



**Fast  
Futures**

# IMPACT REPORT

Cohort 2: January – April 2021



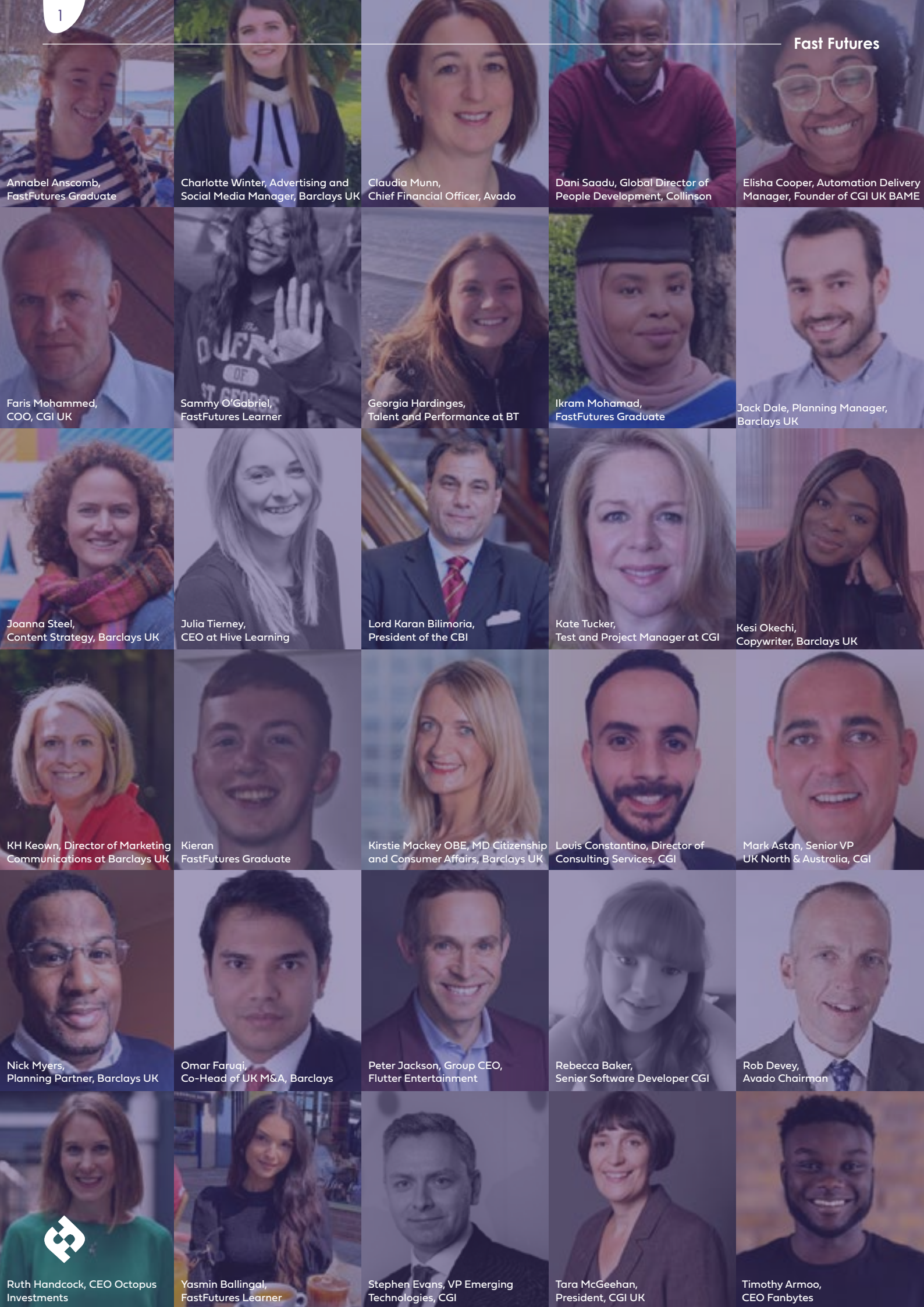
TATE & LYLE



Agilisys







Fast Futures

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# Thank you

Thank you so much to all those who spoke at our events over the course of Cohort 2. From the launch to the graduation ceremony, from functional insight sessions to CEO & Leadership sessions, thank you for inspiring your peers and next generation of leaders.



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# What is FastFutures?

## FastFutures is the UK's leading digital skills and employability programme for diverse young people

Over 2000 participants have been through the 12-week programme, built by Avado with some of the UK's top employers to improve the prospects of 18-24 year olds who are at risk of being left behind in the wake of the pandemic .

***We source high-potential candidates from currently underrepresented backgrounds from across the UK***



***We assess them for natural cognitive traits, such as curiosity, determination and resilience***



***We equip them with core skills in marketing, finance, data and entrepreneurship, alongside soft-skills training such as the power of networking, active listening and presentation***



***We provide every learner with a mentor and practice interview with one of our employer partners***

Concurrently, we continue to work with our employer partners to create a diverse and inclusive workforce, and embed social value into their organisations' make-up.



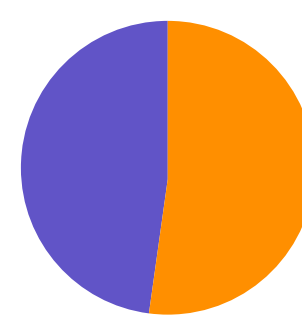
## Our purpose:

To increase the employability of young talent from diverse backgrounds by preparing them for the digital workplace

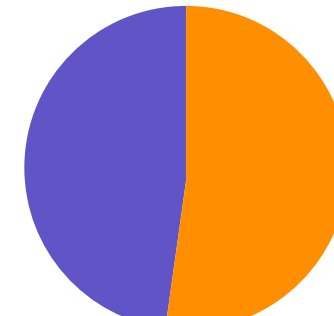
## Our mission:

- To develop thousands of ambitious young people, with high levels of diversity
- To provide them with the digital business skills that organisations value
- To build a pool of diverse digital work-ready talent for employers to engage & hire

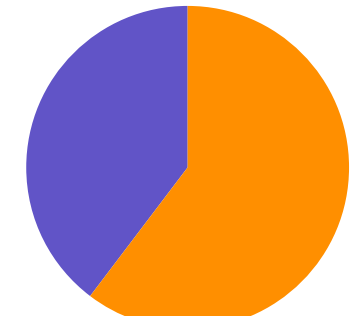
## We're proud to support learners from diverse and underrepresented backgrounds



