



Navigating the new reality

Annual Review
2021/2022



**Think
Forward**

Coaching
Connecting
Inspiring
Young People



**ASHLEY
MCCAUL**
THINKFORWARD CEO



**CHARLIE
GREEN**
THINKFORWARD CHAIR

Welcome

We're delighted to welcome you to our 2021/22 annual review.

2021/22 proved to be the year in which ThinkForward needed to navigate a new post-pandemic reality. We emerged from the pandemic in good health; we strove to meet the even greater levels of need of our young people, and we finally returned to majority face-to-face delivery. We are proud of both the young people we work with and our front-line team who demonstrated extraordinary levels of resilience and fortitude.

The pandemic demanded that we review almost every aspect of the business. We refreshed our safeguarding processes, protocols, reporting and staff training. We undertook some organisational restructuring and we have implemented new evaluation studies for two of our programmes. We have a renewed focus on relationships with our schools and corporate partners and are looking to 2022/23 with ambition and focus.

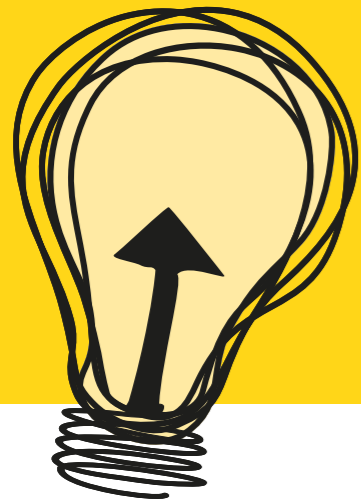
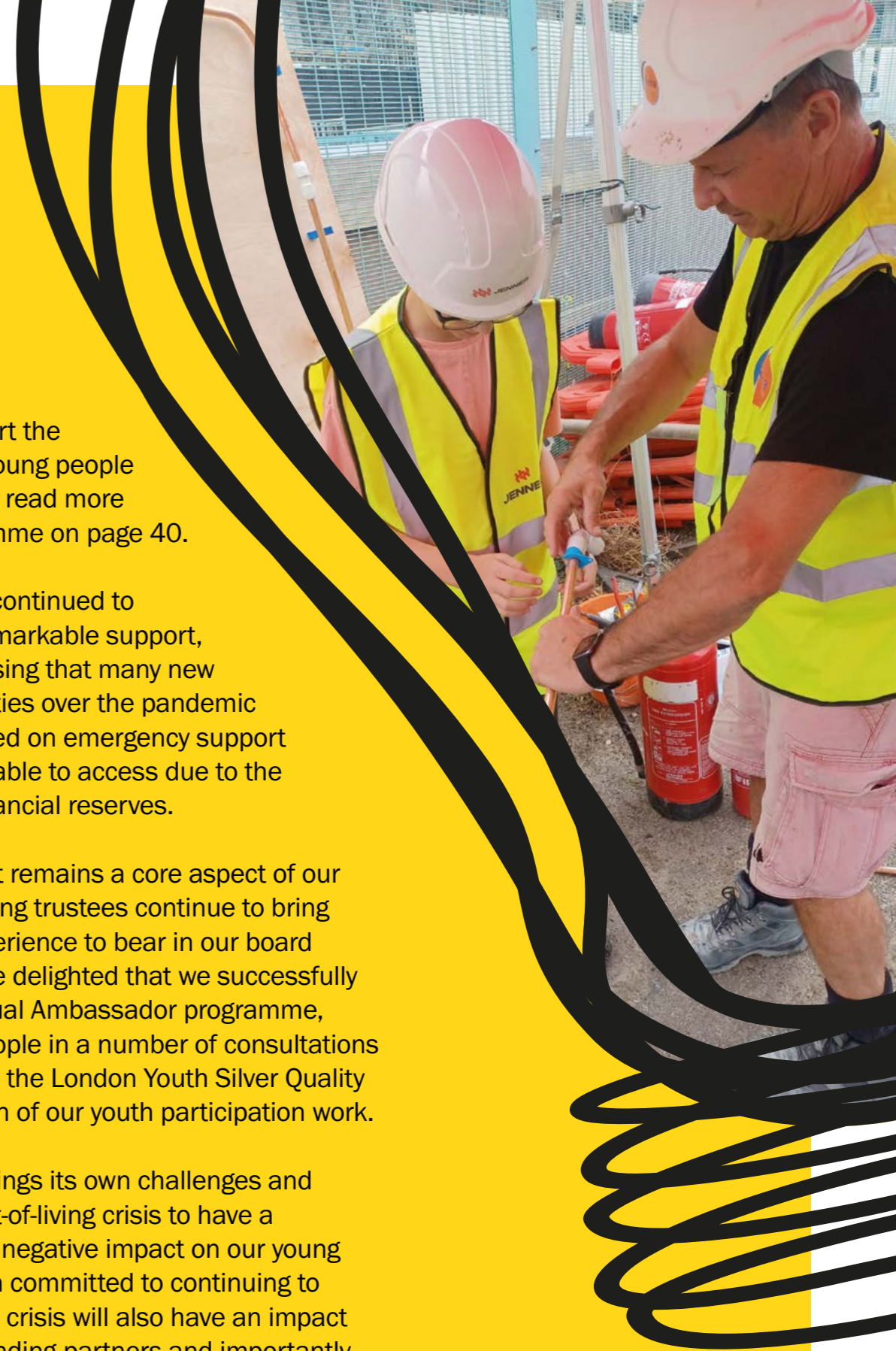
In December 2021, we won an application to the Greater London Authority to deliver a coaching programme to young black male students in London who have been excluded from mainstream education or are at risk of being excluded. We believe this commission is a demonstration of our expertise in using

coaching to support the most vulnerable young people in society. You can read more about this programme on page 40.

Our loyal funders continued to provide us with remarkable support, especially recognising that many new funding opportunities over the pandemic period were focused on emergency support which we were unable to access due to the strength of our financial reserves.

Youth engagement remains a core aspect of our operation. Our young trustees continue to bring valuable lived experience to bear in our board meetings. We were delighted that we successfully delivered our annual Ambassador programme, involved young people in a number of consultations and were awarded the London Youth Silver Quality Mark in recognition of our youth participation work.

The year ahead brings its own challenges and we expect the cost-of-living crisis to have a disproportionately negative impact on our young people. We remain committed to continuing to support them. The crisis will also have an impact on our schools, funding partners and importantly our staff. We are optimistic that we can continue to navigate this new reality and are determined to continue delivering high quality coaching programmes to our impressive community of young people.



Our Work in Numbers

Young people on our programmes

1,286

15% increase from 2020-21

1-2-1 coaching sessions delivered

7,562

11% increase from 2020-21

Group coaching sessions delivered

481

98% increase from 2020-21

Ready for work activities

427

10% increase from 2020-21

Parental engagements

5,205

5% increase from 2020-21

FutureMe graduates (2021) in education, employment or training

82%

UK average for similar group: 67%.

All the activity data relates to 1st September 2021 to 31st August 2022 for both FutureMe and DFN-MoveForward programmes.

Our Strategic Plan

We have made progress against our 5-year strategy which was developed in the summer of 2020.

