



**Fast
Futures**

November 2020

Our Purpose



Increased employability for young people

Through online learning, live webinars, virtual site visits and mentoring, **FastFutures** prepares young people, across the UK from all backgrounds, for the increasingly digital workplace.



Skills that organisations value

As part of the national effort to turbocharge the country's Covid-19 economic and productivity recovery, **FastFutures, Avado, Hive Learning** and our Founder Employers have designed a programme to bridge the transition from education to employment by embedding skills that employers need now

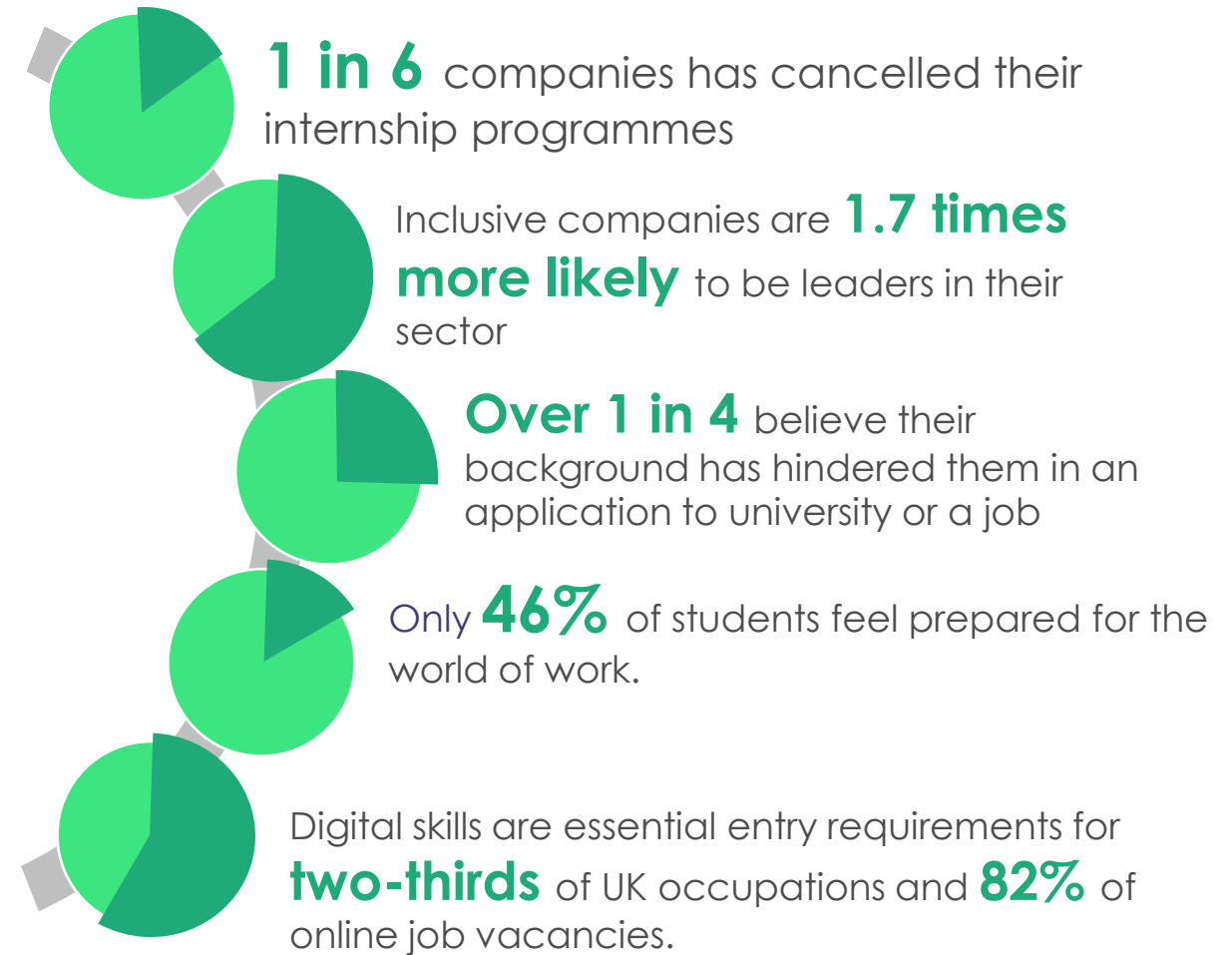


Diverse, digital-ready talent

Young people (18-22) from underrepresented backgrounds – low socioeconomic, BAME, female – form the majority of the 1000 learners began their 12-week FastFutures programme on September 21st.