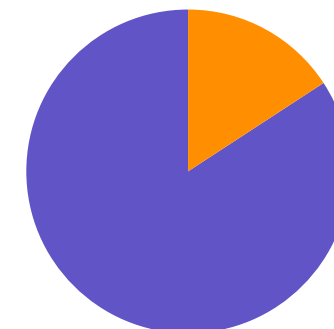
60% have a low socio-economic status



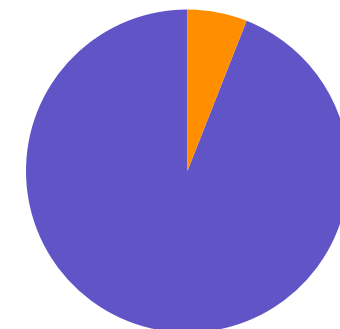
58% are BAME



66% are female



12% are LGBTQIA



7% have learning difficulties or a disability



# The challenge we face

## Learners

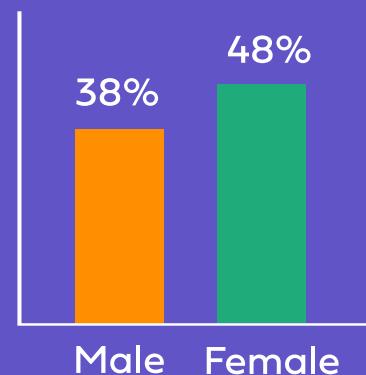
With unemployment at its highest level in recent times, young people have been disproportionately impacted just as another 800,000 young people are leaving education. Youth employment is also recovering more slowly than for older age groups, compounded by the fact that those aged 16-25 are often under represented in sectors showing the strongest growth. Against this backdrop, we conducted some research to understand more about the concerns and motivations of 1011 young people aged 18-24 across the UK. The findings emphasise the importance of targeted support for those looking to make the transition into work for the first time.

**32%**

of young people feel confident about their career path

**46%**

of young people wish they had more careers advice in school with 31% getting most of their insight from parents. Given the pace of change, this advice is likely to be out of date, further disadvantaging young people.



Young women disproportionately cited the pandemic as making job seeking too competitive and struggling to stand out – 48%, compared to 38% young men.

Finally, of those who did have a clear idea of their ideal career path, one third were at a loss as to how to achieve their goals.

## Employers

While the talents and passions of digital natives are underutilised, there is a widely acknowledged skills gap with employers struggling to fill entry level vacancies due to applicants lacking core skills. Avado recently conducted a study into organisations in different regions, industries and sectors in partnership with Opinion Matters, surveying over 1,000 respondents across progressive UK businesses with 5,000+ employees. This revealed that the lack of skills isn't consistently addressed for existing employees either, meaning the need for fresh talent as well as training runs deep.

**57%**

of executive leadership agreed that their business had prioritised survival over capabilities, but at the same time

**55%**

felt that the skills gap in their business would leave them unable to deal with future challenges.

**60%**

of respondents in all sectors agreed there was a 'vast' imbalance between the capabilities their business needed and the ones they actually had.

This rose to almost

**70%**

in government and public services.

At a time when young people are lacking opportunity and employers face increasing costs and challenges when faced with sourcing entry level talent, FastFutures works to bridge the skills gap, equipping young people with the skills employers need, helping them not only to secure roles but setting them up to add value and thrive in digital careers.

# Programme Highlights

## Learners

**62**

NPS (+5 pts from last time)

**1150**

learners

**4.5/5**

Overall rating

**97%**

said they feel more employable as a result of FastFutures

## Employers

**8.6/10**

Overall experience (+1.3 from last cohort)

**100**

NPS score from our employer partners (+78 last cohort)

## Mentors

**4.1/5**

Mentor experience rating

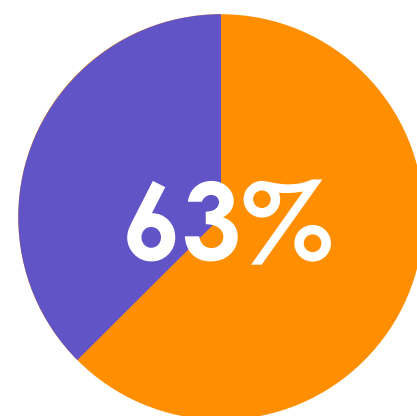
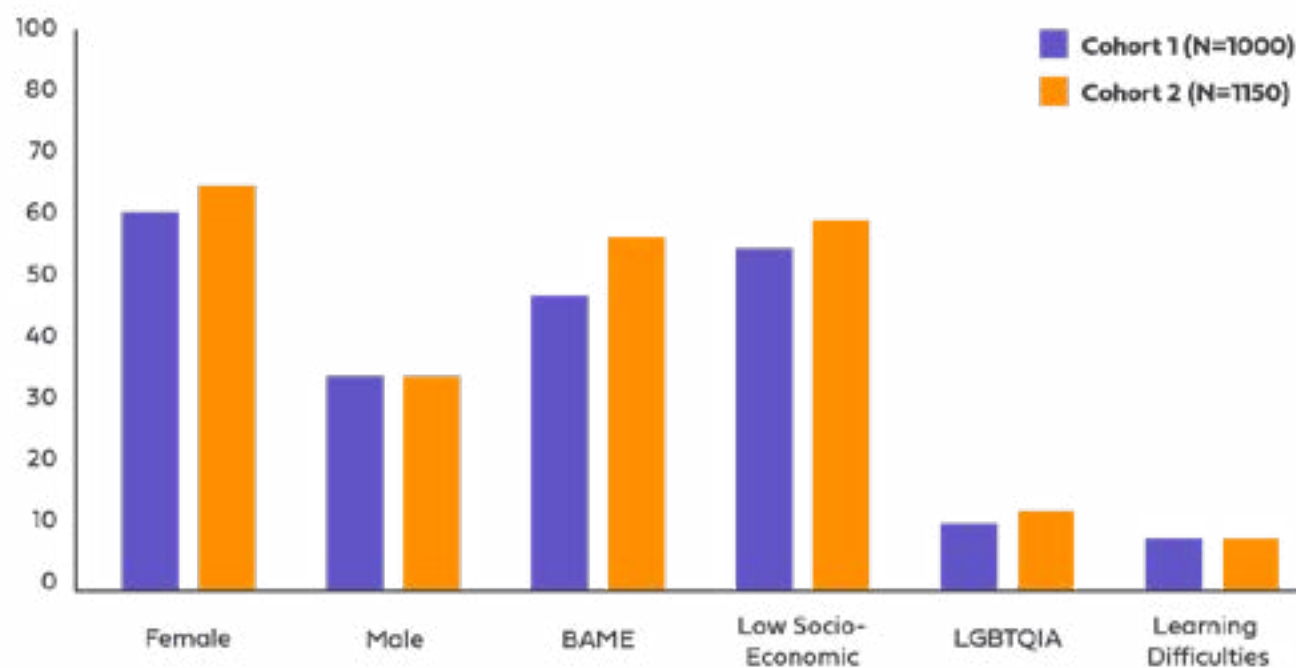
**800**