Considering the very limited opportunity for growth over the period of the pandemic we have streamlined and revised our organisational goals for the remainder of the strategy period.

Our financial growth target has been reduced to £4m by the end of 2025, but our impact and sustainability goals remain the same; to understand what works, optimise delivery and promote our approach to coaching young people; to reduce the cost per young person participating in our programmes and to secure multi-year funding. We believe our revised strategy is fit for purpose and will help us to mature into a stronger organisation, to empower young people to have the fulfilling futures they deserve. Our vision remains the same; that every young person is empowered to gain the confidence, independence, and skills they need for a better and brighter future.

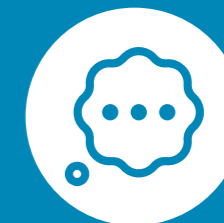


Objectives:



Refine and expand our programmes for young people with SEND

- Use external evaluation to create a replacement for DFN-MoveForward by the end of the Social Impact Bond
- Introduce efficiencies and improved accessibility through digital enablement



Refine the FutureMe programme

- Maintain the programme over the last three years of the strategic plan
- Develop new adaptations of FutureMe
- Introduce efficiencies and improved accessibility through digital enablement



Become a thought leader

- Publish insights from findings of evaluations and data insights to support our core programmes



Become a capability partner

- Deliver SEND job creation pilots and assess learnings for future programme design

Our Young People

Across our coaching programmes, we work with over 1,286 under-served young people in London, Kent, Medway, Nottingham and the West Midlands who are statistically vulnerable to becoming unemployed when they leave education.

Through our work, we empower young people who face multiple barriers in their lives such as lack of opportunities, having a learning disability or being at risk of exclusion, to develop the soft skills to navigate a complex world.

It is important to us that every young person we work with knows they have the potential to succeed in life and to secure a fulfilling job or career.



I've seen lots of improvements in myself and that's because of you encouraging me to explore my options."

Michael, DFN-MoveForward, West Midlands





MICHAEL,
DFN-MOVEFORWARD,
WEST MIDLANDS

Michael's Graduation Journey

Coach Kerry reflects on Michael's journey over the last few years.

"Michael joined the DFN-MoveForward programme in January 2019. Having faced a lot of adversity, he was determined to work hard to create a better life for himself and his family. When he started on the programme, he was keen to leave school and get a job as soon as possible but wasn't sure how to do this, or what direction his future might take.

Michael began to work on developing his confidence and working out his future pathway with my support. The programme introduced Michael to a broad range of employers, including Business Mentoring with Proskauer and insight sessions with Boston Tea Party (BTP), DPD and Forkers Ltd.

Michael always made a great impression on the people he met, and as a result, was offered some paid work experience with Forkers over Summer 2021. After this opportunity, Michael became more determined than ever to secure paid employment. I supported Michael to create a CV, apply for jobs and attend interviews. Michael faced some rejection which he found difficult, but he remained determined and confident in himself.

Michael was successful in being appointed a ThinkForward Ambassador, which involved creating a project to raise awareness around a chosen social issue. Michael also participated in a Disability Awareness project which enabled him to learn about the law relating to disability, reasonable adjustments and disability disclosure.

Through weekly sessions with me, Michael strengthened his skills in communication, resilience, self-awareness and confidence. He was able to take part in new social opportunities like bowling, going to the zoo and meals out. These are important in enabling young people to feel part of their communities, developing their confidence in real world situations, and motivating them to achieve their goals. Michael would often say "When I get a job, I'm going to come back here with my wages."

Throughout the programme, I established a positive rapport with Michael's parents and maintained regular contact. Michael's parents often contacted me for help and advice, and attended my specialist parent transition workshops to learn more about the future options available for Michael.

In July 2021, Michael took part in a work experience session with BTP. He had the opportunity to try working in various roles such as making smoothies and front of house, as well as a mock interview. Michael really enjoyed the experience and said he would love to work for BTP because it's "a bit of me". The manager, Nat, was really impressed with Michael, and thought he thoroughly embodied the brand values and showed what a hard worker he was, but unfortunately there were no jobs available. However, Nat was able to create a paid role for him. Michael started his part-time job at BTP in July 2021, which he could continue alongside his college course. This gave Michael the boost he needed, started him on his career path and took him a step further towards independence.

Michael also said, "Without your help I wouldn't have had the opportunity to get as good a job as this. I've seen lots of improvements in myself and that's because of you encouraging me to explore my options. I feel so confident in myself... I have a job now and it feels great!"

Michael started college in September 2022 and is looking forward to taking driving lessons in the near future. He will remain in contact with me and still be able to access support and guidance as he navigates the exciting next steps in his journey."

Kerry, Michael's Coach





JULIAN,
FUTUREME,
NOTTINGHAM

Julian's Story

“When I first joined the programme it was a relief because I wanted to better myself and gain key skills that would help me prepare for the future. ThinkForward has helped with this in one-to-ones by giving me the chance to explore what my focus should be. Groupwork and Business Mentoring have also really helped me a lot.

The biggest change so far for me has been my resilience and self-assurance, having that confidence to overcome challenges has been really helpful.

If I hadn't of been working with Jen I would have been in a really dark place, I would have no idea of what I would need for the workplace and only been following the schools careers team, which wouldn't have met my needs.

In the future by working with Jen I hope to achieve good grades and move onto my dream job, joining the aviation industry.

My biggest achievement is that I have a lot more confidence and developing my ethical values.”

Julian, FutureMe, Nottingham



JEN,
JULIAN'S COACH

“Julian joined the FutureMe programme in 2020, a time where schools and young people were facing a lot of uncertainty and disruption from Covid-19. Despite this, Julian has been very articulate in communicating their goals and drive to increase their self-assurance.

Julian felt comfortable talking in a one-to-one setting but felt nervous and anxious about sharing their views in a larger forum.

Julian has faced a number of barriers during the time I have worked with them and their resilience and ability to overcome these even when they have impacted them quite dramatically has been a real strength. Julian has explored a number of career options with me and through this exploration is now focused and driven to develop a career in aviation. They have also joined the RAF cadets to further their experience in this sector. A highlight over the last year has been seeing Julian grow during our Business Mentoring programme.

At the final session I approached Julian to see how comfortable they would feel presenting to the group of mentors and students. Without hesitation they said “yes” and in that moment saw the incredible journey and goal that they had set completed.”

Coach Jen, Nottingham



...in that moment saw the incredible journey and goal that they had set completed.”

**Coach Jen,
Nottingham**



Our Partnerships

Through the strong partnerships we build with parents, carers, schools and businesses, we ensure our young people get the maximum benefit from our programmes.

Our coaches develop a rapport with parents and carers to ensure they understand the role ThinkForward plays, securing their support and buy-in to the work their young people will undertake, and helping them to see how they can support our work at home.

Our business partners provide valuable insights into the workplace and employee volunteers share their knowledge and experiences with young people in our business mentoring activities. We hugely value our important relationships with every school we work in, supporting our coaches to work closely with their students.



