FUTURE FRONTIERS
Impact Report 2018/19

Transforming engagement with learning through face-to-face coaching and access to professional role models

www.futurefrontiers.org.uk
Future Frontiers is an education charity working towards a day when every child is inspired to reach their full potential at school and beyond.
This year Future Frontiers has focused on how we can measure and understand our impact to help drive the outcomes we seek for young people. We have worked in more schools than ever before, reaching more young people with our extended programme. We have also developed a range of exciting new partnerships with businesses, whose employees provide pupils with a focused programme of face-to-face guidance and access to professional networks.

We have commissioned an evaluation of the impact of our mentoring programme on Year 11 pupils from the University of Derby. This has shown that Future Frontiers’ programme has a statistically significant impact on pupils’ work readiness, career planning, and thinking positively about school. We have also commissioned a second evaluation with the University of Canterbury, and appointed our first ever Head of Research, Evaluation and Impact. This new role means that, for the first time, we will have a member of staff dedicated to collecting and analysing impact data, which will enable us to continuously refine our activity based on outcome data.

As we continue to expand our reach, achieving impact will remain at the heart of what we do, the decisions we take, and the way in which we work with pupils. I look forward to overseeing another exciting year ahead at Future Frontiers.
OUR YEAR IN NUMBERS

1,458 young people

601 career coaches

This year we worked with 27 schools across the UK

We also partnered with 26 businesses to bring our programme to their offices

We delivered...

35 assemblies with inspiring business leaders

230 hours of video calls with professionals

8,562 hours of face-to-face career coaching
THE PROBLEM

In the UK in 2019, parental income is still the strongest indicator of how well a child will achieve at school and how much they will earn in later life.

Children from low-income families are less likely to achieve basic qualifications at GCSE and less likely to secure further education, employment or training when they leave school. Over the course of their lifetimes, this achievement gap will grow, often creating a vicious cycle of low-paid work with few opportunities to progress.

Extensive research confirms that young people from low-income families do not lack aspirations. What they miss out on is the guidance and networks they need to understand the range of career opportunities on offer, develop their own aspirations and understand what it takes to turn them into reality.

OUR SOLUTION

Our award-winning initiative provides young people from low-income backgrounds with an intensive face-to-face career coaching programme and access to professional role models in their chosen career.

Our programme has been independently evaluated, demonstrating a significant increase in levels of engagement at school and indicators of successful transition to education, employment or training.
THE FUTURE FRONTIERS PROGRAMME

We match every pupil to a coach from a leading business. Over 6 hours of face-to-face coaching, pupils discover a career that inspires them and plan their pathway to success. All pupils complete the programme with a personalised development plan, mapping out their academic flight path to achieving their top career.

To reinforce the coaching activities pupils also have a range of structured opportunities to engage with professional role models through video calls, assemblies, and our Career Networking Event. By combining these elements, pupils come to understand the value of their education, building long term motivation & engagement with learning.

FACE-TO-FACE COACHING
6 hours of personalised guidance

Discover & Explore
Connect & Achieve
Graduation

ACCESS TO PROFESSIONAL ROLE MODELS
Tailored interactions and events

Video call with professional in chosen career
Pathways Seminar
Inspiring business leader assembly
London Career Networking Event
OUR ACHIEVEMENTS THIS YEAR

BUSINESS PARTNERSHIP GROWTH
Following the success of our business-based programmes last academic year, we have doubled the number of business partners 2018/19.

By increasing the number of businesses we work with, we’ve expanded our offer to our pupils and unlocked additional income from the business community. This has allowed us to reduce the price to schools and make our programme more accessible to pupils that need it most.

ACCESS TO PROFESSIONALS
Research shows interactions with employers are closely tied to reducing the likelihood of pupils ending up not in education, employment, or training (NEET). In accordance with this evidence, we have invested this year in growing the number of professionals in our network, increasing the range and number of interactions each pupil has as part of the access to professional role models we provide.

1. Professional Expert Bank
As part of the programme, coaches arrange video calls with a professional relating to their pupil’s top career. To support our volunteers, we have a bank of professionals who have agreed to be contacted to participate in these calls. Over this academic year we have increased the number of available professionals by 24%.

2. Career Talks
After piloting career talks last academic year, we have integrated this feature into the programme and now offer them to all the schools we work with. This year we’ve held 35 career talks with business leaders across a variety of sectors including marketing & advertising, technology, and retail.

NEW EXPERTISE
As the world of work continues to change, routes to employment will increase in range contributing to a post-16 and post-18 destination landscape that is increasingly difficult to navigate without the right expertise. In response to feedback from our students, we developed a pathways seminar to share balanced and detailed information on the variety of routes into employment, including university and apprenticeships.

The pathways seminar dispels myths around different routes and explores the factors pupils need to consider to make decisions about their future.

NEW AREAS OF EXPANSION
Following three years of programme delivery in the South Coast of England, we have further expanded our reach into new areas of the UK.

This year saw our first programmes in the South West of England and Scotland. As we look to the next academic year, we plan to extend our support into the North West of England.
**Coaching Stages: Discover & Explore**

Pupils complete a thorough self-analysis to gain a deeper insight into what matters to and motivates them. They match these to a range of different careers and spend time learning about their favourite careers in detail to identify one top career.

**Pathways Seminar**

We deliver a Pathways Seminar to the whole cohort, to develop knowledge and help pupils understand the pros and cons of the most common post-16 and post-18 education and training routes. Sessions have been designed in collaboration with employers, universities, training providers, and the National Careers Service.

**Career Talk**

We invite a business leader to present their career journey to the entire year group. Career talks are designed to inform pupils about the world of work and promote the importance of hard work and resilience.