Mentors from our 16 employer partners

**4.4/5**

Mentee experience rating

# About our learners

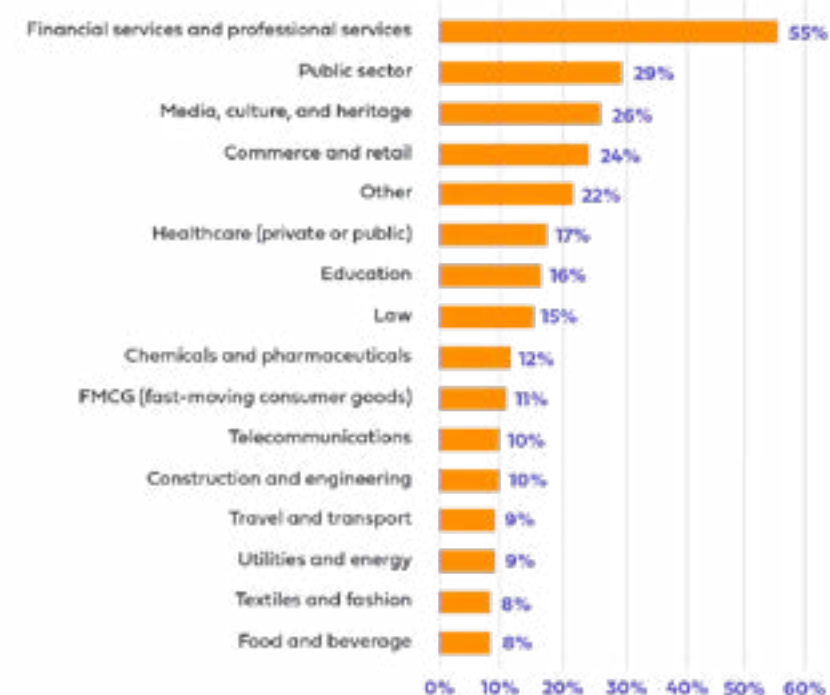


are now in the labour market and looking for roles

**37%**  
are still in education

# Where do they want to work?

## Cohort 2 Industry Preferences



## Cohort 2 Role Preferences





# Learner Impact

## Learning experience

**4.5/5**

Overall average rating

**62**

NPS (Net  
promoter score)

## Employability impact

**97%**

feel more employable as a  
result of FastFutures

**53%**

6 weeks after graduating,  
they are in jobs or getting  
more interviews as a result  
of FastFutures





# Learner Goals and Expectations

Before FastFutures, learners' top cited motivations for joining were

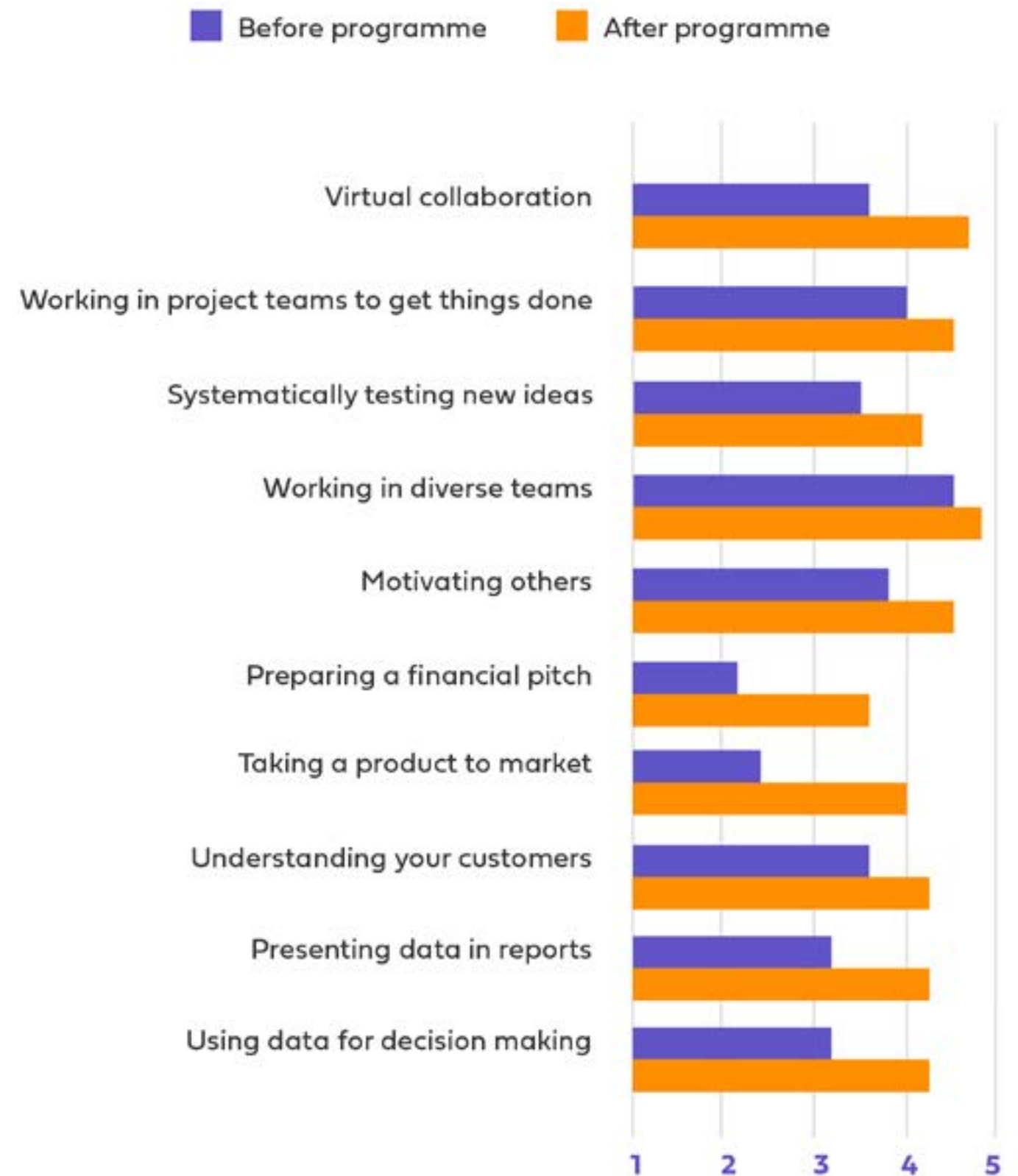
- // *To build my skills to have a better chance of getting a job*
- // *To build a mix of skills rather than concentrating on a specific area like technology or marketing*
- // *To hear first-hand from real leaders in business*

Our learners reaped the benefits of hearing first-hand from real leaders in business, with engagement and interactions with industry experts, leaders and mentors being consistently reported as one of the most valuable elements of the programme.

- // *As a free programme with uncapped potential to expand my network and be placed in front of major employers, I knew I had to apply.*

At the beginning of their journey we asked our learners how confident they felt with the skills seen in the table opposite. When they graduated, they reported an increase in confidence for all skills – from using data for decision-making to virtual collaboration and working within diverse teams.

# Skills & confidence levels



# Preparing for the future

## 94%

said that being exposed to different communities and perspectives while on FastFutures changed their views/opinions

## 73%

of learners said their views on the sort of career they'd like to get into has changed as a result of FastFutures

## 63%

would be happier to consider our employer partners as suitable employers.

