

ANNUAL REVIEW

2016-2017



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WELCOME

The past year has been one of both consolidation and growth for Founders4Schools. Our services, which make it easy for educators to arrange encounters between their students and local business leaders, are becoming embedded into the lives of schools and young people.

Founders4Schools has now enabled over 80,000 young people to meet business leaders from their local communities, helping these young people better understand the world they will enter when they are older, and the jobs they might hold or create in the future. We now provide over twenty types of career or enterprise encounters and I'm pleased to have seen such strong take up of a growing range of new encounter types by our customers.

At the beginning of 2017, we announced that we would extend our encounters to help young people on the next step of their journey into work with the pilot of a work experience platform for those young people aged 16 to 24. This new service is called Workfinder which enables young people to obtain work experience placements with small and medium sized businesses in particular. I am hugely excited about the transformative effect this service could have for young people, making work experience about their hopes and ambitions, rather than family business connections.

Our strategy has always been to prioritise our resources to where they are most needed. Reaching young people in the Government's 12 Opportunity Areas has been core to our activities, and the team and I have enjoyed visiting each of the opportunity areas over the past year.

We were approached by the Hunter Foundation and invited to expand our services into Scotland. It has been a joy working with the Scottish Government and seven Local Authorities in the past year, especially as the results are so pleasing in terms of the number of students now getting four high impact student-employer encounters.

The achievements of Founders4Schools rely on the involvement, enthusiasm and dedication of many people in our society. I want to thank: the educators who have embraced our services to enhance the life prospects of their students; the business leaders who have so generously given up their time to inspire and motivate young people; our Trustees and Advisors, whose support and guidance plays a huge part in the charity's success; and the many individuals and grant making bodies who have helped to fund the services. Finally, I would like to thank Founders4Schools' dedicated team of staff, who share my vision in making a fundamental difference to the career chances of young people.

Sherry Coutu CBE
 Founder & Chair

ABOUT US

Founders4Schools was created out of the *Silicon Valley comes to the UK* initiative in 2011 and became an independent UK charity in 2015. As an EdTech organisation, Founders4Schools is dedicated to improving the life chances of young people from disadvantaged backgrounds by connecting them to business leaders.

Over the years, we have continued our collaboration with educators, partners, parents, business leaders and students to enhance our proprietary online platform. We have integrated additional information sources and AI technologies to make recommendations to educators so they can arrange student-employer encounters based on their preferred criteria in just minutes. Educators who subscribe to our services can now arrange over twenty different types of student-employer encounters, and our personalised guidance builds upon research commissioned by our Partners including the

Royal Society, Careers & Enterprise Company and Education Endowment Foundation. These activities increase youth employability, improve social mobility and help close the skills-gap that is a major obstacle to economic growth. In those areas where we can't help, we signpost our subscribers to leading partners where the evidence base supports an endorsement (and if recommended by our Impact Advisory Committee).

Our success has allowed us to work with thousands of teachers, schools and businesses to broker requests for over 200,000 student-employer encounters at the time of writing. These student-employer encounters inspire young people by helping them understand what skills are needed to improve their employability and are particularly important for the more marginalised young people who lack access to professional role models in their immediate environment.



HOW DO WE IMPROVE THE EMPLOYABILITY OF YOUNG PEOPLE?

Educators who use our services receive personalised advice that enables them to ensure that their students receive four student-employers per annum while they are between the ages of 8 and 18. The recommendations are based on the latest research in careers and enterprise as well as the local labour market information. Founders4Schools wants to make sure that educators are creating encounters that will have the highest impact for young people.



Young People who use our work experience service receive personalised guidance to guide them toward 140 hours of work experience in a variety of settings between the ages of 16 and 18 and work thereafter. For example, our bespoke algorithms build on their first experience and suggest their next. Also, if they were unsuccessful in their first application, we recommend another employer like the first.

Employers who volunteer to connect with young people receive briefings prior to their careers encounters, including advice on a format for high impact and examples of best practice. Employers who offer work experience receive guidance to provide a meaningful placement for young people while also having the opportunity to develop a high quality stream of talent for their future pipeline.

Partners, like Local Authorities, LEAs, companies, City Mayors and MPs use our services to receive our ground-breaking insight reports so they are aware of the extent to which student-employer encounters are taking place in their jurisdiction, relative to others, so they can judge how to bring about the employability encounters they know are so important for economic growth and prosperity.

OUR MISSION

Founders4Schools' mission as a charity is to improve society by increasing youth employability.

We want to ensure that every young person has access to at least four encounters¹ with employers each year while they are between the ages of 8 and 16, and 140 hours of work experience placements² between the ages of 16 and 24.

These encounters and experiences improve the employability of young people by enabling them to make informed decisions about their future. Students who have access to business leaders in the community are inspired and able to experience what it's like to work in a fast growing company, in roles and sectors that are in high demand and will be relevant when they leave education. Founders4Schools wants all young people in the UK to be well-informed about their future options, motivated to succeed and equipped to lead enterprising lives.



¹Mann, A. (2012). It's Who You Meet: Why Employer Contacts at School Make a Difference to the Employment Prospects of Young Adults. London. Education Employers Task Force.

²Career Ready (2017). 140 hours to transform a life. careerready.org.uk/news-events/140-hours-transform-life

OUR VALUES

Our values are firmly embedded in the charity and guide us in everything that we do.

S

SCALE

We measure our achievements by the extent they work for our customers

C

COLLABORATE

We achieve impact by working collaboratively with customers and partners

A

ACHIEVE

We set and achieve our goals in relation to our customer needs

L

LEAD

We lead by example

E

EXECUTE

We commit to doing what we say, when and how we say it

OUR SERVICES FOR YOUNG PEOPLE

A young person is first introduced to business leaders 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 they progress through their educational experience.

Workplace visits are then recommended to start to put into greater context what young people have learned in the classroom.

This year we took the next step, launching a pilot of Workfinder, which makes it easy for young people to search and apply for work experience placements without being dependent on their parental networks, or schools who may have limited resources.

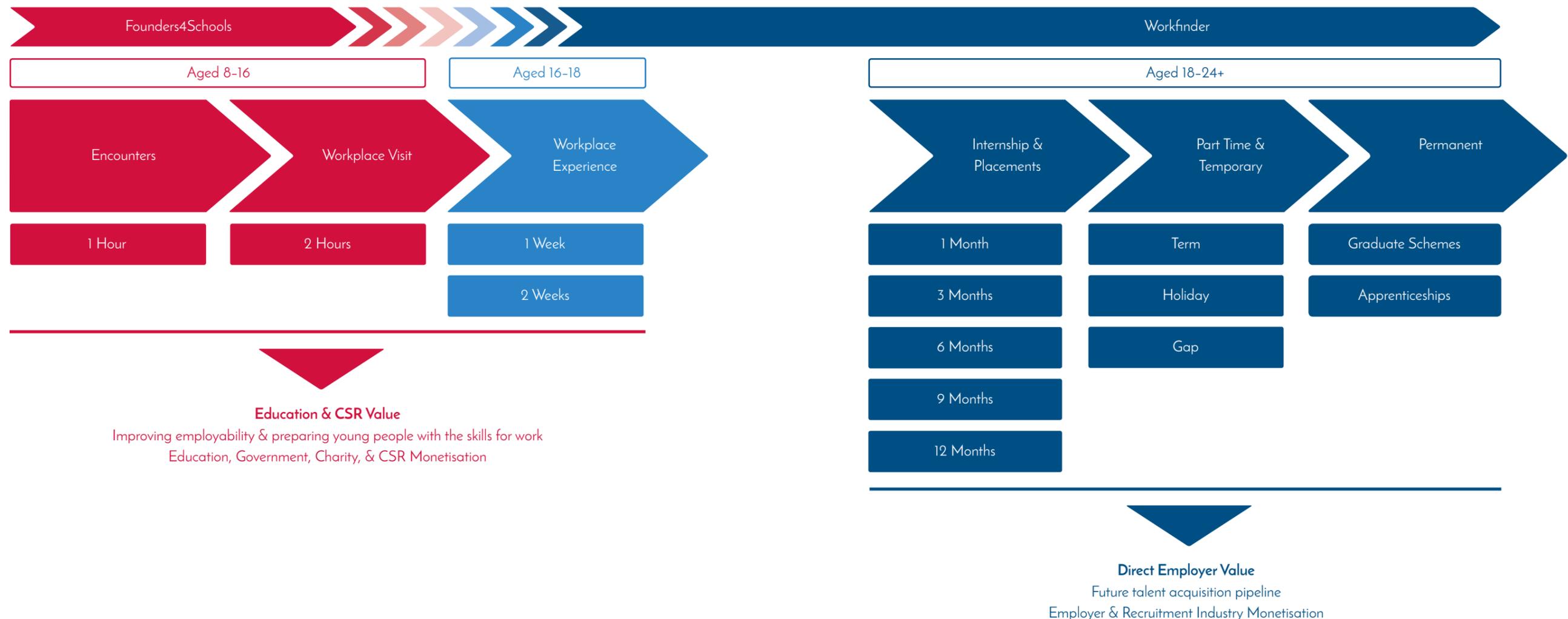
By downloading a free service, young people can access fast growing businesses, including Scale-Ups and SMEs in their local community. They can view, shortlist and apply to companies that interest them using our proprietary recommendations.

