“Tinker Tailor Soldier or Spy”
‘how many of you knew what you would do when you grow up?’
“1 Billion young people will start work in the next decade - only 40% in jobs that now exist”

The Economist, 23 Jan 2016
MENTORING AND THE BUSINESS ENVIRONMENT
ASSET OR LIABILITY?

RICHARD E. CARUSO
1986
Came to the UK to attend the London School of Economics

1987
Became a Computer Programmer

1991
Studied Business at Harvard

1994
Joined my first 'start-up'

1995
Founded second Start-up

1997
first 'startup' sold

2000
Floated second Start-up

#scaleup
THE SCALE-UP REPORT ON UK ECONOMIC GROWTH

Sherry Coutu CBE

--

Board of Zoopla
Advisor to LinkedIn and Care.com
Board of London Stock Exchange
Cambridge University Finance Committee
Cambridge Assessment
Cambridge University Press
Lecturer at London Business School
Founder of SVC2UK

Ambassador for London
Tech City UK Advisory Board
Innovation Launch Pad
Trustee of Nesta

POLICY
MARKETS
FINANCE
HUMAN CAPITAL
CULTURE
SUPPORTS

ENTREPRENEURSHIP

Angel Investor (55 companies and counting)
Investor in Venture Capital Funds (5 and counting)
Board of Raspberry pi
Founder of Founders4schools
Pace of technology adoption is accelerating

Macro-economic shocks have had minimal impact on technology adoption
Uber is growing like crazy in China. Uber’s service is taking off in China much faster than it did in the United States. Nine months after launching in Chengdu, Uber has 479 times the trips it had in New York after the same amount of time.
THE PACE OF CHANGE IN OUR ECONOMIES IS HIGH AND INCREASING

Net New Jobs created in Europe in the past 5 years were from companies less than 5 years old….
Figure 1
Low skills are the biggest threat to UK competitiveness

Perceived threats to UK competitiveness in the next five years (%)

- Low levels of skills in the workforce: 56%
- Burden of employment regulation: 50%
- Impact of European regulations: 46%
- Uncompetitive labour costs: 34%
- Access to migrant workers: 31%
- Inflexible working practice: 23%
- Under-utilisation of skills: 19%
- Other: 7%

Source: The Path Ahead: CBI/Accenture employment trends survey 2015
I would be able to grow my company faster if applicants had the skills needed to meet my customer.

THE SKILLS GAP IS LARGE....

93%
THE SKILLS GAP IS GETTING LARGER....

990,000      1,200,000

Source: Adzuna
Number of new science, engineering and tech professionals required in the UK (Royal Society):

1M

Number of people forecast to be needed in the app economy (OECD):

5.8M

THE SKILLS GAP IS GETTING LARGER....
THE SKILLS GAP IS SET TO GET EVEN LARGER....

Top 10 skills

in 2020
1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Source: Future of Jobs Report, World Economic Forum

improve the life chances of Students by connecting them to Business Leaders.
STEM Decision Journey Results

Figure 3 summarises the dramatic decline in STEM engagement that happens throughout secondary school.

Figure 3
**STEM engagement declines dramatically for older students**

<table>
<thead>
<tr>
<th>Age 10-11 (year 6)</th>
<th>Age 12-13 (year 8)</th>
<th>Age 15-16 (year 11)</th>
<th>Age 18 (year 13)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>I learn interesting things in science</td>
<td>I want to work in science or be an inventor, engineer or doctor</td>
<td>I intend to continue studying science at A level (≥ two STEM A levels)</td>
<td>Actual A-level participation (≥ two STEM A levels)</td>
</tr>
<tr>
<td>72%</td>
<td>54%</td>
<td>37%</td>
<td>19%</td>
</tr>
<tr>
<td>75%</td>
<td>71%</td>
<td>48%</td>
<td>33%</td>
</tr>
</tbody>
</table>