**// I have learned about many companies which I knew little of before. The case studies and projects gave a sense of what working at these companies might be like and sparked my interest in many cases. In particular, the companies which ran sessions, such as Barclays and CGI, attracted my attention and portrayed themselves in a very positive light.**

**// Some of the companies I hadn't encountered before but now they are firmly on my radar.**

**// I believe that knowledge is power, but APPLIED KNOWLEDGE is true power and so being given the opportunity to look at case studies involving the NHS, corporate companies as well as franchises has enabled me to build on these skills.**

**// This programme has allowed me to enhance both new and existing skills and knowledge through a unique way of learning. I feel very fortunate to have connected with so many different inspiring people, from my course-mates to corporate leaders.**



# Learner stories

We caught up with a few of our Cohort 2 learners to hear how FastFutures has impacted them



## Luvian Sheng Wang

I feel like FastFutures opened up a door for me to have access to all this knowledge I wouldn't have necessarily. With guidance from my mentor at BT, I was able to get a Digital Marketing Internship with BT. I now know I want to apply to BT's graduate scheme. I never thought I'd do anything marketing related and definitely never thought I'd apply to BT. The internship opened up my mind to different possibilities and to BT and the different things they do.



## Samantha O-Gabriel

I left education after my A-Levels where I took the apprenticeship route and became a Finance apprentice. Unfortunately, my apprenticeship got cut short due to Covid, so I was looking for the next productive and lucrative opportunity. I applied because the program covers a module in finance, and I wanted to learn more about finance as that is my desired career. I was also looking to develop my existing skills and work on building a rapport with people virtually as that is most definitely important in today's world. The program has given me opportunity to speak at an international women's day panel discussion and the FastFutures graduation. Gaining confidence in new skills such as innovative thinking is a key highlight as I never thought that would be a useful skill in finance. It also goes without saying but having a lovely mentor, who I am so grateful for, was also a key highlight.



## Vaida Arlauskaitė

I did the FastFutures programme at quite a busy time, while doing my masters in International Marketing, yet it was exactly when I needed it most. Coming from a creative background and navigating my way through the business world made me feel slightly lost. I didn't know what I wanted to do and didn't feel like I was in a very strong position.

The most impactful part of the programme for me was definitely the 1:1 mentorship. The support and encouragement I received from my mentor, Pippa Sacofsky, from Tate & Lyle meant a great deal to me while applying for jobs. Pippa made me believe that the right opportunity will come, and it did, sooner than I expected!

I also found the mock interview with CGI very helpful. It came at the perfect time: as I was getting ready for my first interview with Google, where I ended up landing a job.

The opportunity at Google is more than I had hoped for my first job. I'm very excited to start!



# Social Hub Insights

**Key topics were inclusion and mental health.**

**Learners felt that the ideal workplace would create a psychologically safe space for mental health issues at work**

Talking about mental health as a topic comes easy for learners. However, there's still high levels of discomfort when speaking about their own personal mental health challenges in the workplace. For example when phoning in sick at work:

**83%**

of them are comfortable talking about mental health with a colleague or manager.

**87%**

said they would rather say they had a migraine than say they were too depressed to get out of bed.

**63%**

would also rather say they threw out their back over saying they were having a panic attack.

**//** I feel this stigma is a difficult one to break because it's not just one person you have to trust to not take advantage of your vulnerability, but potentially an entire workplace.

**//** Since society is obsessed with productivity, taking time off for something that's hard to empathise with (for those who haven't dealt with similar issues) seems to be linked with being lazy as it is not seen as a valid reason but rather an excuse to avoid work. I think this kind of thinking must be changed to make it more acceptable for people to discuss their mental health struggles.

**91% of learners have themselves struggled or had a close friend or family member struggle with mental health problems.**

**//** An ideal world would be if you could turn up to work and let people know if you were feeling down or had some other issues without fear of being judged and that people around you would help even with a small gesture.

**//** It would help to improve morale greatly and would let employees know that they are being seen as human beings and not just working robots. Managers/supervisors should also make sure they're checking up on their employees every now and then, even if it's just a quick conversation.

**77% of learners find it hard to switch off at the end of the day.**

**//** Especially with working from home during lockdown, whenever I haven't been productive I feel I need to stay up to finish my to-do list which obviously impacts on my relaxation and sleep.



# What can workplaces do?

Learners felt that workplaces could encourage vulnerability and favour teamwork and collaboration over an individual's achievements

## 77%

of learners said they have seen or felt shame at work.

// In recent times, people are striving for individual perfection at the workplace rather than collaborative achievement.

// I do not feel like if people open up about the fact they are not perfect and super knowledgeable, they will be embraced and helped. Rather, in our time, if you don't show 5+ years of experience and impeccable CV, nobody is going to hire you. So how are we supposed to show vulnerability and be genuine and let the armour down, when the rest is not ready to help?

Despite being a diverse group themselves, there was still fear among most about saying the 'wrong thing' when discussing race. Creating a safe space for these discussions was felt to be the best way of tackling this discomfort.

## 52%

of learners are keen to speak about race and differences with peers but worry about saying the wrong thing.

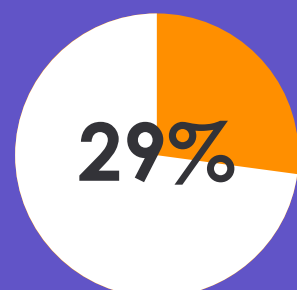
// People may be reluctant to talk about race at the workplace due to racial discrimination. Building trust, unity and sincerity at the workplace might be the only remedy.

// I think people may be reluctant to talk about differences in the workplace because they may feel that their experiences will be dismissed. I think that if people who want to discuss these differences feel that they're in an environment where they are genuinely being listened to for their opinions and insight on these topics, then more people will be comfortable to initiate these discussions.

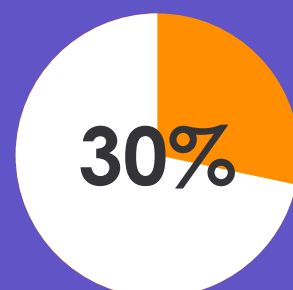




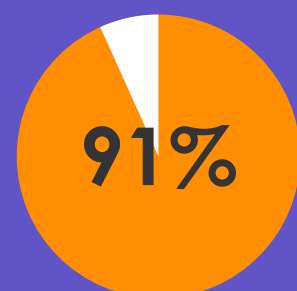
# Additional social insights



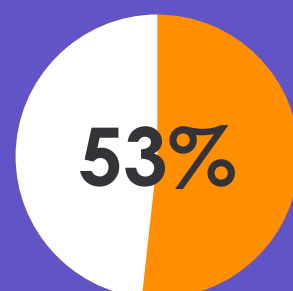
*of learners have  
to think about  
accessibility  
before they go  
somewhere new*



