees are also able to get involved in meaningful volunteer action through activities such as work shadowing and mentoring.

ThinkForward members and supporters

Founding partners	Barclays, Ernst & Young, Garfield Weston Foundation
Donors	ICG, The Nomura Charitable Trust, UBS, Vitol Foundation
Delivery partners	Tomorrow's People
Pro Bono partners	Clifford Chance, Kirkland & Ellis, KKR, PwC, Travers Smith

Social Impact Bond

ThinkForward has been awarded a payment-by-results contract by the Department for Work and Pensions' Innovation Fund which will pay for a range of successful outcomes achieved by the programme. These include improved school attendance, positive behaviour, academic achievement and performance, as well as increasing the rate of progression into post-16 learning and reducing the number of young people becoming NEET and recurrences of becoming NEET.

Private Equity Foundation and Big Society Capital are providing the upfront working capital through investment in a Social Impact Bond structure, devised with the pro bono support of legal firm, Kirkland & Ellis.

“As the first investment by Big Society Capital, we are particularly pleased to be involved with this ground-breaking social investment.”

Nick O'Donohoe, Chief Executive, Big Society Capital

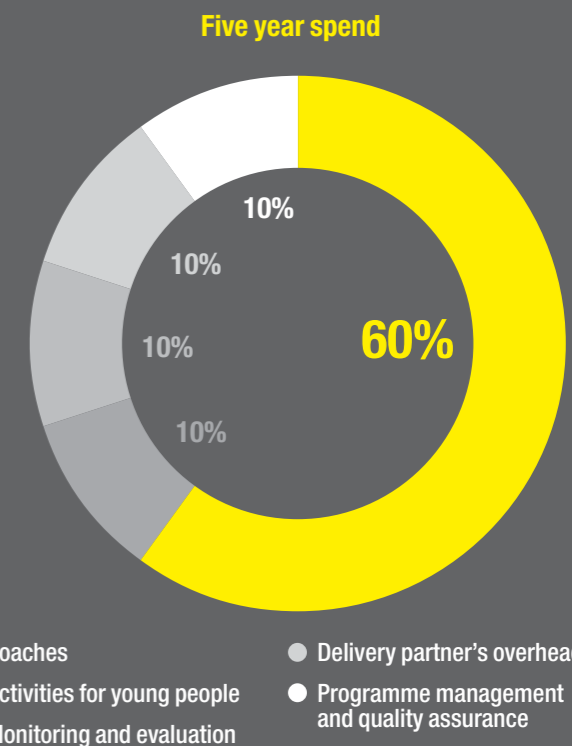
This is one of the first Social Impact Bonds to be operational in support of NEET young people and provides an innovative way to bring together investors and government to build further capacity in ThinkForward.

ThinkForward needs your support in its ambition to help young people fulfil their potential wherever they are in the UK. As ThinkForward extends the programme to young people in more schools and communities, it aims to connect all those who need it with the world of work.

The cost of the programme

For every young person who goes on to become NEET, an average of £56,000 is lost to the public purse. And this doesn't even cover the opportunity cost to those people, their families and their communities.

The cost of the long-term and holistic services provided by the ThinkForward programme is £6.7 million over five years. At an eventual cost of less than £1,000 per young person by the time the programme is fully established, the sum is more than repaid by the opportunity to help young people become successful working young adults.



Governance

The ThinkForward Board boasts a priceless body of social and business expertise:

Bill Cornog – Chair	KKR
Charlie Green	Private Equity Foundation Trustee
Tom Walker	Private Equity Foundation Trustee
Shaks Ghosh	Private Equity Foundation Chief Executive
Matthew Grinnell	Barclays
David Vaughan	Ernst & Young
Michael Abraham	UBS
Philippa Charles	Garfield Weston Foundation
Nick O'Donohoe	Big Society Capital
Sir Alasdair McDonald	Head Teacher, Morpeth School
Jo Margrie	London Boroughs of Hackney and Tower Hamlets
Sharon Deutsch-Nadir	CSR Expert
Charles Thomson	Former CEO

Members of the Board use their ideas and skills to manage and develop the strategy and delivery of ThinkForward as well as monitoring its performance on behalf of donors and investors.

The Board is assisted in its decision-making by the invaluable pro bono legal advice and assistance of Clifford Chance, Kirkland & Ellis LLP, and Travers Smith.

The governance of ThinkForward is also strengthened by a group of young ambassadors who have been through the programme and emerged as advocates, who can share their experiences and ideas and contribute to the operation of the charity.

The commitment of the programme and its trustees to sustainability and equality are central to the ThinkForward mission and the charity ensures that it rigorously fulfils the requirements of government commissioners. Copies of policies and procedures are available on request.

Thank you

With your support we are able to:

- Provide highly qualified 'super coaches' to offer personalised on-going support to young people who need it most
- Give young people experiences of the world of work to build confidence and support their future decision making
- Work with local organisations to provide the training, help and support they need to transition successfully and permanently from school to work.

To find out how you can become a partner and support the programme both financially and through work experience and mentoring opportunities, please contact us at:

thinkforward@privateequityfoundation.org

or call **0207 749 5191**.

For further details relating to this annual review please contact:

thinkforward@privateequityfoundation.org

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ThinkForward is brought to you by the Private Equity Foundation and delivered in Shoreditch by Tomorrow's People.