



The Future of Work

Recruiting the Best From All Backgrounds



A Message From Our CEO

LTSB is a social mobility charity that finds bright young people from disadvantaged backgrounds, and prepares them for meaningful careers with companies like yours. Our work is founded on the firm business case for diversity, and the recognition that while talent is equally distributed, opportunity is not.

Connecting that talent with opportunity is good for business, good for communities, and good for society as a whole.

We believe deeply in the ability of the young people we represent. We not only prepare them so they can be effective from the first day, we continue to support them for the first year of their career, helping both employee and employer during a critical integration stage. (And our **Working Together** training makes a real difference too.)

When leading firms make a commitment to social mobility, and to recruiting the best of all backgrounds, it makes a powerful case. We're proud to have an incredible roll call of prestigious firms like **NatWest, RSM, BDO, Duff & Phelps** and **MAPP** hiring, retaining and promoting our young people.

We'd like you to join them, and us, in helping young people find roles equal to their ability and ambition – and ensuring that a past beyond their control doesn't dictate a future that still has much to offer.



Paul Evans,
LTSB CEO

What We Do



Recruitment



Bootcamp



Placement

We know what young people need to thrive in corporates, and have a strong track record in finding both **ability and need** – ensuring opportunity finds talent it would otherwise miss.

A critical period of personal and professional development that focuses on **Employability Skills, Critical Thinking and Confidence** to succeed in the workplace. We make school leavers **work ready**.

Coordinating the interview and on-boarding process, we don't just find them a job. We're there for **the first year of their career**, helping employer and employee however we can – including exclusive professional development opportunities.

"We're proud to have worked with LTSB since they started. We have always valued their commitment to helping bright, dedicated people from diverse backgrounds to develop in meaningful roles. Through having LTSB apprentices and alumni at BKL, we have thrived as a business and a group of people. We look forward to continuing this highly rewarding two-way relationship."

Helen Koumi, BKL

A photograph of a young woman with long dark hair and glasses, smiling warmly. She is wearing a grey top. The photo is partially obscured by a blue graphic overlay on the right side of the page.

Business Benefit

Efficient

If you want different people, you need to look **in** different places, and **for** different things. Partnership working with LTSB develops procedures and pipelines that build on our expertise, without creating them from scratch.

Practical

Helps realise your organisation's diversity, inclusion and social mobility objectives with a diversified talent pool that contributes to the bottom line. **Our young people get the job done.**

Inspirational

If you hire an apprentice through **LTSB**, you will not only transform their life, you will positively impact their family and community too. **Together we can create a fairer, more equitable society**, where every young person has the opportunity to build a sustainable career, no matter the circumstances of their birth and childhood.

"We're proud of our long-standing partnership with LTSB. It just really ties in with our values, but is also a central part of our recruitment strategy. Recognising and celebrating our diverse employees helps us to recruit and retain talent, and drives better business performance. Great employees like our apprentice Agnes really make the business case that goes with the moral case, and here at RSM we're happy to champion initiatives that increase equality of opportunity."

Caroline McCague, RSM UK

How It Works



We provide ‘work ready’ candidates for apprenticeships, internships or full time roles.

- We currently prepare young people for roles in **Business and Finance** (e.g. Assistant Accountant, Business Administration, Risk & Compliance) and **Digital and Tech** (e.g. IT Support, Data Analyst, Software Developer and other Digital Degree roles).
- **If you’re looking for a cohort in a particular discipline, we can help you.**
- **Speed Interview** events (online and in real life) take place regularly so that you can meet several young people and choose who you wish to take through to your normal recruitment processes.
- We would be delighted to arrange a training provider for apprenticeships or work with your existing provider.
- Our Careers Team can provide advice on the **Apprenticeship Levy** whether you are a Levy payer or not.
- We help with the offer and enrolment process providing advice and support as required.
- We support our young people **and their employers** – see our [Working Together](#) training for more info.

What It Costs

Entry Level 3 or 4 Apprenticeship

£2000 + VAT on placement

Semi-experienced role (Alumni placement)

15% of annual salary +VAT

We work with employers who pay National Minimum Living Wage or higher.



WORKING TOGETHER

We have worked with hundreds of bright young people from disadvantaged backgrounds, preparing and supporting them into meaningful roles with major firms like **NatWest**, **RSM**, **BDO Drive** and many others. We have a deep understanding of what it takes to create environments in which the best from all backgrounds can thrive – and our **Working Together** training means that you can apply these strategies too.

This session gives context and confidence. We break down structural inequalities, and give insight into why metrics like grades or degrees aren't the best measure of worth without an understanding of background. Using case studies from LTSB's hundreds of successful placements, and our team's direct experience of working with young people from their worst moment to greatest achievement, **you get young people's lived experience:** how they were made to feel welcome, the integration 'pinch points', and how unintended consequences can have a lasting effect.

"The most powerful training I've had on the topic - **compelling, authentic, thought provoking.** It has genuinely shifted my thinking and appreciation of the depth of approach needed to truly honour the intent to make an inclusive environment for young people from very different backgrounds."

Ali Zair, Project Manager, Partnerships Team at Forward Institute

Who?

Line managers, HR or senior social mobility champions – whether your firm is just starting out, ready to recruit, or refining an existing model!

What?

- **Context: Disadvantage, University, Apprenticeships and Covid-19**
- **Growth Mindset v. Cognitive Costs, and Technology v. Equality**
- **What Works: Principles and Practicalities**, case studies and more.

How?

The course is delivered flexibly over Zoom in four parts, each around one hour in length. These can be an hour a day over the course of a week, over two half-days or a full day with breaks. Costs are £195pp, or £1500 for groups of up to 10. Book at careers@leadershipthroughsport.org

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Leadership Careers Club

If you are interested in mentoring one of our young people please contact:

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