



GFG in partnership with
EDT and **Industrial Cadets**

An impact report



Introduction

This report provides a summary of the impact of the GFG Foundation's funding and linked businesses' support of the Industrial Cadets programme during the 2017/2018 academic year.

The reasons for the GFG Foundation supporting the Industrial Cadets programme are that it:

- **Empowers** young people to benefit from skills development likely to improve their prospects of employment.
- **Empowers** young people through STEM related activities, to benefit from workplace experiences.
- **Develops** the knowledge, confidence and self-esteem of young people to help them succeed in life.

Background

The Industrial Cadets programme was established in 2010 and has recently gained the patronage of HRH The Prince of Wales; Sanjeev Gupta, Founder of the GFG Foundation, is an HRH Ambassador for Industrial Cadets.

The Industrial Cadets accredited programmes deliver activities with 9-21 year olds in schools and the workplace, aiming to provide high quality accredited STEM skills development (science, technology, engineering and maths).

The partnership between the GFG Foundation and The Engineering Development Trust aims to realise the development of 4000 young people over the three years of 2017-2020.

KEY ASPECTS

- **Industrial Cadets** is a national industry-led accreditation designed to enhance workplace experiences for young people.
- **Industrial Cadets** works with UK employers to create a talent pipeline and a future skilled workforce, whilst helping young people to develop the skills they need to enter industry with confidence.
- **Industrial Cadets** provides a flexible framework for all sizes of employers to enable them to run accredited workplace experiences.
- **Industrial Cadets** ensures that young people can develop the skills they need during these programmes, giving them a valuable workplace experience and a nationally recognised award at the end.

Inspiring a new generation of engineers



Sanjeev Gupta

*Founder of the GFG Foundation
and HRH Ambassador for
Industrial Cadets*



It's a great honour to be invited by His Royal Highness to contribute to one of the most important tasks facing modern society; the task of ensuring our next generation has the motivation and skills to enable us to remain competitive and successful on the world stage in manufacturing.

Coming from a family of industrialists I had the opportunity while growing up to spend time in steel works and engineering plants. That left a lasting impression on me and really inspired me to pursue an active career in industry. I see Industrial Cadets fulfilling the same function and am very excited about the impact it is making.



It is a privilege to have been part of the development of an initiative which is so important for the future of UK industry.

Industrial Cadets allows young people to see inside the industries in their local area. It helps them understand the careers that they offer, and it takes the first steps in providing the skills that employers are looking for which will equip them for those careers.



Jon Bolton

*CEO of Liberty Steel and inspiration
behind Industrial Cadets*



Dr Douglas Dawson

CEO of Liberty Industries Group



I have been particularly proud to see so many sites within Liberty Industries Group support the Industrial Cadets programme; this programme provides a great platform to get young people interested in a sector that supplies industries as varied as F1 to Rolls Royce aero engines.

It's vital that we help develop our future talent.



Delivering on our ambition

Evidence outlined in this report demonstrates how Industrial Cadets has allowed the GFG Foundation to meet its Vision, Ambition and Values

OUR VISION

To **identify and develop** the potential in people to allow them to succeed in life.

OUR AMBITION

To **deliver programmes** that identify and close the skills gaps that support the development of the engineering, metals and renewable energy sectors.

OUR VALUES

To **encourage** people to **develop** their skills and potential so that they can **contribute** to sustainable industries and communities.



Industrial Cadets has resulted in...

