

GETTING AHEAD - Annual Report 2007/08

1. Overview of Programme

- 1.1 GETTING AHEAD is a unique programme of work and enterprise related activities for young people. It is designed to develop the employability skills and raise the aspirations of those taking part. Group Advisors – adult volunteers with experience of life/work/business – work with small groups of young people through several workshops across a half day, day or two day conference.

Tower Hamlets EBP have delivered GETTING AHEAD since 1991. Lehman Brothers have supported the programme for the past 13 years. GETTING AHEAD is made available to all the secondary schools in Tower Hamlets through the EBP's standard service level agreement.



- 1.2 GETTING AHEAD is primarily delivered to young people aged 14 to 15 in Year 10, though variations of the programme have been delivered to students as young as 12 and as old as 16.

The beneficiaries are of mixed gender and ability, with most eligible for free school meals. Their ethnicity reflects the mix in Tower Hamlets, with over half of the young people of Bangladeshi background.

- 1.3 Every half day, day or two day conference is divided into various workshops, each one covering a certain area of work. These areas include first impressions, employer expectations, team work, problem solving, applying for a job, interview skills, and so on. There are usually around 60 to 80 young people at each conference, divided into groups of 6 to 7.



Each group has a Group Advisor. Their role is to guide, support and motivate their team as they work through the activities. They also maintain the order and focus of their group, though teachers are on hand at all times to deal with any serious problems. The Advisors are briefed thoroughly on the morning of the event and are given guidelines and materials to use in each session.

A THEBP Chair person oversees the conferences, introducing each workshop and providing support for volunteers and students.

1.4 Benefits for students:

- Exposure to the world of work and employer expectations.
- Improved employability skills and knowledge.
- A positive role model.
- Increased self confidence and self esteem.
- Broadening of horizons.
- Helps students identify their own skills and achievements.



1.5 Lehman Brothers have continued to support GETTING AHEAD. They have publicised it within the company and many volunteers have participated. They have also made suggestions on the redevelopment of our workshop materials.

2. Aims and Objectives for 2007/08

2.1 GETTING AHEAD's overall key aims are to:

- Improve the employability skills and knowledge of the young people of Tower Hamlets.
- Raise the aspirations of the young people who take part.
- Bring young people into contact with volunteers from the business community.
- Encourage employer engagement in schools.
- To offer the programme to all schools in Tower Hamlets.



2.2 The goals and objectives for 07/08 were as follows:

- Continue to fulfil the key aims of the programme (see section 2.1).
- Increase the number of schools using the GETTING AHEAD programme.
- Increase the number of volunteers taking part.
- Keep the programme interesting and relevant to young people.
- To better suit the individual requirements of the schools taking part.
- Consolidate the GETTING AHEAD brand, making sure volunteer and student materials have a uniform 'look'.
- Make sure all stakeholders could contribute feedback and that the feedback would be acted upon.

3. Outputs

3.1 This year 13 secondary schools, out of the 15 in Tower Hamlets, have held GETTING AHEAD conferences. In 2006/07 12 took part. Bow Boys returned to the programme after several years of absence.

3.2 Breakdown of conferences:

School	Year	Dates	Length	No. Events	No. days	No. Students	No. of Volunteers ¹	No. of Volunteer 'days' ²
Sir John Cass Foundation & Redcoat School	11	28/11/07 and 29/11/07	2	1	2	137	22	28
Central Foundation Girls' School	10	15, 17, 18, 21, 22/01 & 01/02/08	2	8	2	235	37	6.5
Central Foundation Girls' School	11	18, 24, 25/01 & 01/02/08	2	4	2	230		8
Stepney Green Maths & Computing College	10	28, 29, 30 & 31/01/08	2	2	4	78	18	18
Bishop Challoner Boys School	10	05, 06, 07 & 08/02/08	2	2	4	90	22	22
Bishop Challoner Girls School	10	12, 13, 14 & 15/02/08	2	2	4	150	39	37
St Paul's Way Community School	10	17, 18, 19/03/08	1	3	3	151	13	13
Bow School	8	20/03/2008	1	1	1	140	10	10
Swanlea School – Business & Enterprise College	10	02/04/08 and 03/04/08	1	2	2	141	13	13
George Green's School	10	26/02/08 and 29/04/08	2	1	2	62	17	16
Mulberry School for Girls	10	01/05/08 and 02/05/08	2	2	4	202	32	30
Langdon Park School	9	04, 05 & 09/06/08	0.5	3	1.5	161	10	5
St Paul's Way Community School	9	10, 11 & 12/06/08	0.5	3	1.5	137	30	15
Bethnal Green Technology College	10	18/06/08 and 19/06/08	1	2	2	140	39	39
Oakland's School	9	10/07/08 and 11/07/08	1	2	2	91	20	20
Stepney Green Maths & Computing College	9	15/07/08 and 16/07/08	0.5	2	1	110	35	17.5
TOTAL				40	38	2255	357	298