WE HEAR FROM A PARENT

When someone from ThinkForward contacted me and told me that Matt had the potential to benefit from the DFN-MoveForward programme I felt a load had been taken off my shoulders because I didn't know where to start as a parent.

Matt has significant issues with his attention and working memory, so I found it hard to imagine what he could be capable of, and it was difficult for school to harness his strengths, but this has now happened thanks to MoveForward. Matt has secured himself a full-time, paid role working at the Heart of England Forest. I never anticipated a future like this for him. He says he enjoys his responsibilities and the social aspect of working in a team.

The MoveForward team assessed Matt's needs and really took the time to get to know him and his strengths. They provided the space for him to express interests that I hadn't elicited as a parent, for example that he enjoys fixing things. His coach helped him with his CV and helped prepare him for interviews, supporting him to secure an internship. She also helped break down what roles are, gave him positive feedback and helped him identify his skills, such as good communication and social skills.

To any parent whose child is beginning on a ThinkForward programme, I would say to take every single opportunity offered. **The great thing about the programme is not just my child finding a job but the opportunities he had to take part in lots of additional projects**, all of them were helping staff get to know him and every opportunity offered, not just the work-based ones, were really beneficial for Matt."

Mandy, parent of DFN-MoveForward student



WE HEAR FROM A BUSINESS PARTNER

“As a business that is committed to nurturing young talent and addressing the critical skills agenda to safeguard the construction industry for future generations, we were delighted to host a Career Insight Day for ThinkForward young people at our Folkestone Seafront Development. It was an absolute pleasure to host ThinkForward on such a flagship building that is pushing the boundaries in construction and offers such a great opportunity to inspire the young people attending today to consider a highly-rewarding career in construction. It certainly makes my job all the more worthwhile! We really enjoy working with ThinkForward, a proactive and professional organisation engaging the schools and students on our behalf and **breaking down the barriers between industry and education.**”

Chris Page, Senior Project Manager at Jenner



WE HEAR FROM A SCHOOL PARTNER

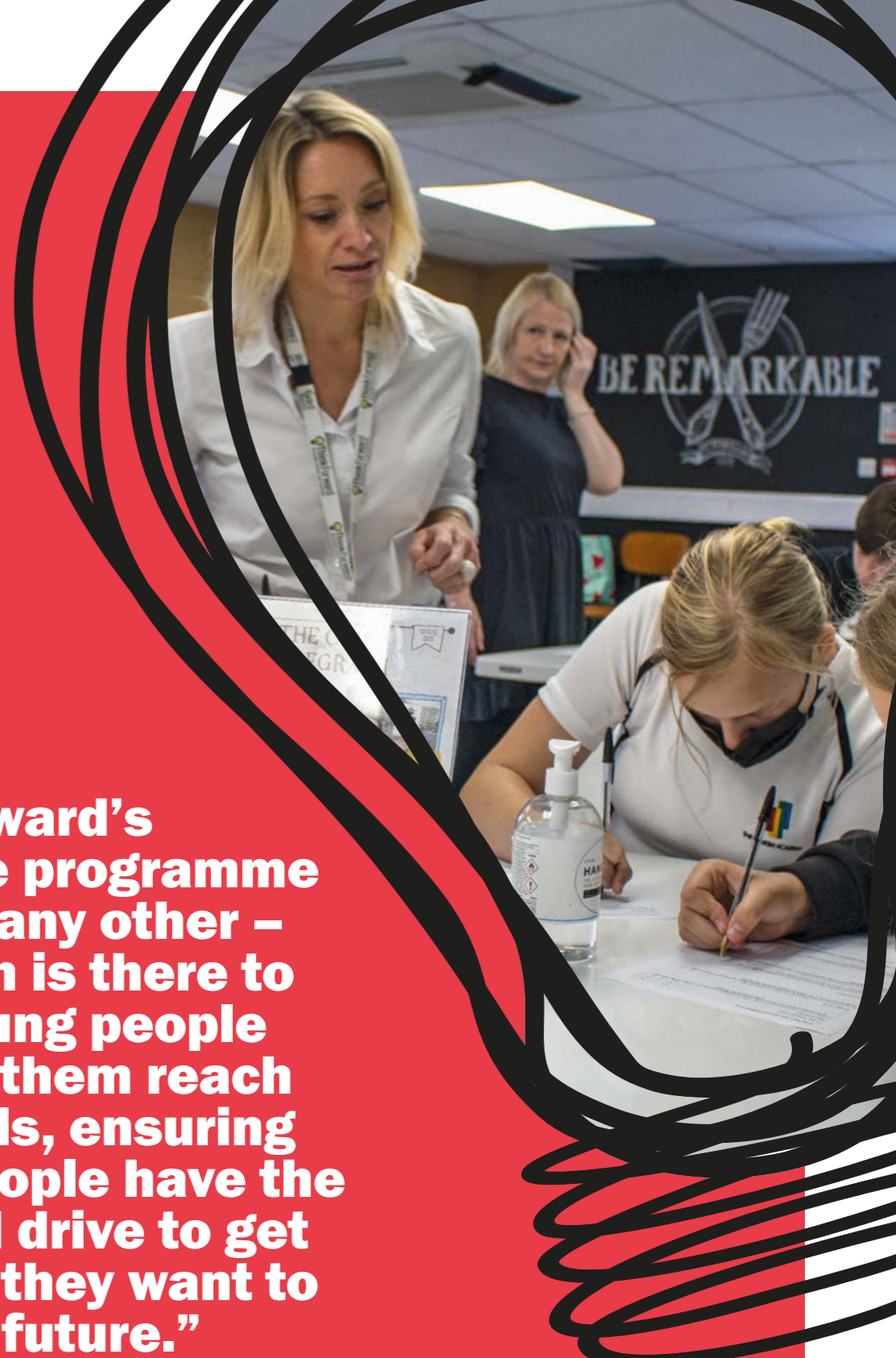
“I’m very proud of the partnership between Wells Academy and ThinkForward. I’m a huge supporter of the work they do with students. Their work insight trips and Ready for Work events are invaluable, providing young people with exposure to the workplace and building on their employability skills. ThinkForward’s FutureMe programme is unlike any other – the coach is there to guide young people and help them reach their goals, ensuring young people have the tools and drive to get to where they want to be in the future. **Coach Jen is there to hold her young people to account, but also to help them up when they fall.** Another unique and valuable aspect of ThinkForward’s programme is their post-16 work. The fact the programme is longitudinal and follows students for a further two years after they leave school at 16, monitoring and sustaining their results, is extremely impactful.”

Marcus Shepherd, Wells Academy Headteacher



ThinkForward’s FutureMe programme is unlike any other – the coach is there to guide young people and help them reach their goals, ensuring young people have the tools and drive to get to where they want to be in the future.”

**Marcus Shepherd,
Wells Academy Headteacher**





FutureMe Programme

Our FutureMe programme works with young people for five years, from age 13 to 18, in London, Nottingham and Kent who are most at risk of facing unemployment when they leave school.

Coaches are based within schools to provide one-to-one and group coaching to develop young people's goals and aspirations. FutureMe students also take part in work insight days, work experience and youth participation activities.