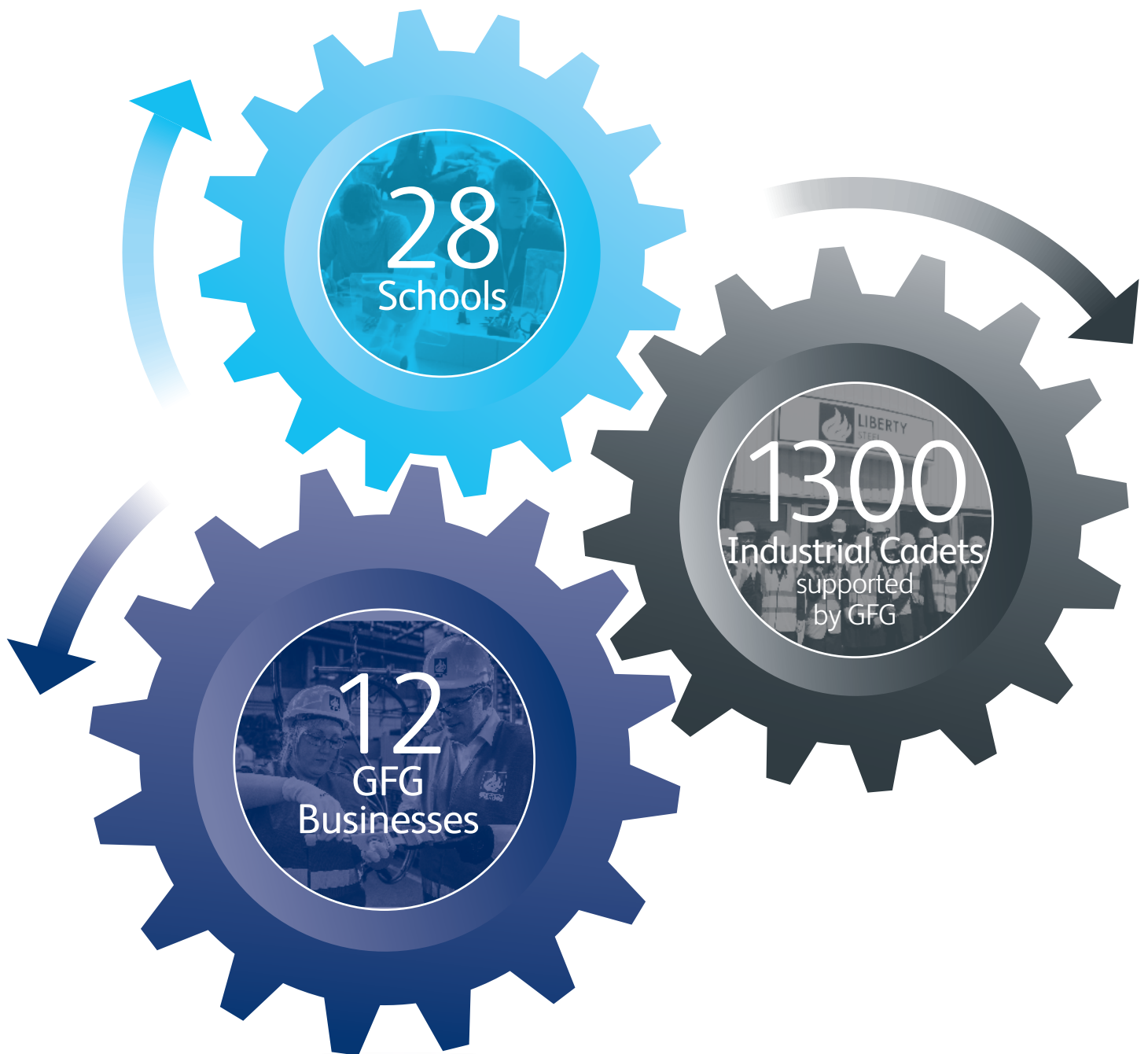
Cooperation between GFG staff mentors, EDT, cadets and teachers, ensuring that the cadets have been inspired to engage with and complete their cadetship.

Funding by the GFG Foundation and resourcing by GFG Alliance businesses and EDT, ensuring that different stakeholders have been able to connect and deliver.

All stakeholders also agreed that participation in the programme must have a purpose, especially the development of aspiration.