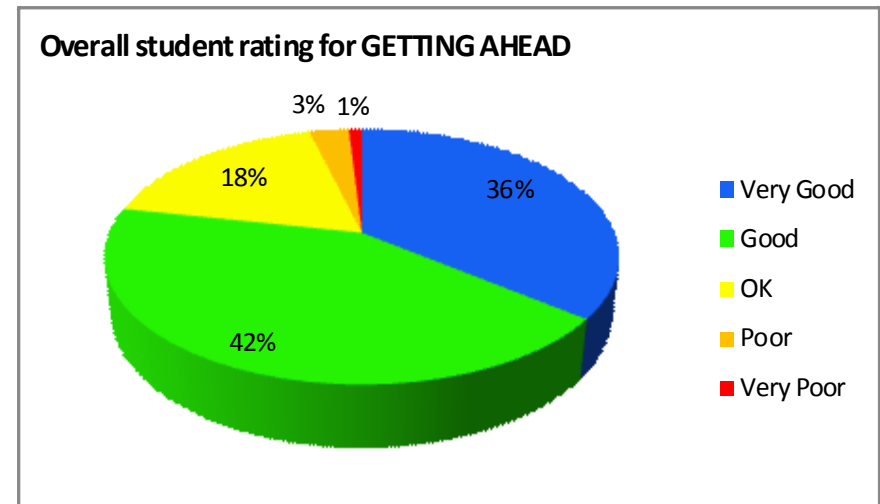
¹ The numbers stated refer to the number of volunteers attending each day of a conference. If a volunteer attends 2 days, for example, they will be counted twice.

² A standard day is 7 hours long.

4. Feedback from Students

4.1 Feedback from the students has been excellent:

- **84%** felt more prepared for the world of work.
- **87%** felt they knew more about the world of work.
- **88%** enjoyed the conference and found it interesting.
- **96%** thought their Group Advisor was supportive to their needs.



77% of students rated GETTING AHEAD as either 'Good' or 'Excellent'.

4.2 Students comments:

What did you enjoy about GETTING AHEAD?

'Working with different people and when we went up to present everyone spoke, no one was left out'.

'I don't feel nervous anymore about work experience'.

'Working together, fun activities, it was awesome!'

'I enjoyed experiencing a little taste of how work is really going to be in the future'.

'Group Advisor - great, helped us understand how important it is to be prepared using his own life to reflect back'.

What did you learn from GETTING AHEAD?

'Loads!'

'That the 1st impression counts...'

'I learnt to be confident when talking in front of everyone because before I was too shy'.

'I learnt how to work with other people I never talked to before'.

'How to fill in an application and the mistakes I shouldn't make when filling in an application form and making a CV'.

Is there anything that you would change about GETTING AHEAD?

'No it was great'.