Who is involved and why?

The UK's leading employers have come together to support the **800,000+** education leavers this year that are faced with a **sparse employment landscape** and the **sharpest economic contraction in modern history**



What is the learner benefit?



Key skills

- We equip learners with skills relevant for any career, and build their confidence for the new world of work



A recognised programme

- After a final assessment, participants receive an employer-accredited certificate to put on their CVs and LinkedIn pages



A strong and diverse network

- A diverse network of other ambitious young people with similar interests and age but different backgrounds and ways of thinking
- Employer mentors help to build peer-to-peer network and one with their organisations



Access to employers

- Job interviews, including formal feedback
- Jobs available to and tailored for programme participants
- Site visits (virtual) and insights from top execs into organisations
- Opportunity to work on real business challenges

Our 6000 applicants went through a 3-stage assessment process

1



The Application

- The landing page outlines the programme and invites applications, demonstrating minimal barriers to entry
- All candidates that are eligible (**18-22, have a right to work in the UK**) are progressed to next phase

2



- Applicants then participate in a gamified, AI-enabled psychometric assessment that looks for specific cognitive-behavioural characteristics
- For this, these are **Curiosity, Emotional Recognition, Determination, Resilience, Self-belief, Self-monitoring, Self-Discipline**

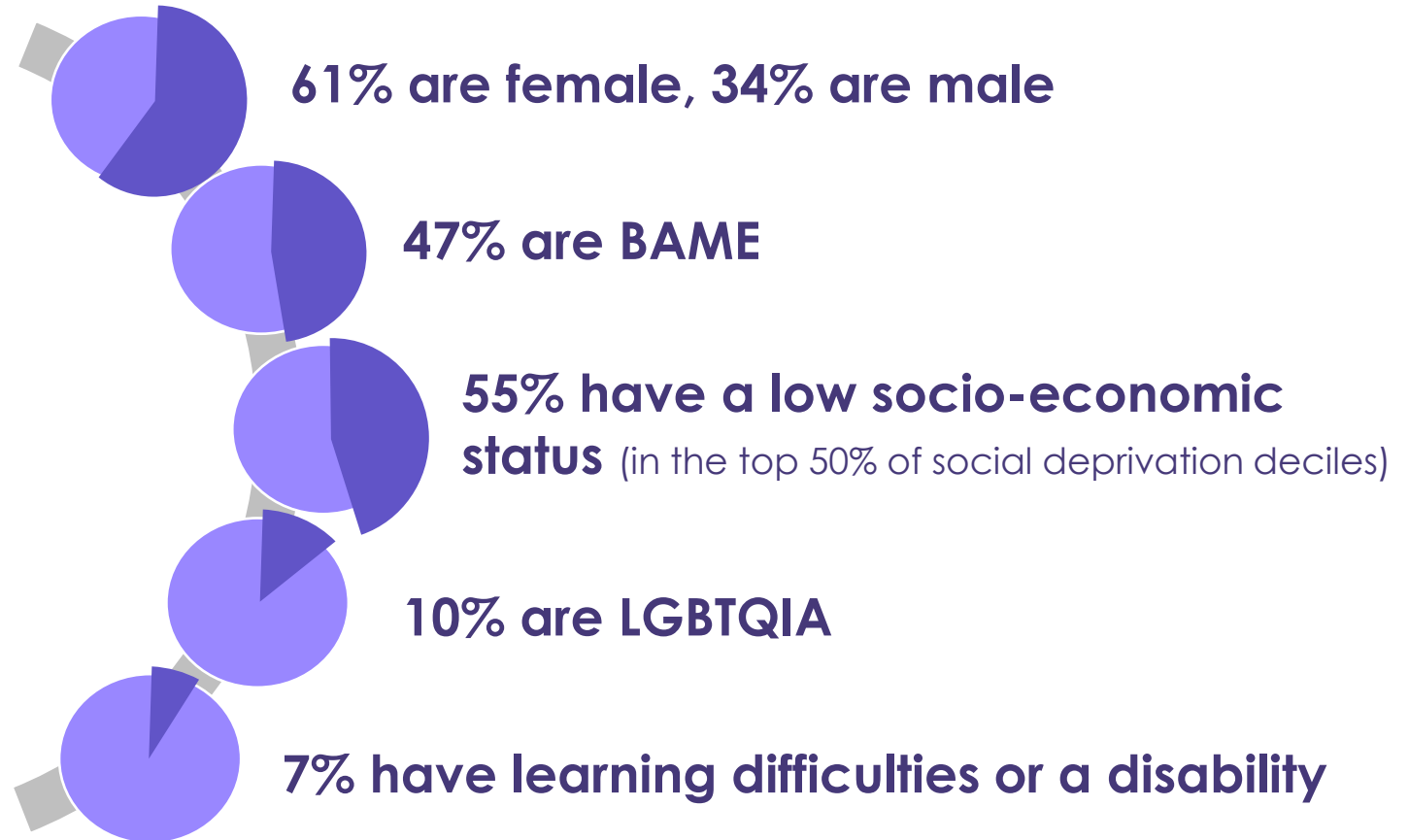
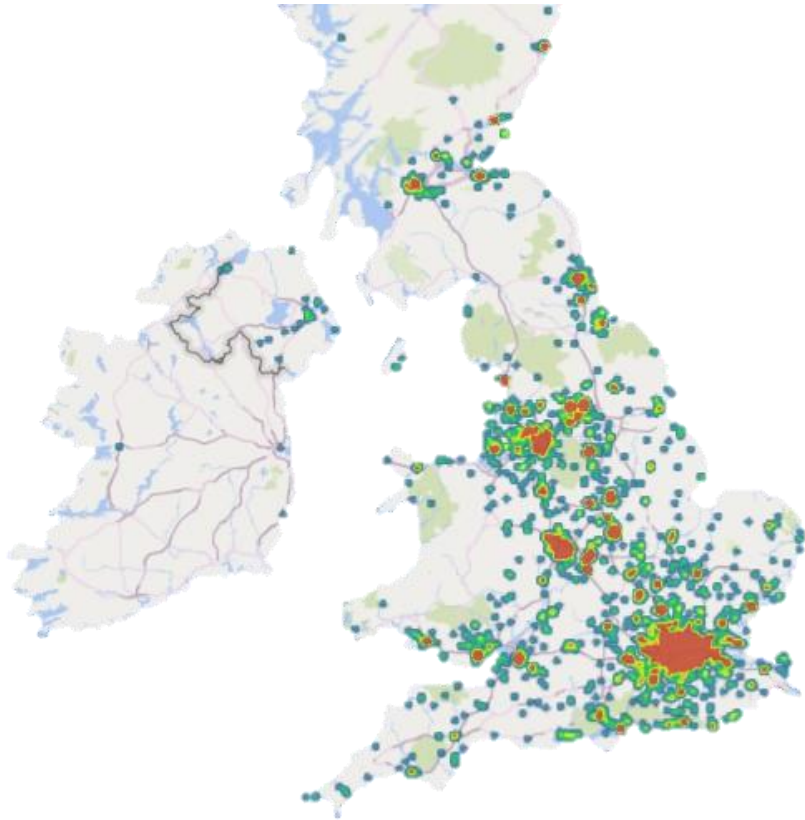
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- The highest scoring applicants then have a telephone-based interview from one of Trinnovo's D&I-trained recruiters, monitored by an audit team
- Interview questions have been validated by business psychologists and D&I assessors