Of our 2020/21 FutureMe graduates:

82%
ARE IN
EDUCATION,
EMPLOYMENT
OR TRAINING

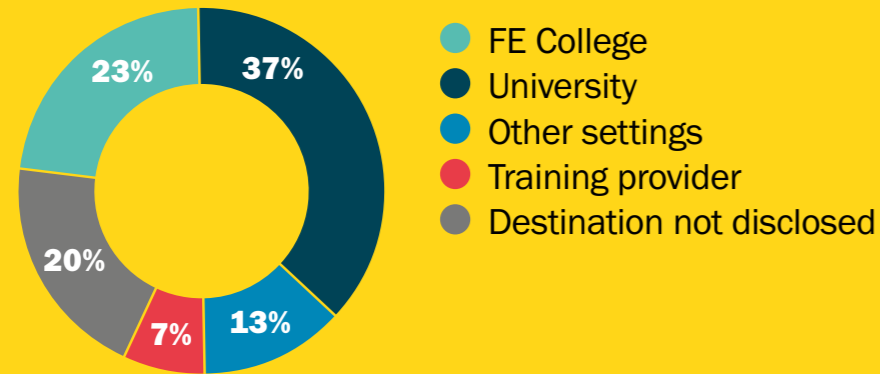
14%
ARE IN
EDUCATION
ONLY

55%
ARE IN
EMPLOYMENT
ONLY

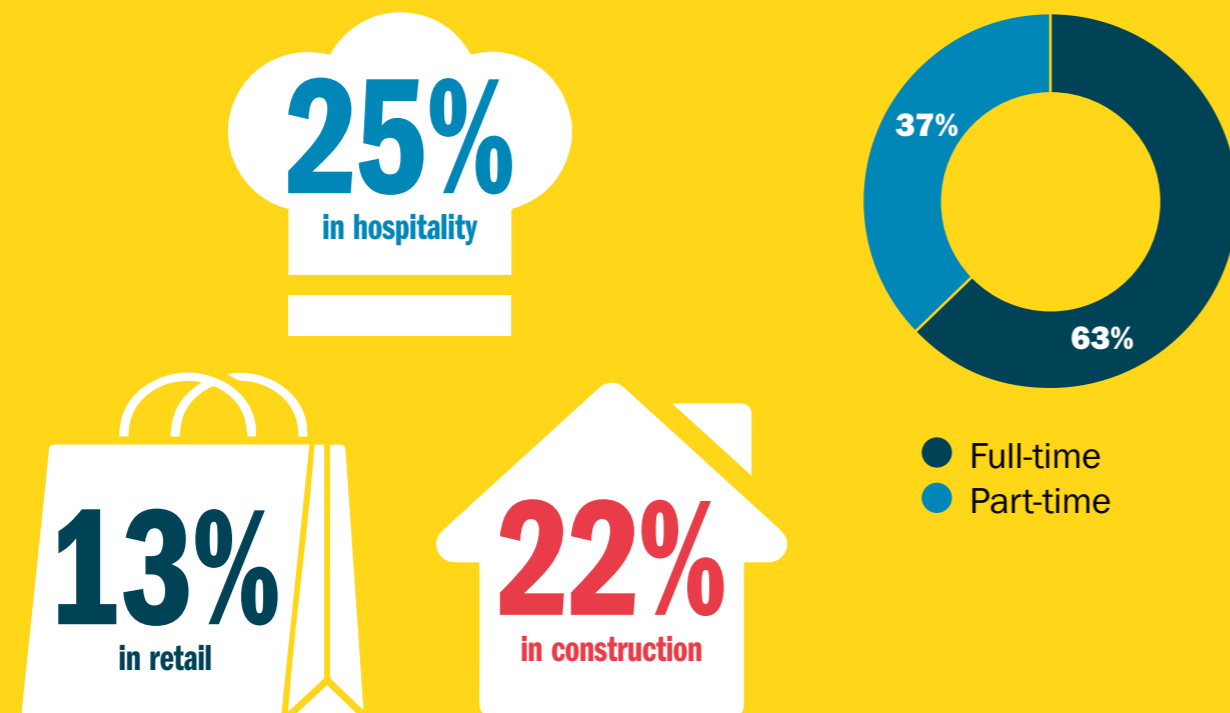
14%
ARE IN
EDUCATION &
EMPLOYMENT

FutureMe Programme

FutureMe graduates in education:



FutureMe graduates in employment:



All figures are based on known outcomes of 110 young people out of 162 graduated young people, rounded to the nearest whole number. Figures are based on 2021 graduates, 1 year after graduating.



Through ThinkForward, I have learnt how to be confident talking to new people.

When I did work experience, I was able to help others, build relationships, and learned I can have fun at work too. My stand-out moment was ThinkForward in Action, meeting different employees and networking with funders. I noticed I could talk to new people easier than before. At first, it was nerve-wracking, but then, it felt natural. Without FutureMe I still probably wouldn't speak to others or talk to new people. I feel confident about my future, I will go somewhere."

Kevin, FutureMe, Kent



ThinkForward and the FutureMe programme has helped me develop strategies to help me become calmer.

It has helped me develop my teamwork and collaboration skills. I have created new friends by working with other schools through the activities we have done. I have also built and grown my receptiveness."

Terell, FutureMe, Nottingham



**KEVIN,
FUTUREME,
KENT**



**TERELL,
FUTUREME,
NOTTINGHAM**



ZACH,
FUTUREME,
LONDON



Before working with Coach Sarah, I didn't like coming into school but when I knew Sarah was here, I was more motivated and eager to come in. I felt comfortable with Sarah, and I still do.

I can speak to her about anything, because she is so open and accepting of anything. I am a lot more motivated; I have more goals and aspirations.

Sarah made me realise that the world isn't as small as you think it is, it's not going to be like this for the rest of your life.

Since working with my coach, I'm much more confident, and don't give up as easily as I used to. I've learned that I can be somebody, and that **anyone can be something in a crowd of nothing.**

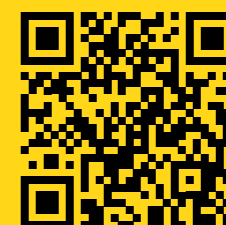
Thanks to ThinkForward, I've seen the bigger picture of life and before I only saw what everyone else was doing. I've developed a positive attitude and outlook on life where I'm making the most of situations with an intentional mindset, building my network, knowledge, and value."

Zach, FutureMe, London

Progression Coaches

Our FutureMe programme creates opportunities for young people to build relationships with our coaches, lasting over five years, connecting them to the world of work and to have a successful transition into further education or employment when they leave school.

With support from our Business Partnership Managers, employers are connected with young people to create a series of workplace experiences. This helps to support young people in building their confidence, softer skills and develop aspirations for a career. Hear what Coach Phoebe has to say about her role.



"Coaching has an amazing impact on young people because instead of telling them what to do or giving advice, you are empowering them to find their own solution to challenges or barriers they may face, so when they face something similar in the future they're able to go back into that style of thinking and problem solve, so they become more autonomous."

Phoebe, Progression Coach at George Green's School, London



Business Mentoring

All Year 10 students on our FutureMe programme take part in a six-session business mentoring programme in the Spring Term.