Partnership

*The Foundation has supported **1300 Industrial Cadets** in partnership with **28 schools** and **12 GFG business locations** throughout the UK*



GFG in partnership with Industrial Cadets



Supporting Companies

Liberty British Aluminium and SIMEC
Fort William

Liberty Steel Dalzell
Motherwell

Liberty Speciality Steels
Bolton, Rotherham and Stocksbridge

Liberty Tubular Solutions
Oldbury

Liberty Bridge Aluminium
Wednesbury

Liberty Pressing Solutions
Coventry and Willenhall

Liberty Aluminium Technologies
Coventry

920E
Leamington Spa

Liberty Steel and SIMEC
Newport and Tredegar

Impact of Mentorship

Industrial Cadets often talk about the importance of good mentorship to maintaining their interest

In particular, Industrial Cadets describe mentors as providing practical support and a direct experience of the workplace that helps them understand the purpose of their efforts.

School Engagement/Mentor Training was delivered to three Liberty sites in the autumn of 2017. The sites were Stocksbridge, Fort William and Oldbury. The training centred on all aspects of school/college/ employer engagement. The training was bespoke to GFG/Liberty sites and focused on their existing and planned school engagement of any school interaction eg taster activities at school or company, project based programmes and work experience hosting.



95% of trainees felt the session was very informative



90% of trainees felt more confident about mentoring young people in schools



92% of trainees felt more aware of the value of mentoring to young people



92% of trainees felt more aware of the value of mentoring to the mentor



97% would recommend the session to other colleagues considering mentoring

“No more training required - now awaiting first contact with school. Excellent session - right level and straight forward”

Mentor, Liberty Steel

Impact of funding

Funding is one of the key ingredients to give young people the opportunities to access quality activities outside of normal curriculum commitments

The GFG Foundation provided £136,000 during 2017/2018 to support 1300 young people directly, including being the headline sponsor of the 2018 Industrial Cadets Awards.

With GFG's support of the Industrial Cadets Awards programme, GFG have contributed to supporting the large pool of 22,000 + young people and schools/ colleges, employers, partners through their Industrial Cadets experiences in 2017/18.

The GFG Foundation is playing a vital role in providing opportunities to develop essential life and employability skills and therefore increase their employability and life chances.



95% of Cadets have said that they have improved their skills as a result of their Industrial Cadets experience



97% of Cadets agreed that they have learnt more about career opportunities available during their Industrial Cadets experience



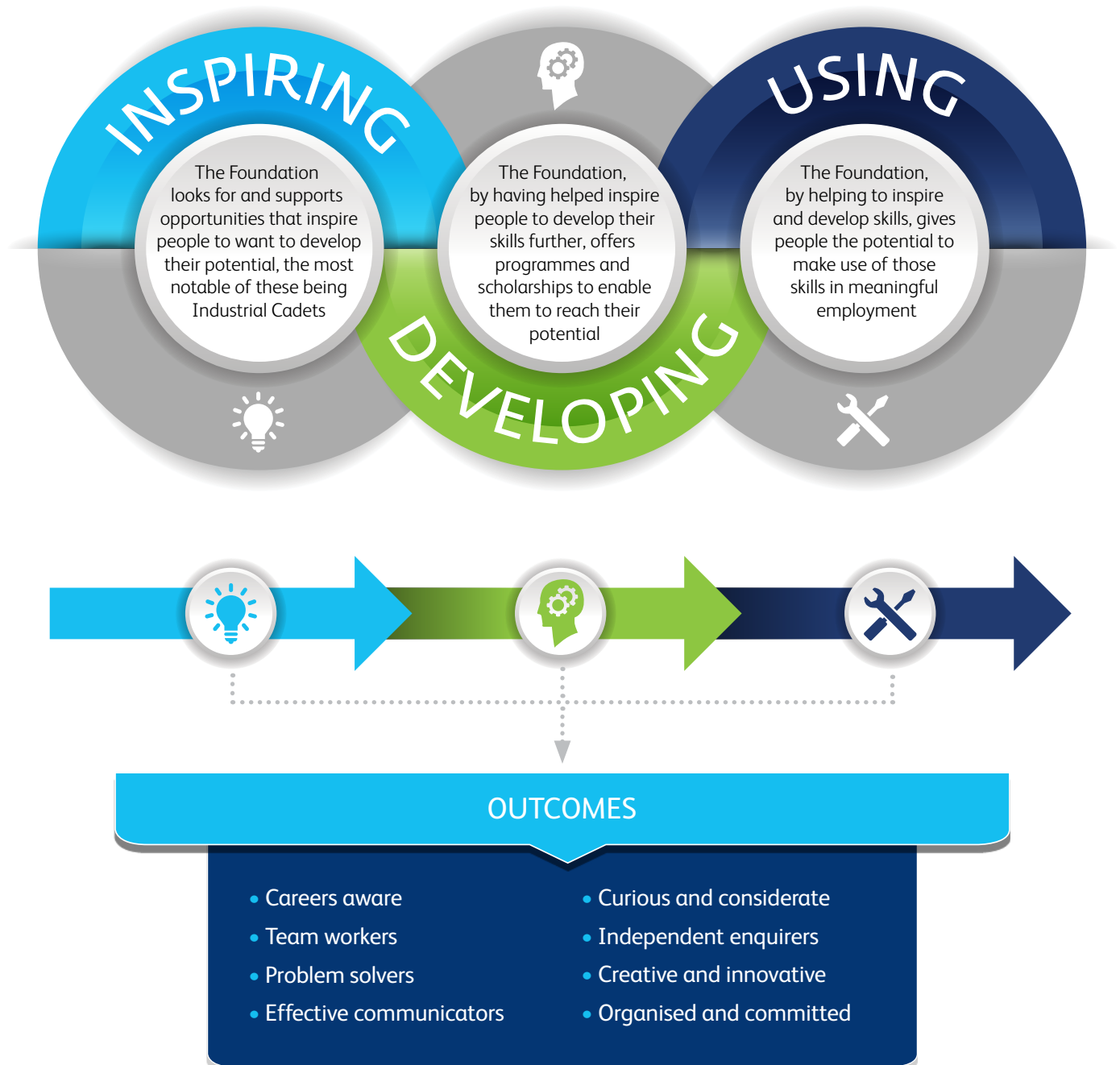
90% of Cadets felt they knew more about their supporting companies having taken part