Each young person will be provided with a personal 'dashboard' to keep a log of their work experience activities as they improve their work readiness and skills over the years. Workfinder will provide personalised recommendations to guide each young person to 140 hours of work experience placements in a wide variety of businesses.

Not only does this approach broaden work experience opportunities for young people, but it also benefits small and medium sized businesses. Unless they have a personal connection to them, young people are unlikely to be aware of

smaller businesses in their community, meaning the businesses themselves lose out on the opportunity of bringing in new talent, and building relationships with people who might become future employees.

Workfinder is also good news for local councils, who want to ensure every young person gets the opportunity of meaningful work experience. It has historically been difficult to identify enough work experience opportunities for young people, but Workfinder makes this much easier through increasing and broadening the range of potential work experience opportunities.



WORKFINDER

Over the past year, we have actively worked with young people, parents, business leaders and educators to ensure that they had everything they needed to prepare for the future of work that they will face once they finish with their formal education.

Using Workfinder, young people can:

Discover

Browse and discover local fast growing companies—spark your imagination

Filter

Refine searches by your favourite subjects—find companies that excite you

Apply

Apply for roles using template cover letters—it's quick and easy

Contact

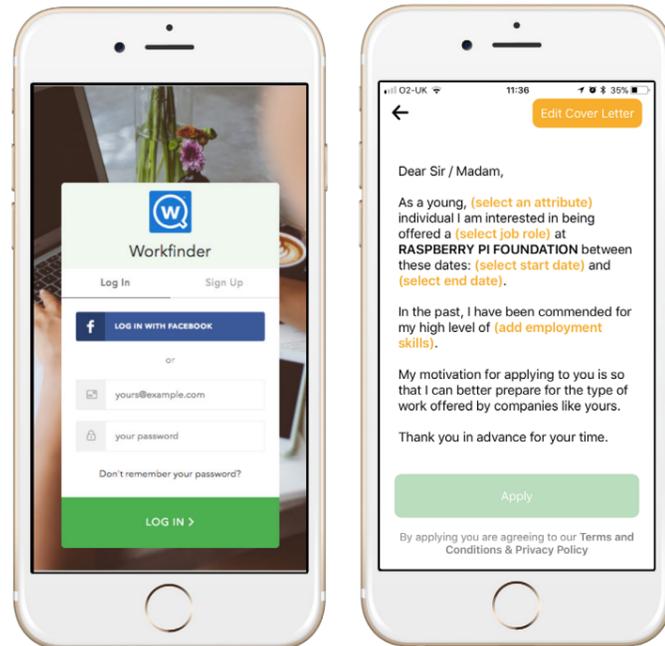
Apply for positions directly and take an active approach

Experience

Gain valuable experience and get ahead of the crowd

Guidance

Subscribe to guidance services that will guide young people toward 140 hours of work experience by alerting them to fast-growing businesses and charities in their local communities that they may not have thought about. It will guide them through approaching these businesses and charities to secure valuable experience.



"[The student] is incredible—super smart, ambitious, energetic, and fun! She asked to stay for longer so we're getting her onto some really interesting projects now she's settled in. We've tried to be as helpful as we can by introducing her to people who've been to the universities she'll be applying to next year. I can 100% see how valuable this initiative is so I'd recommend working with Founders4Schools to everyone!"

*Aneeqa Khan, CEO and Founder of eporta.
eporta recently hosted a young person for a work experience placement in London.*

IMPACT BY AGE

Founders4Schools prides itself on making its services available to all young people, with a specific focus on young people with the greatest need.

The Government's 12 Opportunity Areas are intended to put the focus on places where there are lower levels of social mobility and make it a priority to improve the life chances of young people. Founders4Schools' own mission fits well with this aim, so we have devoted time and resources to ensuring our services are known and in use in these areas.

A young person's career aspirations should not be restricted to mirroring those of their family. Founders4Schools provides the platform that enables them to hear from business leaders with a wide range of experiences, opening up their minds to new possibilities, and demonstrating that their future path is not restricted.

Young people in primary, secondary, and further education benefit from connecting with business leaders through encounters. With the future of work changing rapidly, there's a need to cast the net widely to understand the career paths that might be available in the decades to come, particularly when decisions on GCSEs, A-Levels and Degrees start to narrow down those opportunities.

As a result, Founders4Schools works closely with partner organisations that focus on young people between the ages of 13 and 16 as this is the time they face making critical decisions about their future.

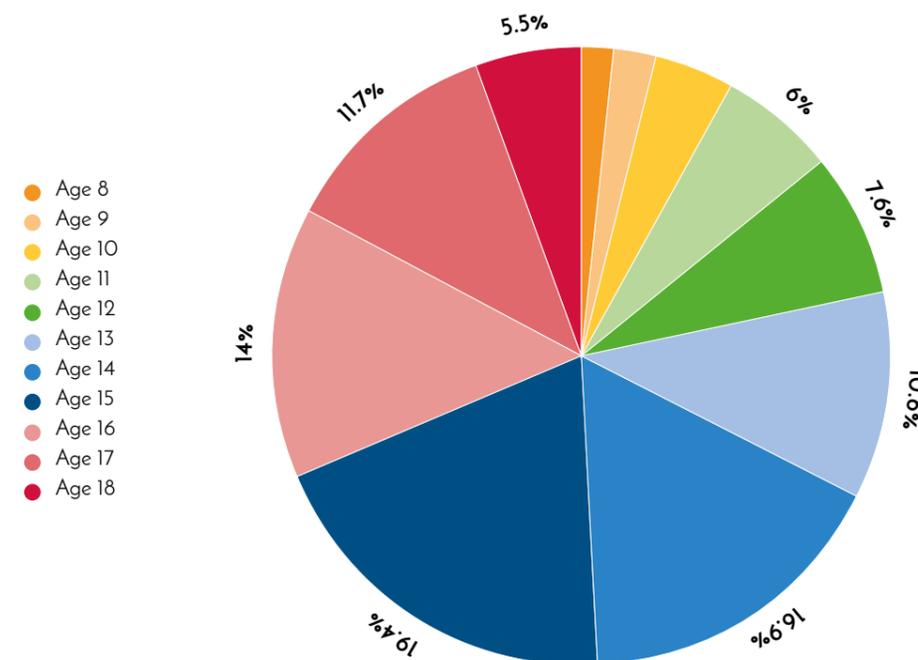
Aim of the graphs

The graphs show the total number of young people based on age (cumulative) who have experienced encounters facilitated through Founders4Schools services.

