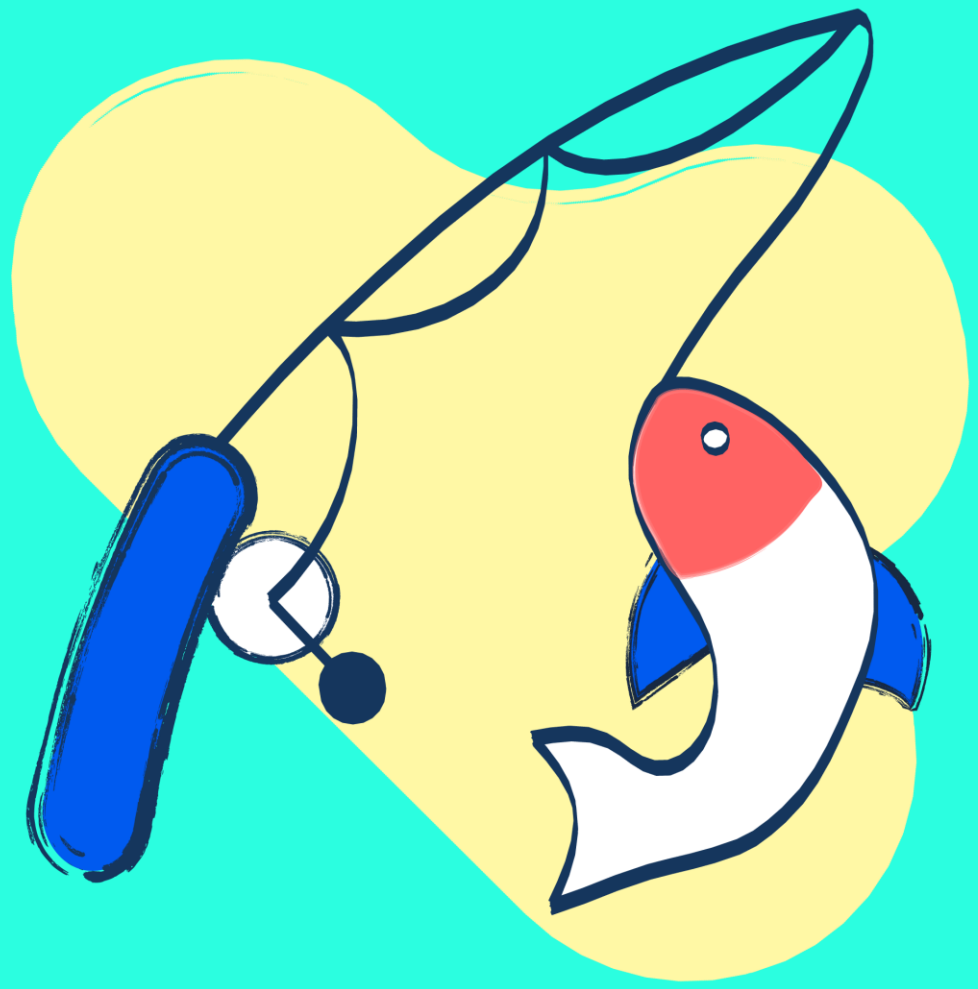


TALENT → FINDER

THE MARKET CHALLENGE

- The London Market is facing a challenge – a looming skills gap from an ageing workforce and reducing numbers of entry level talent.
- The percentage of under 30s in the market is predicted to fall from 24% to 6% in the next decade.
- For many firms, hiring at the entry level is made harder by the sheer quantity of applicants being received to any job advertisement.

