



# Enhancing skills and opportunities

Our **2017-2020** strategy



# Our challenge

*Our challenge is to address Britain's skills gaps by enabling people to reach their potential*



Skills are at the heart of every individual's sense of self-worth and are central to the success of our economy.

The need to provide people with opportunities to develop the right skills for fulfilling and productive working lives is a constant challenge. Our family's investment in re-generating Britain's metals and engineering industries has reminded us of the reality that many people of all ages lack the skills or opportunities to reach their own potential or to meet the needs of these re-emerging sectors. They may feel frustrated at being unable to contribute towards their families, communities or local industry.

Whether by inspiring a young person to want a career in engineering through offering them work experience, or by providing training so an employee aged over 50 can adapt and up-skill as a modern industrial worker, the GFG Foundation will help them realise their potential.

The GFG Foundation was established with the purpose of developing the skills needed to help people start or continue working in specific industries, notably engineering, metals and renewable energy.

Already we're making good progress. We're particularly proud to develop our first partnership with Industrial Cadets, a great initiative inspired by HRH The Prince of Wales and delivered by the EDT (Engineering Development Trust). The Foundation will, in partnership with EDT, directly fund and support up to 4,000 young people over 3 years throughout the UK, helping them to gain the skills and experience to be the future of industry.

Our strategy, which is explained in this document, will steer the work of the GFG Foundation in its first few years. There is clearly much to do and so the Foundation and the entire GFG Alliance family look forward to addressing the joint challenges of developing people and industries to secure a brighter future for communities and the wider economy

---

Nicola Gupta  
Co-Founder

---

Sanjeev Gupta  
Co-Founder

# The GFG Foundation

*We want to be a leader in developing the skills to help people start and continue in quality employment*

OUR VISION	OUR AMBITION	OUR VALUES
To identify and develop the potential in people to allow them to succeed in life.	To deliver programmes that identify and close the skills gaps that support the development of the engineering, metals and renewable energy sectors.	To <b>encourage</b> people to <b>develop</b> their skills and potential so that they can <b>contribute</b> to sustainable industries and communities.

By 2020 we will:

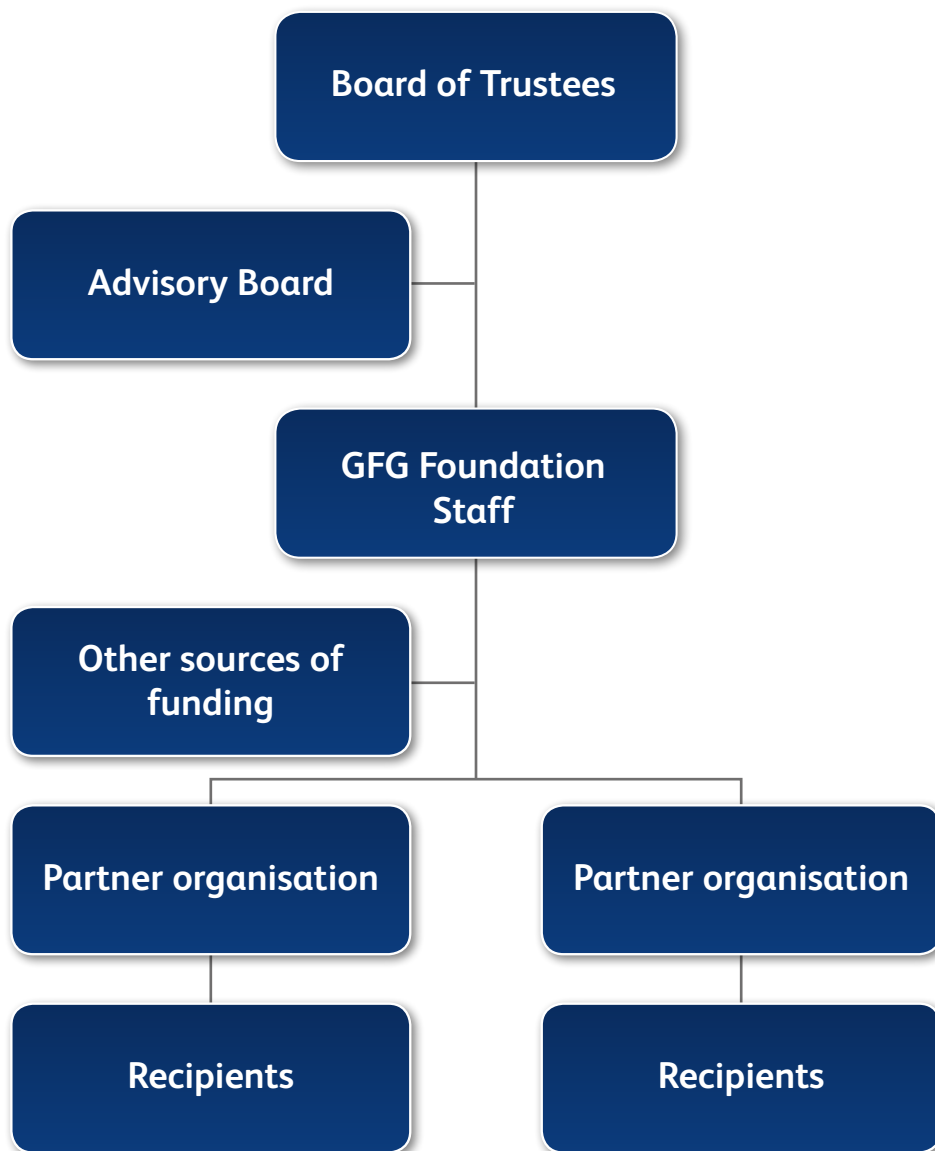
- Deliver three programmes each year to address the skills gaps within the engineering, metals and renewable energy sectors.
- Encourage up to 5,000 individuals, mainly but not exclusively young people, to develop the skills to start or continue working in those industries.
- Encourage up to 500 employees from GFG Alliance companies to engage in volunteering in support of GFG Foundation activities.