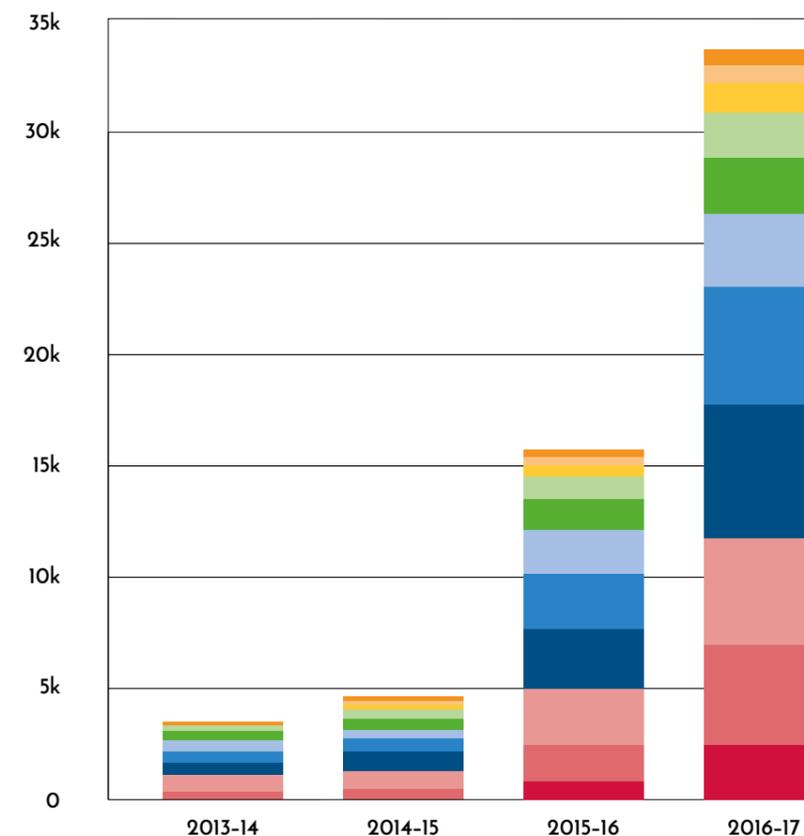
We continue to be pleased with the percentage of growth of young people reached each year. There was a 29% growth during 2014-2015 in comparison to the previous year.

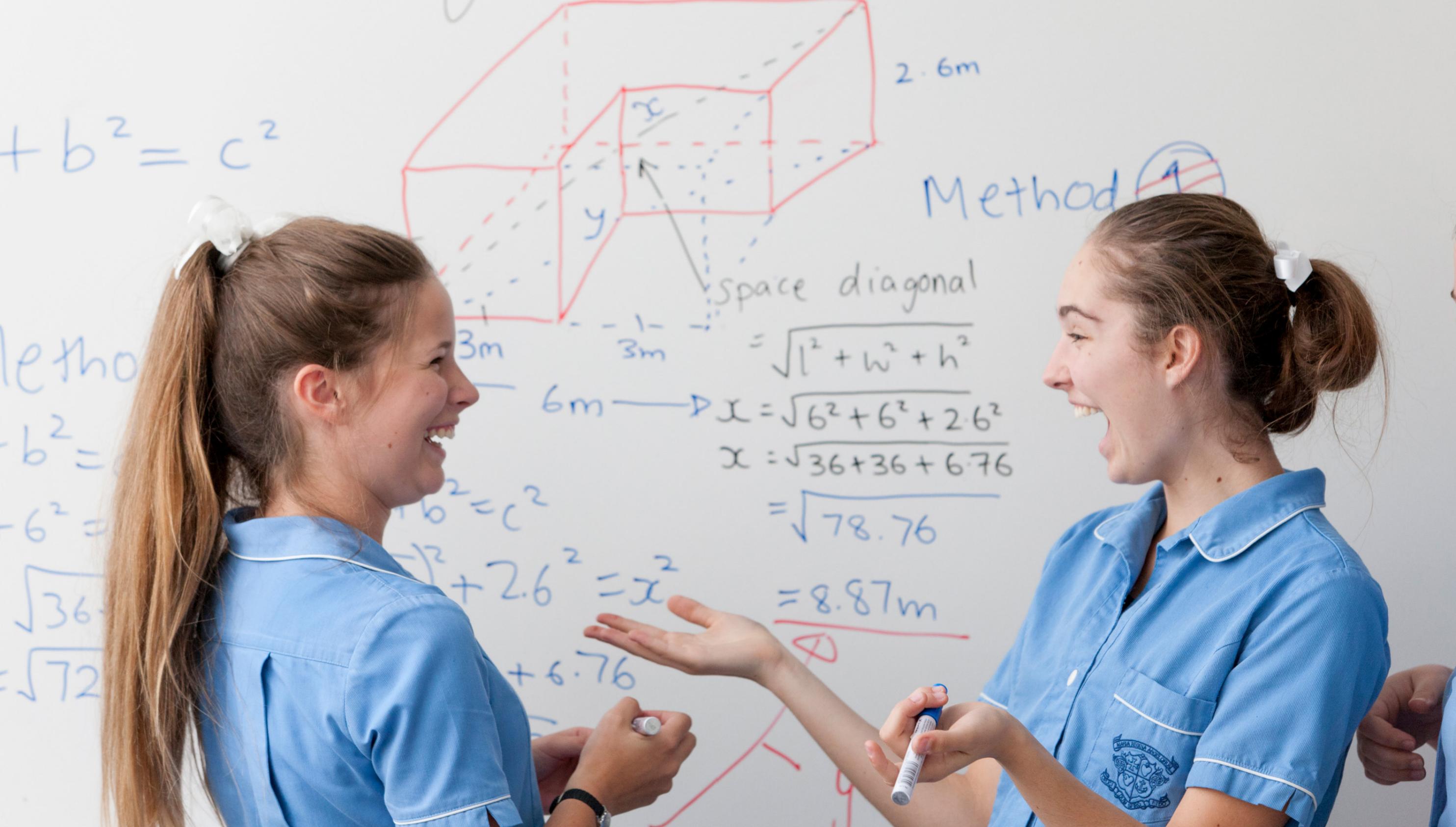
There was a **239% growth** in 2015-2016 and a **115% growth** recently during the 2016-2017 school year.

Total Young People - By Age (cumulative)



Total Young People - By Age (over time)





"[The main lessons were] push yourself to any limits to get your dream career, take risks as you can become better; be in control of my own life and not take it for granted."

Pupil at The Greenwood Academy

"Having the opportunity to listen to current CEOs that have succeeded throughout their lives was eye-opening. We got to hear about the routes they have taken along their career paths on their quest to get where they are today."

John Marney, Year 13 student, Bexleyheath Academy

OUR SERVICES FOR EDUCATORS

We remain committed to working with fellow educators to improve the services available on Founders4Schools. We are proud to have recently improved the search capabilities to include enhanced services for deputy heads, career coordinators, and subject specialists.

We have expanded the companies we accept volunteers from to include companies with at least £100,000 in revenue now—as long as they are growing!

We worked with the Creative Industries and the Life Science Industry associations to improve our ability to spot and categorise the businesses accurately by their industries. In addition, we worked with Strathclyde University so that language teachers could find business leaders by the languages they spoke/studied. Some of these changes can be seen in the revised Filters section below.

The graph below captures how educators have used Founders4Schools to date. In the past year, we have increased the number of different encounter types that educators can create through Founders4Schools.

Filters

Curriculum

Search a curriculum

- Technology (1178)
- Design Tech (986)
- Computing (970)
- Maths (911)
- Economics (874)
- [+ Show 5 more](#)

Gender

- Male (1588)
- Female (276)

Industry

- Creative Industries (410)
- Information Technol... (326)
- Internet (195)
- Marketing and Adverti... (143)
- Design (109)
- Financial Services (100)
- Computer Software (79)

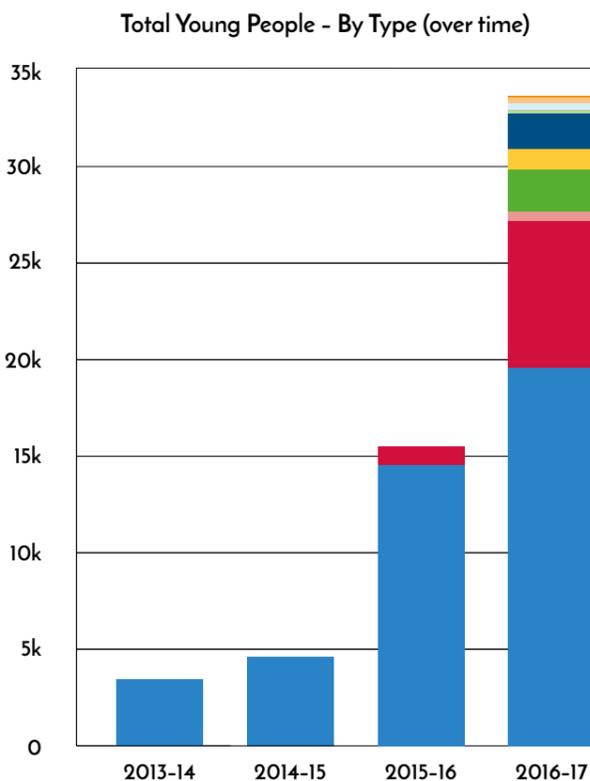
Company Growth

- 0-10% (423)
- 10-20% (218)
- 20-50% (380)
- 50-100% (284)
- 100-150% (159)
- > 150% (289)