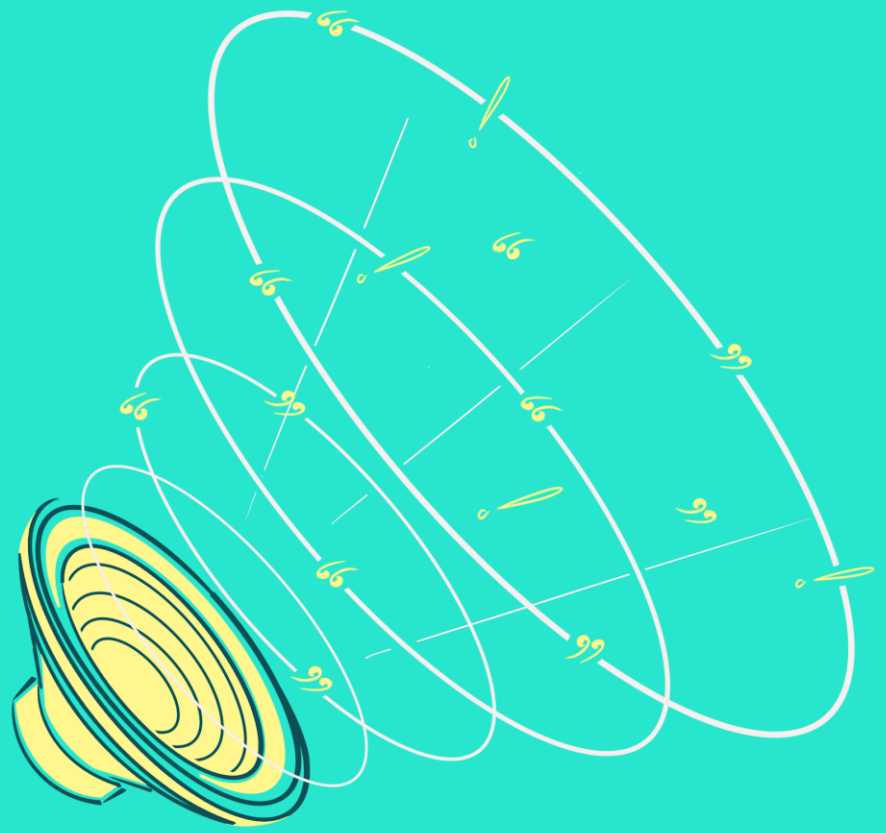


YOUR CHALLENGE

- HR teams find sourcing diverse talent very hard
- The volume of applicants can be overwhelming – thousands for a few positions, creating huge volumes of work to get to a long list.
- AI is making differentiation difficult on paper
- Lack of early talent skills – many firms don't have a specialised team.



A SIMPLE SOLUTION



Talent Finder

- We will create a ready-stocked pool of future London Market professionals
- Giving employers across the London market a simple, managed solution
- To finding and hiring diverse young people for apprenticeships and entry-level roles

Talent Finder will reduce the time and complexity for HR professionals hiring young talent, allowing them to concentrate on choosing and onboarding the right people.

FILLING THE POOL

Candidates will come from two separate streams:

Alumni Candidates

Focused on roles with a September 2027 start date,

Candidates will come from Futures Academy alumni, students who will be available after their A-levels in Summer 2027.

c.75 candidates coming into Talent Finder via this stream.

Always-On Candidates

Available for roles that go live at any time through the year.

Made up young people who are currently, or at risk of becoming NEET.

These candidates will be available immediately focussed on entry-level positions in the market.

c. 85 candidates at any one time from this stream.



HOW IT WORKS?

Sourcing

Talent Assessment

Recruitment Readiness

Pool Filled

1

October 2026 onwards

Establishing partnerships to source for always on hiring

Delivering Apprenticeship Discovery to engage alumni of the Futures Academy

2

November 2026 / February 2027 / May 2027

All candidates will complete an Assessment Centre

This will be central to understanding the talent in our pipeline to support matching.

3

December 2026 / March 2027 / June 2027

Successful candidates will attend a one-day work readiness programme.

This will equip participants with the skills, confidence and insight needed for interview and onboarding processes.

4

January 2027

Candidates who successfully complete each stage will enter the talent pool and gain access to live apprenticeship and entry-level vacancies.

ASSESSING TALENT



We have developed an interactive Assessment Centre with input from market firms, who told us what they look for most in early talent.

We grouped those skills and attributes into five key categories. Through a series of activities including group exercises and individual tasks, we assess candidates for:

- Adaptability and problem solving
- Communication
- Drive for results
- Data and information processing
- Teamwork and collaboration

RECRUITMENT READINESS

Every candidate who passes the assessment phase is invited to a Recruitment Readiness day.