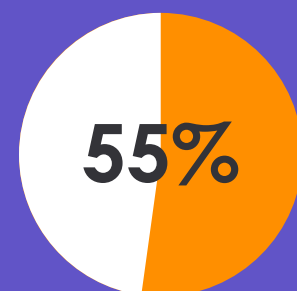
*of participants  
find filling out their  
title, gender or  
sexuality on a form  
a frustrating or  
annoying experience*



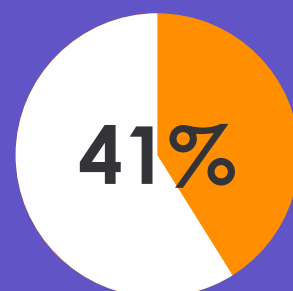
*of participants know  
someone that can  
be ignorant to the  
privilege or privileges  
that they have*



*feel businesses are  
making change in  
D&I but there's more  
they can do*



*of learners have had  
to pass on a great  
opportunity due to  
a lack of finances or  
financial "safety net"*



*feel businesses are  
not doing enough*

Learners cited the Social Hub content on FastFutures as being useful tools to enter the working world with and gave them confidence to be allies and changemakers in their future workplaces.

98%

agree or strongly agree  
that the tools on the  
social hub will positively  
impact their skills for  
the workplace.

94%

have said they are going  
to carry out the actions in  
the learning pathways on  
the social hub.

**"** I have gained invaluable knowledge about diversity and inclusion and how to effectively apply it when it comes to working in diverse teams, adopting a creative and innovative mindset, being more open and having cognitive diversity which can offer many advantages. I also found the content on Social Hub extremely insightful and enlightening including sections on mental health, psychological safety, being vulnerable, how to be anti-racist.

**"** I will never be able to fully understand someone else's story, but I should try my best to be a good ally for them, both in and out of work



# Employer Impact

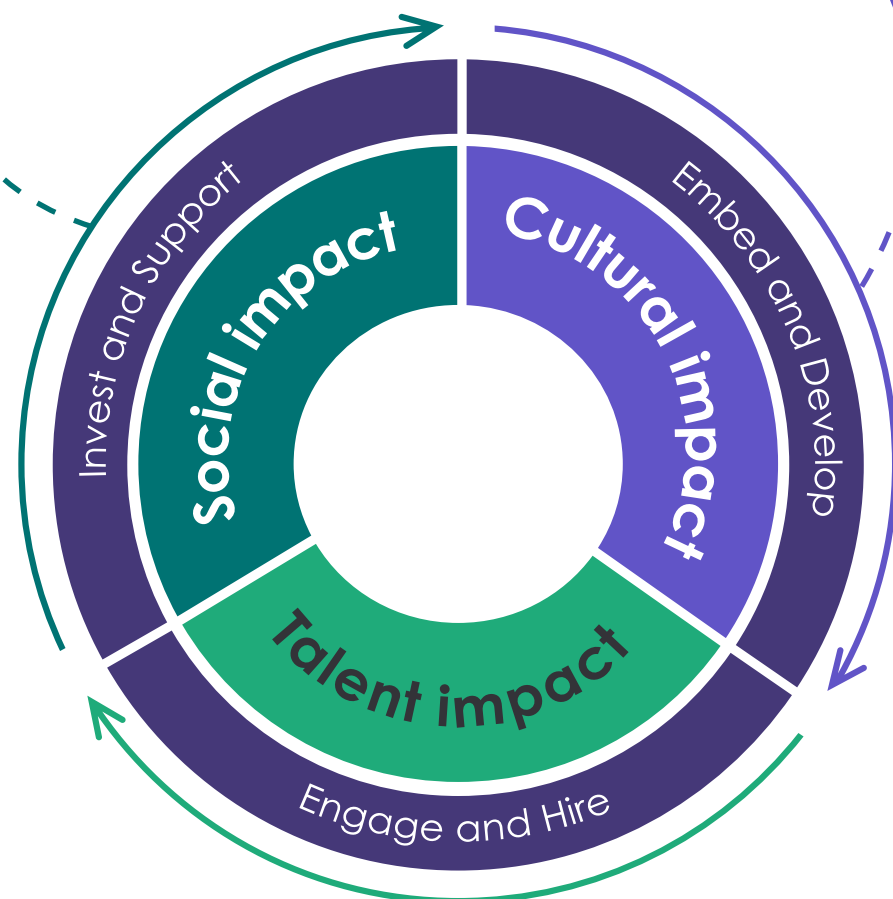
FastFutures delivers value in 3 key areas for employers

## Social Impact

- Enable your D&I agenda
- Reduce the effect of educational and social inequality
- Contribute to youth employment
- Close the digital skills gap
- Support your local community

## Cultural Impact

- Engage your teams
- Build a mentoring culture throughout the business
- Gain ideas and fresh insight from GenZ
- Embed a culture of inclusivity



## Talent Impact

- Engage high-potential, diverse young people
- Promote your employer brand and opportunities
- Hire work-ready digital talent

## Social Impact

Through active outreach into communities of underrepresented young people, we source candidates and assess them fairly and inclusively, and in doing so, give young people from underserved backgrounds a second chance by equipping them with the digital skills they need to thrive in the workplace.

**Agilisys**

Agilisys, one of our Founding Partners, were able to use FastFutures as part of their social value proposition in a proposal for Reading Council, subsequently winning a key contract.



BT have been able to fulfil their commitments to support the NEET (not in employment, education or training) community through FastFutures and in partnership with Movement to Work

**LifeSkills**  
Created with BARCLAYS

Shell work with FastFutures to target and develop young people in their areas of local operation in England & Scotland

Every employer partner sponsors between 50 and 500 learners throughout the programme, dependent on level of financial investment

Partners can fulfil their volunteerism targets through their mentoring and mock interview time they give to the programme

Employers include FastFutures in their publications around Purpose, Social Impact, Gender Pay Gap, and in their Annual Reports, to evidence their commitment to diversity and inclusion and youth employment

**LifeSkills**  
Created with BARCLAYS

**“I wasn’t aware of how involved with the community Barclays were - because of this course, I found their Barclays LifeSkills tool extremely useful, as well as their live talk about the company and the types of people working there and how to develop yourself as a person, and I now see them as a company who are actively engaging with the younger generation to positive influence their views of the company; Barclays are also a company I feel have more of a ‘human touch’**





## Cultural Impact

FastFutures is a way for employers to engage their people and develop their culture – from early workforce to senior leadership.

Mentors are given the chance to develop their coaching skills, 'give back' to society, and learn more about D&I and how their next generation of colleagues behave, interact and think. Mentors report an improvement in empathy, people management, and competencies, with most feeling that their perspectives are challenges and that they learn new things as a result of mentoring young people.

Senior Leadership are given the opportunity to lead by example on their commitment to D&I and youth employment, often contributing as mentors, and joining other execs on leadership panels to share their experiences and answer questions from the learners.