**Coaching Stages: Connect & Achieve**

Pupils interview professionals in their chosen industry via video call. To build lasting motivation, they complete the programme with a personalised development plan, mapping out the “career target grades” required to reach their long-term goals.

**Career Networking Event**

All participating pupils are invited to our Career Networking Event, attended by over 50 professionals across all major industries. Pupils engage in structured conversations with professionals in their chosen career.

"Now with the information I have, I feel like I can really do something that’s right for me. **I feel like I have a future now.**"

Hersony, future software engineer
St Andrew’s CE High School
TAOSIF’S STORY

Before the programme I was predicted three Cs at A level. Now coming to the end of Year 13, I am predicted three A grades and I have received offers from four Russell Group Universities.

Like many young people his age, Taosif has high ambitions for his future, but started Year 12 without much idea what he was going to do and how he was going to do it. When he began the Future Frontiers programme at legal firm Ashurst in Spring 2018, he had selected his A levels without much thought and was predicted to receive three C grades despite his ambitions and his potential.

Upon meeting Taosif for the first time his career coach Paul noted, “He reminded me a lot of me at his age; lots of energy and enthusiasm but perhaps a lack of direction and focus.” Over the course of six hours of face-to-face career coaching in the Ashurst offices, Taosif discovered a passion for working with people. With support and guidance from Paul, he gained knowledge about the skills he needed to develop and the steps he would need to take to achieve his goals.

Reflecting on the programme, Taosif said, “For me, my mentor was probably the best person out there […] he built the foundations of my aspirations. He showed me the formal side, the grades I need to get, how to be punctual. He told me about the obstacles he faced himself and the importance of informal communication that builds rapport and sensitivity.”

Paul said, “Taosif responded very well to the programme. You could see that he was very motivated speaking to the industry experts and that he accepted that he would need to up his game to get where he wants to get to.”

Taosif realised he would need to increase his efforts at school to access opportunities that would allow him to reach his top career. Following the programme he applied himself with a new energy and exceeded the expectations of his teachers, going on to take part in competitive work experience programmes both at Ashurst and Clifford Chance LLC. Now coming to the end of Year 13, Taosif is predicted to receive three A grades and has received offers from four Russell Group universities.

“We didn’t know what I wanted to do with my life. I came out with a clear mindset… It was phenomenal.”
We are committed to measuring and improving our impact on the young people we work with.

As the community of young people we serve has grown, we have proportionally increased our investment in measuring, monitoring, and evaluating our impact. This year we commissioned two external evaluations and streamlined our theory of change to gain a clearer and more nuanced understanding of the impact of our programme and how we can best serve our beneficiaries.

Our external evaluations are seeking to:
• Validate the impact of our programme on engagement at school and progression into sustained destinations;
• Better understand the outcomes of our programme to identify where the programme is effective and identify improvements.

Alongside these projects, we have strengthened our monitoring and evaluation structures, in line with our outcomes. As a result, our team has been better able to collect more accurate data on our outcomes and indicators of impact.

We are now looking forward to conducting an implementation and process evaluation to gain more insight into the consistency of our delivery and recommendations for future focus. Thanks to our increased commitment, we are now better positioned to hold ourselves accountable to our impact on the young people we serve.

Alyssa Muzyk
Head of Research, Evaluation and Impact
“Taking part in the Future Frontiers programme has significant and positive effects on all aspects of students’ career readiness. In particular, pupils showed significant increases in work readiness, career planning and thinking positively about school. These positive changes are equal or better to other career interventions for young people and their shifts in knowledge, skills and attitudes suggest they will be more able to transition into appropriate destinations post-16”

- Dr. Jill Hanson

Methodology
This evaluation compared a Year 11 cohort (120 students) at Lilian Baylis Technology School, all of whom took part in the intervention programme against a matched comparison school (120 Year 11 students at Norwood School). The study aimed to determine if the programme had a significant effect of indicators of career readiness and positive transitions using a survey developed by the Education & Employers Taskforce and a validated psychometric used in evaluating Gatsby Benchmarks.

Key Findings
When compared to the control group of students who did not participate in the programme, students who did take part in the Future Frontiers programme showed statistically significant increases in the following outcomes:

- Thinking positively about school: 16% more than control group
- Career planning: 11% more than control group
- Work readiness: 16% more than control group

To read the full report visit www.futurefrontiers.org.uk
We asked participating pupils to choose the area they felt had improved the most as a result of the programme:

- Improved attitude in class: 34%
- Participation in class: 18%
- Improved behaviour in class: 12%

The statistics below represent participants who responded ‘Agree’ or ‘Strongly Agree’ to the following questions. Pupils were given a survey in the first and last session to measure their growth.
92% agreed the knowledge they gained about how to reach their top career has improved their attitude towards learning.

88% agreed their career coach has guided them to discover an inspirational career.

My coach helped me realise I can get where I want to go with hard work and dedication.

I feel like I have a future now.

Year 10 student
Future pilot

Year 11 student
Future app developer
WE WOULD LIKE TO THANK ALL OF OUR PARTNERS AND SUPPORTERS FOR THEIR ONGOING SUPPORT.

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OUR SCHOOLS

Carshalton Boys Sports College  City Academy  The Charter School  Compass School Southwark  crest

Globe Academy  Harris Academy  Harris Academy St John’s Wood  TKAT  Lilian Baylis Technology School  Leith Academy

Oasis Academy Haveli  Oasis Academy Wandle  Oasis Academy Westside  Raine’s Foundation School  Rudefield High School  St Andrew’s CE School

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