# The Hg Foundation ·Hg

Removing barriers to education and skills in technology

Impact Report
October 2021

Our mission:

The purpose of The Hg Foundation is to make an impact on the development of education and skills and contribute to improved, quality employment prospects within the technology sector. We focus on individuals from under-served or diverse backgrounds, who may otherwise experience barriers to access.
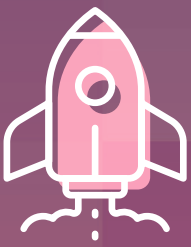
Ambition:

- To build a world class portfolio of programmes, focusing on a small number of well researched themes where we can have the greatest impact
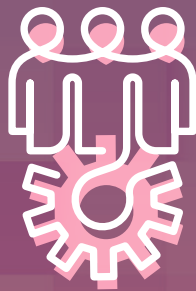
Delivery:

- Forming strategic and scalable partnerships with experienced and proven organisations across the UK, Europe and United States

Impact:

- Using clear metrics to track and measure outcomes, as well as to assess and evaluate impact

Progress update since launch in July 2020:

$7.1m
committed

6
partnerships:

>6k
students will receive targeted support from our partner programmes

Imperial College London

SEO Career
Tech Developer

THE TUTOR TRUST

upReach
Transforming Social Mobility

Generation FRANCE

Impetus

THE TUTOR TRUST **Impetus**

Online Tutoring Pilot +
The Tutor Trust Hybrid Tutoring Pilot
launched in June and September 2020

Tackling educational inequality by making high quality tutoring available to the children who need it most

The Online Tutoring Pilot was a direct response to the Covid-19 pandemic, with evidence showing school closures were contributing to a widening attainment gap between disadvantaged children and their more advantaged peers.

The pilot was a collaboration between the UK government, the Education Endowment Foundation, Impetus, Sutton Trust, Nesta, and Teach First, and was one of the first steps in building the flagship National Tutoring Programme (NTP).

The overarching aim of the pilot was to evaluate the feasibility of providing online tuition to disadvantaged learners during the Covid-19 school closures.

The Tutor Trust was one of four tutoring charities involved with the pilot of the NTP. Their mission is to transform lives through tutoring by ensuring that young people who need additional academic support, but whose families might not be able to afford it, have access to inspiring tutors.

The hybrid tutoring pilot tests the efficacy of a blend of in-person and online tutoring whilst also providing reconditioned computer hardware to pupils who do not have access to online learning at home.

We have recently started The Hg Foundation Hybrid Tutoring Project in school and remotely for 12 Year 6 pupils. It has been such a timely project for our children – particularly with the generous donation of laptops and headsets. This has supported not only the project, but our Year 6 pupils working remotely as their 'bubble' has been suspended three times already due to positive COVID results.

The nine laptops, provided by The Hg Foundation, supported our school to provide the 28 pupils with devices in order to access their learning from home. Initial feedback from pupils is extremely positive. 10 of the 12 children accessing the tutoring programme are eligible for Free School Meals and probably would not have access to this type of after school provision. Thanks for your support.

Headteacher at a Primary School in Merseyside, that took part in the Hybrid Tutoring Pilot

The Online Tutoring Pilot...

1.4k students receiving intensive support across 65 schools

>7k online tuition sessions held

76% of learners[1] reported that they enjoyed learning more than they did before

90% of learners[1] felt better prepared for exams and tests as a result of the tuition

The findings of the pilot fed into evidence underpinning the government's decision to roll out the NTP across England.

The Hybrid Tutoring Pilot progress so far...

238 students[2] in the North West of the UK have received intensive tutoring support

65% of pupils qualify for pupil premium funding

17% have Special Educational Needs (SEN)

200 recycled and reconditioned laptops donated from Hg and Hg portfolio companies have been provided to disadvantaged pupils

Of the 16 Schools that participated in the hybrid tutoring pilot, eight completed the Tutor Trust annual School Partner survey:

88% agreed or strongly agreed that Tuition had a "Positive Impact on Student Attainment"

100% agreed or strongly agreed that Tuition had a "Positive Impact on Enjoyment of Learning"

100% agreed or strongly agreed that Tuition had a "Positive Impact on Student Confidence"

[1] reported feedback of learners who completed online feedback   [2] across 16 schools

Imperial College London

Imperial College London Further mA*ths Online Programme
launched in January 2021

Combatting the attainment gap for disadvantaged students in A-Level further maths

A-level Maths and Further Maths are crucial requirements for many intensive maths and STEM degrees at university and ultimately help to prepare young people to access quality employment opportunities within the world of technology. Currently there are significant maths attainment and progression gaps at A-level; in 2018/19 only 36% of disadvantaged students taking A-level Further Maths achieved an A/A* compared to 53% of their non-disadvantaged peers. The Imperial College London Further mA*ths Online Programme aims to address this issue by providing intensive support for annual cohorts of up to 150 students per year by 2022. This is a national level scheme, targeting under-served students from across the UK.