GFG Foundation programmes will help people to develop both skills and commitment as well as improving educational attainment and employability. There is further information about our planned outcomes and impacts later in this document.

# Foundation governance

*Effective governance and access to advice, research, funding and suitable partners are key to the work of the GFG Foundation*

The governance and management structure of the Foundation ensures that there is suitable scrutiny, advice and management of projects.



# Providing opportunity

*The Foundation will provide opportunities for people to discover and achieve their full potential*



The GFG Foundation will support local, national and international STEM (Science, Technology, Engineering and Mathematics) programmes, aimed at equipping people, especially the young, with the skills to realise their potential as well as build and sustain key industries, including engineering, metals and renewable energy sectors; providing them with a pipeline of talent for innovation and new technology.

It will initiate and support targeted projects that boost the initial employment prospects of young people as well as the sustained productive employment of mature workers.

Types of initiatives that the Foundation may support include:

- grants to enhance existing local or regional skill-building projects;
- funding for intensive industry-related work experience or mentoring;
- bursaries to help talented young people undertake high-level technical courses.

In summary, the primary focus of the GFG Foundation is to support education, training and employment, addressing gaps in education and skills, especially in the industrial heartlands of South Wales, the West Midlands, the North of England and Scotland. The GFG Foundation will also look for opportunities to support primary education overseas.



# Working with partners

*The Foundation will work jointly with trusted partners to develop people, communities and industry*

The GFG Foundation will deliver all programmes both through the resources of GFG Alliance members and those of other organisations. Some examples of partner organisations may be:

- Other charities with shared interests
- Commercial organisations
- National and local government
- Grant-awarding bodies
- School, colleges and universities
- Research institutes

It is especially important to draw upon an external organisation's knowledge of the particular community the Foundation seeks to support. Working collaboratively with partner organisations also ensures that funded projects are delivered at the point of need, providing a sense of local ownership and providing the conditions for sustainability.

Programmes will be directly managed by staff from a GFG Alliance member company or a partner, ensuring that they are run locally and remain focused on the needs of the people being supported. The GFG Foundation will ensure collaboration through agreements with partner organisations that put in place the necessary processes and procedures to manage and monitor programmes effectively.