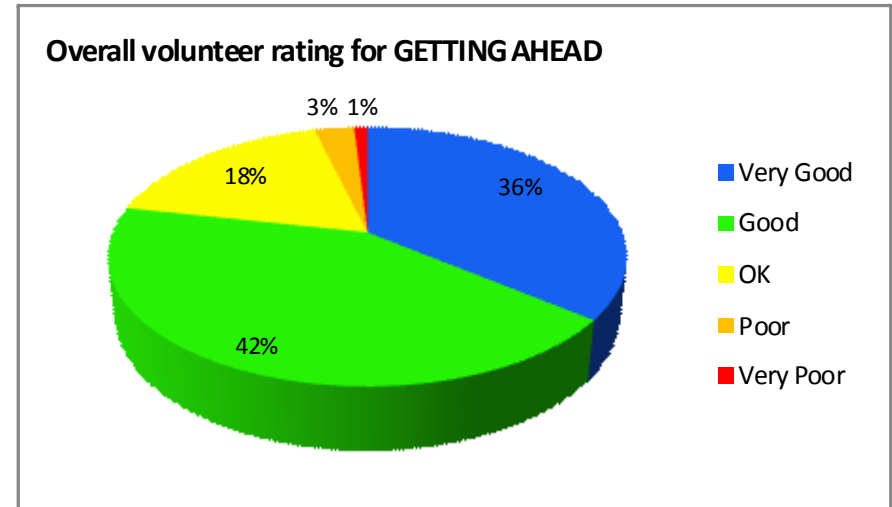
'I LOVED IT!'



5. Feedback from Volunteers

5.1 Feedback from volunteers has been good:

- **73%** felt the students were more prepared for the world of work.
- **90%** felt the students' horizons were broadened.
- **71%** felt the students were introduced to employers and their expectations.
- **86%** felt the students had found the conference enjoyable and interesting.



In terms of conference organisation the volunteers were on the whole very satisfied:

- **99%** found the briefing and workshop instructions helpful.
- **99%** felt supported by the THEBP Chair throughout the day.
- **92%** were happy with the 'domestics' (venue, lunch, etc).

89% volunteers rated GETTING AHEAD as either 'Very Good' or 'Good'.

5.2 Volunteer comments:

'I thought the students behaved and participated very well. I think it made them think about concepts that have not occurred previously'.

'I felt properly briefed and prepared and would have no hesitation in participating next year'.

'It was a great way of introducing the world of work'.

'This is my 3rd Year of GETTING AHEAD. The programme has changed and the changes are good'.



'Extremely well prepared and informative initiative that will be hugely beneficial to the students'.

'Very well organised and easy for an inexperienced volunteer to participate'.

'Children were given clear goals and were encouraged to reach them. Teachers saw their children in a different light. Children with different skills could shine - it benefitted me a lot as well'.

'Students who started off very quietly ended up enjoying the session and participating - it is invaluable to their confidence'.

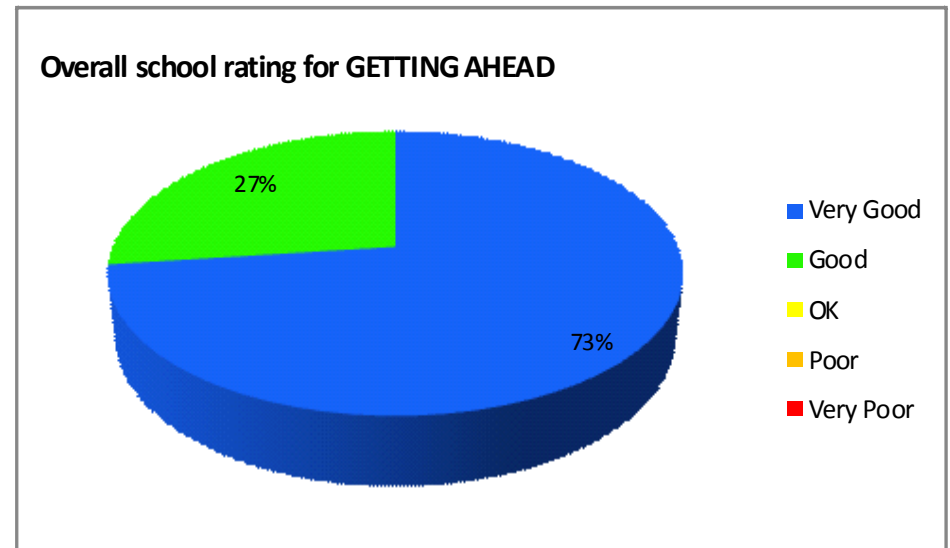
'The GETTING AHEAD team are terrific - good with the volunteers and students'.