Students are supported by volunteer mentors from our business partners to gain exposure to a workplace, take part in mock interviews and write their first CVs. Mentors also offer advice and tips, drawing on their own personal experiences and career journeys. The majority of students report increased confidence as the main outcome of participating in the business mentoring programme.

“I was initially unsure what to expect from the ThinkForward Mentoring Programme. While I was hopeful that we would be able to assist the pupils I wasn't sure how in reality it would work. However, after the first session I was very encouraged by the pupil's engagement and the discussions. Over the course of the following months, I have found the experience to be surprisingly fulfilling and enlightening. One often is so close to things that there isn't time to step back and realise the skills we have all acquired and how a simple discussion with someone who is looking for some guidance can be mutually beneficial. I look forward to further mentoring and volunteering opportunities.”

Grant King, Microsoft, Mentor

“It was an absolute honour and privilege to be part of this great programme! In a well-structured systemic approach, ThinkForward did an amazing job connecting volunteers and mentees with great organisation with clarity every step of the way. It was a meaningful, learning, rewarding and fulfilling experience. I learned a lot! I am eager do this again!”

Fenia Kyriaki, Microsoft, Mentor



During business mentoring I learnt how to work with other people.

I learned to gather information and note-take, how to listen and pay attention because I used to struggle a lot with focusing so that helped me focus a lot. And I also learnt the tiny details matter, because everyone has such different jobs and **even the smallest job can mean a lot to the company.**”

Amani, FutureMe, London

Our business mentoring partner, 17Capital, has put together this video about our business mentoring programme.



**AMANI,
FUTUREME,
LONDON**





DFN- MoveForward Programme

Our DFN-MoveForward programme works with young people with mild to moderate learning disabilities to support them into sustained employment.

Young people benefit from one-to-one coaching and exposure to the workplace through insight days with a variety of businesses. We work closely with our business partners to ensure they provide accessible opportunities for our DFN-MoveForward young people.

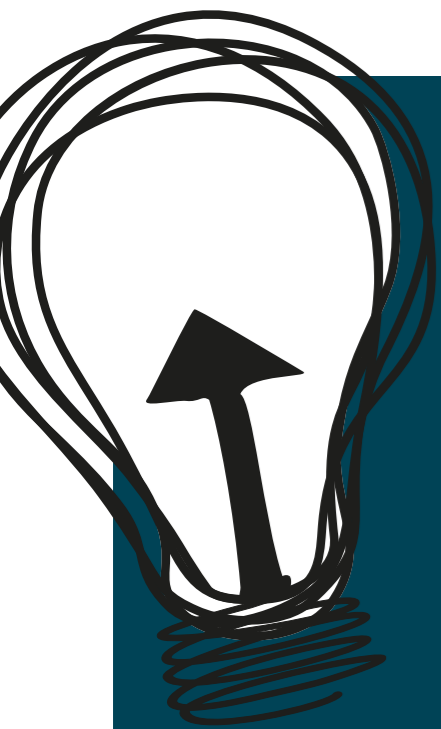
In 2022 we entered into our final year of our Social Impact Bond.

Here are some of the key achievements:

278
YOUNG PEOPLE
ENGAGED BY THE
PROGRAMME IN
TOTAL

73
YOUNG PEOPLE
ON A SUPPORTED
INTERNSHIP

511
EMPLOYEE
INTERACTIONS
IN 2021/22



“
I learnt what work is about and how to make sure you turn up to work with the right attitude

Rachel,
DFN-MoveForward,
West Midlands

“ WE HEAR FROM OUR PARTICIPANTS

“MoveForward are there to help. Without them, disabled people will struggle out there in the real world to find full time jobs. MoveForward help you to find a job. For a person with a disability, you won't know who to speak to, the right people to go to. That's what MoveForward do, they help you.”

Matthew, DFN-MoveForward, London

“My coach helped me with organising meetings with MidKent [college], talked me through the jobs that I could do and we visited different companies. She spoke to me about my options. I'm grateful for everything she does, ThinkForward is an amazing group and I'm grateful for everything that you guys do.”

Bethany, DFN-MoveForward, Kent

“I learnt what work is about and how to make sure you turn up to work with the right attitude and actually see what it's like having a job. I enjoyed trying to get a job and actually going to have experience.”

Rachel, DFN-MoveForward, West Midlands

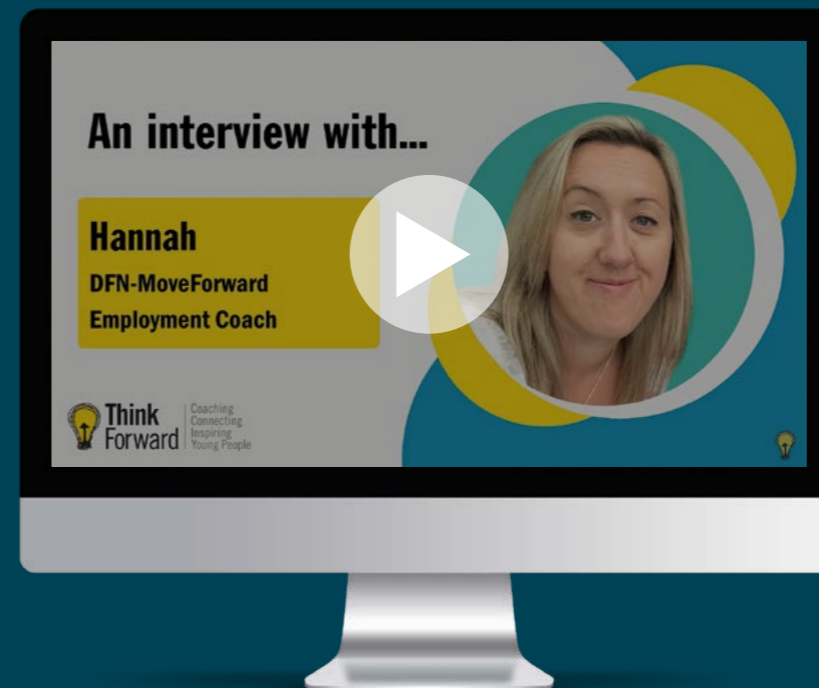
“Being part of ThinkForward has helped me learn how to take care of people and ask questions. My coach asks me what would I bring to a new job and what my skills are. I learned you have to be on time, make sure you look smart and get ready for your job. It's been great being an Ambassador because I met new people and was a leader of the team – that made me feel happy.”

La-Shyi, DFN-MoveForward, London

“
A bit like stabilisers on a bike – coaches are there boosting confidence and offering reassurance, but the young person is doing the hard work, and once they really get going, they need you less.”

Hannah, Employment Coach,
Kent

Watch more here.



HANNAH,
EMPLOYMENT COACH,
KENT





Youth Participation

We deliver a youth participation framework which is intentional in its values, engages young people to use their voice and to develop leadership skills through representation.

This is demonstrated through our programme design, evaluation of our programmes and the inclusion of young trustees in our governance structure.

We are committed to strengthening our youth-centred approach. We empower our young people to express their opinions and share their lived experiences to campaign on issues they care most about in their communities.