Company Revenue

- £100K - £500K (33)
- £500K - £999K (34)
- £1 - £10 Million (1204)
- £10 - £25 Million (237)
- £25 - £50 Million (107)
- £50 - £100 Million (56)
- £100 - £150 Million (29)
- > £150 Million (82)

- Employability Encounter
- Enterprise Encounter
- Group Mentoring
- Industry Insight Encounter
- Keynote Careers Address
- Mock Interviews
- Speed Mentoring
- Workplace Visit
- Careers Fair
- Role Model Encounter



TOP TEN REASONS WHY EDUCATORS USE FOUNDERS4SCHOOLS

Educators use Founders4Schools:

- 1**

To save time with a quick and simple way of inviting business leaders into their school
- 2**

To facilitate a wide range of government endorsed, research informed encounter types to suit the unique needs of their young people
- 3**

To access business leaders from their local community, within a close proximity to the school
- 4**

To connect with fast-growing companies, which are creating the jobs of the future
- 5**

To filter speakers based on their curriculum expertise, gender, language, industry and size and growth of company, to match their students interests and needs
- 6**

To rate their encounters and the business leaders who attend, to help improve the visibility of quality and inspiring speakers
- 7**

To track their student-employer encounter rate through their personal Dashboard
- 8**

To access advice and extensive briefings in the run up to each encounter to ensure it is a meaningful experience for young people
- 9**

To receive personalised guidance regularly based the latest research and case studies
- 10**

To acquire a structured careers curriculum and a vast amount of high quality, free resources including employability lesson plans

THE GATSBY BENCHMARKS FOR GOOD CAREER GUIDANCE³

■ The Gatsby Benchmarks

■ Founders4Schools' alignment with The Gatsby Benchmarks

A stable careers programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

The Founders4Schools recommended careers programme provides every school and college with a structured careers curriculum informed by research data and designed to save time.

We provide educators with clear guidance on which encounter types to book and when, using smart algorithms to recommend the most impactful encounter types to maximise employability.

Learning from career & labour market information

Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

We give educators, pupils and parents access to real-time data about the fastest growing companies and industries near them. They can see this information simply by searching their postcode. All Founders4Schools speakers hold influential roles at companies which are growing and have over £100,000 annual revenue, and they provide pupils with insights on future study options and labour market opportunities.

Workfinder empowers students to discover great companies nearby and apply for work placements directly. As such we give students live labour market information in their pocket.

Addressing the needs of each pupil

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

With our advanced filtering system we put the educator in the driving seat, enabling them to choose the speakers best suited to inspire their students, whether this is based on the curriculum, industry, gender, race or company revenue and growth.

Linking curriculum learning to careers

We encourage all educators to bring their subject to life with student-employer encounters and we enable them to do this with ease by filtering local speakers by curriculum expertise. We also offer a structured careers curriculum guide which links student-employer encounters to curriculum subject, with supporting resources and lesson plans.

Our machine learning algorithms remember educator preferences, meaning that—for example—if we identify that a teacher is teaching a STEM subject, we can easily recommend local female business leaders to celebrate women in STEM, in the run up to events such as Ada Lovelace Day.

To ensure that our student-employer encounters have lasting impact, our careers service is based specifically on the eight benchmarks for Good Career Guidance outlined by The Gatsby Foundation. Below is a clear outline of how we address each one directly.

Experiences of workplaces

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

Founders4Schools enables educators to book workplace visits for their students with ease. Educators can simply request a workplace visit and we then contact local, high growth businesses to host. We also identify growing companies near schools and send personalised guidance emails, encouraging educators to book workplace visits there.

Workfinder empowers students to discover and apply for work placements at great companies nearby using their mobile device. We inspire young people to find a career they'll love, to discover exciting career opportunities and explore the working world on their own terms.

Encounters with employers & employees

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

The Founders4Schools mission is to get every student in the UK (and beyond) to four annual employer-encounters. This number is based on research proving that students with four encounters with employers are 86% less likely to become NEET (not in employment, education or training)⁴. We recommend a varied programme of careers encounters including Career Talks, Speed Mentoring, Enterprise Activities and Workplace Visits, all of which are available to book instantly through our platform.

Encounters with further & higher education

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

Founders4Schools enables educators to connect with a wide range of business leaders who can speak to young people about their varied career paths. Business leaders provide a diverse perspective on how they approached their careers, whether through University or Apprenticeships for example, and can help young people understand the options available to them.

Personal guidance

Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Founders4Schools provides personalised guidance based on the latest research in careers and enterprise, as well as the local labour market information. We take into consideration the individual needs of the educators and students. We then use our specialised algorithms to guide them toward the encounters and work experience placements that will offer the greatest impact and provide a well-rounded exposure to the world of work.

³The Gatsby Charitable Foundation. (2014). Good Career Guidance [Online].

Available at: <http://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-goodcareer-guidance-2014.pdf>

⁴Mann, A., Kashefpakedel, E.T., Rehill, J, and Huddleston, P. (2017). Contemporary transitions: Young Britons reflect on life after secondary school and college. Education and Employers Research.

SPOTLIGHT ON CAREER TALKS

Kathryn Loughnan from Avonbourne College in Bournemouth, Dorset LEP, England

Kathryn Loughnan from Avonbourne College in Bournemouth has been committed to ensuring her students have encounters with local business leaders every single year. She has created Role Model encounters every July, starting in 2013, facilitating a total of 1,740 student-employer encounters. Avonbourne College is an all-girls school for students aged 11-16, and Ms. Loughnan has consistently ensured that her female students meet an equal balance of both male and female business leaders. The students have been particularly inspired by hugely successful female founders of businesses, such as Franziska Conrad, Founder of Inherently Good Design, and Michaele Keene, Founder of Sphere Information Technology Ltd. Moreover, Ms Loughnan invests a lot of time in building working relationships with the business leaders who attend Avonbourne College, which means that many of them return the next year.

Simon Armitage, Director of Guidance from The Stephen Perse Foundation in Cambridge, The Greater Cambridge Greater Peterborough LEP, England

Simon Armitage has used our services regularly since 2015 to inspire the students of The Stephen Perse Foundation. Simon comes up with original and creative themes for his encounters and always makes a particular effort to ensure that each encounter has a specific focus to benefit his students. For example, he organised a Role Model encounter titled 'Business is Variety!' and invited business leaders from a wide range of innovative sectors, to highlight to his students that there is more to business than being a lawyer, doctor or accountant. He has also organised a number of encounters specifically for female students, to give them exposure to a wide a range of career paths. What is more, he often coincides his encounters with exciting, national campaigns such as British Science Week, and uses these as opportunities to invite local business leaders in to help students relate what they are learning in the classroom to the wider world of work.



"Without being able to have such high calibre keynote speakers into school, our students would be isolated. This is a fantastic way to promote entrepreneurship, high education and resilience. The benefits are multifold in that all students are inspired in some ways by the speakers."

Giovanna Newbery, KS5 Curriculum Manager, The Thomas Alleyne Academy



STIRLING HIGH SCHOOL

Stirling High School welcomed four local business leaders to their school to talk to S5 and S6 business pupils about career pathways and the skills needed to work in their professions.

We are keen to deepen the relationships between industry and schools so that Stirling's young people are inspired by the wide range of employment opportunities available to them in 2017 and beyond, and which are constantly evolving.

Our work with Founders4Schools has provided teachers with an innovative digital platform to stretch the range of opportunities for collaboration between business leaders and school-based staff to support young people's understanding of the contemporary world of work.

