

Executive Summary – The Talent Tap

The Talent Tap is a high performing charity making a real difference to the lives of young people experiencing poor social mobility in rural and coastal communities across the country.

Since 2012, our mission has been to reach out to talented school leavers from social mobility cold spots offering them the training, work experience, networks, and confidence they need to succeed.

Our goal is equal access to professional jobs for young people, regardless of socio-economic background.

Why is the work of The Talent Tap necessary? – *Talent is Everywhere, Opportunity is Not*

The UK has one of the poorest rates of social mobility in the developed world meaning that people born into low-income families regardless of their talent or their hard work, do not have the same access to opportunities as those born into more privileged circumstances. The impact of COVID-19 is threatening to make these factors worse.

Today, you are still 60% more likely to be in a professional job if you were from a privileged background rather than a working-class background. *State of the nation 2021: Social mobility and the pandemic (July 2021).*

Demand for our work is high with most schools only able to access our programmes who appear in the bottom 40% of the SMIC (Social Mobility Index Constituency). A key focus for our work is to help academically talented young people from lower socioeconomic backgrounds tackle the four proven barriers they face in their journey through higher education and into professional employment:

How does The Talent Tap help?

The Talent Tap programme is open to young people from Year 12 with sustained support throughout their time during higher education and into employment. All young people securing a place on the Talent Tap Programme are offered:

-  Support with higher education choices when transitioning from Year 12 to 13, including a peer-to-peer mentoring programme with students from top universities and a series of 'careers zoominars' where industry leaders share their career insights and advice on accessing the industry.
-  Each year, a place on our annual London based two-week residential programme. This offers structured work placements to suit their career interests as they progress through higher education; workshops to improve their confidence and resilience so allowing them to embrace new cultural and social experiences and supported networking with business leaders.
-  Access to a flexible mentoring scheme with business leaders that include one off 'flash mentoring' sessions working on a specific area of career development or a sustained mentoring partnership.
-  Support to access professional internships and employment through our provider network of city based professional employers tapping into the FTSE 100 and specialist sectors that currently include business, management & consulting; IT and Tech; Marketing, Media &

Events; Architecture, Design Engineering; Banking, Finance & Accountancy; Law; STEM and Medicine.

Our programme constantly evolves based on programme evaluation and in 2021/22 we will be offering a dedicated ten-month mental well-being programme to all Talent Tap students helping them understand the importance of mindfulness in what can be for many a challenging transition in their lives.

The impact and difference we are making:

- 🌟 The Talent Tap formula is simple, over a sustained period we give young people work experience, networking opportunities and workplace knowledge, so that when they are looking to access the workplace, they can use all the opportunities they gained to help them get ahead.
- 🌟 Despite Covid-19 restrictions and the challenges this brought, demand for our work continues to increase and we doubled our reach to 74 students across 14 schools in 2020/21 and were able to offer over 100 hours of mentoring support for young people.
- 🌟 Of those who have previously secured a place on our programme, over 80% have continued to engage with the charity until they secure professional employment demonstrating the high impact and value we offer.

“I would never have had the contact needed to secure this job and I wouldn’t have got onto the MA course with the experience provided by The Talent Tap (2019 Talent Tap student) – Job offer from OK! magazine

“Without the Talent Tap, I would not have been able to focus my career aspirations quickly enough to look for relevant work experience. I would also not have met all the brilliant people who have offered me jobs and insights into their companies” (2015 Talent Tap student) – Job offer from RailPen Investments

“The Talent Tap has given me confidence to grow as a person and grow my experience. Without the opportunities they gave me, I would never have got my experience at London Fashion Week and my job at Blonstein” (2017 Talent Tap student) – Job offer from Blonstein

Looking ahead: The charity focus & goals

- 🌟 In response to the continued pressure, we face with schools and young people wanting to access our programmes, over the next four years we have ambitious plans to expand the numbers of young people we can help each year from 160 in 2022 to 296 by 2024
- 🌟 We plan to expand our residential programme delivery to Manchester, ensuring our programme provision is more accessible and young people are not ‘geographically restrained’ to purely London based opportunities coupled with us helping to retain talent in the region.

- 🌍 Further growth of our programme content to include specialist ‘mental well-being’ workshops and flexible mentoring provision to meet the varied needs of the young people we work with

How can you help?

As a small charity with high demands for our services, we are focused on learning from the impact we are currently achieving whilst at the same developing and growing our work to help reach out to more young people. We have a range of funding opportunities in which Trusts/Foundation can support our work:

- 🌍 Provide grant funding to ‘sponsor’ a young person (s) on the Talent Tap Programme. On average it costs the charity around £1,400 to support a young person for a year.
- 🌍 Offer a multi-year grant of £20,000 per annum over a three-year period that will allow us to launch a regional hub in the North West, allowing for the charity to inspire and reach young people up north
- 🌍 Agree to support capacity building projects that include independent evaluation reports; core costs to develop infrastructure that supports the growth of our work such as X,Y,Z
- 🌍 Become involved in volunteering roles to include mentoring; facilitating industry insights and / or career skills support and offering work placement, internships and where relevant employment opportunities

If you would like to be involved in helping combat the challenges facing today’s youth facing inequality, please get in touch to discuss how you can help.

Further information can also be found at www.thetalenttap.co.uk