We were delighted to deliver our annual ambassador programme in 20 schools this year. 111 Ambassadors across our FutureMe and DFN-MoveForward programmes delivered some incredible social action projects, building partnerships and relationships with 20 regional and national organisations that campaign on:

- Knife crime and youth violence
- Gender equality
- Sexual harassment
- Mental health and wellbeing
- Environmental issues
- Road safety

We were also thrilled to be awarded the London Youth Silver Quality Mark, an accreditation that validates the critical role young people play within our organisation through recruitment, our communication materials and programme design and evaluation.

Our focus for the next academic year will be to grow our youth advisory board to work alongside our adult board and strengthen young people's feedback to action through the governance of ThinkForward. In addition, we will increase the role and participation of our alumni network, in which young people can continue to share their journeys post-programme and create a legacy network of positive role models.



**“
...when I walk down the street and see people sitting on the floor, I feel bad and want them to live their best life.”**

Reece, FutureMe, Kent





Reece's Experience



I enjoy being an ambassador because I get to make a change and help people's lives in a good way. It 100% helps me develop skills like confidence, organisation, social skills, respect and resilience.

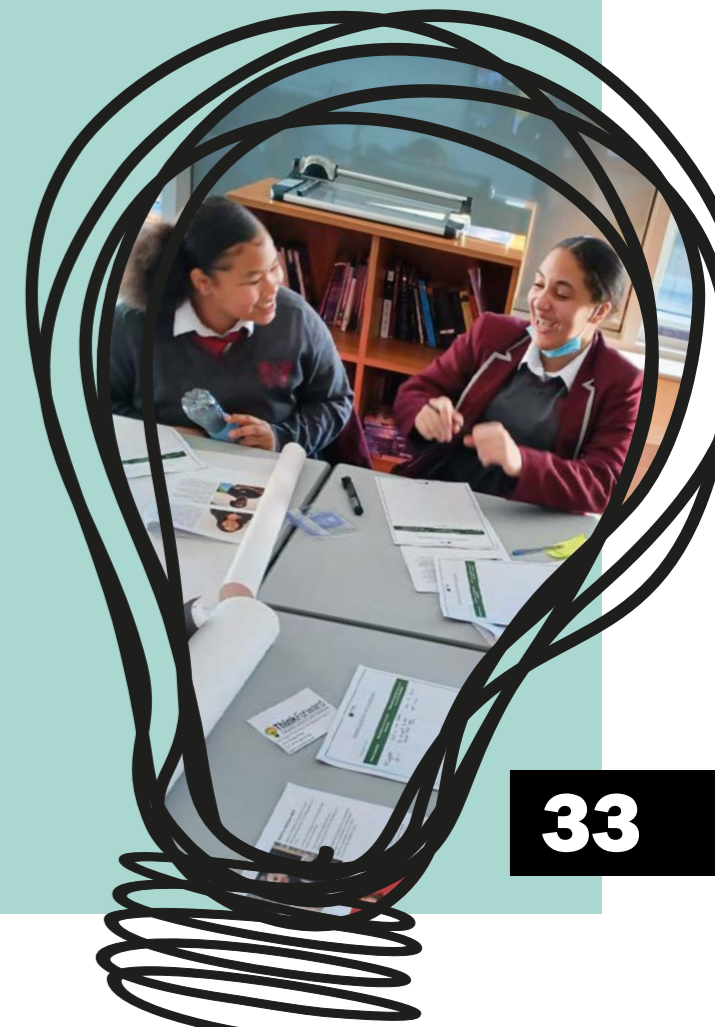
We did our project on the issue of poverty and homelessness. I think these are important issues because when I walk down the street and see people sitting on the floor, I feel bad and want them to live their best life.

They could have an amazing brain and potential and be the smartest person in the world but no one would know. They're not different, they just haven't had the chance to reach their potential."

Reece, FutureMe, Kent

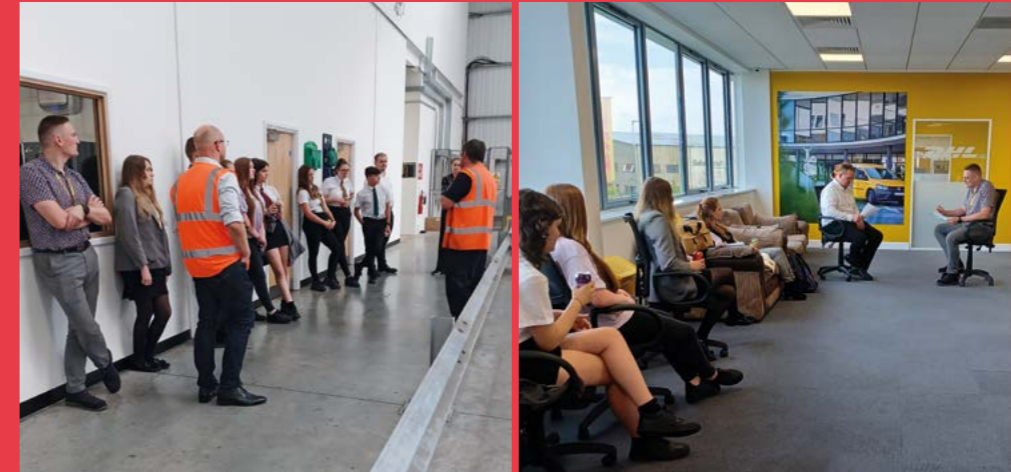


REECE,
FUTUREME,
AMBASSADOR,
KENT



Work Placements Pilot with DHL

We are excited to be working on an innovative work placement pilot programme, the first of its kind for ThinkForward, in partnership with DHL. The pilot programme will work with a small number of employers to offer work experience tailored to the specific needs of post-16 young people diagnosed with a learning disability. With the right kind of targeted support, we believe we can increase young people's chances of achieving sustainable employment.



The transition to the world of work can be difficult for young people who face challenges in their lives. Without the right support in place these young people can struggle to build the foundations they need for a successful future. Only 4.8% of adults with a learning disability are in paid employment*. Young people with special educational needs and disabilities (SEND) are more at risk than their peers of becoming long-term NEET, with only 29% of all young people with SEND in the UK achieving a level 3 qualification or higher.

Unfortunately, opportunities for young people with SEND to engage in work experience are sparse. Some employers struggle as they don't have access to the specialist skills and knowledge needed to support the development of work placements for young people with additional needs. This puts young people with SEND at risk of missing out on the opportunity to gain experience, develop their work readiness skills and access future paid sustainable employment.

We want to work closely with employers to broker opportunities tailored to the needs of young people, building equitable and sustainable pathways to employment. This is a new area of work for us.

*Base UK October 2022.

ONLY
4.8%
OF ADULTS
WITH A
LEARNING
DISABILITY
ARE IN PAID
EMPLOYMENT

ONLY
29%
OF ALL YOUNG
PEOPLE WITH
SEND IN THE
UK ACHIEVE
A LEVEL 3
QUALIFICATION
OR HIGHER

This pilot aims to:

1. Understand the needs of young people with SEND and how to support them in the workplace.
2. Co-design bespoke work placements which create effective pathways into entry-level jobs and map to funded skills programmes (traineeships, inclusive apprenticeships, supported internships).
3. Deliver training to employers and supervisors to develop their understanding of the support needs of young people with SEND and to further support more inclusive recruitment practices.
4. Offer guidance on designing suitable employment opportunities for young people with SEND, focusing on the skills, level of support and preparation needed for them to engage meaningfully in the workplace.