We are already seeing the benefits of inviting experts from industry into our classrooms through Founders4Schools to ensure that Stirling's young people understand the skills required for their future in the workplace. Consequently, we believe, our young people will be better prepared for the exciting opportunities that are available to them across a wide range of industries.

Kevin Kelman, Chief Education Officer, Stirling Council Scotland

Alan Hamilton, a Principal Teacher at Stirling High School in Scotland, said afterwards: "Some of our young people have parents, or aunts or uncles with really exciting careers who sit down and discuss those careers with them. But others come from a background where there's been a history of unemployment and if you're not getting that same positive message, you don't know what options are out there. The more we can immerse pupils in that and give these opportunities the better."

S5 Business Studies student Sean said: "It surprised me to hear how important life skills are. Going through school so far, we focus on grades, but outside of that is also important. Communication and how you present yourself. I felt the speakers were quite honest. It wasn't fake or a show at all, "let's go speak to the kids". They were genuinely speaking one-to-one—not to a crowd but like they were speaking directly just to you. And they gave really good information.

Before now, I had no idea what the business world was like. This opened my eyes a bit to what it's actually like, not just what I thought it was like."



KIRKINTILLOCH HIGH SCHOOL

Kirkintilloch High School is a mixed secondary school in East Dunbartonshire, located 9 miles outside of Glasgow. Many of its pupils live in Hillhead, parts of which are among the five per cent most deprived areas in Scotland according to the Scottish Index of Multiple Deprivation 2012 (SIMD).



Kirkintilloch High School used Founders4Schools to organise two careers events during the 2016-17 academic year, including a careers talk in June.

Andrew Kennedy, a Principal Teacher at Kirkintilloch School, said: "I was looking to set up a careers event and trying to find employers. It is very challenging to get people into the school, so to take the hassle out of that was incredible. I had phoned maybe 150 people and got 3 or 4 responses, so Founders4Schools was a lot easier for me to work with. It was great.

The pupils are now certainly more inquisitive as to what's out there. Quite a lot of them are now considering other options. It's opened up the correct career path for them. They are more inquisitive about what's outside of Kirkintilloch essentially. It's about raising their aspiration. Getting that experience has allowed them to see what's out there in the wider world.

"Getting that experience has allowed them to see what's out there in the wider world."

For me, it provided more time back because the amount of time it would have taken me to get those contacts, I was able to put into the activities that we were actually doing. As a teacher, it's a massive gift to get time back. It was a simple process which was supported the whole way through. I'd certainly recommend it—in fact I already have!"

"I think it's good for pupils to hear from real people who are saying the same things that we've been saying in school. As soon as a business leader comes in, they start to take the messages on board, because they're the people who will be employing them in the future. That has a lot of impact."

Alan Hamilton, Principal Teacher at Stirling High School, Scotland

SPOTLIGHT ON INNOVATIVE SCHOOL COORDINATORS

Nick Cheese School Coordinator from Greenwood Academy in Birmingham, Greater Birmingham and Solihull LEP, England

After using the Founders4Schools (F4S) service for the first time in September 2016, Nick Cheese, School Coordinator at the Greenwood Academy in Birmingham, had some fantastic recommendations for major changes to the service.

Mr. Cheese wanted to bring business leaders to speak to students about ways in which they can be successful in their future transitions and he invited four business leaders into the school to inspire 150 Year 9 students. Whilst the event was a huge success, Mr Cheese recognised that there was no separation in the user journey between teachers and career coordinators. He took it upon himself to produce a fantastic video spec for Founders4Schools, outlining how we should—and could—incorporate a career coordinator journey into our service. This has been hugely beneficial for the F4S team and influenced our ongoing plans to improve! Thanks to Mr Cheese, there are now exciting plans in the pipeline to incorporate this feedback and create a separate user journey, specific to career coordinators.

Paul Butterworth Assistant Headteacher at West Hill School in Stalybridge, Greater Manchester LEP, England

Paul Butterworth from West Hill School in Stalybridge has organised 16 student-employer encounters for his students! Mr Butterworth creates meaningful, long-lasting connections with the business leaders who attend his school for the benefit of his students. For example, after organising a student employer encounter with Dave Wright from the Kier Group, Mr. Butterworth went above and beyond for his pupils and organised for some pupils to take part in two weeks work experience at Kier Group, which will continue next year as well. Mr. Butterworth also planned a programme from Year 8 through to Year 10 involving presentations and day visits, which was designed to encourage pupils to apply for apprenticeships. He also linked Kier Group with the

engineering department at the local college, so that his pupils could study at the college and then apply for higher apprenticeships with Kier. This is a fantastic example of how one can use F4S to facilitate deeper, meaningful engagement between students and business leaders, and Mr Butterworth is an inspiration to other educators using the service.

Gemma Jackson from Leicester College, Leicester and Leicestershire LEP, England

Gemma Jackson, Employability & Enterprise Manager at Leicester College in Leicester, joined the F4S community in February and it didn't take her long to begin creating encounters. The students at her college reaped the benefits of engagement with employers in April, May and June! Ms. Jackson's first encounter was a Role Model talk, during which Charmaine Roche, Director of Nottingham Coaching Centre & Services Ltd, spoke to students of Leicester College about tomorrow's jobs and how they relate to subjects students are currently studying. Ms. Jackson then organised a Careers Fair in May so that her students could engage with employers from the fast growing businesses in the local community, which will be hiring in the future. The CEO of Full Support Healthcare Ltd and the Head of Business Development at Spectrum Telecoms both attended the event; the combined turnover of their companies is over £6 million.

Finally, in June, Ms. Jackson hosted a Speed Mentoring encounter and invited business leaders specifically with a background in STEAM into Leicester College to inspire her students about careers in this field. Her students were able to participate in a series of short, focused conversations with these business leaders, to ask specific career questions. If Ms. Jackson has done all of this in just a few short months, we look forward to seeing the total number of encounters per student increasing in the future, which means these students will definitely be prepared for the world of work.



MAKING DIVERSITY EASIER

Founders4Schools believes diversity is an important issue which needs to be addressed from an early age. This belief has led us to invest heavily in ensuring educators and students have access to diverse speakers and role models with a particular focus on increasing the number of female and BAME business leaders on our platform. Hearing the story of how a female business leader made the journey from school to a successful career, perhaps in technology or engineering, opens both boys' and girls' eyes to the importance of diverse leadership teams in business. This experience also inspires girls to rethink careers in sectors like STEM which have historically been perceived as 'male-dominated' careers.

This year we deepened our commitment by forming a Diversity Advisory Committee dedicated to increasing the number of women and BAME business leaders on our platform and inspiring girls into STEM. Led by Lauren Garey, this group of 20 advisors have already made a big impact: they doubled the number of women who can be found on our platform, launched events to bring together female business leaders across the UK and published research on our findings about female entrepreneurs' businesses and growth.



In addition to this, in honour of International Women's Day we ran our second annual female business leader event at the London Stock Exchange. In addition to opening the market, we ran sessions focused on how to scale-up your business with some of the UK's most iconic female entrepreneurs and investors as key voices around the tables.

Lastly, we published research that focused on the economic impact female business leaders are making in the UK. Our research analysis is based on Open-Government and LinkedIn datasets comparing business leaders and company growth data and revealed how companies led by women grow, perform and rank, identifying the fastest-growing and most dynamic women-led businesses across the UK. Impressively, our output showed that the annual revenue of women-led companies in the UK is growing at 28%, with an average turnover of £3.7m.

Sue Higgins
Headteacher at Parliament Hill School in London, London LEP, England

Sue Higgins from Parliament Hill School in London invited an influential and highly successful business leader to give a Keynote Careers Speech to her students on International Women's Day. 50 students, aged 15 years old, met Louise Proddow, entrepreneur, strategist, author and founder of Tweak brand and marketing agency. Ms Proddow has been responsible for creating and shaping global brands, marketing and digital strategies for some of the world's top technology brands. Not only this, she also volunteers as a Digital Communications Strategist for UN Women UK, connecting communications and digital across all aspects of UN Women activities in the UK to drive engagement opportunities. It was hugely empowering for the students of Parliament Hill School to hear Ms Proddow's unique stories and certainly left them feeling inspired about what they could achieve in the future.