Over the next three years, this programme will provide targeted support for 450 students. In addition, the open access online platforms are expected to reach circa 2,000 registered users of all backgrounds. This scheme will also support 150 further maths teachers, creating the potential for a wider multiplier effect as the teachers spread the new resources and learning more widely through the education system.

> I am really happy to have been able to take part in the further maths online programme, and so impressed with the quality of the resources provided to assist me in improving my further maths skills. This programme served simultaneously as both a great revisions source and a form of enrichment to stimulate my love of problem solving and maths in general. Thanks so much!

Year 12 Further mA*ths student

Progress so far...
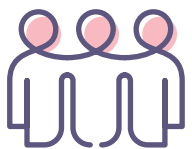
50

year-12 students from across England were recruited in January 2021

56%

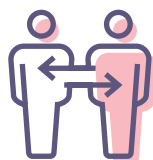of participants come from areas amongst the fifth most deprived in England

80%

of participants would be the first in their family to go to university

73%

of participants come from households with a combined income under £25,000 a year

5

students from across Imperial provide expert e-mentoring sessions each week

29

teachers have been recruited to the first further maths teacher CPD programme

[1] Source DfE A-level exams in 2018/19 academic year

SEO Career
Tech Developer

SEO Tech Developer
launched in April 2021

Sponsoring high achieving Black, Latinx and Native American college students to land quality careers in tech

Technology has enormous relevance in today's economy but its workforce does not reflect the diversity of America. The magnitude of this issue has created a sense of urgency within the tech industry to attract a more diverse workforce.

Through the SEO Tech Developer programme, SEO aim to address imbalances within the technology industry and raise the percentage of minority students effectively competing for entry-level roles in the tech world.

SEO has curated a customised curriculum that hones minority students' existing tech skills. Participants will take part in both individual and team-based projects that focus on solving problems through software development.

The programme will also provide sustained exposure to industry professionals, educators and recruiters through seminars, coaching and mentoring with senior tech executives, as well as access to tech firms for internships.