Functional teams come together to deliver virtual "Day in the Life" sessions to help demystify the world of work for young people who have often never had experience of the professional workplace, and employers provide real business challenges to be worked on by FastFutures learners in projects teams, receiving inspiring and innovative ideas via an end of programme Dragon's Den style workshop with the top performers.



Agilisys submitted a business case for Adapt and Innovate, to reinforce the value of 'Innovation'



BT are encouraging their mentors to include FastFutures in their email signature and running an internal video campaign on the effect of mentoring



Legal and General have built an internal mentoring scheme off the back of recognising the value of mentoring through FastFutures

**// FastFutures is a great initiative, particularly at the moment when so many young people are struggling to find work. I have really enjoyed my mentoring role and the insights I gain from them are invaluable.**

Isobel Voyles, Delivery Leadership at CGI and FastFutures Mentor.

# Social & Cultural Impact: Learner stories



## Pria Bennington-Duncan

"What drew me to FastFutures was the idea of covering different modules to develop skills that would help me in interview and when applying for jobs. I was acting as a secondary career whilst undertaking digital marketing internships, but not having any success with applications. There's been such a big shift in the job application processes from before doing FastFutures to afterwards. Most jobs I am applying for, I am getting through to the first stage of the interview which is just amazing. That success speaks for itself. People are asking about my skills and having direct examples of where I've put them into practise and developed them and being able to have Fast Futures, I'm ticking so many boxes"



## Anna Cooper

"My mentor is from Octopus, and he helped me a lot during the programme. We focused on my interview skills that were very poor at the time. I would get very nervous during interviews and not say all I planned to say. My mentor taught me what to do and say in interviews and shared some tips and tricks for interviews that I still use today. My key takeaway from FastFutures would definitely be confidence. Because of FastFutures, I feel much more confident and feel more comfortable when I speak in front of people."



## Talent Impact

Active involvement with FastFutures throughout the 12-weeks can influence the mindset and ambitions of up to 1500 young people at a time and translate to very high numbers of applications from this group of freshly trained, eager young people. Through focus groups and mentoring, we can facilitate learning both ways, so that you can engage and understand your next generation of talent.

## FastFutures Graduates have already been hired by and are making an impact at:



- Flutter are holding Employer Brand Focus Interviews
- Legal & General are running focus groups and surveys for people pre and post-programme, and to those impacted by L&G mentors
- Legal & General are running 2 x insight sessions on actuarial and investment grad scheme
- NHS HEE are running stories about how they've scooped up talent that would have been lost to the private sector
- Shell are using the FastFutures business case submissions to assess brand perception
- Modulr are building a new data function, and have committed to hiring FastFutures learners as part of their transformation



CGI held an early careers workshop, attended by 200 FastFutures learners, and reopened their grad scheme after being impressed by the quality of our participants.

# 4.7/5

rating of the CGI Early  
Careers Session

# 20%

of the entire cohort  
attended

**"I really enjoyed the session because I got to learn about the organisation and the variety of roles they have within the organisation. I also enjoyed a lot how the panel speakers spoke about their career journeys."**

**"I enjoyed learning about CGI and learned a lot about the variety of projects they work on that I had no idea about before."**

**"The tips on the application process were really helpful. This has got me interested to apply for a role at CGI."**

**"Both speakers were personable, informative and human. I found it very interesting to hear in more detail what CGI actually does, having not heard about them before their involvement with FF, and the practical tips are so helpful. Their culture and focus on people is so intriguing and not something you see in every company - will definitely be applying"**

# Learner stories

We caught up with some Cohort 1 Graduates who have been hired into our Employer Partners:



## Emmanuel Omole

**//** *After finishing the programme I was still applying for jobs, progressing through stages and facing some rejections.*

However, throughout I still had continued support from my mentor Taylor at Octopus... In fact, how I landed this Modulr Job was through the support of Mairi at Blenheim Chalcot, I'm really grateful for them!"

"I feel that the FastFutures programme prepared me mentally for the sort of professional working environment I'd find myself in. The mock interviews provided helped me with the many interviews I had before finally landing a job. Going through the structure of how to deliver strong responses to interview questions was just one of the ways in which the mock interview helped."

"Overall, the skills and exposure gained from the FastFutures programme, enabled me to secure my Finance Assistant role and put what I've learned from the experience into practice."



## Kieran Armstrong

**//** *"I applied for FastFutures because I decided to get some skills that employers were looking for, and that would hopefully increase my chances of getting a job!"*

I was lucky enough to receive an offer from Modulr, who're one the employer partners. With the support of FastFutures, I picked a role and went for it! Again, with continued support of FastFutures throughout the entire process, I managed to get it!"

"I'd never worked virtually or worked from home, so I was quite unprepared ... FastFutures definitely helped because I'd never done it before and now I do it every day, so it prepared me well!"

"Mentoring was very important, especially in my case where my parents weren't that well informed. I needed someone to talk to, someone to bounce my ideas off and more or less steer me in the right direction. He encouraged me to just go after this job because I didn't believe I'd be able to get it – I knew how competitive it was. He just said, "go for it" and I went for it, so I got lucky!"

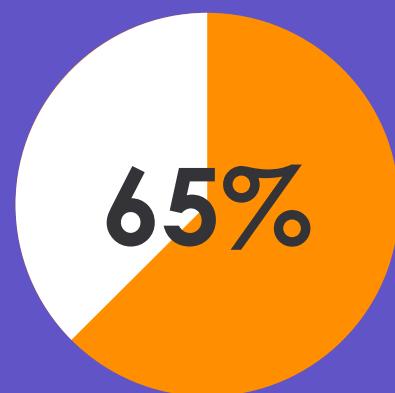




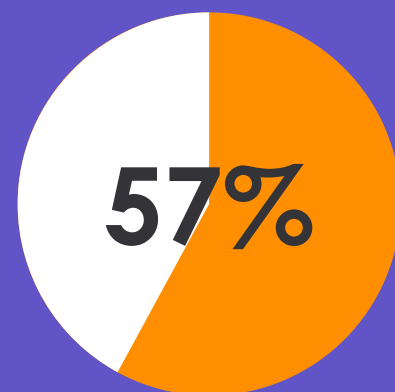
# Mentoring Impact

From our learners:

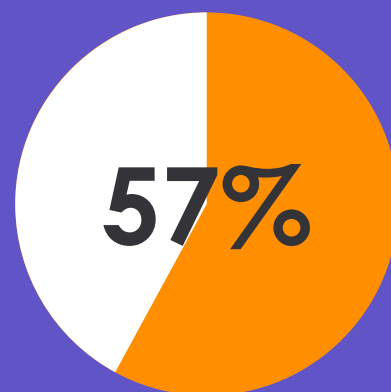
**4.4/5**  
Overall rating



said their mentor helped with their CV/ LinkedIn profile



said mentoring improved their confidence



said their mentor made them think differently and challenged their perceptions



# Reflecting on their experience of mentoring

**60%**

of mentors agreed it has impacted their ability to reflect and appreciate different circumstances

**65%**

of mentors agreed that mentoring has challenged their perspectives & taught them something new

**52%**

of mentors said that it has made them think differently about this age group

**77%**

said they agree that this has provided an opportunity to develop my skills/competencies

**45%**

of mentors said mentoring has helped them develop their people management skills

**66%**

of those who mentored for us on Cohort 1 said they feel more confident in mentoring

**50%**

said they're going to keep in touch with their mentee post-programme

**54%**

of mentors said they taught their mentees something new about their industry

**53%**

of mentors say they have a positive impact on their mentees' competency and professional development

**71%**

of mentors say they had a positive impact on their mentees' self-confidence

## Mentee

**Nicole Samo Gudo,**  
FastFutures learner

"When I came across FastFutures, I was really anxious about my future, as I was graduating this summer and didn't feel like I had any experience, and I had an internship cancelled.