“It will give me a glimpse at what it might be like working in an engineering focused work environment”

Industrial Cadets, Rotherham College

Supporting the Foundation's Approach

The Industrial Cadets programme supports the Foundation's Skills Pathway by actively inspiring young people to see the opportunities in engineering



Our stories

The experience of Industrial Cadets is best described from the stories of particular events supported by the Foundation. The stories below cover Challenger, Bronze, Silver and Gold levels of the framework



Challenger Level

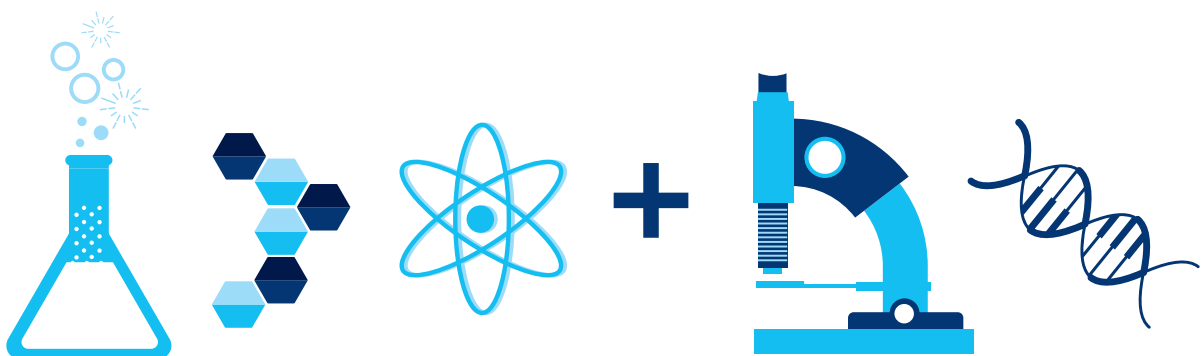


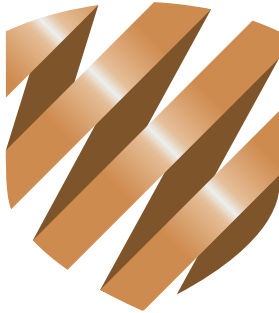
The Challenger Level of Industrial Cadets sees young people ranging from primary through secondary schools take part in hands on activities supported by role models delivered through EDT's First Edition programme.