> I loved my experience with SEO this summer and what I've learned here I'll take with me for the rest of my career. I appreciate the programme and I have really gotten a lot of confidence in my programming skills. I really feel like I belong in Computer Science more and that I actually have a chance in the market of internships and work opportunities in the future.
>
> I've met so many great people and have learned so much I just really want to say thank you!
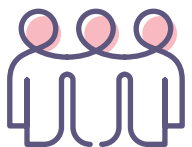
SEO Tech Developer Participant
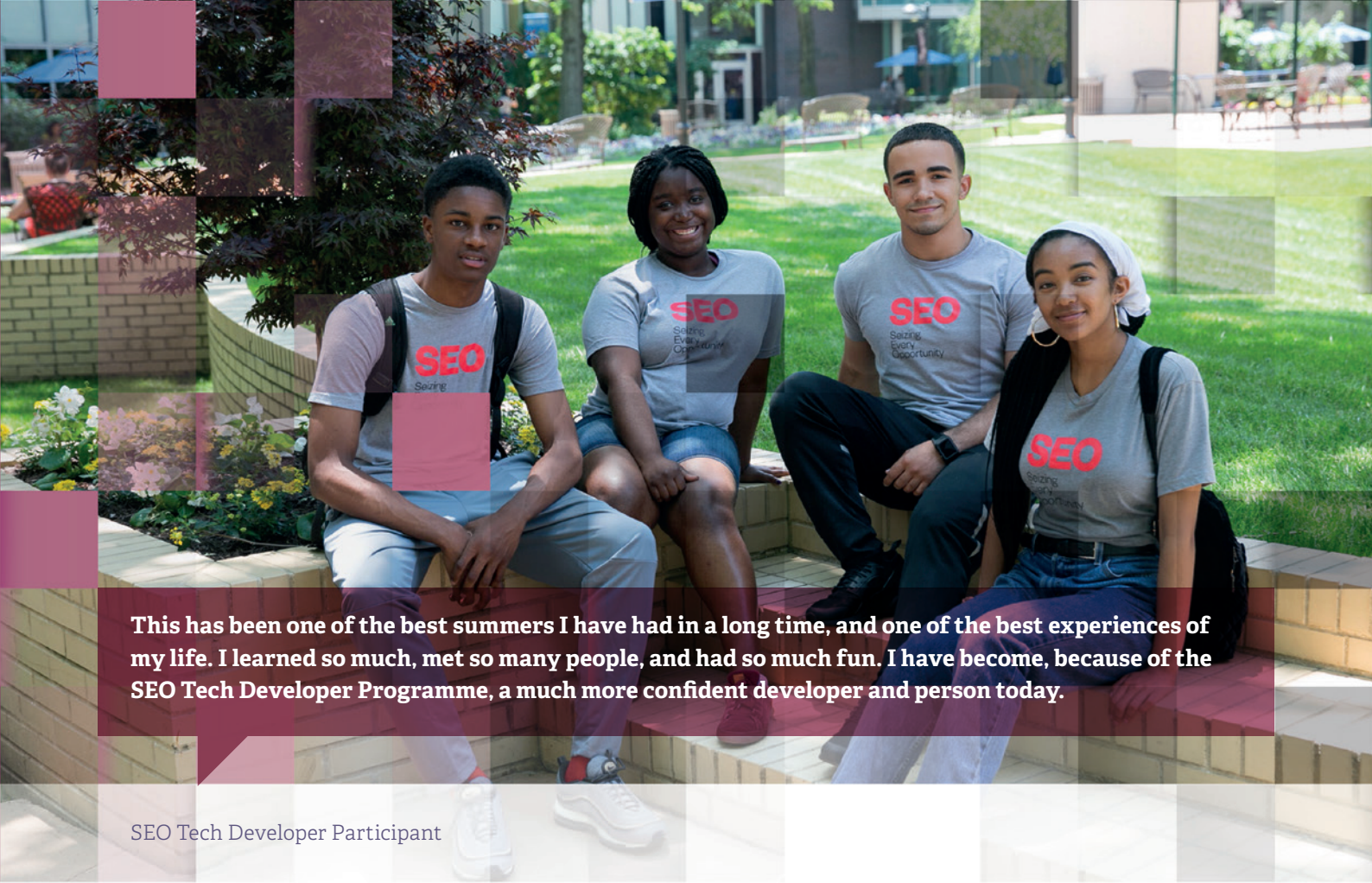
> This has been one of the best summers I have had in a long time, and one of the best experiences of my life. I learned so much, met so many people, and had so much fun. I have become, because of the SEO Tech Developer Programme, a much more confident developer and person today.

SEO Tech Developer Participant

Progress so far...

435

The pool of applicants to the first cohort of the SEO tech developer programme, including 223 sophomore students

62

The final number of students admitted in the first cohort, with the selection process based on pre-admission coding test scores, GPA, and personalized application

51

The total number of U.S. universities represented in the programme

300

The hours spent per student in both instructor-led coursework and team-building assignments, of which 240 hours were during the summer residency programme

87%

The percentage of students who reported having been satisfied by the programme, and feeling better prepared to land a tech internship

96%

The percentage of students who improved their coding tests scores, between their pre- and post- programme assessment

upReach
Transforming Social Mobility

upReach Tech500
launched in April 2021

Boosting opportunities for disadvantaged students to access careers in the tech sector

The rapidly growing technology sector has become a preferred career choice for ambitious graduates, but there are significant barriers faced by those from disadvantaged backgrounds. High quality training can often be expensive or inaccessible. Equally, success in careers in other sectors is increasingly dependent on having a broad range of technology-related skills.

Through close collaboration with leading technology employers, upReach will deliver a comprehensive programme of exclusive training, networking and development opportunities. These will be available to the upReach Tech500, and a further 2,500 students from lower socio-economic backgrounds all over the UK.

Students in the upReach Tech500 will participate in an intensive programme, including Bootcamps, Skills Workshops, Employer Insight Days and Career Academies to broaden horizons and support them in securing graduate roles in the tech sector.

"It massively helped me to learn more about the different areas the tech industry offers."

"Advice from professionals has helped me reflect on what skills I need to develop and what I am looking for in my future career."

"I honed my confidence in professional situations."

"[I] learnt about different backgrounds in tech and cleared any doubts I had about entering the sector."