This will equip candidates with skills and know-how to improve their employability and enable them to excel in market firms' recruitment processes.

In a one-day, interactive workshop we will cover:

- CV and interview skills
- Employer research
- Scenario and skills-based tests
- What to expect from online assessments



MATCHING TALENT TO OPPORTUNITIES

1. **Share your vacancy** – Employer shares role description.
2. **Source and screen** – Talent Finder team will review the pipeline and identify up to 10 candidates relevant to the role.
3. **Candidates contacted** - Ensure they're happy to be put forward for the opportunity.
4. **Connections made** - Relevant information will be shared with employers to connect them and move forward in the process.
5. **Hire with confidence -** The intention is that employers will be given a pipeline of 5-10 candidates depending on the number of open positions.

How employers can help us with matching:

Provide us with detailed information on the role(s) you're offering including the skills and attributes most important, plus any information that candidates will want to know (e.g. benefits, salary, work pattern)

Tell us if students we put forward have already applied to your roles or are in the process already.

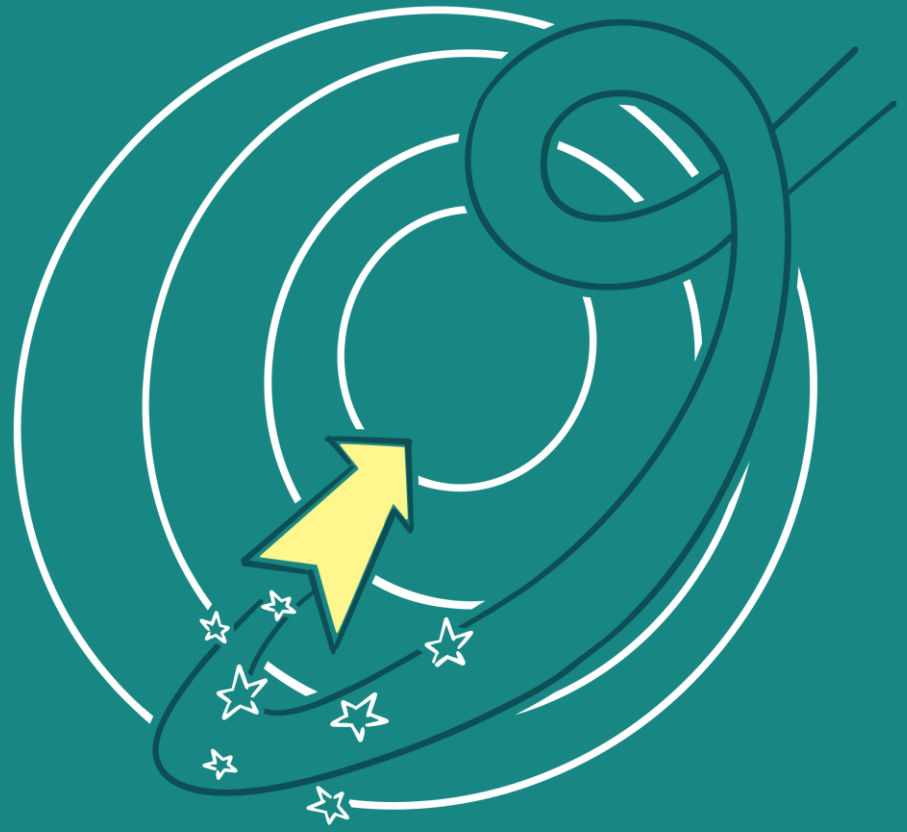
Be responsive, clear on needs and transparent with the process that Talent Finder candidates will go into.

COST OF USING TALENT FINDER



- This is a not-for-profit programme
- Employers will pay a hiring fee of £2,650 + VAT per head.
- This fee will be payable directly to Visionpath on the start date of the candidates. It is not levy-qualifying!
- Employers will be responsible for all costs associated with onboarding, training and employing their apprentice.

WHY CHOOSE TALENT FINDER



- Increase the flow of diverse talent into your firm to help address future skills shortages
- Reduce time and effort in the search process so you can concentrate on the value add of choosing and onboarding the right candidate
- Widen access for high-potential, low-opportunity young people who face barriers to employment
- Priced not for profit