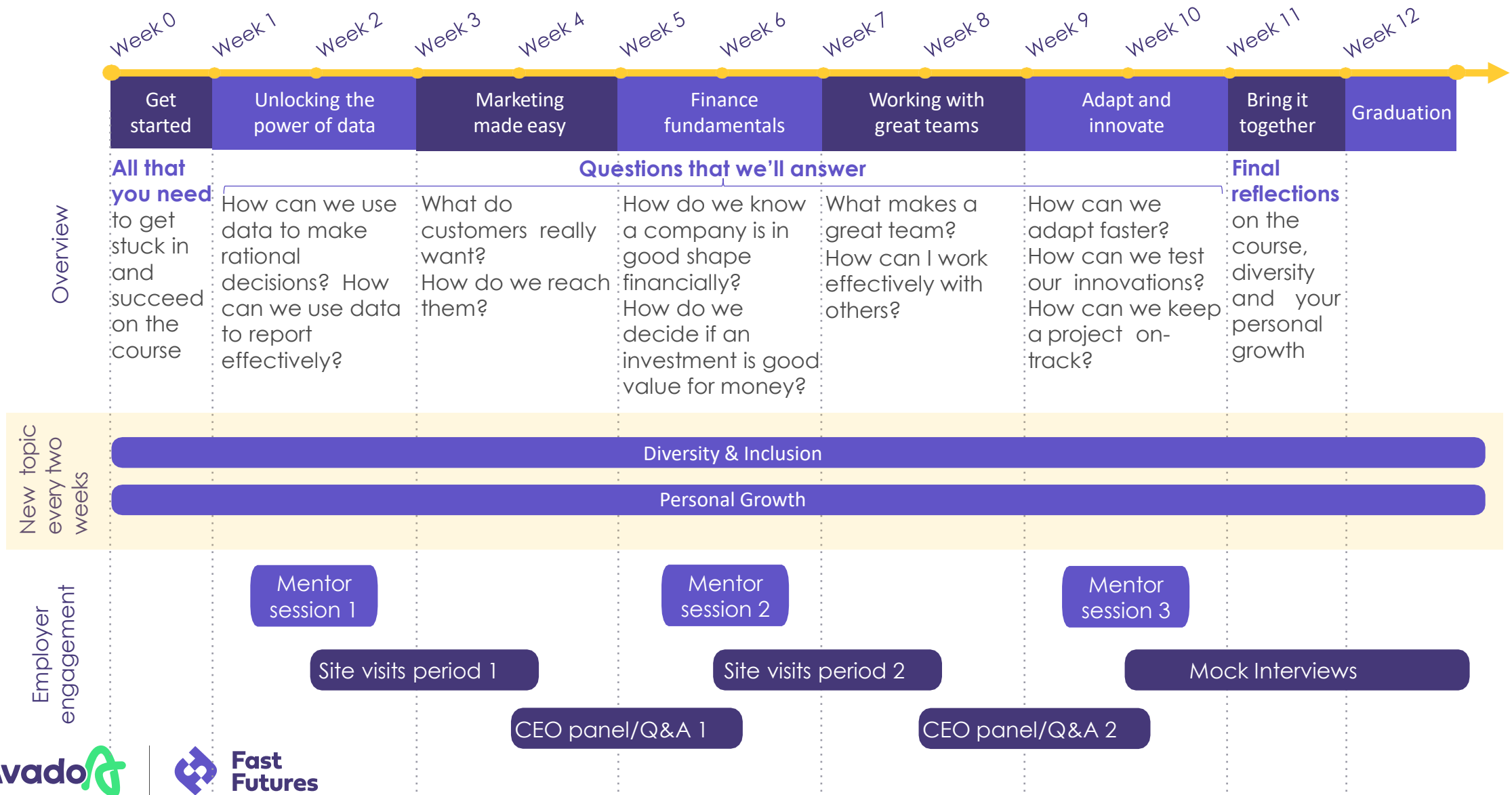
What is the demographic of our learners?

Of our 1000 learners on the current programme



The FastFutures Programme

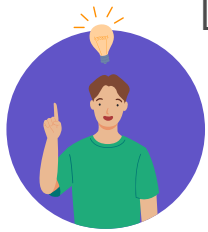
The programme



Key skills developed

	Unlocking the power of digital and data	Marketing made easy	Finance fundamentals	Working with great teams	Adapt and innovate
Complex problem solving	✓	✓	✓		
Critical thinking	✓		✓		✓
People management				✓	
Coordinating with others		✓		✓	✓
Judgment and decision making	✓		✓		✓
Service orientation		✓		✓	
Negotiation			✓		
Cognitive flexibility		✓		✓	✓
Digital literacy & computational thinking	✓		✓		
Emotional and social intelligence				✓	
Creative and innovative mindset	✓	✓			✓

An example of employer business cases



Learner Journey



“Consider the data sources and organisational changes required for a single large NHS hospital during the COVID-19 pandemic. What would you need to think about, to manage extreme demand for respiratory care minimising mortality and morbidity? What data would you collect, who would you present it to and what decisions would be made and when to enable a smoothly functioning system at a time of extreme pressure?”



Health Education England

“The Open Innovation program is an AstraZeneca run program that engages with the external scientific community to share resources and crowd source ideas. We want to increase our engagement with social media - how does AstraZeneca more effectively leverage social media to engage with external partners on Open Innovation? What social media channels should we be engaging? How do we direct them to our website and maintain their attention?”



“Learners work in teams to tackle a problem statement such as ‘how could a technology solution help consumers to reduce their carbon emissions’. They are given some guidance on focussing on a specific audience, design thinking, creating ideas and need to agree upon a project and then create a proposal. BT will provide some more relevant learning content to support the project, depending on the problem statement chosen.