In the long-term, learnings from this pilot will support ThinkForward in the development of a job creation strategy and offer an opportunity to collaborate with other providers operating in the SEND employment space. By using a clear framework, we want to influence employer partners to create new job opportunities which are more inclusive and actively tackle systemic barriers which prevent young people from unlocking their full potential.

This strategic approach will also potentially support employers to address skills and recruitment gaps in a more creative way.

We are really looking forward to seeing how this programme develops and are excited for the opportunities it will open for young people with SEND.



“

The DHL UK Foundation are delighted to support ThinkForward with an exciting work placement pilot for young people with SEND.

It's shocking that these young people are more at risk of unemployment, and with the cost-of-living crisis, help is needed now more than ever. Our funding will enable ThinkForward to plan and resource this pilot and DHL Parcel will host a group of young people at their Sittingbourne site in Kent. They will have the opportunity to develop core skills and experience the workplace, helping break barriers to employment.”

Sonia Chhatwal,
Director of DHL UK Foundation





Ready For Work Events

Young people on our FutureMe and DFN-MoveForward programmes have taken part in 322 Ready for Work events, involving workplace insight trips, skills workshops and bespoke post-16 events.

Young people who remember 4 or more encounters with employers during school are 86% less likely to become NEET.

“

I went on an insight day to Bird & Blend. The benefits of insight events are that workers talk to us about their career paths, and it makes me feel less worried about the future in terms of jobs, because they all ended up where they wanted to be, even if they didn't know what they wanted to do at the start.

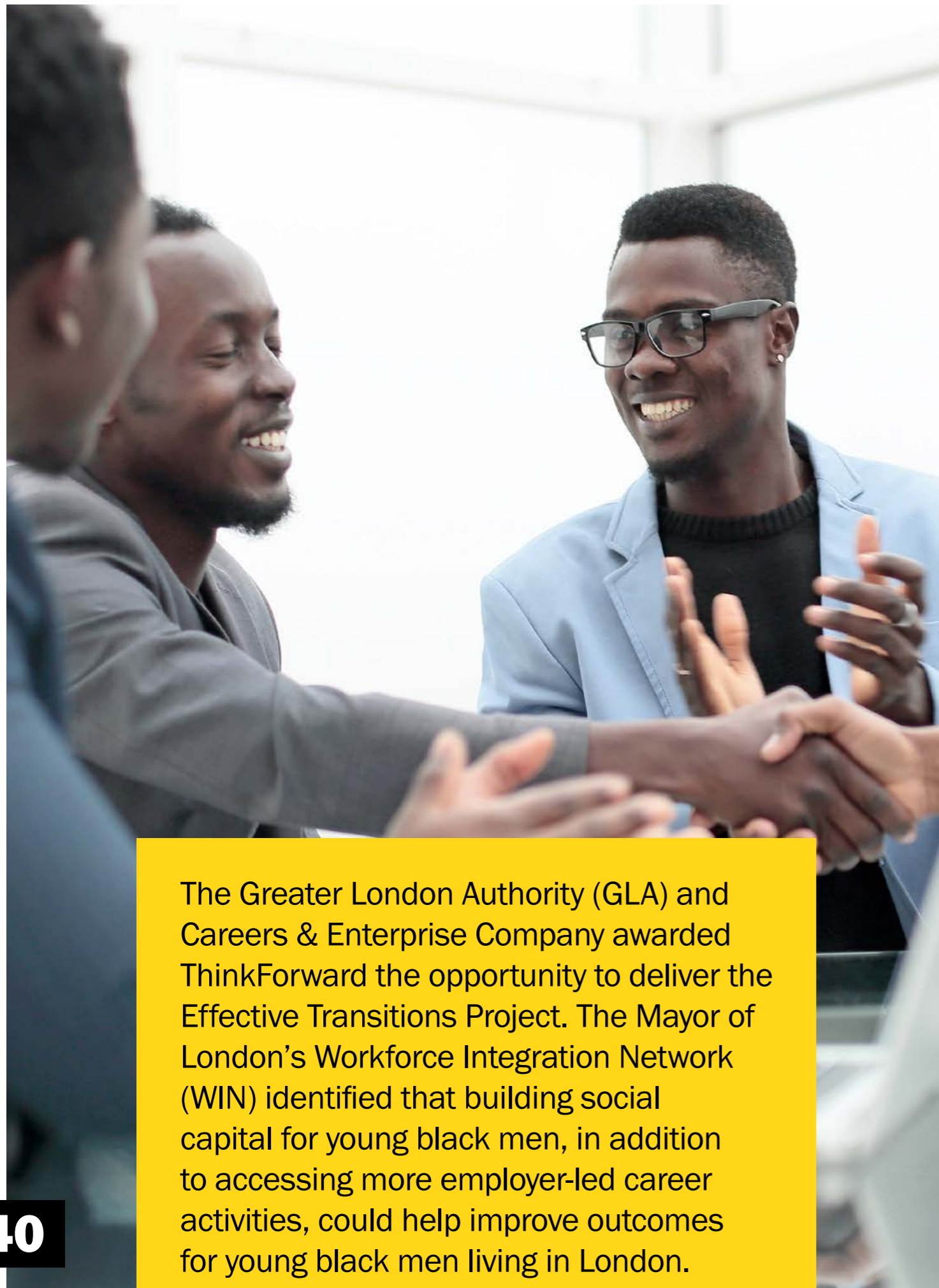
Insight events help me now focus more on what I want to do rather than what looks good or earns the most money. The best part of the Bird & Blend insight day was trying new teas and making our own blends. I really enjoyed listening to the career journey of the owner and hearing how she got there.”

Sky, FutureMe, Kent



SKY,
FUTUREME,
KENT





The Greater London Authority (GLA) and Careers & Enterprise Company awarded ThinkForward the opportunity to deliver the Effective Transitions Project. The Mayor of London's Workforce Integration Network (WIN) identified that building social capital for young black men, in addition to accessing more employer-led career activities, could help improve outcomes for young black men living in London.

Future Leaders Programme

Our new programme, Future Leaders, will work with black male students in London who have been excluded or are at risk of being excluded from mainstream school.

In London, black students are more likely to be excluded from school than white British students and young black men experience high unemployment rates. Young people who face barriers such as lack of opportunities and poverty are twice as likely to be unemployed as their peers who don't face these challenges.

To tackle these issues, the Future Leaders programme will support young black men in alternative provision to make a successful transition into a post-16 destination, overcome the barriers they may face such as a lack of networks, social capital and soft skills, and better prepare them for a fulfilling career.