"It was a lot of fun and I gained interest in careers that I didn't think interested me before."
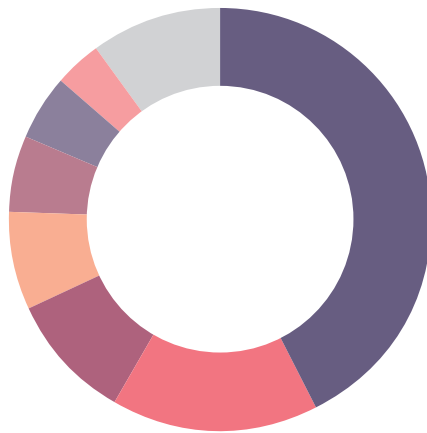
Associate feedback on 1st bootcamp

Progress so far...

- **102** students have been recruited across the first two cohorts
- From **35** universities
- **44%** female / **56%** male

First virtual bootcamp took place in August 2021 which included:

- **66** participants
- **25** total sessions
- **13** technical masterclasses

Degree background:
80.5% STEM degrees

- 42.7% Computer Science/IT
- 15.8% Engineering
- 9.8% Biological Science
- 7.3% Physics
- 6% Economics
- 4.9% Business
- 3.7% PPE
- 9.8% Other

Summary of feedback from first bootcamp

(KPI = 90% good approval rating)

95.5%

rated as excellent, very good, or good

The Bootcamp has improved your knowledge of the tech sector:

95.5%

strongly agreed or agreed

The Bootcamp improved your technical knowledge and commercial awareness:

100%

strongly agreed or agreed

Did the Bootcamp meet your expectations?

91%

exceeded or met expectations

Generation
FRANCE

Generation France
launched in October 2021

Supporting unemployed and underemployed individuals into life-changing tech careers in France

Generation France was launched in 2018 and aims to bridge the gap between the many employers who struggle to recruit talent and the 2.3 million French not in any form of training or employment.

Generation's approach is to provide intensive training for specific and pre-identified job roles, primarily serving unemployed people from underprivileged backgrounds.

In support of this partnership, The Hg Foundation and Generation will work alongside Hg who will look to provide participating graduates with job opportunities and mentors from within Hg's portfolio of software and service businesses, whilst also engaging its wider tech network in France to explore other potential placements for graduates. Hg's support will also help Generation France to grow its tech portfolio of professions.

Part of the funding from The Hg Foundation will look to invest in a robust third-party impact evaluation of Generation tech programmes in France and fund a return-on-investment (ROI) fact base. This analysis will be used to inform both employers and government of the benefits of the programme, helping to encourage more employers into the scheme.

Together we will launch critical new programmes for learners across France. The Hg Foundation will give our learners access to a large technology portfolio and network, whilst also providing significant investment to produce evidence that enables us to inform and shape workforce policy in France, ultimately helping thousands of others over the long term.

Meryem Belqziz – CEO de Generation France

Photo: Isabelle Morison – Generation France

Tech programme target KPIs:

3.5k
To reach 3,000 to 3,500 learners across France between 2021-2023

80%
placement rate of learners into quality tech roles

68%
still employed in role after 12 months

20+
Engage with 20+ volunteers from Hg Portfolio companies

Funding
Leverage the results of the impact assessment report to obtain government funding and increase learner volume

Fact base
Create a ROI fact base and use learnings for employer engagement

The Hg Foundation was launched in July 2020 and is a UK-registered charity. The Foundation is funded by Hg through a proportion of carried interest and annual profits, as well as supported via charitable activities carried out across the firm. The Foundation acts independently of Hg and grant decisions are made by the Board of Trustees.

The Hg Foundation Trustees want to say a big thank you to our charitable partners, the board and partner group of Hg and also to the many Hg employees, portfolio employees and other members of the Hg network who have contributed their time, effort and expertise to get the Foundation up and running.

We are incredibly excited about what the next 12 months hold for The Hg Foundation as we continue to scale and we look forward to sharing more news and details of future partnerships soon.

"We are delighted to have had such a strong start in our first year. Now more than ever, careers in technology are in demand across the workplace, but without the skills to fill much needed roles. The Hg Foundation focuses on interventions in education and technology where impact is measurable, long term and scalable. Our first partnerships demonstrate this focus perfectly."

Tom Attwood, Independent Trustee and Chair of The Hg Foundation

"It's really great to see the impact that the Foundation is already having on education. We launched the Foundation having witnessed how previous donations from the firm had a material impact for the causes we've backed. The Hg Foundation goes much further than this, providing the infrastructure with which to continue this support in a measurable way."

Matthew Brockman, Managing Partner at Hg

Follow our journey: www.thehgfoundation.com info@thehgfoundation.com in /the-hg-foundation 🐦 @TheHgFoundatio1

The Hg
Foundation ²⁰⁰Hg

2 More London Riverside
London SE1 2AP

info@thehgfoundation.com