Sefika Mehmet
Assistant Head of Year 8 and Careers Coordinator at Kelmscott School in London, London LEP, England

Sefika Mehmet from Kelmscott School in London organised a Speed Mentoring encounter titled 'Professional Women's Day' to demonstrate the scope of opportunities available to her female students. The day was designed to encourage female students to aspire to professional careers, by meeting successful women from different industries and organisations. 75 female students aged 14 to 16 years old had the opportunity to engage with two hugely inspiring women: Aga Gajownik, Founder of Innovation and Integration Ltd, and Julie Walter, Founder and Managing Director of Raremark. These women are not only both extremely driven and determined entrepreneurs, they have also built businesses with a combined turnover of over £3 million. The pupils of Kelmscott School had the unique opportunity to ask these business leaders questions about the paths they took, the qualifications they needed and the skills or experiences they required to build a professional career.



WORKPLACE VISITS

Founders4Schools arranged for ten ambitious students from London's City & Islington College to have a unique private London office tour of the Internet giant, LinkedIn. Their Head of Careers, Jo Bishop, had requested the workplace visit.

There was a panel discussion with employees from across the business. Students heard about what it's like to work at LinkedIn, the career history of each panel member and the skills the firm will be hiring for in the future.



"The LinkedIn offices are really fun and open and it seems like a great place to work. I was surprised by how they recruit people. They really want people's personalities to come out during an interview, it's not just based on their GCSEs. To work here, you need to be open to work with other people and be very friendly."

Bianca, A Level Student

"We really value employer input at the sixth form and it is our mission to ensure every student leaves being able to make an informed decision. Our Founders4Schools talks and visits are an important part of this decision-making process, providing insight into different careers, the future job market and highlighting the importance of employability skills."

**Jo Bishop - Head of Careers,
City & Islington Sixth Form College**

"I was surprised that the speakers have all changed jobs many times. I've been in the belief that people go to uni, find one job and that's it. It's like you don't know what's out there until you start to look. LinkedIn can help people do that too, which is brilliant. I've learned to explore your options—don't be scared to move around or be fixated on one career, as you can surprise yourself."

Myroula, A Level Student

"Workplace visits are a brilliant way to increase student employability. In order for LinkedIn to execute on its vision of creating economic opportunity for the global workforce, it's critical that we help educate and inspire the next generation of professionals.

I learn something new every time I speak to students. Selfishly, it's also gratifying knowing that you can make a difference to someone else's career potential."

**Joshua Graff - UK Country Manager
& VP EMEA, LinkedIn**

JOSHUA GRAFF

LinkedIn UK Country Manager & VP, EMEA



"A workplace visit broadens the horizons of a student and in doing so, raises their aspirations of what's possible. Students who are exposed to four workplace visits earn almost 20% more by the time they are 30 than those who haven't had similar experiences."

What would you say to other businesses who are thinking about working with F4S?

"Sign-up today! In 60 minutes, you can make a massive impact on the future generation of the workforce and learn a load at the same time."

"Workplace visits are a great way to drive employee engagement. They provide our employees with an opportunity to give-back and help inspire the next generation. They also present a wonderful opportunity for us to learn from the students about what's important to them, how they think about their career and in-turn how we can improve the platform to better serve their needs."

SPOTLIGHT ON WORKPLACE VISITS

Dawn Woodcock, Principal of Tottenham University Technical College in London, and **Michael Nabrano**, CEO of Spektrix London LEP

Dawn Woodcock, Principal of Tottenham University Technical College in London, and Michael Nabrano, CEO of Spektrix organised a workplace visit for ten Computer Science students. The visit was organised for students who expressed an interest in studying Computer Science at University, to give them a sense of what kind of work their degree might lead to. Spektrix was founded in 2007, when Michael spotted a gap in the market for using cloud-based technology to help arts venues run more efficiently and grow their audiences. As a fast growing tech start-up, which now has a turnover of over £3 million and employs 50 people across London, Manchester and New York, Spektrix was hugely inspirational to these Computer Science students and allowed them to experience the culture of a company in their chosen career field first-hand. It also helped them to decide whether Computer Science was the right industry for them and to get a better understanding of the career requirements of working for such an exciting, innovative company.

Sam McLoughlin, Business Engagement Manager at Studio West in Newcastle, and **Catherine Boland**, HR Manager at PrintedNorth East LEP

Sam McLoughlin, Business Engagement Manager at Studio West in Newcastle, and Catherine Boland, HR Manager at Printed.com organised two workplace visits for a total of sixty 13-14 year olds within three days of each other! Mr. McLoughlin wanted his students to learn the required skills and characteristics needed to succeed in the workplace, with an extra emphasis on the importance of resilience. While Mr. McLoughlin has arranged a variety of encounters through F4S services for his students, in this case he decided that a visit to a real-life workplace would further engage and inspire his students. The students were warmly welcomed into the offices of Printed.com, a creative and dynamic technology-driven environment, by Catherine Boland. Printed.com has a strong ethos of giving back to their community and Ms Boland has developed a comprehensive work experience programme at printed.com, which engages with both teachers and students at regional schools, colleges and universities.



“It was an honour and a privilege to share my career journey with the girls at Sinai Jewish Primary School for Founders4Schools. I want all girls to really be free, to reach and dream for whatever they can imagine. No limitations.”

Charlene Laidley, Founder of The FutureProof Foundation and Global Ambassador, Advisor & Campaigner for WEE - UN Women.

WHAT DO THE SCHOOLS SAY?

"The service that F4S provided seemed like an excellent way to help change pupils' mind-sets. I found the Founders4Schools team extremely helpful in answering my questions and following up with me on information I needed. I had to get the event authorised at my school, and having someone available to answer my questions made the process much easier."

Creating the event was really easy, and again, that's important because as a teacher there are many demands on your time. It was great to be able to see the speakers and their profiles online and choose who I wanted to invite into the classroom. We are an all-girls school so I was able to invite some extremely successful women."

Bobby Ahmadzadeh, Brentford School for Girls

"Founders4Schools has been inspirational for our students. The ease of use in setting up requests for guest speakers is easy to navigate on the website. The very high calibre of speakers who have attended our Academy have helped our students in so many ways and given them advice and guidance for their particular career pathways. We are extremely grateful to Founders4Schools."

Giovanna Newbery, KS5 Curriculum Manager, The Thomas Alleyne Academy

"[Creating an event] was a piece of cake! I really like being able to browse and choose the business founders I think are best for my students. The system is simple to use and keeps me informed when my invites have been accepted."

"The calibre of speakers was outstanding. For example, Dan Quine from Songkick used to work with previous Apple CEO Steve Jobs. This really chimed with students as someone many of them are familiar with and Apple is a household name. Dan helped inspire confidence and had a very 'you can do this' approach—it's all about raising aspirations and telling the children 'they can' if they put their mind to it."

"Some students are from low socioeconomic backgrounds and we've had speakers from similar backgrounds who students have really related to. They demonstrated that through hard work they have become successful in what they do which has been incredibly motivating for students."

Oliver Beach, Deputy Head of Economics, Central Foundation Boys' School

Maitri, one of the students attending the F4S event at Brentford School for Girls approached F4S for an internship. She worked on an idea for an app and helped with database coding. The F4S event and her work experience led her to change her university subject of study from History to Computer Science.

Students who listened to the two CEOs speak were blown away by what they had to say... The messages delivered by Robert and Ajay, especially key themes around persistence and following your dreams, will make a huge difference to our students."

Beckie Knight-Croft, Director of Pathways at Bexleyheath Academy

"All of the presentations gave valuable insights into possible career pathways and certainly met the brief of inspiring our pupils. The business studies pupils will be able to use many of the examples given in their studies. The speakers provided quality advice and clear messages about working hard at school, aiming high and working for something you love. They also talked about the importance of resilience—all of which are key messages that we want to promote, which were backed up by the speaker's real life experience."