Notes: STEM is science, technology, engineering and mathematics.
*Percentage is based on pupils entered for at least one A level.
Sources: ASPIRE1 and 2 studies. King's College London; UPMAAP study; UCL Institute of Education
Few young people aim for careers such as engineering or science

% of 13-14 year olds (year 9) agreeing they aspire to this job

- Business: 58%
- Art and design: 41%
- Celebrity: 36%
- Teacher: 34%
- Medicine, doctor: 33%
- Sports: 33%
- Law: 31%
- Engineering: 26%
- Inventor: 24%
- Hair, beauty: 17%
- Scientist: 15%
- Trades: 14%

Source: ASPIRES1 study, King's College London
Teachers and parents—a big influence

55% of students consider their parents to be the most important people to talk to about their subject decisions. 19% said teachers are the most important. 40% say teachers are the second most important.

Source: ASPIRES2 King’s College London interviews with 15-16 year olds
How will the next generation answer the question

‘what will you do when you grow up?’

when 40% of the jobs that they will aspire to have not been created yet and

100% of the net jobs come from companies less than 5 years old…?”
MISSION

Our mission is to connect today’s young people to leaders in their community to solve tomorrow’s problems.
STRATEGY

To build upon the excellent work of others...
Unleashing the power of the business community into the classroom
Unleashing the power of students into businesses
Unleashing the power of AI & Machine learning into education sector
Unleashing the power of collaboration into learner attainment
OUR SERVICES FOR 6-24 YEAR OLDS

6-16: A range of Student-Employer Encounters
A young person is first introduced to business leaders in their school setting through encounters such as Career Talks, Mock Interviewing, or Career Fairs that an educator facilitates through Founders4Schools. These encounters lay the foundation for deeper engagement with business leaders as students’ progress through their educational journey.

12-16: Workplace visits
Workplace visits are recommended to put into greater context what young people have learned in the classroom to help them think through their GCSE, A Level and UCAS choices.

16-24: Work experience placements
This year, after three years of research and technology building, and following extensive consultation with students, parents, employers and educators, we launched our Workfinder service.

- Workfinder makes it easy for young people to search and apply for work experience placements independent of their parental networks, or school.
- Workfinder makes it easy for educators to oversee the applications the young people they are responsible for make.
- Workfinder makes it super simple for employers to find students and offer them meaningful work experience roles.

We hope to ensure that every young person in the UK can progress to 140 hours of work experience easily and that every employer in the UK feels confident in hosting effective work placements for young people so they maximise their talent pool.
OUR SERVICES TO EDUCATORS
**STRATEGY**

To build upon the excellent work of others...

---

**Is early work experience more important than a degree?**

67% of WISE experts say job-related knowledge is more important than a degree to succeed in life.

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**80% of WISE experts say they would hire a B+ student with a relevant internship over an A+ student without a relevant internship.**

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**Internships versus Grades**

The WISE-GALLUP survey "Connecting education to the real world" was conducted by Gallup between August 5 and 31, 2019, among 3,200 experts representing the global WISE community, which comprises approximately 29,000 individuals.
OUR SERVICES FOR 16-24 YEAR OLDS

The Workfinder Service

iOS app & Web app

SKC GROUP LIMITED
MYLOCUM LTD
ACCIDENT CLAIMS SCOTLAND LIMITED
CHANNEL SYSTEMS LIMITED
NETWORK GROUP LIMITED

www.workfinder.com

Founders4Schools

Not long now. Here are some helpful hints...

Dear Keith,

We’ve sent off your application! When CHEPEARFFARE LIMITED has updates on your application you’ll receive notifications in your messages.

You’re on a roll! Apply for more placements to increase your chances! We have some recommendations for you:

Good luck,
The Workfinder Team
“I loved the event today. I thought it was amazing. The kids were really smart and asked some great questions. It is an amazing forum for them, I wish I had that when I was a kid.”