'Good idea! - I wish I had been on one before I left school!'

6. Feedback from Schools

6.1 Feedback from the schools and teachers was fantastic:

- **100%** felt the students were more prepared for the world of work.
- **100%** felt the students' horizons were broadened.
- **100%** felt the students were introduced to employers and their expectations.
- **100%** felt the students had found the conference enjoyable and interesting.
- **100%** felt that there was good communication between school and THEBP in the run up to the Conference.
- **91%** felt the venue of the Conference was appropriate, with the rest unsure.
- **100%** felt the Conference was well organised by THEBP.



100% of schools rated GETTING AHEAD as either 'Very Good' or 'Good'.

6.2 School and teacher comments:

'The conference was a great experience for the students they all enjoyed it thoroughly. The organisation of the event was excellent'. – Peter McEvoy, Head of Year 10, Bishop Challoner Boys Catholic Collegiate School.

'The activities were designed and delivered to an excellent standard. Students developed understanding of the world of work to a high level and it helped them gain confidence...' Jenny Fox, Work Related Co-ordinator, Central Foundation Girls' School.

'Teaching assistants overseeing the day were really impressed with the quality of the day and felt students got a lot from it. Thank you!' – Jean Saliah, Head of Year 9, Oaklands School.

'The activities were well paced and appropriately focused on job and career issues. It created a link with the Head to Head Conference which will be held in April. The advisors did a marvellous job of advising and handling quite large groups of pupils. I extend my personal thanks to Ian and his team of Advisors for three days of excellent presentation and delivery of GETTING AHEAD Conference'. Najma Ahmed, Head of Business Enterprise Education, St. Paul's Way Community School.

'Brilliant and worthwhile'. Ken Wallace, Careers Co-ordinator, Sir John Cass's Foundation and Redcoat School.



7. Outcomes and Developments

- 7.1 Laura Dajao and Samantha Ellul joined the EBP as Programme Administrators in September 07. Laura will primarily support the GETTING AHEAD programme while Sam will support the Work Experience Programme. Both are fully trained to support both programmes when needed.

Laura has attended the majority of GETTING AHEAD events and oversees the feedback and evaluation process.

- 7.2 Bow School returned to the GETTING AHEAD programme after an absence of several years. The school had originally approached Rothschild, their partner company, with a view to put together some kind of event focusing on employability for their Year 8. Caroline Pyke, Community Manager at Rothschild, in turn approached the GETTING AHEAD team.

The three of us then put together a daylong conference focusing on introducing the students to some very basic employability and world of work ideas and concepts.

Held on 20th March 08 the conference was a great success. Bow is very keen to have another GETTING AHEAD conference, with Rothschild support, in 08/09.



- 7.3 The evaluation process of GETTING AHEAD has been overhauled to make sure we get the perspective of not just the students, but also the volunteers and the school.

We now use SNAP (questionnaire software) to record all responses and quickly produce reports.

Reports for each school are compiled. For those companies that request them, reports containing only their volunteers' feedback and comments are available.

- 7.4 Based on the feedback received various changes and improvements have been made to the workshops and conferences.
- 7.5 This year a much larger range of venues have been used. In 06/07 only the TA Centre, Toynbee Hall and some of the schools themselves were used. In 07/08 we have used the Brady Arts Centre, Oxford House, Rich Mix, the TA Centre and some of the schools.

8. Moving Forward

- 8.1 A new student resource will be developed. The current student booklet is now out of date. A new one will be put together for students to use during the conferences and take away at the end.
- 8.2 To improve student engagement and interest level in the conferences, the GETTING AHEAD team will look into increasing the level of interactivity in the workshops.

We will also look into the feasibility of adding audio/visual elements to the conferences – PowerPoint presentations, laptops, etc.
- 8.3 The GETTING AHEAD team will continue to improve the experience of the volunteer, listening to their feedback and suggestions.
- 8.4 The GETTING AHEAD team will continue to look for opportunities for the programme to expand and develop.