Paul Butterworth, Assistant Head Teacher, West Hill School

"It was a great line up with fascinating stories and inspiring advice for our young people"

Philipa Shaw, The Cavendish School

EMPLOYEE VOLUNTEERING OPPORTUNITIES

Young people need to hear from employees who love their jobs—particularly female ones! Founders4Schools Employee Engagement is available to all Scale-Ups, Small-Medium Sized businesses, Corporates and other organisations. It takes no more than one minute of employees' time to sign up to be made available to the 1,000 plus schools up and down the country who turn to Founders4Schools for business leaders. Outlined below are the key features of the programme.

Target audience: We welcome all employees who would be inspirational and able to connect to young people in schools today.

Commitment: Signing up to volunteer is easy and most of the career encounters they may be asked typically last around one hour! This often allows employees to volunteer multiple times throughout the year without having to commit a full day at once. Employees can accept as many or as few of invitations they receive from teachers in their community. The invitations they receive will be from schools within five miles of the location they indicated they wished to make themselves available in.

Impact: Research shows that business leaders visiting students in schools increases student satisfaction and engagement in school, decreases the likelihood of a student becoming Not in Education, Employment or Training (NEET), and triples the likelihood that the student will choose a STEM subject.

Employee development: Our partners tell us that they support our programme because they believe that speaking in schools improves their employee presentation skills, self confidence and empathy towards others.

Recruitment skills: Employees may be interested in representing their company at careers fairs organised by local secondary schools where apprentices and interns could be recruited. Offering workplace visits and hosting work experience placements also help to build talent pipelines.

What can your employees who participate expect?

Introduction: We will help companies' CSR or HR teams to communicate the opportunity to their employees.

Reporting: We let companies know how many of their employees have signed up and subsequently accepted invitations from teachers to speak in schools. Companies may wish to integrate this into their internal comms and employee recognition programme.

Guidance: Founders4Schools provides each volunteer with guidance and best practice once they have accepted an invitation from a teacher. Depending upon the type of encounter they will be participating in and what Year group they will be engaging with, the guidance is tailored to help prepare the employee to ensure that they have a positive experience and have the greatest impact on the young people.

Dashboard: As one of our volunteers, employees have their own personalised speaker dashboard which will help them keep track of all their encounters.

Recognition: Volunteers and corporate partners are often recognised throughout the year through social media, newsletters, or our annual awards ceremony for all stakeholders.



“Work experience opens many doors—if a young person impresses the team then it’s likely we’ll stay in touch and there’s a chance they’ll return for a longer period of time. We are consistently impressed by the young people we work with through Workfinder, and that’s what drives our commitment to the app and the vision behind it.”

Beccy Ingram, Head of Talent at Babylon

SPOTLIGHT ON BUSINESS LEADERS

Chris Windley, Head of Business Development at Spectrum Telecoms in London, London LEP

Chris Windley is Head of Business Development at Spectrum Telecom, an independent business connectivity provider in Burton on Trent. Mr Windley joined the F4S community as a volunteer in 2017 and he has already spoken at ten events! Mr Windley is always keen to share his anecdotes after each encounter, which is fantastic to hear. He recently emailed to tell us about an encounter he attended which genuinely moved him, as he was presenting to children from low income backgrounds on pupil premium. Mr Windley demonstrates a real sense of responsibility and pride in his role as a speaker. Mr Windley also offers interesting and insightful feedback on how we can improve our services, which is hugely beneficial as we continue to grow and develop.

Paul Jundu, Owner and Director of Onboard Corrugated Ltd in Birmingham, Birmingham and Solihull LEP

Paul Jundu, Owner and Director of Onboard Corrugated Ltd., has consistently spoken every year since 2014, on fourteen different occasions! Moreover, he goes above and beyond for teachers to ensure that their events are a success. Recently, he agreed to attend a school one hour earlier than scheduled, to participate in an additional session with gifted and talented pupils. Mr Jundu is wholly committed to his role in inspiring the future generation and making a difference to young people in his local area.

Tony Greig, CEO at Legrand Electric in Birmingham, Greater Birmingham and Solihull LEP

Tony Greig is the CEO at Legrand Electric, the global specialist in electrical and digital building infrastructures. He has accepted fourteen invitations to a range of different student-employer encounters at ten different schools and has consistently spoken every year since 2015—in fact, he has never turned down an invite! Teachers always feedback on his ability to inspire pupils with his fascinating career journey around the world with possessing intensive global experience. He has even been known to attend more than one encounter a week, demonstrating his unrelenting commitment to inspiring the future generation.



“Brilliant organisation before the event, it was really great fun.

If you can influence just one student to take a risk and raise their aspirations, it is really worth it.”

Simon Kelly, Advisor

OUR PARTNERS

In order to make a profound impact on the skills gap, it is vital that Founders4Schools works collaboratively within the ecosystem. Founders4Schools has been able to reach 80,000 young people to date, largely due to the support and collaboration of the amazing partners that we work with throughout England and Scotland.

We have developed partnerships with over 850 organisations and we greatly value these relationships. The partnerships range across all sectors, including scale-ups, small-medium sized businesses, corporates, Local Authorities and Local Enterprise Partnerships, as well as other charity organisations. Below is a sample of some of our key partnerships. For a comprehensive list, please visit the Partner section on our website.



...and many more!

THANKS TO OUR DONORS

In our second year as a UK charity, we have been strengthening our funding relationships with individuals, trusts, foundations and companies who share our aim to improve the employability of young people by making them ready for the jobs of the future. We are extremely grateful to all

of our donors who have enabled more encounters between young people and business, more programmes with youth providers, more partnerships with educators while inspiring and motivating in areas of disadvantage throughout the UK. We are particularly grateful for the funding partnerships with:



OUR ADVISORS

Founders4Schools is very fortunate to benefit from many committed Advisors, who give their time freely to support young people's career prospects. Over the past year, we have established thematic Advisory Councils, with members drawn

from specialists in each of the fields represented. They are making a tangible difference to the work of Founders4Schools, enabling it to progress further and faster than would otherwise be possible.

BUSINESS LEADERS

Working with Business Leaders to ensure the maximum number of young people are reached.

Robert Marshall (Chair) | CEO, Marshall Group
Sherry Coutu | Founders4Schools Trustee

Helen Brown | Non-Executive Director
Mary Curnock Cook | Council Member, The Open University
Vikki Kirby | Head of Corporate Communications, XPO Logistics
Vin Murria | Founder, CEO & Non-Executive Director
Guy Rigby | Head of Entrepreneurial Services, Smith & Williamson
Russ Shaw | Founder, Tech London Advocates
Tracy Westall | Non-Executive Director, Innovative Birmingham Ltd.
Jacqueline de Rojas | President, techUK
Saul Klein | General Partner and Co-Founder, LocalGlobe
Roy Sanbach | Chair, Director, President, Trustee
David Clouston | Chairman and Managing Director, Clouston Group

IMPACT

Working with the educator community to ensure the impact on young people is transformational.

Professor Rose Luckin (Chair) | Professor of Learner Centred Design at UCL Knowledge Lab
Kirsten Bodley | Founders4Schools Trustee
Simon Armitage | Stephen Perse Foundation
Dr Mutlu Cukurova | UCL
Jason Elsom | PopUp College
Kirstie Mackey | Barclays
Emily Margo | JP Morgan
Tim Oates | Cambridge Assessment
Belinda Raynes | Forgather
Kate Walker | Founders4Schools, Director of Education

DIVERSITY

Helping Founders4Schools reach diverse audiences so they can reach their maximum potential.

Lauren Garey (Chair) | JP Morgan
Melissa Di Donato | Founders4Schools Trustee

Sue Black | UK Government Advisor, Technology Evangelist & Digital Skills
Kirsten Bodley | Founders4Schools Trustee
Catherine Brown | Non-Executive Director, Cabinet Office
Jennie Byun | Co-Founder & Producer, Isabella Forum
Amy Clarke | Co-Founder, Tribe Impact Capital
Emily Cox | Director of Public Affairs, Virgin Money
Anna Frankowska | Founder, Nightset
Rowena Ironside | Chair and Founder, Women on Boards UK
Shivvy Jervis | Tech Futurist, Speaker & Digital Consultant
Charlene Laidley | Women's Economic Empowerment Campaigner & Entrepreneur
Su Liu | VP Trading, Goldman Sachs & Co-Founder, Shoutwave
Sarah Luxford | Director, Nexec Leaders & Co-Founder, TLA Women in Tech
Grace Maa | Co-Founder & Producer, Isabella Forum
Jo Morrell | COO/Commercial Director, The Pool UK
Praseeda Nair | Journalist, Vitesse Media
Sonal Patel | CEO, GMSP Foundation, & Founder, Shriyani
Diane Perlman
Nicola Ruane | Senior Manager Sustainable Business & Finance, EY
Kelsey Lynn Skinner | Partner & Director Tech Ventures, Touchstone Innovations
Lynne Smitham | Co-Founder & Trustee, The Kiawah Trust
Jo Tasker | Managing Director, Jo Tasker Consulting Ltd
Anne Vigouroux | Senior Marketing Strategist, AXA

MARKETING

Helping Founders4Schools get its services to market via a range of marketing channels.