Divinia Knowles
Director, MindCandy

“We welcome the Workfinder initiative. Our experience from running The Barclays Lifeskills program shows that young people need a practical insight into the world of work. The more work experience a young person has, the more likely they will succeed in their careers.”

Ashok Vaswani
CEO, Barclays UK

“Placement provides students with valuable insight into the world of work. They are particularly valuable in fields such as software and electrical engineering, which are seldom taught explicitly in school. This is a new initiative from Founders4Schools very welcome news for all of us in the UK engineering sector.”

Dr Eben Upton CBE
CEO, Raspberry Pi (Trading) Ltd

“Work experience sets pupils’ aspirations and opens their minds to new horizons at a formative moment in their professional lives. All too often the quality of a pupil’s work experience placement is determined almost entirely by the calibre of their parents’ professional networks.

“Workfinder levels the playing field. It creates easily accessible, exciting work experience opportunities for pupils, regardless of their background. It also opens pupils’ eyes to an array of careers in STEM and business that their teachers and careers advisors may not even be aware of!”

Sarah Wood, OBE
Founder & CEO, Unruly

OUR SERVICES TO BUSINESSES
ENCOUNTERS BY COMMUNITY

Q1 - 2014

<table>
<thead>
<tr>
<th>Rank</th>
<th>Region</th>
<th>Encounters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>South Cambridgeshire</td>
<td>95</td>
</tr>
<tr>
<td>2</td>
<td>South Bucks</td>
<td>67</td>
</tr>
<tr>
<td>3</td>
<td>North Norfolk</td>
<td>61</td>
</tr>
<tr>
<td>4</td>
<td>East Hertfordshire</td>
<td>56</td>
</tr>
<tr>
<td>5</td>
<td>East Cambridgeshire</td>
<td>55</td>
</tr>
<tr>
<td>6</td>
<td>Breckland</td>
<td>55</td>
</tr>
<tr>
<td>7</td>
<td>Cambridge</td>
<td>52</td>
</tr>
<tr>
<td>8</td>
<td>Camden</td>
<td>33</td>
</tr>
<tr>
<td>9</td>
<td>Lancaster</td>
<td>30</td>
</tr>
<tr>
<td>10</td>
<td>Norwich</td>
<td>28</td>
</tr>
</tbody>
</table>

We are proud to have had brokered requests for the following number of:

218,423 Students Supported
15,602 Hours Volunteered
664,138 Student-Employer Encounters
HIGHLIGHTS OF THE YEAR

awards

We are pleased that our ground-breaking work with students, employers, educators, charities and governments has been recognised by the following:

• Camden Council: STEAM Commission
• CBI: East of England Charity of the Year
• Digital Agenda: Employment and Skills Award
• EdTech 50: For pioneering imaginative employability approaches
• EY Entrepreneur of the Year Awards: Recognised charity for 2018
• Royal Society: Teacher’s Toolkit
• Barclay Entrepreneurship Awards: Outstanding contribution to Entrepreneurship
• Northern Tech Awards: Charity of the Year
• Worshipful Company of Information Technologists
  Enterprise Awards: Charity of the Year
Yet only...

51% of young Londoners gain access to work experience

46% find this a satisfactory experience
What if we collaborated to...

- Give **100%** of school students the opportunity to access
- **100** hours of work experience
- They rated this with **100%** satisfaction and
- Employers positively rated those participating
- A digital record was available to them

**100^3**
What is the ask?

https://www.founders4schools.org.uk/partners/weconnect/
1) Sign-up Today as a volunteer

2) encourage all your employees and friends to do the same

3) Speak in a local classroom in your community and

4) Host workplace visits and work experience placements

https://www.founders4schools.org.uk/partners/weconnect
What’s the ASK?

Demand: 100 hours experience per 16-18 year old over 2 years

Workforce: Employed:

Ask: Work experience needed

LONDON

14.2 million hours per annum

UK

110 million hours per annum

4.7 million people

32 million people

3 hours a year per employee

3.5 hours a year