# How will we measure what we do?

*The Foundation will measure the short-term outcomes and longer term impacts of its programmes to ensure that they remain relevant and improve continuously*

Key to realising the Foundation's vision, ambition and objectives is to understand the impact that programmes have on individuals and their communities. It is therefore vital that programmes

record activity and outputs from the outset to assist in the clear identification of outcomes. It is however anticipated that Foundation programmes will lead to the following outcomes and impacts:

## OUTCOMES (SHORT TERM)

- Developing skills
- Promoting commitment
- Improving motivation
- Developing self-esteem and confidence

## IMPACTS (LONGER TERM)

- Improved educational attainment
- Improved employability
- Improved employee retention
- Improved employee performance



# What are we doing already?

*The Foundation will be sponsoring and actively supporting the acclaimed Industrial Cadets programme*

The GFG Foundation's first priority will be to identify, recognise and reinforce existing initiatives by employees of GFG Alliance companies that support young people and develop their skills.

We anticipate that this will include the creation of links between these initiatives and the highly-respected Industrial Cadets nationwide programme, championed by HRH The Prince of Wales, which develops teenagers' knowledge, awareness and experience of industry.

Where possible, we intend that schemes already being delivered by employees of GFG Alliance companies will be accredited by Industrial Cadets, thereby adding value and giving more recognition to the young people involved.

Moreover, working with the Engineering Development Trust, which manages Industrial Cadets, and with individual GFG operations on the ground, the Foundation aims to ensure that 4,000 young people across the UK benefit from the Cadets programme over the next three years.

All projects and initiatives supported by the Foundation will provide high-quality accredited skills development and work experience to help 11-19 year olds prepare for careers in industry.

The Foundation will also develop other partnerships to nurture science, technology, engineering and maths (STEM) skills among young people, both during and after their school years.





# Where will we work?

*The Foundation will work where there is the need to develop skills and support industry*

The GFG Foundation will initially support projects in the UK, especially in South Wales, the West Midlands, the North of England and in Scotland, concentrating on communities facing the skills shortages that are preventing social and economic regeneration. The Foundation also plans to work overseas, where it will concentrate on equipping younger children with the skills to succeed in life.



# How will we grow?

*The Foundation will support at least three new programmes per year*

The GFG Foundation will grow in a measured and targeted way, ensuring that good practice is identified and replicated and challenges are acknowledged and rectified. It is important that projects funded and

supported by the GFG Foundation are resourced and sustainable beyond the initial period of seed funding, whether that is from donor, other corporate or public sector matched funding.

## OUR HEADLINE TARGETS FOR 2020

Three new programmes per year.

At least 5,000 people engaged and benefiting from Foundation supported programmes.

500 employees of GFG Alliance companies engaged in supporting Foundation activities.

### AREA OF FOCUS

- **Identifying** – finding and retaining suitable partners.
- **Resourcing** – finding and retaining sufficient human and financial resource.
- **Sustaining** – ensuring long term continuity and quality.
- **Communicating** – promoting the brand (GFG Foundation).

### THIS INCLUDES

- Having a process to identify suitable partners who share the same vision and values of the GFG Foundation.
- Having a sound financial model, matched funding and trained staff support.
- Having effective project management processes and digital tools in place.
- Managing and developing our brand, engaging partners and supporters and sharing information internally and externally.

### THIS IS HOW WE'LL MEASURE OUR PROGRESS

- Retention of partners.
- Success of programmes.
- Effective monitoring of programmes.
- Matched funding secured.
- Retention of staff and volunteers.
- Income statement and balance sheet.
- Usage of website.
- Awareness and value of the brand.

# What can you do?

*We want this document to inform and direct the actions and decisions of GFG Alliance members, their people and existing and potential partner organisations, in their dealings with the GFG Foundation*

This document outlines the initial strategic direction of the GFG Foundation to ensure its work is focused and relevant. This Strategy will evolve and become stronger as we move forward.

The Foundation needs people to help deliver its vision, ambition and objectives, whether by volunteering to mentor an Industrial Cadet during work experience, or joining in with an event to raise funds for future

projects. In essence, the Foundation will focus on identifying and developing a new generation of people to shape the future of industry and on revitalising the skills of older workers so they too can contribute to that future.

You can learn more about the GFG Foundation or make contact with us by visiting our website at [www.gfgfoundation.org.uk](http://www.gfgfoundation.org.uk)



The GFG Foundation  
7 Hertford Street, Mayfair, London W1J 7RH  
**T** +44 (0) 20 3205 8550  
[www.gfgfoundation.com](http://www.gfgfoundation.com)

Company limited by guarantee number 10600789. © 2017 GFG Foundation.  
Images cannot be reproduced without the permission of the GFG Foundation.