We have used our expertise in coaching, professional mentoring and employability to bring together a range of activities designed to harness the potential of our Future Leaders and inspire them to develop career aspirations based on their skills, abilities and interests. An experienced progression coach will build trusted relationships and provide consistent support for 60 young black men in Year 10 and 11, for up to two years. Programme participants will benefit from one-to-one coaching sessions, mentoring from black professionals, work insight trips and work experience opportunities. We have partnered with Louis Howell, Founder of 7PK Consultancy, to co-design our bespoke business mentoring programme, to tailor it to the needs of our Future Leaders young men, incorporating topics such as exploring culture and identity and navigating the business world as a black man. Future Leaders will reach across several London boroughs, including Southwark, Hackney and Tower Hamlets, and include in-school alternative provision and external alternative provision.





PATRICE,
PROGRAMME
MANAGER & SENIOR
PROGRESSION COACH,
LONDON

“

A lot of coaching is all about listening and asking questions, and it's really to open a safe space for young people to express themselves and to feel like they're being listened to.

I think that's what's really unique about coaching young people and what we do at ThinkForward. Our coaching also gives young people a lot of autonomy over where they're going.”

Patrice, Programme Manager & Senior Progression Coach, London

Watch to learn more about our Future Leaders programme.



Our Finances

Income for this year was £2.38m which although lower than the previous year was still a strong achievement given the pressures across the sector and in the economy overall.

We are very grateful to all our loyal and generous supporters who continue to believe in the importance of supporting our work.

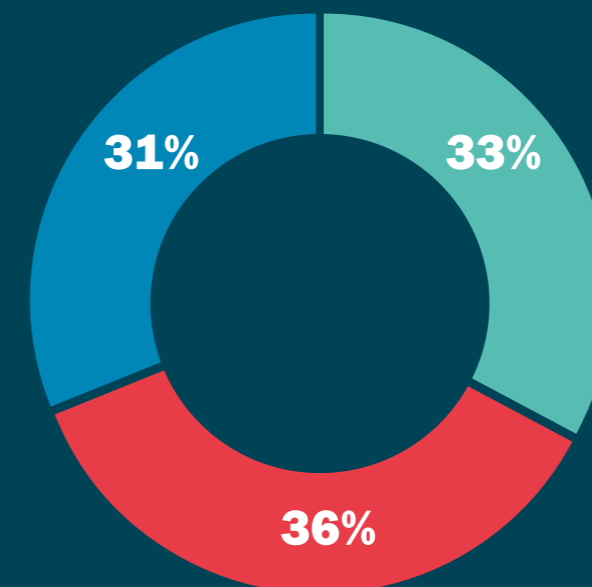
Our income is made up predominantly of grants and donated income from a mix of funders including charitable trusts and foundations, corporate businesses and individuals. The schools we work with also continue to contribute to the cost of each programme, which we are grateful for.



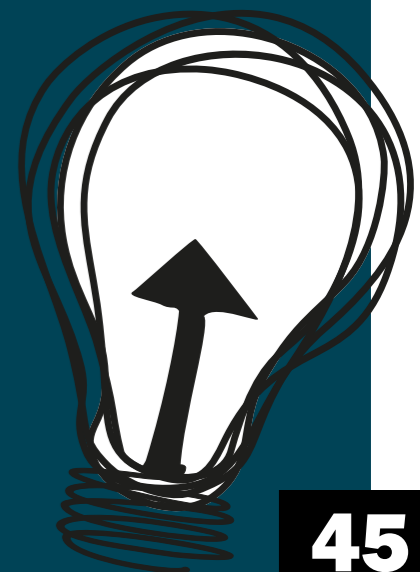
In the year to August 2022, we made a surplus of £137k with income of £2.38m and expenditure of £2.24m. To ensure we deliver the highest-quality programme, we invest over 80% of expenditure on our highly qualified staff.

Free reserves at 31 August 2022 of £0.98m equate to approximately four month's operating expenditure and with our high cash levels, this gives further reassurance that we are in a strong financial position.

Sources of income



- Donations and grants from government and charitable foundations
- Donations and grants from individuals and companies
- Charitable activities



Our Supporters

Our incredible community of partners provide valuable funds and volunteer their time, allowing ThinkForward to work with young people most in need of our support.

Funders

CBRE*	Epic Foundation	National Lottery
C. Hoare & Co.*	Greater London Authority	Community Fund
Charles Hayward Foundation	Garfield Weston Foundation	New Philantropy Capital
Cinven	ICG	Paul Hamlyn Foundation
Clayton, Dubilier & Rice	Impetus	Pears Foundation
Colyer Fergusson	Jack Petchey Foundation	Proskauer*
Charitable Trust	John Swire 1989 Charitable Trust	17Capital*
Credit Suisse*	KPMG*	State Street*
DFN Charitable Foundation	Masonic Charitable Trust	Tides Foundation*
DHL UK Foundation*	MariaMarina Foundation	TikTok
De Laszlo Foundation	Mayor's Young Londoners' Fund	The Childhood Trust
Drapers Charitable Fund		The Nottingham Building Society*
Dulverton Trust		The Reta Lila Howard Foundation
Erie Foundation		

Pro bono and in-kind supporters

Credit Suisse Global Citizen Program	Nottingham Sustainability and Enterprise Hub (Nottingham College)	State Street* TLA
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Ready for Work Partners

Almeida Theatre	Hadlow College	Pickering Perforated Products
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ASK Apprenticeships	Heart of England Forest	Ruffles Doggy Day Care
Aspinall Foundation	Howlett's Wildlife Park	Scope
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Baringa	Islington Ecology Centre	Sky Academy
Bird & Blend	Islington Library	Sunlight Centre
Bluewater Shopping Centre	Jenner	The British Army
Border Force	JobCentre Plus	The Royal Air Force
Boston Tea Party	JP Morgan	The Royal Navy
British Motor Museum	KAMCOP	Tiger Cubs Nursery
Catch 22	Kent Life	Travelodge
Canterbury Christ Church University	Kent Police	Travis Perkins
CC Cousins	London City Airport	University of Kent
Chocolate Bear Cafe	Medway Maritime Hospital	University of the Creative Arts
Citi	Microsoft	Wagamama
COOK	Mid Kent College	Wedlake Bell
Dataiku	Moorfields Eye Hospital	West Kent and Ashford College
Department for Work and Pensions	Mona Whitton Art Multiplex	Westminster City Council
DFN Project Search	National Theatre	Winterwood Farms
Gillingham Street Angels	NFU Mutual	VOA (Valuation Office Agency)
GLAA (Gangmasters Labour Authority Agency)	NHS	
	Open Doors Construction	


Schools

Bluecoat Beechdale Academy	Ellis Guilford School	Robert Napier School
Bradfields Academy	George Green's School	Samuel Rhodes School
City of London Academy	Hartsdown Academy	Swanlea School
City of London Academy Islington	London East Alternative Provision	The Westminster School
City & Islington College	Marsh Academy	Welcombe Hills School
City of London Academy Highbury Grove	New Line Learning Academy	Wells Academy
Dover Christ Church Academy	Nottingham Academy	
	Nottingham University	
	Samworth Academy	

*Also a Ready for Work partner



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**Think
Forward**

Coaching
Connecting
Inspiring
Young People