Through the Foundations' support this has enabled schools in local areas to reach out to local primaries and provide transition days for their pupils, opening their eyes to the wonder of STEM.

The Challenger season runs through the academic year and EDT are engaging schools and clubs near the local sites from September through to September. Challenger includes groups from 50-100+ and provides hands-on activity days, designed to excite and enlighten young people about STEM.

Challenger can be delivered in a school setting, on site or out of school and as part of this year's activity Challenger was delivered at the Bolton Lads and Girls Club in the school holidays.





Industrial Cadets Bronze Level



The Bronze Level of Industrial Cadets is delivered through the 10 week Go4SET projects linking teams of students from local schools with local sites and mentors.

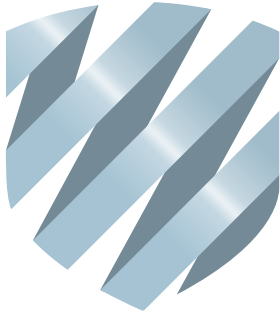
To obtain the Industrial Cadets Bronze Award, students take part in a minimum of 20 hours and demonstrate project outcomes and skills they have developed through their experience. The experience culminates in a celebration and assessment event and Industrial Cadets graduation.

The projects supported by the Foundation included Rotherham College cadets winning the ‘pupils choice’ award at a celebration event in Sheffield and Holy Cross High School from Hamilton winning the Material World magazine’s Go4Set ‘Textiles Project’.

In Scotland, the SQA have recognised the quality of Go4SET’s content, added value to the curriculum and ability to empower young people to make informed and confident decisions about their future through the SQA accredited qualification.

“Industrial Cadets or young people have benefitted immensely from the experience, from increasing their knowledge of engineering and the world of work to the softer skills often overlooked”

Claire Neilson
Community and Engagement
Manager, Liberty Speciality Steels



Industrial Cadets Silver Level

The Silver Level of Industrial Cadets is delivered through work experience and skills camps providing young people over 30 hours experience of industry through a structured week or over a longer period combining project work, site visits, team building and knowledge sourcing.

Silver level Industrial Cadets successfully created new promotional material for Liberty Steel's use and were able to meet with His Royal Highness The Prince of Wales when he visited and reignited the furnace at Liberty Speciality Steels, Rotherham.

An Industrial Cadets Skills Camp was hosted by Liberty Speciality Steels in Rotherham and Stocksbridge involving 22 cadets who undertook site and college visits as well as a celebration and assessment day.



"It has opened my eyes to what engineering is like and the job opportunities available, and how to get in through a graduate or apprenticeship route"

*Industrial Cadet,
EDT Skills Camp
(Silver Industrial Cadets)*



Industrial Cadets Gold Level

The Gold Level of Industrial Cadets is delivered through the 6 month Engineering Education Scheme projects, taking teams on a 6 month journey and graduating as Industrial Cadets at the Gold Level.

The programme provides the teams of 16-17 year olds with a real life problem set by the local site to solve as part of their project brief, commencing at a launch event where teams meet mentors, receive guidance on project management and other skills required to complete the project, have a workshop session mid project and end with a celebration and assessment event and Industrial Cadets graduation.

Projects included working with two RSA academies in Coventry and Tipton. Projects looked at improving the flow of production as well as how to capture wasted foundry heat to heat showers.

Two projects with Liberty Speciality Steels looked at eliminating weeds on the internal train tracks at Rotherham and working on how to minimise errors with the steel stamping process at Stocksbridge.

"I have grown as a person and has inspired in me the confidence to continue working towards my goal of becoming an engineer"

*Industrial Cadets,
Lochaber High School, Fort William*



Thanks

The GFG Foundation wishes to thank the following partners in helping to support the Industrial Cadets programme:



www.etrust.org.uk

www.industrialcadets.org.uk

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