I really enjoyed having a mentor for advice as Richard reassured me I was on the right track and really helped me to reframe my CV, and showed me the skills I had but didn't know were important.

Being from Mozambique originally, I loved meeting people from parts of the UK I didn't even know existed! I am so much more comfortable now and it has been so helpful in removing my anxiety in talking to new people."

## Mentor

**Richard Hunt,**  
Vice President,  
Customer Experience  
at Barclaycard

"I am so proud to be part of an organisation that supports and actively promotes FastFutures as an opportunity, which of course I jumped at. Seeing Nicole's update, that she's landed her dream internship in CSR, gave me so much pride and a sense of reward which can only come from one-on-one mentorship. It grounds you and puts you back in touch with people entering the workplace for the first time, and gives you crucial context and insight on societal changes I may not have been aware of otherwise."

"Nicole herself was terrific. I think the knowledge imparted to her on FastFutures gave her a new found confidence that enhanced her natural capabilities. The FastFutures programme and mentorship helps to shape these incredible individuals into the leaders of the future, and gives them the confidence to knock on the doors of employers. I would hire her in a heartbeat if I could!"





## Mentee

### **Hannah Ralston,** FastFutures learner

"After finishing my law degree last year, I jumped at FastFutures because I wanted to feel I was moving forwards and learning new things.

Ruth has been so helpful and always encouraged me to look at the positives. I had never heard of HEE, and never understood what an arms-length body does. Through Ruth, I was introduced to someone at Information Government which I found so interesting, and talking with Ruth made me so keen to apply to the HEE Grad Scheme. With Ruth's guidance and encouragement, I'm now through to the final stage of my application for HEE's Grad Scheme. Ruth and the marketing modules on FastFutures helped me understand that I can use my legal training and skills in a more practical, varied and creative way."

## Mentor

### **Ruth Levin,** Corporate Governance Officer at NHS Health Education England

"I have been blown away by the calibre of mentees that I have been fortunate enough to be matched with. Magic clearly happens with 'Smart-Matching'! Having had the pleasure of mentoring in both cohorts, Grace Whitaker and Hannah Ralston, I have been so impressed with their motivation, eagerness to learn and openness to my professional pearls of wisdom.

I am proud as punch of both of them and have every confidence that their careers will fly, not least through the invaluable and progressive experience that is Fast Futures. I am delighted to champion the cause, playing my part in growing employability and networking skills and kickstarting precious careers. I have no doubt that Fast Futures will grow into something special. I look forward to the journey ahead!"





## Mentee

### **Yasmin Ballingall**

FastFutures learner

Being a 2020 graduate amidst Covid-19, I entered a very difficult job market. FastFutures offered not only practical training in data, finance and marketing but also offered insight from leaders of globally prominent organisations. As a free program with uncapped potential to expand my network and be placed in front of potential employers I knew I had to apply. FastFutures has been more beneficial than I could have ever expected, both personally and professionally. I not only developed my digital literacy and my commercial acumen, but beyond that I restored my self confidence in that I have all the transferable skills to be an asset to any team. The program taught how to be an ally not only towards team members but also yourself. Many of the motivating words spoken in the live talks and through the social hub, I will continue to take with me such as the quote 'Great things never come from comfort zones'.

"My mentor Georgia from BT has been a positive influence in my journey. Through her connections, I was able to meet some of her colleagues and gain an internship in BT which has affirmed where my skills and interests are suited and carved out a strong career path for the future. I cannot stress how valuable it has been to have your own personal role model who has your best interests at heart and wants to help you find your feet.

## Mentor

### **Georgia Hardinges**

Talent and Performance at BT

I have loved being a mentor so thank you all for this opportunity. My mentee, Yasmin, has really gone above and beyond, and has made the most of this opportunity. It has been great to see her confidence improve; she's taken real ownership and really driven her own development and that takes a lot of self-motivation and, a lot of effort particularly in a year that we've been through as well so that has really impressed me. My biggest piece of advice to graduates is to go above and beyond and make the most of the opportunities. Being proactive is what my mentee has done, and it has gone in her favour so that'd be my biggest advice to you all.



# Other Employer highlights from the programme

## International Women's Day



On Tuesday 29th March, we held an International Women's Day event, where learners and employers came together to discuss the challenges women face when investing in their own learning and development. We had 2 FastFutures learners, Annabel Anscomb and Samantha O Gabriel, alongside Kirstie Mackey OBE from Barclays LifeSkills and Dani Saadu, Global Director of People Development talk about imposter syndrome, personal development plans, and what individual actions we can take to prioritise learning.



Jin Chin, Chief of staff at Legal & General, held a FastTalk on 'How to Listen'



**4.7/5**  
Overall rating

// Jin Chin's candidness has made me think differently about Legal and General. If he feels comfortable to talk to about it, and is Chief of Staff, then it shows L&G do not discriminate.

// It was a very informative and interesting talk that I feel can really be applied to the workplace. It was constructive in that I felt I could actually apply this advice.

// I think through live classes and meeting employees of various companies affiliated with FastFutures has made them seem more personable and approachable which definitely increases the appeal of working for those companies

# Adapt & Innovate

## Business cases & group projects – putting knowledge into action

In “Adapt and innovate”, learners work within small groups to tackle a real-world business problem set by our employer partners. This opportunity enables them to apply the skills they’ve learnt and put these into a workplace context, whilst also enabling them to test out how they may approach and conduct themselves as an employee.

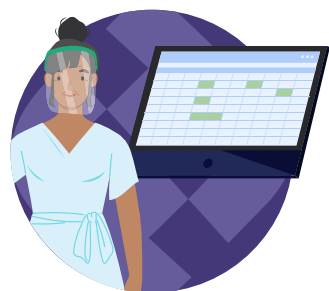
# 143

group projects were submitted, split across Octopus, Shell & Agilisys

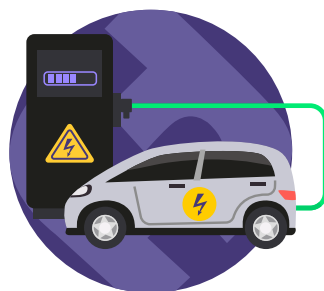
After the module,

# 92%

feel confident that they can use what they’ve learned about motivation and teamwork in their future career.