9. Conclusion

- 9.1 Compared to the previous academic year, 2007/2008 had more conferences, students and volunteers. We also achieved an average student to volunteer ratio of 6.3 to 1. Our aim is to have no more than 7 students in a group.
- 9.2 The aims and objectives of the programme are being met.
- 9.3 GETTING AHEAD remains a popular programme with schools and companies. It will continue to expand and develop during 2008/2009.



Bringing business and schools together to help young people succeed

Conference dates for 2008/09

SCHOOL	YEAR	DATES	VENUE
Bishop Challoner Boys Catholic Collegiate School (1-day event x 2)	10	Tue 9 th & Wed 10 th Sept 08	Rich Mix, Bethnal Green
Bishop Challoner Girls Catholic Collegiate School (1-day event x 2)	10	Thu 11 th & Fri 12 th Sept 08	Rich Mix, Bethnal Green
Bethnal Green Technology College (1-day x 2)	10	Wed 4 th & Thu 5 th Nov 08	TBC
Sir John Cass Foundation and Redcoat (2-day event)	11	Wed 26 th & Thu 27 th Nov 08	School
Stepney Green Maths and Computing College (2-day event x 2)	10	Tue 27 th & Wed 28 th Jan 09 Thu 29 th & Fri 30 th Jan 09	School
St Paul's Way Community School (1-day event x 3)	10	Tue 3 rd , Wed 4 th , Thu 5 th Feb 09	Tower Hamlets venue
George Greens School (1-day event x 3)	10	Tue 24 th , Wed 25 th , Thu 26 th Feb 09	Tower Hamlets venue
Swanlea School – Business & Enterprise College (1-day event x 2)	10	Wed 1 st & Thu 2 nd Apr 09	Tower Hamlets venue
Mulberry School for Girls (2-day event x 2)	10	Thu 30 th April and Fri 1 st May 09	School and Toynbee Hall
St Paul's Way Community School (1-day event x 3)	9	Tue 9 th , Wed 10 th , Thu 11 th Jun 09	School
Bow School	TBC	TBC	TBC
Central Foundation Girls' School	TBC	TBC	TBC
Langdon Park School	TBC	TBC	TBC
Oaklands School	TBC	TBC	TBC

Helping Young People to Get Ahead

Volunteer and Co-ordinator list for GETTING AHEAD 2007/08

Accenture

Sally	Atherton
Christine	Cartwright
Jessica	Davies
Camilla	Drejer
Louise	Evans
Tara	Fletcher
Allison	Freeman
Karen	Giblen
Aaliya	Jetha
Marianne	Moen
Alison	Mundell
Kate	Newton
Franzisca	Niemann
Sara	Payne
Taba	Qureshi
Cara-Lee	Stevenson

Allen & Overy

Logini	Dyges
Andrew	Enga
Val	Govender
Kathryn	Herbert
Emma	Shaw
Meng	Sun
Sue	Wisbey

American Express

Eva	Beyer
Jaime	Bishop
Kim	Bowman
Andrew	Hodges

Jordan	Kingsbury
Trish	Morgan
Annette	Murie
Yvonne	Nash
Roy	Ramdarshan

Anglo Irish Bank

Andy	Argent
Colin	Austin
Rebecca	Bennett
Simon	Bird
Fiona	Buchanan
Audrey	Bury
Caroline	Butcher
Piers	Cartwright Taylor
Alex	Cuppage
Adam	Dowsett
David	Gingell
Lucy	Gordon
Stacey	Green
Adam	Hanker
Barbara	Harkin
Dean	Harris
Claire	Howell
Chris	Hurst
Fahad	Kadri
Lisa	Mackie
Neil	Moulding
Rowan	O'Mahony
Declan	Quilligam
Andy	Smith
Abigail	Spencer

Samuel	Suriakumar
Matthew	Tait
Peter	Tuson
Jasper	Walshe
Jenny	Watts
Debbie	White
Kate	Wileman
Paul	Wright