Edward Goff (Chair) | Marketing Director, EE
Marc Allera | Founders4Schools Trustee

Oli Barrett MBE | Co-Founder, StartUp Britain
Oliver Beach | Education and Partnerships Manager, Kano
Jamal Benmiloud | Founder, EARN Studios
Janet Coyle | Principal Adviser, London & Partners
Sigrid Daniel | Owner & Principal, Sigrid Daniel Associates
Sofia Fenichell | CEO & Founder, Mrs. Wordsmith
Tabitha Goldstaub | Co-Founder, CognitionX
Michael Hayman MBE | Co-Founder, Seven Hills
Danielle Restivo | Head of Global Communications, S/4HANA Cloud at SAP
Dylan Williams | Chief Strategy Officer, Droga5
David Weston | Teacher Development Trust
Ting Wang | Director, River and Hill Ltd

SCOTLAND

Colin Adams | Member, Informatics Ventures
Hugh Aitken | Director, CBI Scotland
John Anderson | Head of SME Engagement, Strathclyde University
Mark Armstrong | Schools Programme Manager, Young Enterprise Scotland
Morag Arnot | Executive Director, Winning Scotland Foundation
Julie Ashworth | Winning Scotland Foundation, Broad Reach
Clare Baird | Manager, DYW Ayrshire
Marion Beattie | Head of Employers Services, Skills Development Scotland
Lynn Blaikie | Manager, Stirling University Innovation Park
George Boag | Director, Skills Development Scotland
Amanda Boyle | Owner, Accelerate 90
James Bream | Director of Policy, Aberdeen & Grampian Chamber of Commerce

Kraig Brown | Partnerships & Development Manager, Digital Xtra Fund
Lucinda Bruce-Gardyne | Founder, Genius Food Ltd
Malcolm Buchanan | Chairman, RBS
Ian Burgoyne | Head of Education, East Ayrshire Council
Stewart Carruth | Chief Executive, Stirling Council
Donna Chisholm | Head, Sectors Team, Highlands and Islands Enterprise
Paul Clancy | Executive Director, Dundee City Council
Marie Clare Tully | Chief Executive, Columba 1400
Karen Clarke | Manager, Elevator
Jamie Coleman | Chairman, Codebase
Susan Deacon | Chair, IOD Scotland
Jackie Doyle | Director, Oil & Gas, Opportunity North East
Steve Dunlop | CEO, Scottish Canals
Gillian Easson | Director, Creative Dundee
Rachel Elliott | Manager, DYW North East
Michelle Fenwick | Manager, DYW Edinburgh, Mid and East Lothian
Anne Gillies | Opps for All Manager, Highland Council
Fiona Godsman | Chief Executive, Scottish Institute for Enterprise
Sarah Griffiths | Senior Policy Officer, Scottish Government
Alasdair Gunn | Director, Framewire
Gillian Hamilton | CEO, Scottish Council for Educational Leadership
Steve Harrison | Project Manager, Scottish Enterprise
Sarah Hart | Head of Employer Infrastructure, Scottish Government
Michael Hayes | Founder, Rookie Oven
Alison Henderson | CEO, Dundee Chamber of Commerce
Jen Henderson | Manager, DYW Forth Valley
Heather Hughes | Head of Enterprising Schools, Scottish Government
Ewan Hunter | CEO, The Hunter Foundation
Sir Tom Hunter | Chair, The Hunter Foundation
Dr Meryl James | Professional Development Officer, University of Strathclyde
Craig Johnstone | CEO & Founder, Giglets Education
Bob Keiller | Business Advisor, AB15
Kevin Kelman | Chief Education Officer, Stirling Council
Janette Kelso | Professional Development Officer, University of Strathclyde
Sandy Kennedy | CEO, Entrepreneurial Scotland
Mark Kerr | Head of Scotland, LDC
Abigail Kinsella | Principal Officer, Glasgow City Council
Geoff Leask | CEO, Young Enterprise Scotland
Fiona Lees | Chief Executive, East Ayrshire Council
Veronica Lynch | Director of Business Development, Dundee and Angus College
Louise MacDonald | CEO, Young Scot
Brad Mackay | Professor, St Andrew's University

Joyce MacLennan | Head of Finance and Business Services, Highlands and Islands Enterprise.
Graeme Malcolm | Founder, m2lasers
Alexandra Mancini | Senior Marketing Manager, Navitas
Jane Martin | Managing Director of Customer Operations, Scottish Enterprise
Andy Maxton | Manager, DYW Inverness
Audrey May | Chief Education Officer, Dundee City Council
Hugh McAloon | Deputy Director, Scottish Government
Liz Mcareavey | CEO, Edinburgh Chamber of Commerce
Barry McCulloch | Senior Policy Advisor, FSB
Shona McKnight | Development Officer, Dundee City Council
Katherine McNab | HE and Employer Partnerships, Scottish Government
Gordon Merrylees | Head of Entrepreneurship, RBS
David Millar | Technology Accelerator Director, The Oil and Gas Technology Centre
Laurie O'Donnell | Founder, Learning and Technology Futures
Stuart Patrick | CEO, Glasgow Chamber of Commerce
Polly Purvis | CEO, Scotland IS
Grant Ritchie | Principal, Dundee & Angus College
Ian Ritchie CBE | Founder, Coppertop
David Romilly | Founder, Waracle
Val Russell | CEO, Ayrshire Chamber of Commerce
Leona Seaton | Director, DYW Glasgow
Ken Shaw | Head of Employability and Talent Development, Edinburgh City Council
Carole Sneddon | Opps for All Manager, Aberdeen City Council
Mark Steell | Development Advisor, Scottish Government
Alexandra Stein | Head of Enterprise and Investment, Scottish Government
James Stuart | Managing Director, Entrepreneurial Scotland
John Swinney | DFM, Scottish Government
Marie Swinney | Policy Lead, Scottish Government
Lesley Thomson | Founder, Spreng Thomson
Michael Timmins | Executive Director, Ernst & Young LLP
Mandy Toogood | Senior Education Officer, Education Scotland
Chris Van der Kuyl | Chairman, 4 Studios
Angela Vettraiño | DYW Manager, DYW Dundee and Angus
David Watt | CEO, IOD Scotland
David White | Chair, DYW Forth Valley
Gareth Williams | CEO, Skyscanner
Jim Wilson | Head of Service, Glasgow City Council
Helen Winton | Manager, Scottish Schools Education Research Centre
Tiffany Wood | Royal Society Industry Fellow, University of Edinburgh
Rob Woodward | CEO, STV Group
Damien Yeates | CEO, Skills Development Scotland

OUR TRUSTEES



Marc Allera
CEO, EE & BT Consumer



Kirsten Bodley
Chief Executive, WES
(The Women's Engineering Society)



Sherry Coutu
Founder & Chair,
Founders4Schools



Lancelot Comrie
Global Head of Systematic
Advisory Sales, Morgan Stanley
(Retired as a trustee)



Melissa Di Donato
Chief Revenue Officer,
SAP S4HANA Cloud



Herdeep Dosanjh
Head of Regulatory Affairs, EMEA
The Bank of New York Mellon



Jane Galvin
Head of Corporate
Banking UK, HSBC



Joshua Graff
LinkedIn UK Country
Manager & VP, EMEA



Joanne Hannaford
Partner, Goldman Sachs



Avid Larizadeh Duggan
General Partner,
Google Ventures



Guy Rigby
Head of Entrepreneurial
Services, Smith & Williamson



Annika Small
Co-Founder, CAST