**Agilisys:** How can smart Technology be used to promote Independent and self-sufficient living among vulnerable and elderly people?



**Shell:** The future of refuelling will change when vehicles become fully electric. How do we service the needs of that future customer when they’re charging their car?



**Octopus:** What innovative way can Octopus Increase people’s financial literacy and capability to help stop wealth inequity?

“Before undertaking this module I didn’t feel as though I was that confident in people management due to me being naturally quite introverted and so learning more about this has helped boost my confidence.

“I thought I knew a lot about teamwork, but when I looked at this module, I realised that there was so much more that I was not even considering. I now know why previous team projects might have not turned out so well, or what mistakes I was making in terms of teamwork, as well as how I can improve for the future.

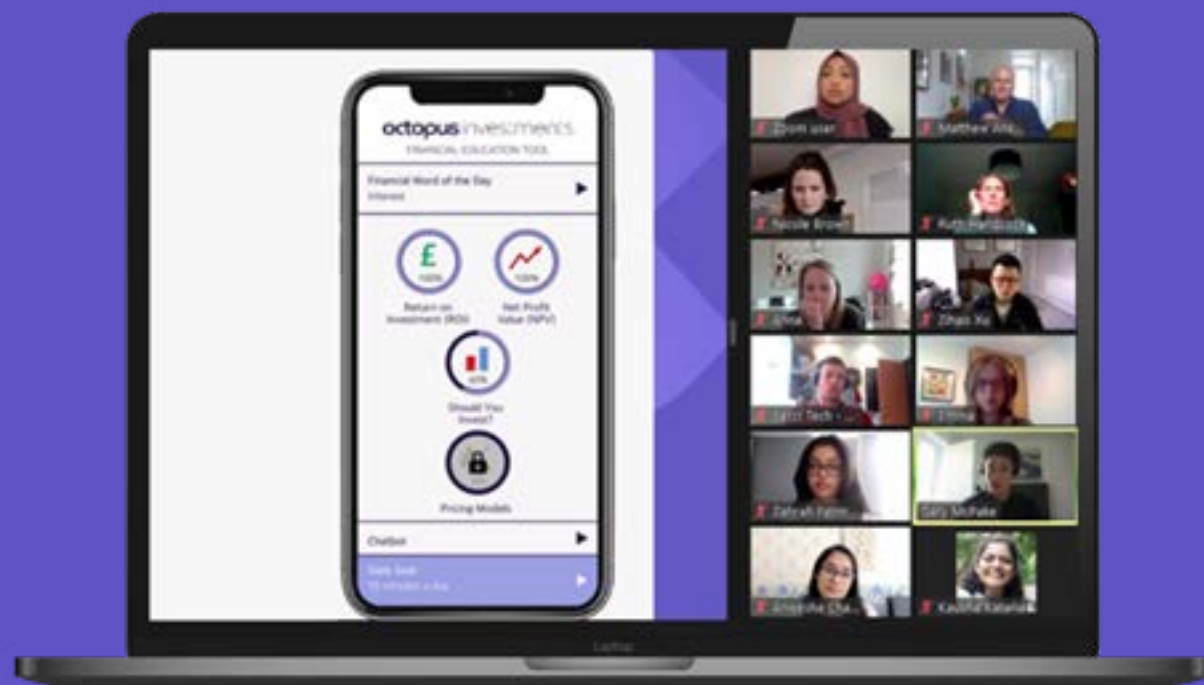
“Often when I have worked in a team before I have allowed myself to fade into the background a bit since my voice maybe isn’t the loudest, but this module allowed me to take a leadership position within my team and I found it very enjoyable.





# Top Projects Panels

The top 10 project teams are given the opportunity to present their business solutions to employer panels



Octopus' session was attended by senior leaders, including Ruth Handcock – Octopus Investments CEO, Sam Handfield-Jones – Growth and Innovation Director and Anna Philbrick – Chief People Officer. One of the presenters, Arifa Hussain, was subsequently hired into Octopus' Digital Academy after her standout performance during the panel.

**// This presentation was far stronger than many I see [in the business world]**

**// Arifa was the session MVP and the project was the most innovative by embedding a web browser**

# Mock interviews

**// My mock interview was conducted by Mark Kerr from CGI. It was an extremely valuable experience and I received very positive feedback which I will definitely take further on future interviews.**

**// The process was very efficient and has definitely played a huge role in building my confidence.**

**// The mentoring sessions and mock interview were immensely useful for building my confidence and knowledge about the job-hunting process and how to start a new job remotely.**



# Future direction

With 2100 people already trained on FastFutures and 1300 currently on programme, we now know that FastFutures works for diverse talented young people. This is evident from the 77% completion rate, the 4.5/5 rating, an NPS of 62, the many posts on LinkedIn and the wonderful feedback our learners share with us on daily basis and in focus groups.

We also know that the programme works for employers, who see FastFutures as an effective way to impact youth employment, D&I, and the digital skills gap. Mentors on FastFutures overwhelmingly view their participation as a chance to give back, and an opportunity to develop not only their skills, but a better understanding of Diversity, Equity & Inclusion and of next generation to enter the workforce. 65% say the experience challenges their perspectives and teaches them new things.

FastFutures brings future talent and employers together. Two-thirds of programme graduates tell us they are more likely to want to work for one of our Employer Partners after interacting with them through webinars, mentoring, and projects during the programme. Employers, seeing the potential in these motivated young people, are now posting roles and hiring the FastFutures alumni.

By the end of 2021 we will have developed over 5000 young people, but there is still more we can do. We want FastFutures to equip our learners with skills that employers need, and help more of them find jobs. We want to help more employers engage with and hire bright, diverse young talent. To achieve those goals we will continue to improve and scale the programme by developing 11,000 young people by the end of 2022. Improvements will include investment in the development of our mentoring community, support for our alumni to match their capabilities and aspirations with exciting career opportunities, and additional development for those seeking careers in Data.

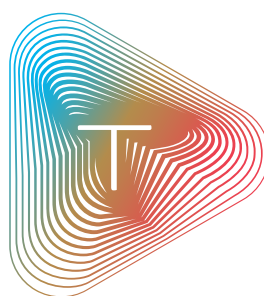


# Thank you to our Employer Partners



# Thank you to all our supporters and outreach partners

The difference we make to the lives of our learners would not be possible without your help. A huge thank you to all of our delivery partners, employer sponsors, our outreach partners and team.



***Do you represent or work with communities and networks to help us reach young people who will benefit from FastFutures? Get in touch!***

***Please email [sponsor.fastfutures@avadolearning.com](mailto:sponsor.fastfutures@avadolearning.com)***



# Become a FastFutures Employer Partner

If you would like to know more about FastFutures or want to help us to support thousands of young people, please get in touch:



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