Army

Sophia	Bramwell
Dougie	Douglin
Brian	Francis
Phil	Penfold
Sharon	Wilson

Ashurst

Judith	Cefalas
Michal	Chudy
Lindsay	Edkins
Michelle	Egbosimba
Catherine	Hammon
Elaine	Hatton
Greg	Kennaugh
Kate	Marten
Junior	Osenie
Amit	Patel
Andrew	Patterson
Lisa	Robertson
Rachel	Sailes
Philip	Uribe
Tony	Warren

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Johanne	Armita
Angie	Au-Yeung
Florian	Bardong
Sarah	Dal Pozzo
Muz	Degani
Chris	Friese
Philip	Hodges
Helena	Kent
Yun-Ki	Lee
Sariya	Mangkomkanokpongs
Svetlana	Novoseltseva
Vasiliki	Pachatouridi
Tamryn	Reynolds
Wenjia	Song
Wai Yee	Tsang
Thomas	Von Othegraven
Julian	Worthington
Davinia	Yanes

BBC

Hashi	Mohamed
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Mitun	Majumder
Dil	Sidhu

Birkbeck Stratford

Patrice	Buddington
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Sarah	Heyes
Marie	Martin
Chand	Patel
Ezaz	Rahman
Stephen	Rice
Vinny	Sharma
Jane	Spong
Beat	Stoll
Judy	Visakan
Katie	Wicks

Dresdner Kleinwort

Frederic	Albrecht
Lucy	Branch
William	Briggs
Mickael	Camus
Christopher	Charles
Susan	Couper
James	Cowen
Wilfried	Duteil
Ario	Emaminejad
Saad	Farooq
Markus	Fecken
Joseph	Forrester
Rupert	Guest
Ron	Guy
Jignesh	Halai
Muhammad	Hasan
Matthew	Heap
Suney	Hindocha
Joanne	Jia
Jawad	Khokhar
Liana	Klynsmith

Miles	Lambie
Iakovos	Mekios
Aran	Mustafa
Wieran	Ni
Devang	Patel
Jacob	Rawel
Antoine	Rousseau
Vishal	Shah
Joanna	Sheehan
Xueguang	Sun
Nicholas	Szmigin
Ruth	Taylor
Aniko	Urban
Celina	Wong
Neil	Yogananther

Elsevier

Lewis	Packwood
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Andie	Stafford
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Fresh Futures

Rob	Whitson
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Mobosher	Ali
Md Shahed	Ali
Vivienne	Bannigan
Annette	Caine
Ian	Davies
Bronwen	Dias
Linda	Harris
Rebecca	Harris

Sam	Jones
Hannah	Longdon
Helen	Micklewright
Kim	Oakes
Mrinal	Ray
Michael	Smart
Sarah	Turner
Edwina	Twum
Chizor	Ukachukwu
Gisela	Von Willing

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Victoria	Barrett
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Frankie	Borrell
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Ellen	Emerson
Katie	Evans
Melanie	Freedman
Emma	Furlong
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Kate	Halls
Anthony	Harte
Karen	Hayward
Manjit	Heer
Maria	Hermoso
Kim	Heron
Christopher	Holt
Tiffany	Johnston
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Ruth	Kirkman
Dorota	Lecznarowicz
Angela	McDougall
Camilla	Pettit
Zara	Pirie
Kariss-Anne	Plunkett
Elisabeth	Rees-Morgan
Jenni	Reeves
Anjali	Sarin
Konrad	Schlatte
Anna	Tserpelis
Harms	Virdi
Elisa	Walker

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Ian	Matthews
Carmen	Osbourne
Manjit	Singh
Dawne	Stephenson

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Jackie	Shoard
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Ugo	Awa
Philip	Brittain
John	Haile
Darren	Harringman
James	Miller
James	Mitchell
Lena	Reder
Andrew	Small
Jeremy	Smart
Zafiris	Vartis

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David Kennard
Claire Lipworth

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Marc Zao-Sanders

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Aklima Begum
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Many thanks for your support and we look forward to working with you all again soon...

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